



**BERKELEY HEIGHTS BOARD OF EDUCATION
REGULAR MEETING
MINUTES
October 16, 2025**

Board Goals
The Board of Education will improve planning and the Committee Structure
The Board of Education will work to improve communication, both internally and externally
The Board of Education will evaluate the CSA in a timely manner
The Board of Education will promote all District Goals by providing the support and resources necessary to achieve the goals
The Board of Education will develop and implement a plan for continuous Board Professional Development with ongoing Board training

District Goals for 2025-2026
Foster a district-wide culture of student-centered learning
Student Achievement K-5: Build capacity for data literacy and instructional decision making
Support the whole child

CALL TO ORDER

The Berkeley Heights Board of Education held a meeting on Thursday, October 16, 2025, in the Governor Livingston High School Cafeteria. The meeting was called to order by the Board President, Ms. Gale Bradford, at 6:00 p.m.

MEETING NOTICE STATEMENT

Adequate notice of this meeting of the Berkeley Heights Board of Education was given as required by the Open Public Meetings Act as follows:

On January 9, 2025 notice of the Board of Education Meeting schedule was sent to the *Star Ledger* and the *Courier News* and was also provided to all schools, PTO Presidents, the BHEA President, and posted at the Administration Building. A copy was also provided to the Public Library and filed with the Municipal Clerk.

ROLL CALL

Mrs. Akiri (arrived at 6:07p.m.)	Dr. Feltre, Superintendent of Schools
Ms. Bradford	Dr. Marr, Assistant Superintendent of Schools
Mr. Dillon	Ms. Jennifer Nicholson, Business Administrator/Board Secretary
Dr. Foregger (arrived at 6:01 p.m.)	Mr. David Disler, Board Attorney
Mrs. Joly	Mr. Vijay Sindha, Assistant Business Administrator
Mrs. Khanna (arrived at 6:12p.m)	
Mrs. Stanley	
Mrs. Terrero	

FLAG SALUTE

Ms. Bradford led the Board and the public in the Pledge of Allegiance.

ADJOURN TO EXECUTIVE SESSION

WHEREAS, the Berkeley Heights Board of Education seeks to adjourn to Executive Session in full compliance with the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq.; and

WHEREAS, the Open Public Meetings Act provides that a public body may exclude the public from that portion of the meeting at which it discusses matters related to those identified below:

- a. Matters rendered confidential by Federal Law, State Law, or Court Rule
- b. Individual privacy
- c. Collective bargaining agreements
- d. Purchase or lease of real property if public interest could be adversely affected
- e. Investment of public funds if public interest could be adversely affected
- f. Tactics or techniques utilized in protecting public safety and property
- g. Pending or anticipated litigation
- h. Attorney-client privilege
- i. Personnel – employment matters affecting specific prospective or current employees.

BE IT RESOLVED, that the Berkeley Heights Board of Education adjourns to Executive Session to discuss matters related to students, legal matters, and negotiations; and

BE IT FURTHER RESOLVED, that the minutes of the discussion of any of these items will be disclosed to the public when matters have been determined and confidentiality is no longer applicable.

MOTION to enter into Executive Session.

MOTION by: Mrs. Stanley

SECOND by: Mrs. Joly

VOICE VOTE: Mrs. Stanley, Mrs. Joly, Mr. Dillon, Dr. Foregger, Mrs. Terrero, Ms. Bradford- *All Ayes*
Mrs. Akiri & Mrs. Khanna- *Absent*

- **The Board entered into Executive Session at 6:02 p.m.**

MOTION to return to Public Session.

MOTION by: Mr. Dillon

SECOND by: Mrs. Joly

VOICE VOTE: Mr. Dillon, Mrs. Joly, Mrs. Akiri, Dr. Foregger, Mrs. Khanna, Mrs. Stanley,
Mrs. Terrero, Ms. Bradford- *All Ayes*

- **The Board reopened Public Session at 7:44 p.m.**

REPORT OF THE SUPERINTENDENT

Dr. Feltre acknowledged GL student Claire Lee, 2026 National Merit Scholar Semifinalist. She was presented with a certificate for her accomplishment.

Dr. Feltre invited the Student Representatives to share their reports.

Howard Acheson gave the following report:

Good evening, members of the Board. This is the second edition of Happenings on the Hill. So, as I talked about last month, Senior Sunrise was a hit, and the Club Expo also saw strong participation from GL students and clubs alike.

The college fair on October 1st also had a great turnout, with many students from GL and surrounding towns attending, although some schools unfortunately didn't make it.

We've also had a lot of bake sales popping up around the halls and tomorrow will be the Interact Bake Sale for Breast Cancer Awareness Month.

Additionally, Freshman Student Council elections wrapped up last Friday. Happy to see the freshmen participating at GL.

Homecoming is next Friday, however, we are still on the hunt for a DJ, so if anyone has a DJ, feel free to contact me.

On October 9th, the GL Class of 2027 Student Council, Yearbook, and Newspaper hosted a successful food truck fundraiser. I volunteered at the event and we also had members of the Berkeley Heights Police Department stop by to share their support.

Today, freshmen, sophomores, and juniors took the PSAT/NMSQT, while seniors enjoyed their annual Senior Breakfast outside on the field.

We also had our first assembly of the year, which was from the No Hate Tour, which was a BMX-themed, assembly about anti-bullying.

Additionally, last night, GL hosted Junior College Night, which was a presentation about the admissions process from a former admissions officer and current college admissions officers have visited GL throughout the last month to speak with prospective students about their schools and the application process.

Pippa Raaijmakers gave the following report:

Hello, everyone. As we move into the October month, the fall sports season still continues, with many fun events occurring at GL. Also, it is National Sports Day, so that's a fun fact for the Board tonight.

FNL happened on September 26th with a huge win for GL, and the student section was filled, and the school spirit was high.

Sierra Isbirian was selected as the Valerico Heating and Cooling Highlander Athlete of the Week for setting.

The GL Marching Band won third place at Piscataway with a score of 77.1 and at Madison placed first with a score of 81.6 with awards of Best Visuals, Music, and Percussion, so congratulations to them.

Varsity Girls Soccer had their Senior Night on October 7th against Cranford. Spirits were high and the cheering was loud, so congrats to the seniors.

And next was my own team, the Varsity Girls Tennis. We celebrated our Senior Night with a 4-1 win against Dayton. Our season ended on October 10th with a bang. Myself, Julia, and Anaya made it to Round 3 of Individual States, and it was a first time for Anaya and I. The team also made it to the Semifinals for States so it was a great season overall, sad to come to an end but it was a great time.

The Powderpuff Game was Friday, October 10th with all proceeds going to the Brooke Healey Foundation. The Brooke Healy Foundation raises funds for DIPG, a kind of brain tumor, for research, and supports families facing pediatric brain cancer, plus scholarships to civically engaged students.

On top of that, the varsity volleyball girls team celebrated their Senior Night with a 2-0 win against New Providence. The team highlighted their seniors, and Abby Kim, the first volleyball Highlander to go D1 at Loyola, so congrats to her.

And then moving away from sports for a moment, I've also been asked to share development in NHS that evolved from our last discussion at the previous meeting. So, last meeting, I suggested the utilization of NHS tutors to help out students for AP Physics classes and other courses, and this was taken into consideration by Mr. Nixon, and I'm assuming other people as well, who coordinated with Mrs. Shikino to create Freshman Seminars. So the goal of these seminars is to create a presentation done by NHS members in order to get freshmen acclimated to the lifestyle at GL. This involves presentations on 4 different sessions, the first one being emails, including email etiquette, organizing emails into folders, and sorting through them. The second being note-taking, taking for different courses, skills, organizing binders or notebooks, and using Noodle tools as works cited. There's also preparing for tests, such as resources being used, communicating with teachers, and attending extra help sessions alongside time management. And the fourth and final one is Google Suite Drive and other resources, so how to organize Google Drive basics and Intro to Noodle Tools, which is another citation device that you can use. I will be involved in two of these seminars and report back on its success. I think this could be very useful for the first-year students. Thank you.

