REGULAR MEETING
BOARD OF EDUCATION, SCHOOL DISTRICT OF THE CHATHAMS
MONDAY, JUNE 9, 2025

7:30 PM REGULAR BUSINESS MEETING
CHATHAM HIGH SCHOOL AUDITORIUM

AGENDA

I. CALL TO ORDER: Ann Ciccarelli, President, called the meeting to order at 7:31 PM.

II. OPEN PUBLIC MEETING STATEMENT: In accordance with the requirements of the Open Public Meetings Act, Chapter 231, P.L. 1975 Announcement, I wish to announce that:

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this act, the School District of the Chathams Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in the Board Administrative Offices, sent to the Clerks of Chatham Borough and Chatham Township, the Library of the Chathams, the Chatham Courier, the Daily Record and the TAP (news online).

III. ROLL CALL:

Present: Ann Ciccarelli, Sally Allen, Chris Delsandro, Kate Peck, Susan Ross, Michael Ryan**,** Bradley Smith, Jill Weber and Dr. Yinglu Zhang.

Absent: None

Also Present: Dr. LaSusa, Superintendent**,** Mr. Peter Daquila, Business Administrator/Board Secretary, Dr. Emily Sortino, Assistant Superintendent, Dr. Blair Rosenthal, Assistant Superintendent Student Support Services, Dr. Mary Donohue, Assistant Superintendent Curriculum and Instruction, Beth Grant, Chief Human Resources Officer and 14 members of the public and press.

IV. PLEDGE OF ALLEGIANCE - Ms. Ciccarelli led the assembly in the Pledge of Allegiance.

V. BOARD PRESIDENT'S COMMENTS

Ms. Ciccarelli welcomed everyone to Dr. LaSusa's last board meeting as superintendent of Chatham and thanked him for all of his efforts in the many years that he has worked in Chatham.

Ms. Weber stated that this evening marks the end of an era for the School District of the Chathams, as we recognize Dr. Michael LaSusa at his final Board of Education meeting before he begins his new role leading the Princeton Public Schools. Since joining the district in **September 2001**, Mike has left an indelible mark on

this community, shaping policy, instruction, leadership, and culture in ways that will benefit our students for decades to come.

Mike began his career as a middle school Spanish teacher in North Philadelphia before joining Chatham High School as a Spanish and Social Studies teacher. He quickly rose through the ranks, first as co-principal of Chatham High, then assistant superintendent, and finally superintendent in 2012, where he has served with distinction for 13 years.

Throughout his tenure in Chatham, Mike has been a **forward-thinking, student-centered leader**, guiding Chatham through tremendous growth and complexity:

Curriculum Innovation:

- Early in his leadership, Mike led the move away from traditional midterm exams at CHS, replacing them with more meaningful, project-based assessments.
- He was instrumental in expanding the curriculum to include **AP African American History**, **public speaking**, **podcasting**, **piano chorus labs**, and added American Sign Language (ASL) to our world language curriculum, and one of his real passion initiatives was building our **Holocaust and Genocide Studies**.
- Mike was also instrumental in programs like **TEDxYouth@Chatham**
- **Under his leadership,** Several schools earned **National Blue Ribbon recognition**, and Chatham High School rose to the top of state and national rankings. But for the record, Mike always says "*rankings are meaningless*". He also thinks grades are meaningless, but that's for another time.
- Mike was a strong supporter of our visual and performing arts programs. In 2023 the CHS **Chamber Choir performed at the White House** as a testament to our robust arts program.
- Mike is a strong believer in **supporting the whole child**. He prioritized mental health programs, later start times for high school students, and expanded special education services. He also championed the introduction of dual-language programs, full-day kindergarten, and an enhanced preschool curriculum.
- His mission was to ensure that every learner's needs are met from the earliest years.
- **Leadership in Challenging Times**: Mike's steady hand during the pandemic led to a thoughtful balance of health and education—implementing remote learning, then reopening schools as soon as possible with safety and academic rigor in mind.
- **Advocacy & Forward Planning**: Whether advocating at the state level for improvements in education and anti-bullying policies, or raising alarm about the **teacher shortage crisis**—Mike didn't just react to challenges; he anticipated them and lead the charge.
- Mike also led numerous **successful ballot and referendum initiatives** that brought about new school construction, enhanced campus security, the addition of full-time paraprofessionals, and significant improvements to our athletic facilities and visual and performing arts programs, including this very auditorium.
- He also introduced a **bold and forward-thinking grade reconfiguration plan**, which made full-day kindergarten possible and positioned the district for long-term success.

Of course, Mike didn't do all this alone, but he did hire the amazing team of educators and administrators who actually did the work, so he still gets the credit. Smart move!
Mike's leadership style is grounded in compassion, integrity, and a deep understanding of what truly matters in education. Through his actions, he reminds us that schools are not just buildings, they are **communities**. Under his leadership, Chatham School District became a community where students thrive academically, socially, and emotionally.
Dr. LaSusa has helped guide the School District of the Chathams through **academic acclaim**, **structural innovation**, **enhanced security**, **cultural richness**, and **dynamic leadership**. He has been shaping the educational environment in Chatham since 2001, and his influence will be felt long after he moves on.

On behalf of myself and all current and former Board members, thank you for your integrity, leadership, support, and most of all, your friendship.

On behalf of the community, Mike: thank you for your vision, your values, and your voice.

You leave behind a lasting legacy, and Chatham is better for having had you as our school leader. Congratulations, and best of luck on this next chapter.
Now get out of Emily's chair.

Mr. Ryan mentioned many of the accomplishments and outside crisis's that the district had to address and the many changes that were implemented with no political bias. Thank you Dr. LaSusa and all the best.