Dr. Feltre called upon Mr. Morisseau and Ms. Nebus to present the HIB Violence and Vandalism Report.

- Mr. Morisseau and Ms. Nebus presented the HIB Violence and Vandalism Report. The full presentation along with the Q&A can be found on the [district YouTube page](#).

Dr. Feltre gave the Report of the Superintendent

Dr. Marr, Mr. Morra and I met with Mountainside Superintendent, Mr. Christopher Kinney, Supervisor of Special Services, Mrs. Sheri Rouleau and Curriculum and Instructional Support Coordinator, Mrs. Natalie Crisafulli to discuss articulation opportunities between the two districts related to curriculum and special education.

Mountainside and Berkeley Heights districts will be co-hosting a Parent Partnership on December 15th at 7 pm in the GLHS Auditorium that addresses social media and cybersecurity presented by Lt. Tom Rich. The flyer will be going out tomorrow via Thrillshare and social media. This is a parents only event so that Lt. Rich can inform the parents of things that they should be aware of for their students as opposed to being a how-to for students.

Dr. Feltre introduced Dr. Marr to present the Spring 2025 NJSLA Assessment Results.

- Dr. Marr presented the Spring 2025 NJSLA Assessment Results. The full presentation along with the Q&A can be found on the [district YouTube page](#).

REPORT OF THE BUSINESS ADMINISTRATOR/BOARD COMMUNICATIONS

Ms. Nicholson gave the Report of the Business Administrator.

The Business Office team has been hard at work keeping things running smoothly and making sure we're following best practices every step of the way.

Right now, we're working on ASSA submission, QSAC, which is once every 3 years to ensure districts are meeting state standards. We're preparing the Comprehensive Maintenance Plan and reviewing encumbrances.

The Business Office is also getting a head start on the budget season, gathering information for the forecast we'll need next year, reviewing processes, staying on top of reporting deadlines, and making sure the district's operations continue to run efficiently, responsibly, and with the student's best interests in mind.

Planning for the upcoming district referendum is moving forward. Project scopes, timelines, budgets are being reviewed and discussed with the district's architects and bond attorney. Materials and information continue to be shared with the community to ensure that voters are informed about the proposed improvements and their impact on students and facilities.

Construction update:

All major construction projects are on schedule. The WWES toilet roof gate upgrades are complete. There are minor punchlist items and casework installation pending.

The CMS roof replacement is nearly finished, with the final metal and ductwork progress. Punchlist reviews for both will be on Monday, October 20th.

Gym floors are complete with punchlist reviews on October 20th, and the Governor Livingston press box is in fabrication and expected to be delivered on November 5th, completed on November 14th.

Audit update:

The annual audit is proceeding on schedule, and the district remains on track to meet all state-mandated audit deadlines. Only a few items remain outstanding and the Business Office continues to work closely with the auditors to provide the necessary documentation updates. We anticipate the audit will be finalized promptly, ensuring full compliance with all state reporting requirements and Board policies.

There were no Board communications.

COMMENTS FROM THE PUBLIC ON AGENDA ITEMS

During this portion of the meeting, District residents and staff are invited to address the Board of Education on agenda action items only.

The Board requests that individuals state their name and town of residence (or school of attendance) for the record. All comments should be directed to the Board President and depending upon the nature and complexity of the question, it may or may not be answered during the meeting by the Administration. If so, the response would occur after this public portion of the meeting has concluded. Although the Board may not respond to all items raised during the public forum, all public comments will be considered.

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding personnel matters are discouraged and cannot be responded to by the Board. Students and employees have specific legal rights afforded by the laws of New Jersey. The Board bears no responsibility nor will it be liable for any comments made by members of the public.

Please note that if any member of the public becomes disruptive during the meeting the Board President may terminate the participant's statement. Continued disruptions may result in removal from, or adjournment of, the meeting.

Each speaker's statement will be limited to three (3) minutes in duration.

Time In: 9:45 p.m.

- **Rebecca Acheson (Berkeley Heights Resident)** Ms. Acheson expressed appreciation for the No Hate Tour assembly and the positive impact it had on students, including their own children. However, concerns were raised about a QR code handed out at the event, which linked to a sweepstakes form requesting personal student information and included an optional consent to be contacted by a U.S. Marine Corps recruiter. The parent emphasized that students might not fully understand the implications of sharing such data. Additionally, the parent thanked Dr. Marr for a presentation and shared concerns about math curriculum alignment between 8th and 9th grades, noting a personal experience with their freshman student.
- **Elena Kelly (Berkeley Heights Resident)** Ms. Kelly, a parent and PAL Girls Flag Commissioner expressed gratitude for the Board’s support of the Girls Flag Football Club at GL. She highlighted the program’s growth—over 40% in two years—and the positive experiences it has provided for participants and volunteer coaches. She thanked Mr. Hendricks for his ongoing support and emphasized the excitement around expanding the program within the community.

Time Out: 9:50 p.m.

MINUTES

Resolution A: All Board Members.

A. APPROVAL OF MEETING MINUTES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, and the School Business Administrator, approves the meeting minutes for the following dates:

Meeting	Date
Regular Meeting Minutes	August 21, 2025
Executive Session Minutes	September 18, 2025
Regular Meeting Minutes	September 18, 2025

Motion to Approve Minutes Resolution A: All Board Members.

MOTION by: Mrs. Khanna

SECOND by: Mrs. Joly

ROLL CALL: Mrs. Akiri, Dr. Foregger, Mrs. Terrero, Mrs. Joly, Mrs. Stanley & Ms. Bradford- *All Ayes*

Mrs. Khanna- *Aye to August 21, 2025 Regular Meeting Minutes; Abstain from September 18, 2025 Regular and Executive Session Meeting Minutes*

Mr. Dillon- *Abstain from Resolution A*

Motion Passes

FINANCE

Resolutions A-P: All Board members. Resolutions Q-R: Berkeley Heights Only

A. APPROVE PAYMENT OF PAYROLL AND BILLS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the Payroll and Bills List as follows: *(Attachment A)*

Payroll		
	9/30/2025	\$1,883,102.69
Accounts Payable		
Chk #212340 (Attachment B)	6/26/2025	\$5,839.45
Chk #212438 (Attachment C)	6/26/2025	\$4,902.50
Chk#212756 (Attachment D)	8/21/2025	\$5,420.50
Chk#212630 (Attachment E)	8/21/2025	\$10,045.60
	9/29/2025	\$49,923.03
	10/3/2025	\$9,600.00
	10/6/2025	\$525,000.00
	10/7/2025	\$5,980.28
	10/16/2025	\$1,435,050.62
Total		
		\$3,934,864.67

B. APPROVAL OF SEPTEMBER 2025 BOARD SECRETARY'S REPORT

RESOLVED that the Berkeley Heights Board of Education, pursuant to N.J.A.C. 6A:23-2.12(c)4, certifies that as of September 30, 2025 after review of the Board Secretary's monthly financial report (appropriations section), and upon consultation with appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.12(b), and sufficient funds are available to meet the district's financial obligations for the remainder of the year. (Attachment F)

C. APPROVAL OF SEPTEMBER 2025 TRANSFERS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the Line-Item Budget Transfers for the month of September 2025. (Attachment G)

D. APPROVAL OF SEPTEMBER 2025 TREASURER'S REPORT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, accepts the financial report of the Treasurer of School Funds for the month ending September 30, 2025. (Attachment H)

E. APPROVE STUDENT EDUCATIONAL FIELD TRIPS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves student educational field trips. (Attachment I)

F. APPROVE PROFESSIONAL CONTRACTED SERVICES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves contracted services, as follows:

Provider	Time Period	Explanation	Amount
Kreyco	11/3/25-6/30/26	Provide onsite instructional services, consisting of one contractor teaching French World Language to grade levels 9-12	\$75,000.00

G. APPROVE PROFESSIONAL DEVELOPMENT DAYS/TRAVEL REIMBURSEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves Professional Development Days/Travel Reimbursement. *(Attachment J)*

H. APPROVE USE OF FACILITIES-GOVERNOR LIVINGSTON AUDITORIUM

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the use of the Auditorium at Governor Livingston High School by the following entities for the noted approximate costs. The hours the auditorium is actually used will determine the exact cost, which will be provided on the final day of each event.