Ms. Ciccarelli stated that Mike has made it very easy to be a board member and has always put the students interest first. Thank you and all the best.

VI. ADMINISTRATIVE REPORTS

Dr. LaSusa reviewed his history in the district and the administrative staff that has supported him over the years. Thanked all of the board members that have been extremely supportive and terrific to work with. Stated that it is now time to let Emily be Emily and provide her the same level of support.

A. SUPERINTENDENT'S REPORT

- TEDxChatham June 10, 2025 – please come out and support tomorrow nights event.
- Graduation Friday, June 13, 2025 – CHS graduation at the Mennen Arena
- Demographer Update – Dr. Sortino and Mr. Daquila have discussed an update to the report with the demographer.
- CMS 8th grade celebration was today
- Annual Discipline Report – introduced CHS Assistant Principal, Mr. Connor Henderson and CMS Assistant Principal, Ms. Danielle Dagounis.

Mr. Henderson gave the annual discipline report for both CHS and LAS.
Ms. Dagounis gave the annual discipline report for CMS.
Both responded to questions from the board.
Ms. Weber added that all the numbers in the reports are extremely low and stated that the major issue remains tardiness.

B. BUSINESS ADMINISTRATOR'S REPORT

- Construction Update

Mr. Daquila reported that the summer projects will start the week on June 16th. There have been numerous planning meetings for the reconfiguration and move of the 3rd grade and the 5th grade. The goal is to have everything completed by the middle of August before the staff and students return.

Mr. Daquila thanked Mike and as one of the few administrators that was in place when he started as superintendent, thanked him for his support, guidance, leadership and friendship over the last 14 years. It has been a pleasure working for and working along side of you. All the best.

C. STUDENT LIAISON

Ms. Ciccarelli congratulated Summer on being elected a the CHS Class President for 2025/2026

- Summer Tedesco

Thanked Dr. LaSusa for all of his support and everything he has done for all of the students.

- Graduation is this Friday, June 13th
- The senior trip on May 28th to Six Flags was very enjoyable
- On June 3rd the students welcoming the current 8th grade students for orientation
- Both the boys and girls lacrosse teams are still going strong and have games this week.
- The prom on May 30th was well attended
- The senior activities and picnic are this week.

VII.. COMMITTEE REPORTS

A. Personnel (J. Weber) – Ms. Allen reported that the committee met on May 20th and discussed the staffing for the Supervisor of Student Support Services, changes to the supervisor of health and well-being role, open supervisor of science position, the CMS reconfiguration timeline and the guest wi-fi in the district.

B. Curriculum (S. Ross) – Ms. Ross reported that the committee met on June 4th and discussed the CMS 4 day rotation schedule, the addition of new language options and books for the 7th and 8th grade and the district hosted learning events

C. Finance/Facilities (B. Smith) – Mr. Smith stated the committee has not met and the next meeting is June 25th.

D. Policy and Planning (M. Ryan) – Mr. Ryan stated the committee has not met and the next meeting is June 25th.

Liaisons

Chatham Borough (J. Weber)
Chatham Township (B. Smith)
Chatham Education Foundation (S. Ross)
Chatham Recreation (C. Delsandro)
School District of the Chathams PTO (A. Ciccarelli)

Ms. Ross stated that on tonight's agenda is a donation from the CEF for Phase II of the CMS Library donation in the amount of $58,494.88. The CEF has now donated over $150,0000 this school year. This is the largest amount donated by the CEF in one school year.

Ms. Weber welcomed the Borough Mayor, Ms. Carolyn Dempsey and the Borough liaison to the school district, Mr. Justin Strickland to the board meeting.

VIII. MINUTES

Motion by Ms. Ciccarelli, seconded by Ms. Weber.
Roll call vote: 6-0-3, Ms. Peck, Mr. Smith and Dr. Zhang abstained.

Approval: Minutes
RESOLVED: That the Board of Education approves the minutes from the following meetings:

- May 12, 2025 - Public Session Minutes

IX. PUBLIC COMMENTARY

NOTICE OF PUBLIC COMMENT TIME LIMIT
Hearing of citizens during the Public Commentary section of the Agenda is an opportunity for any member of the public to be heard about issues which are/are not topics scheduled for the current meeting. To help facilitate an orderly meeting, and to permit all to be heard, speakers will be asked to limit their comments to a reasonable length of time.

Emily Smith is still advocating on behalf of the ISL program. Understands the protection against sexual harassment. The district should be instructing the students on sexual harassment and protecting themselves as part of the curriculum. Parents should be responsible for the protection of their child during outside activities. In closing she congratulated Dr; LaSusa on his new position.

Justin Strickland stated that Dr; LaSusa has always been welcoming, helpful and always delivers if he commits to something.

Carolyn Dempsey is grateful to Dr. LaSusa for his leadership, focus, vision and always putting the students first.

Carolyn Dempsey and Justin Strickland both read a proclamation from the Borough stating his accomplishments and dedication to education and to the school district.

Bill Heap commented that the TedTalks are always terrific events. The Fishawack Race is Saturday, June 14th. The family fun starts at 9:00 AM and the race starts at 9:30 AM Tee shirts are still available. Come join the fun. The Jaycees awards dinner is Thursday, June 12th from 7:00 to 9:00 PM at the Borough Firs House Plaza. The Jaycees will be awarding over $50,000 in grants including $10,000 in student scholarships. Evan Skinner will be receiving the Jaycees 63rd Annual Distinguished Service Award.
After attending many board meetings, he has an eternal respect for Dr. LaSusa's work especially during COVID and all the positive improvements that have been made to the district.

Dr. LaSusa appreciated Ms. Smith advocating for the ISL program but liability is not the only concern. Thanked Bill Heap for his comments, his support of the community and the insight is has offered to the district over the years he has attended the board meetings. Also thanked everyone for their very kind words.

Ms. Weber stated that the private for profit programs do not meet the district's curriculum.

X. ACTION ITEMS

A. PERSONNEL

Agenda items A.1 to A.25, **Addendum A.1, A.2, A.3 and A.26.**
Motion by Ms. Weber, seconded by Dr. Zhang. Roll call vote: 9 - 0.

After Execution Session A.27
Motion by Ms. Ciccarelli. seconded by Ms. Weber. Roll call vote: 9 – 0.

A. – 9, Dr. Sortino spoke about the process of hiring the two new Supervisors of Student Support Services. Bridget Vasto stated that she is excited to joining the school district staff and is looking forward to working in the district.
Catherine Steege also stated that she is excited to joining the school district staff and is looking forward to working in the district.

1. *(0243 – 24/25) Acceptance: Retirement* - ***Addendum***
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts the retirement of the following staff members:

Name	Location/Position	Effective Date
Malatesta, Lucy	CHS/Paraprofessional	07/01/2025
Gaynor, Elizabeth	**Special Services/School Psychologist**	**07/01/2025**

2. *(0244 – 24/25) Acceptance: Resignation* - ***Addendum***
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts the resignation of the following staff members:

Name	Location/Position	Effective Date
Li-McGurrin, Yanfei	CHS/Teacher of World Languages (Chinese)	06/30/2025
Irene, Alexis	CHS/School Counselor	06/30/2025
Cleaves, Ceara	CMS/Teacher of Science	06/30/2025
Suckno, Samantha	LAF/Teacher of Special Education	06/30/2025
Moll, Allison	SBS/WAS/Teacher of Design & Technology	06/30/2025
Freda, Donna	CHS/Paraprofessional	06/30/2025
Mangali, Jemar	MAS/Paraprofessional	06/30/2025
Vespasiano, Jennifer	MAS/Paraprofessional	06/30/2025
Tierney, Amy	MAS/Paraprofessional	06/30/2025
Behr, Michael	MAS/Paraprofessional	06/30/2025
Petrovich, Amy	SBS/Paraprofessional	06/30/2025
Boucos, Paul	SBS/Custodian	06/11/2025
ID # 7018	**Supervisor of Science, K - 12**	**06/30/2025**

3. *(0245 – 24/25) Approval: Contracts - 2025/2026 School Year - **Addendum***
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the contracts for the following individuals for the 2025/2026 school year as per the agreement between the Board of Education and the Chatham Education Association (CEA).

Name	Position	Location	Column/ Step	FTE	Salary	Effective Date	Termination Date	Notes
Tucci, Nicholas	Teacher of Health/ Physical Education	CHS	MA/4	1.0	$68,740.00	08/20/2025	06/30/2026	
Hackett, Erin	Teacher of Science	CMS	BA/6	1.0	$65,850.00	08/20/2025	06/30/2026	
Wu, Huijuan	Teacher of World Languages (Chinese)	CMS	MA30/3	1.0	$70,785.00	08/20/2025	06/30/2026	
Morton, Sharyn	Teacher of Business	CHS	MA/3	1.0	$68,210.00	08/20/2025	06/30/2026	
Maurer, Marisa	Paraprofessional	CHS	N/A	N/A	$22.10/hr	08/20/2025	06/30/2026	3.9 hours
Kesselbrenner, Doree	Paraprofessional	CHS	N/A	N/A	$22.10/hr	08/20/2025	06/30/2026	3.9 hours
Jobanputra, Avni	Paraprofessional	LAF	N/A	N/A	$24.47/hr	08/20/2025	06/30/2026	3.9 hours
Tully, Jula	Paraprofessional	LAF	N/A	1.0	$28,464.80	08/20/2025	06/30/2026	FT
ID # 7018	**Teacher of Science**	**CMS**	**MA/16**	**1.0**	**$93,105.00**	**08/20/2025**	**06/30/2026**	
LaCahnce, Owen	**Elementary SchoolTeacher**	**LAF**	**BA 30/3**	**1.0**	**$66,925.00**	**08/20/2025**	**06/30/2025**	

4. *(0246 – 324/25) Approval: Contracts - Paraprofessional Staff*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the appointment of the following district staff members for the 2025/2026 school year as per the agreement between the Board of Education and the Chatham Education Association (CEA). *(Attachment on file in the Office of Human Resources)*

5. *(0247 – 24/25) Amendment: Contracts - 2025/2026 School Year*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends the contracts for the following individuals for the 2025/2026 school year as per the agreement between the Board of Education and the Chatham Education Association (CEA).

Name	Position	Location	Column/ Step	FTE	Salary	Effective Date	Termination Date	Notes
Gagliano, Michael	Teacher of Special Education	CHS	MA/17	1.0	$113,165.00	08/20/2025	06/30/2026	Supersedes action on 04/28/2025 to amend Salary to include $15,000 for full-year Extra Class.

Varcardiponi, Melisa	School Social Worker	CMS	MA15/19	1.0	$126,100.00	08/20/2025	06/30/2026	Supersedes action on 04/28/2025 to amend Salary to include $15,000 for full-year Extra Class.

6. *(0248 – 24/25) Approval: Staff Transfer of Assignment*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following staff transfer of assignment for the 2025/2026 school year as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA).

Name	Position	Location	Column/ Step	FTE	Salary	Effective Date	Termination Date	Notes
Sleight, Kaitlin	School Counselor	CHS	MA45/9	1.0	$78,970.00	N/A	N/A	Supersedes action on 04/28/2025 to transfer assignment.