Renting Entity	Dates	Approximate cost
Pure Movement Dance	5/12/26-5/17/26	\$5,050.00

I. APPROVE COOPERATIVE WRESTLING PROGRAM 2025-2026

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves a cooperative middle school Wrestling program between Berkeley Heights Board of Education and Mountainside Board of Education, for the 2025-2026 school year. *(Attachment K)*

J. APPROVE AUTHORIZING DISPOSAL OF SURPLUS PROPERTY VIA GOVDEALS

WHEREAS, the Berkeley Heights Board of Education is the owner of certain property which is no longer needed for public school district purposes; and

WHEREAS, the Board has determined that certain equipment, furnishings, and other personal property are obsolete, unused, in disrepair, or otherwise surplus to the needs of the District; and

WHEREAS, N.J.S.A. 18A:18A-45 and N.J.S.A. 40A:11-36 authorize Boards of Education to sell or otherwise dispose of personal property that is no longer needed, in accordance with law; and

WHEREAS, the Board wishes to dispose of such Surplus Property in an open and transparent manner and to obtain the best possible return for the District; and

WHEREAS, GovDeals.com provides an online auction service which may be used for the sale of Surplus Property, consistent with applicable laws and regulations; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Berkeley Heights, in the County of Union, State of New Jersey, as follows:

The following items are hereby declared surplus property and authorized for sale on [GovDeals.com](https://www.govdeals.com):

Equipment	Manufacturer	Model	Quantity
Printer	Xerox	VersaLink B400	19
Printer	Xerox	Phaser 6500	9
Printer	Brother	HL-5450	8
Printer	Xerox	Phaser 6510	7
Printer	Xerox	Phaser 6600	6
Printer	Brother	HL-5470	5
Printer	HP	LaserJet M402	4

Printer	Dell	1720	4
Printer	Dell	1710	4
Printer	Xerox	VersaLink C400	3
Printer	Dell	2350	3
Printer	HP	LaserJet Color 400 M45nw	3
Printer	HP	Color LaserJet M451	2
Printer	Dell	2330	2
Printer	Xerox	Phaser 6700	2
Printer	Dell	3110C	1
Printer	HP	LaserJet 4250	1
Printer	Brother	HL-L2300	1
Printer	Brother	HL-L2320	1
Printer	Brother	HL-L8360C	1
Printer	HP	LaserJet P1606	1
Printer	Xerox	Phaser 3250	1
Printer	HP	LaserJet M201	1
Printer	Xerox	C230	1
Printer	Brother	HL-2270	1
Printer	HP	LaserJet P2055	1
Printer	HP	Pro MFP M177	1
Printer	HP	LaserJet M452nw	1
Printer	Xerox	WorkCentre 3615	1
Printer	HP	LaserJet Pro M404dw	1
Printer	Xerox	WorkCentre 3325	1
Projector Mount	Epson	ELPMB45	15

** The Surplus Property will be sold in its 'as is, where is' condition, without express or implied warranties.*

**The Business Administrator is authorized to oversee the sale process, to execute the necessary agreements with GovDeals, and to report the results back to the Board.*

**All proceeds from the sale shall be deposited into the General Fund of the Berkeley Heights School District.*

K. APPROVE WITHDRAWAL FROM CAPITAL RESERVE

WHEREAS, the Berkeley Heights Board of Education (“Board”) maintains a Capital Reserve Account in accordance with N.J.A.C. 6A:23A-14.1 et seq.; and

WHEREAS, the Board wishes to utilize a portion of said Capital Reserve funds to finance the cost of improvements to district athletic facilities; and

WHEREAS, the proposed project includes, but is not limited to, repairs, resurfacing, and/or upgrades to existing athletic fields, track, and related equipment, as well as improvements to site safety and accessibility; and

WHEREAS, the total estimated cost of the proposed improvements is \$120,000; and

WHEREAS, the School Business Administrator/Board Secretary has certified that funds are available in the Capital Reserve Account for this purpose, and that such withdrawal is consistent with the provisions of N.J.A.C. 6A:23A-14.1(h);

NOW, THEREFORE, BE IT RESOLVED, that the Berkeley Heights Board of Education authorizes the withdrawal of One Hundred Twenty Thousand Dollars (\$120,000) from the district's Capital Reserve Account to fund the cost of athletic facility improvements as described above; and

BE IT FURTHER RESOLVED, that the Board authorizes the School Business Administrator/Board Secretary to take any and all actions necessary to implement this resolution, including the transfer and expenditure of funds in accordance with applicable New Jersey Department of Education accounting and reporting requirements; and

BE IT FURTHER RESOLVED, that this withdrawal shall be recorded in the district's financial records as a transfer from Capital Reserve to the Capital Outlay account, as permitted by N.J.A.C. 6A:23A-14.1(h), and reported in the next monthly Board Secretary's Report.

L. APPROVE AGREEMENT WITH UNION SPORTS ARENA

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the USA Group Rental and Indemnification Agreement between Union Sports Arena, LLC and the Berkeley Heights Board of Education for the rental and use of ice facilities located at 2441-A Route 22 West, Union, New Jersey. *(Attachment L)*

M. APPROVE AGREEMENT WITH THE WESTFIELD RINK

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, hereby approves the facility usage agreement with Arena Realty Partners, LLC, doing business as The Westfield Rink, for the rental and use of ice facilities located at Gumbert Park in Westfield, New Jersey. *(Attachment M)*

N. APPROVE USE OF WARINANCO ICE RINK

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the Limited License Agreement of the Warinanco Ice Rink, One Park Drive, Roselle, NJ 07203, for use of the ice rink facilities by the Governor Livingston High School Ice Hockey Team during the 2025-2026 school year, not to exceed the amount of \$10,425.00. *(Attachment N)*

O. APPROVAL TO SUBMIT TWO BOND PROPOSAL QUESTIONS FOR SPECIAL SCHOOL DISTRICT ELECTION

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, hereby authorizes the submission of two bond proposal questions, along with an explanatory statement, to the voters of the School District at a Special School District Election to be held on March 10, 2026. *(Attachment O)*

P. APPROVE PAYMENT OF LEGAL SERVICES UNDER N.J.S.A. 18A:12-20

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator approves payment of legal services under N.J.S.A 18A:12-20.

WHEREAS, N.J.S.A. 18A:12-20 provides that whenever an administrative or other legal proceeding has been brought against a person in the performance of his/her duties as a member of the Board of

Education, the Board of Education shall defray all costs of defending such action, including reasonable counsel fees and expenses; and

WHEREAS, N.J.S.A. 18A:12-20 further provides that the Board of Education may arrange for and maintain appropriate insurance to cover all such damages, losses, and expenses; and

WHEREAS, the has insurance coverage through Utica National, which has assigned counsel in accordance with N.J.S.A. 18A:12-20; and

WHEREAS, the Board's insurance carrier requires that the Board first make payment to the assigned counsel, prior to being reimbursed for these costs; and

WHEREAS, the Board's insurance carrier has assigned the law firm Cleary Giacobbe Alferi Jacobs, 955 State Route 34, Matawan, NJ 07747 to represent certain Board members in accordance with N.J.S.A. 18A:12-20.

BE IT RESOLVED, that the Berkeley Heights Board of Education approves payment to Cleary Giacobbe Alferi Jacobs in the amount of \$4,834.50 for August 2025, which shall be eligible for reimbursement from the Board's insurance counsel;

NOW THEREFORE BE IT RESOLVED, the Board hereby authorizes the School Business Administrator/Board Secretary to take all actions necessary to effectuate the terms of this Resolution, including taking the steps required to obtain reimbursement from the Board's insurance carrier.