7. *(0249 – 24/25) Approval: Leave Replacement Nurse - 2025/2026 School Year*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the contract for the following individual.

Name	Position	Location	Column/ Step	FTE	Salary	Effective Date	Termination Date	Notes
Biehl, Kristin	Leave Replacement Nurse	MAS	N/A	N/A	$220.00 per diem	08/20/2025	03/31/2025	End date subject to change.

8. *(0250 – 24/25) Approval: Contracts - Leave Replacement Assignments*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves contracts for the following Leave Replacement assignments for the 2025/2026 school year.

Name	Position	Location	Column/ Step	FTE	Salary	Effective Date	Termination Date	Notes
Pete, Kathleen	Leave Replacement ASPIRE Counselor	CHS	BA/3	1.0	$64,350.00 prorated to $30,244.45	09/29/2025	02/17/2026	

9. *(0251 – 24/25) Approval: Contract - 2025/2026 School Year*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the contract for the following individual for the 2025/2026 school year as per the agreement between the Board of Education and the Chatham Administrators Association (CAA).

Name	Position	Location	Column/ Step	FTE	Salary	Effective Date	Termination Date	Notes
Vasto, Bridget	Supervisor of Student Support Services	District	SUPER/1	1.0	$131,683.00	07/01/2025	06/30/2026	Term of 10 months 15 days; Salary includes $1,000.00 Doctoral Stipend.

Steege, Catherine	Supervisor of Student Support Services	District	SUPER/1	1.0	$130,683.00	07/01/2025	06/30/2026	Term of 10 months 15 days

10. (0252 – 24/25) Approval: Staff Transfer of Assignment

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following staff transfer of assignment for the 2025/2026 school year as per the agreement between the School District of the Chathams and the Chatham Administrators Association (CAA).

Name	Position	Location	Column/ Step	FTE	Salary	Effective Date	Termination Date	Notes
DeSantis, Katelyn	Supervisor of Student Health & Well-Being	District	SUPER/3	1.0	$134,103.00	07/01/2025	06/30/2026	Supersedes action on 04/28/2025 to transfer assignment.

11. (0253 – 24/25) Rescind: Extra Duty Stipends 2024/2025

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education rescinds extra duty stipends for the 2024/2025 school year, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA).

Name		Position	Location	Ratio	Salary	Notes
Hasegawa, Kenji	*	PlayArea/Bus Supervisor 5	WAS	0.1	$1,025.60	Supersedes action on 08/26/2024

* *Denotes District Staff*

12. (0254 – 24/25) Approval: Fall Coaching

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the contracts for Fall Coaching, for the 2025/2026 school year, pending negotiations, as per the agreement between School District of the Chathams and CEA, as listed below:

Name		Season	Sport	Assignment	Ratio	Salary	Notes
Picariello, Evan	*	Fall	Football	Head Coach	1.1	$11,393.80	
Agree, Adam	*	Fall	Football	Assistant	0.6	$6,214.80	
DiMartino, Patrick		Fall	Football	Assistant	0.6	$6,214.80	
Bournes, Christopher		Fall	Football	Assistant	0.6	$6,214.80	
Nagy, Brian	*	Fall	Football	Assistant	0.6	$6,214.80	
Sullivan, Joseph		Fall	Football	Assistant	0.6	$6,214.80	
Papa, Michael		Fall	Football	Volunteer	N/A	N/A	
McAloon, Luke		Fall	Football	Volunteer	N/A	N/A	
Moskowtiz, Daniel		Fall	Football	Volunteer	N/A	N/A	
Murphy, Liam	*	Fall	Football	Volunteer	N/A	N/A	
Pivnick, Todd		Fall	Football	Volunteer	N/A	N/A	

Keating, Jeffrey	*	Fall	Football	Volunteer	N/A	N/A	
Correale, Anthony		Fall	Girls Soccer	Head Coach	1.0	$10,358.00	
Vance, Jevaughn		Fall	Girls Soccer	Assistant	0.6	$6,214.80	
O'Connor, Meagan		Fall	Girls Soccer	Assistant	0.6	$6,214.80	
Maka, Mark	*	Fall	Boys Soccer	Head Coach	1.0	$10,358.00	
Cicarelli, Nicholas	*	Fall	Boys Soccer	Assistant	0.6	$6,214.80	
Mazurkiewicz, Chris	*	Fall	Boys Soccer	Assistant	0.6	$6,214.80	
Adriano de Oliveira, Juliano		Fall	Boys Soccer	Assistant	0.6	$6,214.80	
Florez, Steven		Fall	Boys Soccer	Volunteer	N/A	N/A	
Wisnom, Patrick		Fall	Boys Soccer	Volunteer	N/A	N/A	
Press, Tracy		Fall	Sailing	Head Coach	N/A	TBD	Non-CEA
Marino, Daniel		Fall	Sailing	Volunteer	N/A	N/A	Non-CEA
Bonanni, Jeffrey		Fall	Sailing	Volunteer	N/A	N/A	Non-CEA
Barry, Patrick		Fall	Boys Cross Country	Head Coach	1.0	$10,358.00	
Franz, Kathryn	*	Fall	Girls Cross Country	Head Coach	1.0	$10,358.00	
Donald, Mary		Fall	Cross Country	Assistant	0.6	$6,214.80	
Clark, Patrick	*	Fall	Cross Country	Assistant	0.6	$6,214.80	
Piskadlo, Sharon		Fall	Cross Country	Volunteer	N/A	N/A	
Santonastaso, Stephen		Fall	Girls Volleyball	Head Coach	1.0	$10,358.00	
Tucci, Nicholas	*	Fall	Girls Volleyball	Assistant	0.6	$6,214.80	
Leyden, Kaitlin	*	Fall	Field Hockey	Head Coach	1.0	$10,358.00	
Hennelly, Michelle	*	Fall	Field Hockey	Assistant	0.6	$6,214.80	
Vogt, Patrice		Fall	Field Hockey	Assistant	0.6	$6,214.80	
Fallon, Kristen	*	Fall	Field Hockey	Assistant	0.6	$6,214.80	
DiBiase, Chris		Fall	Field Hockey	Volunteer	N/A	N/A	
Foulds, Taylor	*	Fall	Cheerleading	Head Coach	0.65	$6,732.70	
Manna, Michael		Fall	Girls Tennis	Head Coach	1.0	$10,358.00	
Cafaro, Emily	*	Fall	Girls Tennis	Assistant	0.6	$6,214.80	
Caruso, Salvatore	*	Fall	Weight Room Supervisor	Supervisor	0.3	$3,107.40	
Elgart, Alex	*	Fall	Intramural Liaison	N/A	0.3	$3,107.40	

* *Denotes District Staff*

13. (0255 – 24/25) Approval: Maternity Leave of Absence

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following maternity Leave of Absence:

Employee #	Leave Start Date	Sick & Accumulated Sick Days Applied	FMLA Start Date *(unpaid with benefits)*	NJFLA Start Date *(unpaid with benefits)*	Extended Leave Start Date *(unpaid without benefits)*	Date of Return *(Anticipated)*	Notes
ID# 8005	09/29/2025	19	10/27/2025	10/27/2025	N/A	01/26/2026	

14. (0256 – 24/25) Amendment: Maternity Leave of Absence

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends the following maternity leave of absence:

Employee #	Leave Start Date	Sick & Accumulated Sick Days Applied	FMLA Start Date *(unpaid with benefits)*	NJFLA Start Date *(unpaid with benefits)*	Extended Leave Start Date *(unpaid without benefits)*	Date of Return *(Anticipated)*	Notes
ID# 8257	06/06/2025	7	08/20/2025	08/20/2025	11/13/2025	03/2026	Supersedes action on 02/03/2025 to amend Date of Return to 1st Day of 3rd Trimester.
ID# 8702	03/17/2025	39	08/20/2025	08/20/2025	N/A	11/13/2025	
Supersedes action on 03/17/2025 to amend dates. Includes 1 personal day. Includes unpaid leave from 05/21/2025 - 06/30/2025							

15. (0257 – 24/25) Approval: Health & Hardship

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following health and hardship leaves during the 2024/2025 school year:

Employee #	Leave Start Date	Accumulated Family Illness Days Applied	FMLA Start Date *(unpaid with benefits)*	NJFLA Start Date *(unpaid with benefits)*	Extended Leave Start Date *(unpaid without benefits)*	Date of Return *(Anticipated)*	Notes
ID #8705	05/20/2025	17	N/A	N/A	N/A	08/20/2025	
ID# 9720	06/05/2025	0	N/A	N/A	N/A	08/20/2025	

16. (0258 – 24/25) Amendment: Medical Leave of Absence

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education amends the following medical leaves of absence:

Employee #	Leave Start Date	Paid Leave Days Applied	FMLA Start Date *(unpaid with benefits)*	NJFLA Start Date *(unpaid with benefits)*	Extended Leave Start Date *(unpaid without benefits)*	Date of Return *(Anticipated)*	Notes
ID# 8946	02/11/2025	0	N/A	N/A	02/11/2025	05/12/2025	Supersedes action on 04/28/2025 to amend Date of Return.

17. (0259 – 24/25) Approval: Unpaid Absences

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following unpaid absences during the 2024/2025 school year:

Name	Position	Location	Number of Requested Unpaid Days	Date(s)
Hobby, Paige	School Counselor	MAS	1.5	06/13/2025 - 06/16/2025
Jean, A'Nyla	Paraprofessional	MAS	3	05/27/2025 - 05/29/2025
Visitacion, Marty	Teacher of Health & Physical Education	MAS	1	05/27/2025
Mann, Monica	School Counselor	CHS	1	05/28/2025
Regan, Steven	Maintainer	District	1	05/28/2025
Long, RuthElizabeth	Teacher of Biology	CHS	0.5	06/11/2025
Hinman, Lori	Paraprofessional	MAS	2	06/13/2025 - 06/16/2025
Malatesta, Lucy	Paraprofessional	CHS	1	06/16/2025

18. (0260 – 24/25) Approval: Summer Hours

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Summer 2025 hours and rates for the following individuals, as per the agreement between the School District of the Chathams and the Chatham Education Association (CEA).

Name	Position	Location	Per Diem	Notes
McHugh, Elisabeth	Secretary	LAF	$237.26	Not to exceed 7 days
Beebe, Brenda	Secretary	MAS	$202.03	Not to exceed 7 days
Tolkin, Sara	Secretary	SBS	$206.92	Not to exceed 7 days
Eigen, Betsy	Secretary	WAS	$274.50	Not to exceed 7 days

19. (0261 – 24/25) Approval: Summer Custodial & Maintenance Support

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following people for Summer Custodial Support at an hourly rate of $16.50 and Summer Maintenance Support at an hourly rate of $17.50, pending clearances, effective June 2025 through September 2025.

Name	Role	Rate	Notes
Burdorf, Jack	Maintenance Support	$17.50/hour	Pending final CHRU clearance
Paulan, Brett	Custodial Support	$16.50/hour	Pending final CHRU clearance
Crawford, Cooper	Custodial Support	$16.50/hour	Pending final CHRU clearance
Kressler, Kyle	Custodial Support	$16.50/hour	Pending final CHRU clearance

20. (0262 – 24/25) Approval: Summer Painters

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following Summer Painters at an hourly rate of $20.00, effective June 16, 2025 through August 22, 2025.