Q. ACCEPT DONATION FROM THE MARY KAY MCMILLIN EARLY CHILDHOOD CENTER PTO

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, during the 2024/2025 school year, the MKM PTO donated the following gifts to school:

- Cultural Arts and In-class Professional Programs: \$1628.50, including assemblies and author visits;
- Teacher and Principal Grants: \$2942.87 including classroom educational support subscriptions, zones of regulation materials and supplies for classrooms;
- Teacher and Staff Appreciation: \$3450.50 including teacher appreciation events, monthly meals and treats; and gift cards for various administration (including paras, secretaries);
- Gift to School: \$17011.10 which includes memorial patio in the back of school and loud speaker/amp/mixer/microphone/speaker mounts for the gym;
- Miscellaneous School Supplies: \$1434.42, including hand wipes and spare children's clothing for school nurse, writer's workshop bags for students, field day supplies, megaphone, kindness week and gratitude event supplies, as well as various gardening efforts around the property of the school;
- Student Celebrations: \$1127.41, including t-shirts and refreshments for 2nd grade send off ceremony;
- Scholastic Books: \$1107.65, including books for each classroom selected by teachers;

Please accept these gifts with a total value of \$28,702.45 in support of the students and teachers in the Mary Kay McMillin Early Childhood Center Community.

R. ACCEPT DONATION FROM THE MOUNTAIN PARK ELEMENTARY SCHOOL PTO

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, during the 2024/2025 school year, the Mountain Park PTO donated the following gifts to school:

- Cultural Arts, Author Visit and In-class Educational Programs: \$5,545;
- Teacher and Principal Grants: \$1,520;
- Teacher and Staff Appreciation: \$1,236;
- Gift to School - new Mountain Park School sign: \$2,527;
- 5th Grade Field Day and Luau: \$2,418;
- Student Planners for grades 3-5: \$1,163;
- Community Senior Outreach Day: \$57;
- Executive Committee discretionary donation: \$100;
- Organizational Fees: \$1,688.

Please accept these gifts, in addition to operational and administrative financial assistance provided by the Mountain Park PTO, with a total value of \$16,254.00 in support of the students, staff and our school, Mountain Park Elementary, for the 2024-25 school year.

➤ *Mrs. Terrero made a motion, seconded by Mrs. Khanna to move Finance Resolutions A-P: All Board members. Resolutions Q-R: Berkeley Heights Only.*

FINANCE & FACILITIES COMMITTEE REPORT: SEPTEMBER 19 AND SEPTEMBER 26, 2025

Mrs. Akiri gave the following report on the September 19th Meeting:

Referendum Discussion:

The referendum discussion did not happen as the consultant reportedly called in and said he was unavailable to attend the day before the meeting on September 18th.

Transportation Issues:

Discussed issues with transportation system, especially, identifying 44 students at Columbia Middle School who were ineligible for mandated busing, but apparently received a bus pass without paying for it.

It was stated that these free bus passes were issued by the previous Transportation Coordinator. It is not understood why this occurred for only Columbia Middle School students and not other routes.

There needs to be a route cause analysis to understand how this happened, and won't be repeated next year.

Jennifer shared the 44 letters that were sent on May 18th, 2025, to the parents of students that they do not qualify for free mandated busing due to the distance requirement. These letters do state that if they want to take the bus, they need to pay the subscription rate for the 2025-2026 school year.

There was a discussion to review the second email with a confirmation letter that would have been sent by the district's Transportation Director to the parents of these 44 students, assigning a seat on the subscription bus to CMS, including a bus number, route information in the third week of August 2025. Verifying that these 44 students are riding the bus can be easily accomplished by checking attendance or conducting a roll call as they line up to board the bus from CMS at the cafeteria after school.

Dr. Feltre and Jennifer both felt it would be time consuming to verify if these 44 students are riding the bus. The list shared by the BA did not include the student's home addresses. It listed the designated bus stop and route info, so it's unclear how the distance was calculated.

It was also clarified that none of the 44 students were special ed students.

The committee debated whether to send notification to parents, emphasizing the need for proof of pass assignments.

They also discussed the need for better oversight and potential software errors.

Additionally, concerns were raised about the Transportation Director's familiarity with the local routes and the need for more efficient transportation management.

We also discussed that some district vehicles use regular gasoline that is not available from the township under our fuel contract, and maybe should find an alternative source for a regular gas for these vehicles.

Action Items:

- Confirm which of the 44 students on the list shared by Jennifer Nicholson are actually riding the bus to CMS.
- Obtain copies of the emails sent to the 44 families notifying them of their assignment of the bus route to CMS along with the designated bus stop in August 2025.
- Draft a communication to the 44 families giving them an option to either pay for the bus service or stop using it by a certain deadline.
- Investigate why the transportation software has a manual override issued bus passes to ineligible students and implement measures to prevent similar issues in the future.

Dr. Foregger gave the following report on the September 26th Meeting:

The meeting was held virtually.

Referendum Discussion:

Discussed the upcoming referendum for school improvements, focusing on the need for a net-neutral question to avoid tax increases. The first question, valued at \$21 million, included capital projects and media center renovations, with no tax impact if approved.

The second question, valued at \$29 million, covers additional projects like science and STEM labs at GL High School and CMS as well as capital renovation projects.

The committee debated the number of questions, with some preferring individual questions for each school. Bond Council advised against multiple questions to avoid splitting votes. It was stated, however, that individual project questions allow for a true determination of which projects have majority support.

The current 99 page presentation is on the [district website](#).

Once a question is approved, we must do all the projects in that question unless we cannot afford to do a particular project.

Escalators and multipliers are built into the estimated cost to allow for increases over the next four and a half years.

Woodruff roofs will be replaced and this is part of the referendum. The removal of the solar panels will be done first.

There are multiple questions to have some flexibility. The timeline for projects will be created so as not to stress out the Business Administrator.

Specific changes to the presentation were noted. Progressive curriculum was mentioned. We asked to come up with another term for that, maybe growing. This was changed with the new presentation. A small correction having to do with the effect of property revaluations was noted and will be made.

There was some skepticism that the tax impact of a question can really be zero. If bonds are fully paid off, then issuing new bonds means that the payments continue instead of dropping to zero. Somewhere, it needs to be noted that for Question 2 to pass, one must also pass Question 1. This will be on the ballot. This is being done because the priority items are in Question 1.

We are on track for approval of the referendum in January. The Board still needs to decide on the exact configuration of questions for the referendum. The presentation will be refined and presented to the full Board in November.

ATHLETICS/CO-CURRICULAR COMMITTEE REPORT: OCTOBER 8, 2025

Mr. Dillon gave the following report:

We had a good conversation about all the great events that are occurring across the district, bulk of our time was spent on some of the specific areas.

We discussed the Press box which we just got an update on, great to see that it's coming along and it'll be installed early November.

We did discuss the need to have, in finance Resolution K, the \$120,000 moved from Capital Reserves, and why that was needed and how, optically, it may look like we're spending more money, but we're actually saving \$80,000 off of the original budget. But given the way that finances were moved at the end of the last district, money that was unspent was put into reserves, we just gotta pull it back. We put \$200,000 in, we're pulling \$120,000 back out which leaves \$80,000 there for something else.

We talked about openings with specific coaching assignments. On the agenda tonight, we did talk about the Lacrosse Coach.

We reviewed the success of Friday Night Lights and mainly not just Friday Night Lights, but Highlander Week and the committee is fully supportive of switching a little bit of the branding for next year, rather than focus on one individual event, but a way that we can get...those lights are here anyway, throughout the entire week, different sports can take a different night, you can have field hockey, you can have soccer, and so on and so forth.

We did discuss the Powderpuff game and what a great opportunity that was for them to raise money which was already covered and of course flag football.

One other club that we're putting forward for recommendation to be approved which is on the agenda tonight is the Glissando which is for music and vocalists.

TECHNOLOGY & COMMUNICATIONS COMMITTEE REPORT: OCTOBER 3, 2025

Mrs. Terrero gave the following report:

Security Awareness Training:

The initial baseline simulation test was provided utilizing CyberNut and about 30% of the staff clicked on a link in the simulated emails. Targeted Cybersecurity Training will be provided to the staff to address this vulnerability and improve awareness.

Chromebook Protection Plan:

An optional Chromebook coverage plan was offered to families of students in grades 6 through 12 for the 25-26 school year. A total of 170 plans were sold.

A few challenges were identified. One, non-payment. Several families enrolled in the plan, but have not submitted the required payments. Two, post-damage enrollment. Some families attempted to enroll in the plan after the Chromebook had already been damaged. And three, lack of inspection. Many devices were not inspected by tech staff as required for coverage eligibility.

The committee acknowledged the need for a formal policy to address non-payment scenarios. Administration will consult with building principals to gather existing practices regarding unpaid student fees. Key questions that need to be explored-

- What guidance is currently provided in the student handbook?
- What are the consequences for non-payment of outstanding fees?

Pending input from principals, the Policy Committee may be tasked with drafting a new policy. This item has been tabled until the next meeting.

Remote Participation at BOE Meetings:

This topic was raised in response to disruptions experienced through Town Council Meetings caused by bad actors. While the technology staff has been effective in managing most incidences, one specific scenario was flagged as a potential risk. For obvious reasons, I'm not going to talk about that publicly. The committee discussed the risk and felt it was limited. The decision was to stay with the status quo, and if such an issue arises, the committee would revisit the issue and develop an appropriate response.

GovDeals:

The district utilizes a liquidating services marketplace to sell surplus equipment. This platform, shared by multiple entities, allows the district to generate revenue from items no longer in use.

There is a resolution on the agenda this evening to authorize the disposal of old printers and projector mounts.

Proceeds from the sale of these items will be deposited into the General Fund.

The platform does charge a 5-12% buyer premium, which is paid by the purchaser, so that would not be on the district.

This initiative supports responsible asset management and provides a modest revenue stream for obsolete equipment.

The Board members had a discussion on Finance Resolution O. To listen to the full discussion visit the [district YouTube page](#).

- ***Dr. Foregger made a motion, seconded by Mrs. Khanna to table Finance Resolution O.***

Motion to table Finance Resolution O: All Board members.

MOTION by: Dr. Foregger **SECOND** by: Mrs. Khanna

VOICE VOTE: *Motion carried unanimously by voice vote.*

Motion Passes.

The Board members continued having a discussion on Finance Resolutions A-P: All Board members and Resolutions Q-R: Berkeley Heights only. To listen to the full discussion visit the [district YouTube page](#).

- *Mrs. Joly made a motion, seconded by Mrs. Khanna, to amend the dates in Resolution H from 5/12/25 to 5/12/26 and from 5/17/25 to 5/17/26, as well as to amend the dates in Resolution F to 11/3/25–6/30/26.*

Motion to amend the dates in Resolution H from 5/12/25 to 5/12/26 and from 5/17/25 to 5/17/26, as well as to amend the dates in Resolution F to 11/3/25–6/30/26: All Board members.

MOTION by: Mrs. Joly **SECOND** by: Mrs. Khanna

VOICE VOTE: *Motion carried unanimously by voice vote.*

Motion Passes.

Motion to Approve Finance Resolutions A-N & Resolution P: All Board members. Resolutions Q-R: Berkeley Heights Only

MOTION by: Mrs. Khanna **SECOND** by: Mrs. Akiri

ROLL CALL: Mrs. Terrero, Mrs. Stanley & Ms. Bradford- *All Ayes*

Mr. Dillon- *Aye to Resolutions A-N & Resolution P*

Mrs. Akiri- *Aye to Resolution A-B, Resolution D-E, Resolution G-N & Resolution Q-R
Nay to Resolution A Chk#212340, Chk#212438, Chk#212756, Chk#212630
& Chk#213004, Resolution C & Resolution P
Abstain from Resolution F*

Dr. Foregger- *Aye to Resolutions A-B, Resolutions D-E, Resolutions F-H, Resolutions
J-K & Resolutions Q-R
Nay to Resolution A Chk#212340, Chk #212630, Chk# 213004, Resolution
C, Resolution E (Dorney Park Only), Resolution I, Resolutions L-N &
Resolution P
Abstain from Resolution A Chk #212438 & Chk#212756*

Mrs. Joly & Mrs. Khanna- *Aye to Resolutions A-N & Resolutions Q-R; Nay to Resolution
A Chk #212340, Chk #212630, Chk #213004 & Resolution P
Abstain from Resolution A Chk #212438 & Chk #212756*

Motion Passes except Resolution A Chk #212340, Chk #212630, Chk #213004 & Resolution P fail.

PERSONNEL

Resolutions A-Q: All Board members. Resolutions R-AC: Berkeley Heights only.

A. AMEND APPOINTMENT OF SUPERVISOR OF ENGLISH, MUSIC, BASIC SKILLS, AND MEDIA SPECIALISTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the appointment of Millenni Basumatary as the Supervisor of English, Music, Basic Skills, and Media Specialists, effective October 13, 2025, through June 30, 2026, at a salary of \$100,000.00 prorated.

B. APPROVE SALARY ADJUSTMENT FOR PROFESSIONAL GROWTH

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves salary adjustments for professional growth. (*Attachment P*)

C. AMEND SALARY OF NON-TENURED CERTIFICATED STAFF MEMBER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the salary of the following non-tenured certificated staff member for the 2025-2026 school year.

Name	2025-2026 Guide Step	2025-2026 Salary
Gabriel Peraza	10 MA	\$71,538.00

D. AMEND EMPLOYMENT OF PARAPROFESSIONAL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the employment of the following paraprofessional for the 2025-2026 school year:

Name	Location	Effective Date	Step	Hours Per Day	Annual Salary
Pamela Pomo	GL	9/16/25-06/30/26	15	7.5	\$36,892.80 prorated

E. AMEND EMPLOYMENT OF PARAPROFESSIONAL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the employment of the following paraprofessional for the 2025-2026 school year:

Name	Location	Effective Date	Step	Hours Per Day	Annual Salary
Annie Carlile	GL	8/27/25-10/3/25 <i>(3 days per weeks)</i>	1	7	\$24,966.69 prorated

F. APPROVE SUBSTITUTE/SUPPLEMENTAL PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves substitute/supplemental personnel for the 2025-2026 school year, as follows:

Name	Certification	Position	Effective Date
Elizabeth McCulloch	N/A	Substitute Paraprofessional	9/22/25

Elizabeth	McCulloch	N/A	Substitute Administrative Assistant	9/22/25
Annette	Milos	N/A	Substitute Administrative Assistant	10/14/25
Stephen	Gibbon	Substitute	Substitute Teacher/Paraprofessional	9/23/25
Patricia	DePaul	Substitute	Substitute Teacher/Paraprofessional	9/30/25

G. AMEND LEAVE REPLACEMENT TEACHER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the following leave replacement teacher:

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Michael Hoang	Leave Replacement Teacher of Physics #4393	GL	1	9/25/25 - 11/07/25	MA	4	\$65,718.00 prorated	Provisional

H. AMEND EXTENDED ASSIGNMENT SUBSTITUTE PLACEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the following extended assignment substitute placement position:

Name	Action	Location	Effective Dates	Pay Rate	Certification
Devon McLean	Approve	GL	9/15/25 - 9/24/25	\$200/day	Substitute

I. APPROVE LEAVE REPLACEMENT TEACHER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following leave replacement teacher:

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Caroline McAuliffiee	Leave Replacement School Counselor (#4597)	GL	1.0	1/5/26 - 6/30/26 & 1 shadow day	MA	1	\$64,803.00 prorated	Standard

J. APPROVE LEAVE OF ABSENCE REQUEST

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves leave of absence requests, as follows:

Employee ID	Leave Action	Type of Leave	Paid Leave Dates	Unpaid Leave with Benefits if Applicable	Unpaid Leave without Benefits	Return Date
2050	Amend	Medical Leave	8/27/25- 11/2/25			11/3/25
4768	Amend	Medical Leave/FMLA/ NJFLi	8/27/25-10/31/25			11/3/25