Colavita, Michael
Taylor, Brian

21. (0263 – 24/25) Approval: District Substitutes

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following substitutes for the 2024/2025 school year.

Teacher	Paraprofessional	Secretary	Nurse	Last Name	First Name	Notes
x	x			Mancino	Ryan	
x	x			Quinn	Katherine	

22. (0264 – 24/25) Rescission: Extended School Year Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education rescinds the following *Extended School Year Program Staff Members*, to provide services during Summer 2025 as listed below:

POSITION	STAFF	HOURS/DAYS	HOURLY RATE	DAYS NEEDED	TOTAL COST
Teacher	Julia Levis	4.5 hours per day	$52.00	21	$4,914.00
Nurse	Maryann Cullen	4.5 hours per day	$52.00	11	$2,574.00
Nurse	Natalie Cresitello	4.5 hours per day	$52.00	11	$2,574.00
Paraprofessional	Natalie Macri	4.5 hours per day	$22.10	20	$1,989.00

23. (0265 – 24/25) Approval: Extended School Year Staff

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following *Extended School Year Program Staff Members* to provide services during Summer 2025 as listed below:

POSITION	STAFF	HOURS/DAYS	HOURLY RATE	DAYS NEEDED	TOTAL COST
Teacher	Shatasia Zigler-Parnell	4.5 hours per day	$52.00	21	$4,914.00
Nurse	Maryann Cullen	4.5 hours per day	$52.00	21	$4,914.00

POSITION	STAFF	HOURS/DAYS	HOURLY RATE	DAYS NEEDED	TOTAL COST
Nurse	Natalie Cresitello	4.5 hours per day	$52.00	21	$4,914.00
Paraprofessional	Aimee Schwartz	4.5 hours per day	$27.78	20	$2,500.20

24. (0266 – 24/25) Approval: Extended School Year Extra Duty

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the *Extended School Year Extra Duty* for Katie Pollack to provide extra duty services during Summer 2025 at a rate of $50.00/day, not to exceed $1,000.00.

25. (0267 – 24/25) Approval: Extended School Year Security Summer Hours

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves ESY assignments for Summer, 2025, details as follows:

Name	Position	Location	Number of Hours	Per Diem / Hourly Rate
Caruso, Salvatore	Security	WAS	80*	$35.00 hourly

** Security coverage for ESY not to exceed a total of 80 hours.*

26. (0268 – 24/25) Approval: ESL Screening - Addendum

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves Lisa Forte to provide summer ESL screening services at her contractual hourly rate for the 2024/2025 school year, not to exceed 15 hours.

After Executive Session

27 (0269 – 24/25) Approval: Employment Action – After Executive Session

RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves employment action on the following employees:

Employee ID	Employment Action	Effective Date	End Date
ID #9538	Termination	05/08/2025	
ID #9861	Job Abandonment	05/16/2025	

B. FINANCE/FACILITIES

Agenda items B.1 to B.20. Addendum B.21
Motion by Trustee: Mr. Smith, seconded by Trustee: Ms. Ciccarelli. Roll call vote: 9 – 0.

Mr. Smith thanked the Chatham Education foundation, The Milton Avenue PTO, The High School PTO, the CMS Alliance Club, Mr. & Mrs. Carpenter, Mr. Ticknor and the Chatham Performing Arts Boosters for their generous donations to the school district.

Ms. Allen thanked all of the individuals and organizations for all of their generous support.

1. *(0191 – 24/25) Approval: Payments - Bills List & Payroll*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the following payments: *(Attachment B.1)*

Description	Total
Bills List - 5/24/2025	$530,267.05
Bills List - 6/3/2025	$2,351,797.01
Payroll - 5/15/2025	$2,337,442.52
Payroll - 5/30/2025	$2,338,300.57
Total	**$7,557,807.15**

2. *(0192 – 24/25) Approval: Monthly Report of County Transfers - April 2025*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Monthly Report of County Transfers for April 2025. *(Attachment B-2)*

3. *(0193 – 24/25) Approval: Report of the Board Secretary - April 2025*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Report of the Board Secretary for April 2025. *(Attachment B-3)*

4. *(0194 – 24/25) Approval: Report of the Board Treasurer - April 2025*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the Report of the Board Treasurer for April 2025. *(Attachment B-4)*

5. *(0195 – 24/25) Approval: Finance Certification - April 2025*
RESOLVED: Pursuant to N.J.A.S. 18A:17-9, the Board Secretary does certify that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.S. 18A:17-9. Pursuant to N.J.A.S. 18A:17-36, the School District of the Chathams Board of Education has reviewed for the minutes of this meeting the Board Secretary's and Treasurer's monthly financial reports for April 2025 that no account or fund has been over-expended in violation of N.J.A.S. 18A:17-36.