3837	Amend	Maternity/ Medical/ FMLA/NJFL A	9/15/25-12/5/25	12/8/25-3/13/26		3/16/26
3059	Amend	Medical Leave/FMLA/ NJFLi	8/27/25-10/27/25			10/28/25
0300	Approve	Medical Leave/FMLA/ NJFLi	9/18/25-10/24/25			10/27/25
4944	Approve	MLOA FMLA/NJFLA	10/27/25-11/14/25			11/17/25
4170	Approve	Maternity Leave/FMLA/ NJFLA	1/5/26-2/17/26	2/18/26-5/29/26		6/1/26

K. APPROVE WITHHOLDING PAYMENT FOR UNPAID DAY REQUEST(S)

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves withholding payment for the following unpaid day request(s):

Employee ID	Unpaid Days
4279	9/17/25-9/19/25
2942	9/17/25-9/19/25
4914	10/6/25
5025	9/18/25-9/19/25
4932	9/30/25, 10/3/25

L. APPROVE RESIGNATION OF STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves, with regret, the resignation of staff, as follows:

Name	Assignment	Location	Effective Date
Annie Carlile	Paraprofessional	GL	10/3/25

M. APPROVE THE ESTABLISHMENT OF THE GLISSANDO EXTRA-CURRICULAR CLUB AT GOVERNOR LIVINGSTON HIGH SCHOOL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the establishment of the GLissando Club at Governor Livingston High School commencing in the 2025-2026 school year. The GLissando Club focuses on contemporary a cappella music as an extra form of music-making for vocalists. It offers students the opportunity to sing through music. Students take up roles like vocal percussion, boom bass, and others to mimic instruments as well as voices. The BHEA and the Superintendent of Schools mutually approve the club. The yearly advisor stipend has been assessed at \$1,815.00. (*Attachment Q*)

N. RESCIND EXTRA-CURRICULAR ACTIVITIES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the following extra-curricular activities for the 2025-2026 school year:

Governor Livingston High School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Assistant Varsity Softball Coach	Alexandra Dabroski	\$6,184.00
Brass Tech Instructor	Jason Procaccini	Volunteer
Woodwind Tech Instructor	Nicholas Ellis	Volunteer

O. AMEND EXTRA-CURRICULAR ACTIVITIES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the following extra-curricular activities for the 2025-2026 school year:

Governor Livingston High School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Freshman Assistant Volleyball Coach	Erik Anderson	\$6,126.00
Assistant Wrestling Coach	Jared Van Oostendorp	Volunteer
French Club/French Honor Society Advisor (40%)	Ashlee Combe	\$785.60
Science National Honor Society Advisor (80%)	Daniel McGovern	\$1,452.00
Webmaster (80%)	Daniel McGovern	\$1,936.00
Senior Class Advisor (40%)	April Burke	\$1,218.80
Senior Class Advisor (60%)	Vanessa Piwtoratsky	\$1,828.20

P. APPROVE EXTRA-CURRICULAR ACTIVITIES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves extra-curricular activities for the 2025-2026 school year, as follows, pending employment authorization (#):

Governor Livingston High School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Boys Lacrosse Head Coach	Anthony Porter #	\$8,833.00
Fencing Assistant Coach	Amanda Manubag #	\$5,455.00
Assistant Wrestling Coach	Michael Liberato #	\$6,448.00
French Club/French Honor Society Advisor (60%)	Natalie Palmiere	\$1,178.40
Science National Honor Society Advisor (20%)	Dawn Buchan	\$363.00
Webmaster (20%)	Grace Pitingolo	\$484.00

Q. APPROVE EXTRA TEACHING PERIOD ASSIGNMENTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following extra teaching period assignments beyond their normal teaching schedule during the 2025-2026. Dates are subject to change based on coverage.

Governor Livingston High School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Vanessa Piwtoratsky	American Studies II	10/6/25 - 11/21/25	\$10,500.00 prorated
Olivia Mazzaferro	American Studies II	10/6/25 - 11/21/25	\$10,500.00 prorated

R. CREATE 1.0 FTE PARAPROFESSIONAL POSITION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, creates a 1.0 FTE Paraprofessional position at Mary Kay McMillin ECC for the 2025-2026 school year due to additional IEP needs.

S. APPROVE INCREASE OF PART-TIME POSITION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the increase of the following part-time position:

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary
Lauren McSweeney	Reading Specialist	CMS	1.0	10/17/25-6/30/26	MA	15	\$79,327.00 prorated

T. APPROVE EMPLOYMENT OF MATH INTERVENTIONIST

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves employment of the following Math Interventionist for the 2025-2026 school year:

1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Staff Transfer/reassignment

Name	Location	Effective Date	Hourly Rate	Hours/Week
Mary Ellen Raiti ¹	TPH/MP	10/15/25 - 6/17/26	\$46.00	29.5

U. AMEND HIRING CERTIFICATED STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the hiring of the following certificated staff for the 2025-2026 school year:

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Sul Hee Huang	Teacher of Special Education	MP	1.0	10/20/25 - 6/30/26	BA	20	\$97,530.00 prorated	Standard

V. APPROVE EMPLOYMENT OF PARAPROFESSIONALS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of paraprofessionals for the 2025-2026 school year, as follows, pending employment authorization (#), pending approval of Personnel Resolution R (@):

1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Staff Transfer/reassignment

Name	Location	Effective Date	Step	Hours Per Day	Annual Salary
Amrita Ghosh ²	MKM	10/16/25 - 6/30/26 #@	1	6.75	\$24,075.02 prorated

W. AMEND EMPLOYMENT OF LUNCHROOM/PLAYGROUND TEACHER AIDE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the following employment of the following lunchroom/playground teacher aide for the 2025-2026 school year:

Name	Location	Effective Date	Hourly Rate	Hours Per Day	Annual Salary
Mary Ann Panico	MKM	10/6/25 - 6/17/26	\$17.50	2	\$6,300.00 prorated

X. AMEND TEMPORARY REASSIGNMENT OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the temporary reassignment of the following personnel:

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Pay Rate	Certification
Jennifer Battista	Paraprofessional TPH	Elementary Teacher Long Term Sub Employee #2050 TPH	9/2/25 - 10/31/25	\$200.00/day	Substitute

Y. APPROVE TEMPORARY REASSIGNMENT OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the temporary reassignment of the following personnel:

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Pay Rate	Certification
Joann Cocuzza	HELP Teacher/WW	Elementary Teacher Long Term Sub Employee #0300 WW	9/22/25 - 10/17/25	\$292.43/day	Standard

Z. RESCIND EXTRA-CURRICULAR ACTIVITIES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the following extra-curricular activities for the 2025-2026 school year:

Thomas P. Hughes School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Lunch Supervision - Semester 1 (50%)	Mary Carballo	\$783.50

AA. AMEND EXTRA-CURRICULAR ACTIVITIES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends extra-curricular activities for the 2025-2026 school year, as follows:

Columbia Middle School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
School Store Advisor (75%)	Jodi Jensen	\$1,361.25
School Store Advisor (25%)	Kelsey King	\$453.75

AB. APPROVE EXTRA TEACHING PERIOD ASSIGNMENTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following extra teaching period assignments beyond their normal teaching schedule during the 2025-2026. Dates are subject to change based on coverage.

Mary Kay McMillin ECC

Name	Subject	Assignment	Payment in Addition to Regular Salary
Nicolette Hourihan	Adaptive & Special PE (2/3)	10/20/25-6/17/26	\$7,000.00 prorated

AC. AMEND EXTRA TEACHING PERIOD ASSIGNMENTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the following extra teaching period assignments beyond their normal teaching schedule during the 2025-2026. **Dates are subject to change based on coverage.**

1-Leave Replacement 2-Vacancy 3- New Instructional Program 4-Student Need

Columbia Middle School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Jacqueline Wells ³	Special Education	9/2/25 - 6/17/26	\$10,500.00 (prorated)
Roberta Gutch ³	Special Education	9/2/25 - 6/17/26	\$10,500.00 (prorated)
Elisha Abdelaal ³	Special Education	9/2/25 - 6/17/26	\$10,500.00 (prorated)
Rayanne Elsherif ³	Special Education	9/2/25 - 6/17/26	\$10,500.00 (prorated)

➤ *Mrs. Terrero made a motion, seconded by Mrs. Khanna to move Personnel Resolutions A-Q: All Board members. Resolution R-AC: Berkeley Heights only.*

PERSONNEL COMMITTEE REPORT

Mrs. Khanna gave the following report:

Glissando Club Proposal:

It has been an informal club for the past 2 years. They are now seeking to be formalized. They're on the agenda today.

Per the agreement, there is a stipend for the advisor.

There are about 18 students in the group.

There was a question about if this club was offered to middle school students. At this point there are no CMS students in the ensemble and given the format of how the club operates and the competitions that they go to, it is advised that this stays as a high school club.

In the attachment you will see all of the various performances and competitions that they have participated in with the YouTube video links. I saw a few of those and they were really good.

CMS Reading Specialist Position:

This is also on the agenda today. Currently we have 0.85 FT teacher and based on the needs of the students in the middle school, the recommendation is to have that teacher full time. This is the only Reading Specialist position at CMS.

The teacher is going to be ready to start as soon as it's approved. The details on salary and benefits are in the minutes as well.

MKM Adaptive PE Teacher:

Item is on the agenda today. This is to have the Adaptive PE Teacher at MKM and have additional classes in support of the ABA and the ERI students.

This teacher is serving both the gen ed and the adaptive PE classrooms, so it's not getting a new teacher but rather extending or adding more classes to an existing PE teacher.

GL Principal Position Search :

The committee discussed the process that the administration is putting in place for the search.

There was a conversation on how can Board members participate in the process while still maintaining their role as Board members in the oversight and the advisory capacity that we have versus getting into the details of the interview process.

Dr. Feltre did share a document that was published by NJSBA. That's included in the minutes. That explains the role of a Board member in this process. And sort of the do's and don'ts to make sure that we don't cross any ethics lines as the district is going to initiate and go through the Principal search process.

There were some differing opinions on the committee but at the end of the day, the committee members were unanimous that this is an important position in the school district and we need to make sure that we apply the due diligence to get the candidate and the next Principal at GL.

Additional Personnel Committee Meeting:

There was another meeting right before this one and the contents of that meeting were really focused on the GL Principal position search so more of the same conversation occurred.

There was a survey and you guys should have that in the minutes, there was a survey to elicit some inputs from parents and students on what are the desirable qualities for the GL Principal position so parents should have received, students should have received the survey and those results are also in the minutes. Board members also received those surveys.

The Board members had a discussion on Personnel Resolutions A-Q: All Board members and Resolutions R-AC: Berkeley Heights Only. To listen to the full discussion visit the [district YouTube page](#).

Motion to Approve Personnel Resolutions A-Q: All Board members. Resolutions R-AC: Berkeley Heights Only.

MOTION by: Mrs. Terrero

SECOND by: Mrs. Khanna

ROLL CALL: Mrs. Terrero, Mrs. Khanna, Mrs. Akiri, Dr. Foregger, Mrs. Joly & Ms. Bradford- *All Ayes*

Mr. Dillon- *Aye to Resolutions A-Q*

Mrs. Stanley- *Aye to Resolutions A-W & Resolutions Y-AC*

Abstain from Resolution X

Motion Passes.

EDUCATION

Resolutions A-H: All Board members.

A. APPROVE COLLEGE STUDENT PLACEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves college student placement in Berkeley Heights Public Schools pending submission of required documents, as follows:

Student	Placement Type	Affiliated School	Dates
Sophie Friedman	Clinical Placement	University of Phoenix	Spring 2026

B. APPROVE INTERN AFFILIATION AGREEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the Intern Affiliation Agreement between Kean University and Berkeley Heights Public Schools which provides placement opportunities for the University students as Clinical Interns in Berkeley Heights Public Schools for a period of three years, effective through October 31, 2028. (*Attachment R*)

C. APPROVE UNION COLLEGE OF UNION COUNTY DUAL ENROLLMENT AGREEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the agreement between Union College of Union County and Berkeley Heights Public Schools for the purpose of offering dual enrollment opportunities to qualified juniors and seniors at Governor Livingston High School during the 2025-2026 academic year. (*Attachment S*)

D. RESCIND OUT OF DISTRICT PLACEMENTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the acceptance of Jersey City tuition students #4126815985, #6622082761 and # 6043452499 into the DHH Program at Governor Livingston High School, for the 2025-2026 regular school year.

E. APPROVE OUT OF DISTRICT PLACEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves student #8858897167 to attend Cornerstone Day School pending County approval for the remainder of the 2025-2026 school year. Tuition is approximately \$77,152.00.

**F. APPROVE SCHOOL SELF-ASSESSMENT/ANTI-BULLYING BILL OF RIGHTS ACT
2024-2025**

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the New Jersey Department of Education School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for July 1, 2024, through June 30, 2025, for the following schools:

School	School
Mary Kay McMillin Early Childhood Center	William Woodruff School
Mountain Park School	Thomas P. Hughes School
Columbia Middle School	Governor Livingston High School

G. ACCEPT AND APPROVE SEMI-ANNUAL REPORT OF VIOLENCE, VANDALISM, SUBSTANCE ABUSE, HARASSMENT, INTIMIDATION, AND BULLYING

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, accepts and approves the semi-annual District Report of Violence, Vandalism, Substance Abuse, Harassment, Intimidation and Bullying for the period of January 1, 2025, through June 30, 2025, as submitted to the New Jersey Department of Education via the School Safety Data System (SSDS). (*Attachment T*)

H. APPROVE ESTABLISHMENT OF FLAG FOOTBALL STUDENT ACTIVE CLUB

WHEREAS, a proposal has been submitted to the Berkeley Heights Board of Education (the “Board”) for the creation of a student active club to be known as the Girls’ Flag Football at Governor Livingston High School in Berkeley Heights School District; and

WHEREAS, the proposed club’s purpose, goals, membership structure, meeting schedule, advisor oversight, budget, and operation plan have been reviewed by the Superintendent and Athletic Director and are found to be consistent with the educational mission and extracurricular policies of the district; and

WHEREAS, Girls’ Flag Football will operate under the supervision of a staff or faculty advisor, subject to oversight by the school administration and in compliance with district regulations regarding use of facilities, scheduling, budgeting, safety, nondiscrimination, and student conduct; and

WHEREAS, Girls’ Flag Football must operate in conformity with New Jersey law, district policies, and the Board’s authority to oversee all co-curricular and extracurricular activities in the district;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Berkeley Heights Public Schools, Union County, New Jersey, as follows:

1) Approval of Club

The Board hereby approves and authorizes the establishment of the Girls’ Flag Football at Governor Livingston High School for the 2025–2026 school year (or ongoing) under the terms and conditions stated herein and in applicable district policy.

2) Purpose, Goals, and Structure

The Club’s purpose, objectives, membership criteria, meeting schedule, and operational structure shall be as set forth in the written proposal submitted to the Board and on file with the Board Secretary, and are incorporated herein by reference.