6. *(0196 – 24/25) Approval: Transfer Current Year Surplus into Capital Reserve Account*
WHEREAS: N.J.S.A. 18A:21-2 & 3, N.J.S.A. 18A:7G-31, N.J.S.A. 18A:7F-41, and N.J.A.C. 6A:23A-14.1 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end; and
WHEREAS: The aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a Board of Education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution; and
WHEREAS: The Board of Education wishes to transfer unanticipated excess current year revenue and/or unexpended appropriations from the General Fund into the Capital Reserve Account at year end; and
WHEREAS: The Board of Education has determined that an amount not to exceed $5,000,000.00 is available for such purpose of transfer;
NOW, THEREFORE, BE IT RESOLVED: By the Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

7. *(0197 – 24/25) Approval: Pomptonian as Food Service Vendor for the 2025/2026 School Year*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the contract renewal with Pomptonian Food Service of Fairfield, NJ (FSMC) to operate the district's Non Funded Child Nutrition Program for the 2025/2026 school year. Pomptonian will receive in addition to operational costs a fee of $82,185 (an index rate increase of 2.5% from 2024/2025) for their administrative and management costs. The FSMC guarantees a no cost operation to the school district for the 2025/2026 school year. *(Contract on file in the Business Office)*

8 *(0198 – 24/25) Approval: Transportation Services for 2025/2026*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the renewals of the First Student 2007/2008 - LAID-01R (Renewal #18), 2012/2013 - L-6 (Renewal #13), 2021/2022 - R:3:21 (Renewal #4) and 2023/2024 - R3: 23-24 (Renewal #2) contracts, in accordance with N.J.A.C. 6A:27-9.13, for student transportation services for the 2025/2026 school year, for the State mandated CPI increase of 3.57% for goods/services provided beyond what was stated in their 2024/2025 contract rates, for a total route per diem amount of $6,531.89 effective August 25, 2025 through June 30, 2026, for each school day the buses operate.

Renewal #18		(LAID-01R)	
WA	1	AM/PM	$235.70
Renewal #13		(L-6)	
L	6	AM/PM	$294.17
Renewal #4		(R3:21)	
H	1	AM/PM	$247.45
H	2	AM/PM	$247.45
H	3	AM/PM	$247.45
H	4	AM/PM	$247.45
M	1	AM/PM	$253.11
M	2	AM/PM	$253.11
M	3	AM/PM	$253.11
M	4	AM/PM	$253.11
M	5	AM/PM	$253.11
M	6	AM/PM	$253.11
M	7	AM/PM	$253.11
M	8	AM/PM	$253.11
Renewal #2		(R3:23.24)	
L	1	AM/PM	$294.79
L	2	AM/PM	$294.79
L	3	AM/PM	$294.79
L	4	PM	$219.17
L	5	PM	$219.17
S	1	AM/PM	$253.15
S	2	AM/PM	$253.15
S	3	AM/PM	$253.15
S	4	PM	$219.17

S/L	4	AM	$219.17
S/L	5	AM	$219.17
H	5	AM/PM	$247.67

Per Diem Total $6,531.89
Annual Amount (180 School Days) $1,175,740.20

9. (0199 – 24/25) Approval: Updated Transportation Routes and Stops for 2025/2026
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the bus routes and stops for the 2025/2026 school year *(Bus routes are on file in the Business Office).*

CHS - AM	CHS - PM	CMS - AM	CMS - PM	LAS - AM	LAS - PM
H-1	H-1	M-1	M-1	L-1	L-1
H-2	H-2	M-2	M-2	L-2	L-2
H-3	H-3	M-3	M-3	L-3	L-3
H-4	H-4	M-4	M-4	*S/L-4 LAF/SBS	L-4
H-5	H-5	M-5	M-5	*S/L-5 LAF/SBS	L-5
		M-6	M-6	L-6	L-6
		M-7	M-7		
		M-8	M-8		

SBS - AM	SBS - PM	WAS - AM	WAS- PM
S-1	S-1	WA-1	WA-1
S-2	S-2		
S-3	S-3		
*S/L-4 LAF/SBS	S-4		
*S/L-5 LAF/SBS			

* *Same Routes*

10. (0200 – 24/25) Approval: Transportation Services for 2025/2026 Athletics and School Related Activities
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the renewal of the First Student 2021/2022 - R:3:21 SRA (Renewal #4) , contract in accordance with N.J.A.C. 6A:27-9.13, for student transportation services for the 2025/2026 school year, for the State mandated CPI increase of 3.57% for goods/services provided beyond what was stated in their 2024/2025 contract rates, for the 2025/2026 school year.

Basis of Bid Per Bus	Cost Per Bus	Cost Each Additional Hour
School bus trips between 8:45 AM - 2:30 PM	$289.87	$ 84.60
School bus after 4:00 PM, 4 hour minimum	$525.41	$ 111.12
If a trip is canceled within 90 minutes of pick up time there is a $125.00 cancellation fee for each bus.		

11. (0201 – 24/25) Approval: Transportation Bid for 2025/2026
WHEREAS: On May 21, 2025 the Board of Education received bids for the Student Transportation for the 2025/2026 school year. First Student of Berkeley Heights, NJ was the only responsible bidder.
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts and approves the bid, R5:25/26, from First Student for the 2025/2026 school year for additional bus routes needed for the Chatham Middle School:

M	9	AM/PM	$450.00
M	10	AM/PM	$450.00
M	11	AM/PM	$450.00
Per diem total M 9, 10 & 11			$1,350.00
Annual Amount (180 School Days)			$243,000.00
M	12	AM/PM	$450.00
Per Diem Total M - 12			$450.00
Annual Amount (180 School Days)			$81,000.00

The M-12 route is being awarded but based on the demographics of the students it may not be needed in the 2025/2026 school year.

12. *(0202 – 24/25) Approval: Submission & Acceptance of Funds for the 2024/2025 FOCUS Competitive Grant Application*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the submission and acceptance of funds for the 2024/2025 FOCUS Competitive Grant Application in the amount up to $9,220.00.

13. *(0203 – 24/25) Amended: Submission & Acceptance of Funds from the Amended 2024/2025 Elementary & Secondary Education Act Grant (ESEA) Funds Application*
RESOLVED: Upon recommendation of the Superintendent, the Board of Education approves the submission and the acceptance of funds from the Amended 2024/2025 ESEA Grant Funds Application to update the allowable uses of the grant as well as the movement of funding within the grant.

14. *(0204 – 24/25)Acceptance: Donation from the Chatham Education Foundation (CEF)*
RESOLVED: Upon the recommendation of the Superintendent, and approved by the CMS Principal, the Board of Education accepts the donation of $58,494.88 from the Chatham Education Foundation (CEF) to be used towards Phase II of the CMS Media Center Grant.

15. *(0205 – 24/25) Acceptance: Donation from the Milton Avenue PTO*
RESOLVED: Upon the recommendation of the Superintendent, and approved by the MAS Principal, the Board of Education accepts the donation of $94,675.00 from the Milton Avenue PTO to be used to purchase new playground equipment.

16. *(0206 – 24/25) Acceptance: Donation from the Chatham High School PTO*
RESOLVED: Upon the recommendation of the Superintendent, and approved by the CHS Principal, the Board of Education accepts the donation of $19,975.00 from the Chatham High School PTO towards the purchase of outdoor benches, library furniture, lobby signage and staff PD day 6/16 refreshments.

17. *(0207 – 24/25) Acceptance: Donation from the CMS Acceptance Alliance Club*
RESOLVED: Upon the recommendation of the Superintendent, and approved by the CMS Principal, the Board of Education accepts the donation of $146.86 from the CMS Acceptance Alliance Club to be used towards the purchase of books for the Media Center.

18. *(0208 – 24/25) Acceptance: Donation from Mr. & Mrs. Carpenter*
RESOLVED: Upon the recommendation of the Superintendent, and approved by the Director of Athletics and the Board of Education accepts the donation in the amount of $300.00 from Mr. & Mrs. Carpenter for a JV Girls Lacrosse clock operator.

19. *(0209 – 24/25) Acceptance: Donation from Mr. Sam Ticknor*
RESOLVED: Upon the recommendation of the Superintendent, and approved by the Supervisor of Building & Grounds, the Board of Education accepts the donation in the amount of $1,150.00 from Mr. Sam Ticknor to be used towards the trees planted at Cougar Field.

20. *(0210 – 24/25) Approval: DG Solutions - Genesis SIS Support Services*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education approves the contract with DG Solutions, LLC to provide support services related to master schedule building within the Genesis SIS System. *(Contract on file in the Business Office)*

21. (0211 – 24/25) Acceptance: Donation from the Chatham Performing Arts Boosters - Addendum
RESOLVED: Upon the recommendation of the Superintendent, and approved by the Director of Performing Arts, the Board of Education accepts the donation of $12,477.04 from the Chatham Performing Arts Boosters towards the purchase of new musical instruments for the district.

C. CURRICULUM

Agenda items C.1 to C.2.
Motion by Trustee: Ms. Ross, seconded by Trustee: Mr. Smith, Roll call vote: 9 – 0.

1. *(0048 – 24/25) Acceptance: Harassment, Intimidation and Bullying (HIB) Investigative Report for the period from May 12, 2025 through June 6, 2025*
RESOLVED: Upon the recommendation of the Superintendent, the Board of Education accepts the Harassment, Intimidation and Bullying (HIB) Investigative Report for the period of *May 12, 2025 through June 6, 2025*, pursuant to N.J.S.A. 18A:37-1 et seq.

2. *(0049 – 24/25) Affirmation: Findings of Harassment, Intimidation and Bully Investigations*
RESOLVED: That the Board affirms the determination made by the Superintendent regarding the HIB Investigations reported by the Superintendent at the Board's May 12, 2025 Meeting, which encompasses all HIB findings from April 28, 2025 through May 9, 2025.

D. POLICY - NONE

XI. BOARD BUSINESS

- School Calendar 2026/2027

The board discussed the calendar options proposed for the 2026/2027 school year. Decided to eliminate calendar version option #4. Dr. LaSusa and Dr. Sortino will send the three (3) versions of the calendar out to the parents to conduct the survey.
Ms. Peck asked if the results of the parent survey will be reported to the parents.

Dr. LaSusa stated that when the calendar is approved by the board in July, the results will be shared.

XII. PUBLIC COMMENTARY

Matt Gilfillan stated that he was a board member and approved every motion to appoint Dr. LaSusa to each position he has held in the district. Commented that Chatham has been very fortunate to have him work in the district and to have been superintendent for 13 years. The district and community is grateful for everything you have done for the board and the district. Every school has benefited from your leadership.

Patrick Ryan stated that he is member of the district's 18 to 21 year old program. Thanked Dr. LaSusa for everything he has done for Chatham and that he should be running Trenton in order to improve education for every New Jersey resident. Also stated that he is confident that Dr. Sortino will do a great job in Chatham.

XIII. EXECUTIVE SESSION

On a motion by Ms. Ciccarelli and seconded by Ms. Ross, and approved by a unanimous voice vote, the board moved into Executive Session at 9:21 PM

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it
RESOLVED: The Board of Education adjourns to closed session to discuss: (select one or more)
1. Material the disclosure of which constitutes an unwarranted invasion of individual privacy;
2. A collective bargaining agreement and/or negotiations related to it;

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

XIV. PUBLIC SESSION

On a motion by Ms. Ciccarelli and seconded by Ms. Ross, and approved by a unanimous voice vote, the board reconvened in public session 9:32 PM.

Agenda item: A - 27
Motion by Ms. Ciccarelli. seconded by Ms. Weber. Roll call vote: 9 – 0.

XV. ADJOURNMENT

On a motion by Ms. Ciccarelli and seconded by Ms. Weber, and approved by a unanimous voice vote, the meeting was adjourned at 9:38 PM.

Minutes recorded by:

Peter Daquila (es)

Peter Daquila, Business Administrator/ Board Secretary