3) Advisor and Oversight

- a) Girls' Flag Football shall be supervised by a coach to be determined by the Director of Athletics.
 - b) The advisor shall ensure Girls' Flag Football operates consistent with district and Board policies (including those concerning student behavior, safety, nondiscrimination, and use of school resources).
 - c) Girls' Flag Football shall submit to the school's administration and district office, at such times as required, a proposed budget, meeting calendar, membership roster, and any changes to the club's plan.
- 4) Use of Facilities and Resources
- a) Use of district facilities, equipment, supplies, or resources by Girls' Flag Football is subject to approval by the building principal and/or the district's athletic director, consistent with the district's scheduling and facilities use policies.
 - b) Girls' Flag Football shall not disrupt regular instructional or supervisory duties of staff or interfere with other district activities.
- 5) Budget, Funding, and Financial Oversight
- a) Girls' Flag Football shall prepare a budget, which must be submitted and approved by the district's business administrator or appropriate finance office before expenditures are made.
 - b) Any funds, dues, or fundraising by Girls' Flag Football must comply with district guidelines and be approved in advance.
 - c) Girls' Flag Football shall maintain accurate financial records and submit periodic reports to the district office or Board as required.
- 6) Compliance, Reporting, and Termination
- a) Girls' Flag Football shall comply with all applicable district policies (e.g. equal access, nondiscrimination, student conduct, supervision, safety, and facility use).
 - b) The Board reserves the right to suspend, revoke, or modify the Club's approval (in whole or in part) should the Club fail to meet the terms of this resolution or district policy, or if its operations conflict with the educational mission of the district.
 - c) At the end of each school year (or at a time designated by the Board), Girls' Flag Football must submit a written report of its activities, membership, accomplishments, and financial status to the Board or its designee.
- 7) Effective Date
- a) This resolution shall take effect immediately upon adoption, and the Girls' Flag Football may commence operations (subject to scheduling, administrative approval, and policy compliance) following this approval.

➤ ***Mrs. Khanna made a motion, seconded by Mr. Dillon to move Education Resolutions A-H: All Board Members.***

CURRICULUM COMMITTEE REPORT OCTOBER 10, 2025

Mrs. Joly gave the following report:

In attendance were Dr. Feltre, Dr. Marr, Dr. Foregger, Mrs. Stanley and myself.

Course Proposal-Fine Arts:

We had the Fine Arts course proposal which is an elective for 2.5 credits on how art can be a way to stress relief. Members questioned some details, alignments to standards and additional items as per Policy 22-20.

Discussed how we have low enrollment in some classes and may reduce the enrollment in other electives.

This would be for grades 9-12 with no pre-requisites and we wouldn't need an additional teacher.

Ultimately we agreed to defer it to the next meeting to just allow for some additional information to come from the administration.

Course Proposal-Multivariable Calculus:

There was a dual enrollment contract for multivariable calculus for the 26-27 school year. We looked at the pricing and Mrs. Stanley raised the concern, which is valid, the pricing of having the UCNJ instructor teach the class versus having an in-house teacher teach the class was a bit off so we agreed to postpone that until the next meeting so we can get some clarity on the pricing as a takeaway for the administration.

There's a dual enrollment agreement which is on the agenda for multivariable calculus for the 2025-26 school year for the spring. It's really a pass through agreement. You see in the contract we've selected option 3 where it will be a UCNJ teacher on campus and again the committee supports this for spring of 2026.

Porzio Notice:

A carryover topic was guidance regarding, there was a Porzio notice regarding a particular court case. I think we discussed it last time, but just wanted to get an update from the administration. So according to Dr. Marr, time will be dedicated during the winter and spring, articulation meetings with supervisors to review the information from the notice and examine its potential implications for the units of study across applicable disciplines. And the information from Porzio has also been shared with all the administrative staff.

Physics:

There were some follow-on topics with respect to physics, just a general, I guess, expressed frustration from the parents, with respect to communication issues and grading, so I think that's a takeaway for the administration to kind of review.

Italian:

We have a new teacher, the meet and greet will be October 16th for the teacher to start October 21st, and the communication to parents, so I guess the meet and greet already happened, or happened today, so hopefully the communication to the parents was supposed to go out after the meet and greet.

So, Italian 3 for juniors, I think there was some concern that there were only 2 grades in the system and the question was, will there be additional assessments? There's a project that the students are working on that will be entered, but the general consensus is also that communication needs to be improved as you know, those subject areas are going through some instability.

Inequality in Grading between Classes:

Again, where some classes, even within a given subject you know, give weight, let's say 50% weight to, to tests. Others, the classes might give, you know, 90% weight to tests, right? So, Dr. Marr will present a plan to the committee at the next meeting. This is not something that can be changed in the middle of the year.

B. DISTRICT BYLAWS/POLICIES/REGULATIONS - SECOND READING AND ADOPTION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following district bylaws/policies/regulations for second reading and adoption: (*M - Mandated by law*)

Policy	Title	Action
P0174	Legal Services (M)	Revise
P1570	Internal Controls (M)	Revise
R1570	Internal Controls (M)	Revise
P1620	Administrative Employment Contracts (M)	Revise
P6111	Special Education Medicaid Initiative (SEMI) Program (M)	Revise
R6111	Special Education Medicaid Initiative (SEMI) Program (M)	New
P6220	Budget Preparation (M)	Revise

➤ *Mrs. Khanna made a motion, seconded by Mrs. Stanley to move Policy Resolutions A-B: All Board members.*

POLICY COMMITTEE REPORT OCTOBER 7, 2025

Mrs. Stanley gave the following report:

R6220 Budget Presentation (New):

The R is not mandatory. The BA has requested to make it through a budget season with BH before making a recommendation on this R. The committee was in agreement to look at this again next fall.

P0143 Board Member Election and Appointment (Revise):

On the agenda tonight. The new language comes directly from the State statute. It is more wordy, but has the same requirements.

P0173 Duties of Public School Accounting (Revise):

Multiple language changes, mostly based on the state statute language changing. Agreed with changes.

P2422 Statutory Curricular Requirements (M):

This R is mandatory and there is no recommendation by the administration to add anything at this time. Policy is ready to move forward with SE additions. There are updates to statutes and the addition of Asian American, Pacific Islander history.

R2200 Curriculum Content (M):

Failed first read. We reached out to Strauss Esmay to find out more about the removal of the process items. They removed it to give districts more control on how they would like to address the topics and process. The committee agreed to add the language back in.

P2200 Curriculum Content (M):

The committee would like to update this policy at the next policy committee meeting so that the policy and the regulation match.

P0155 Board Committees (Revise):

So this one we had had on, new business, for multiple meetings to try to discuss as a full Board. Unfortunately, at the last meeting, we were not able to continue on with the meeting, to have that discussion. So, the Superintendent is recommending that we move forward with the first read so we can have the discussion tonight. The Superintendent is recommending the following committees to align with the board agenda.

Standing Committees:

1. Administration - items from Policy
2. Business - items from Finance/Facilities/Athletics/Technology/Personnel
3. Education - items from Curriculum/Athletics/Technology
4. Personnel - items from Personnel
5. Governance - 4 Chairs would meet

Ad-Hoc Committees

1. Negotiations
2. Strategic Planning

The committee had lengthy discussions on how the committees would differ from current structure. The staff discussed the current process, which means that they often have to bring the same item to multiple committees and it is taking up a significant amount of time. After much discussion, the committee agreed to move forward with the first read. The committee structure would not take effect until after the January reorg meeting but we would want it approved tonight for first read. November would have the second read and that way we wouldn't have to worry about the December meeting and the changes. We made additional changes on how an adhoc committee is formed so the adhoc committee would need a vote of the majority of the Board. We did revise the liaison positions to what we are currently doing. So we currently have liaisons for all of the additions to the liaison positions. So if you click on there, you can see it's going to be the Mountainside School District, the Berkeley Heights Town Council, the Berkeley Heights PTO Council, the Berkeley Heights Education Foundation, the Berkeley Heights PTO Curriculum Committee, the Berkeley Heights Special Education Parent Advisory Group.

Then we're gonna have the Governor's Educator of the Year which is a district thing. We're gonna have Harassment, Intimidation, and Bullying (HIB), which is a district. We're gonna have the Technology Advisory Board district. Then we have the Berkeley Heights Veteran Affairs Committee, which is the township, the Berkeley Heights Rec Commission, township, the Complete and Green Streets Task Force, which is the township, their new committee to look at, our streets and how to make them more walkable, but especially when it comes to these e-bikes then Union County School Boards Association, and the Union County Educational Services.

R1670 Internal Controls (M):

We did look back at R1670 after Tom Foregger has some questions at the last meeting, The committee feels that the policy is ok as is because the language agreed with the state statute, and then we also had the administration make sure that all the positions that are not explicitly listed fit under other, alternative things in there. So all of the positions are covered, there's nothing that would not be covered under what's currently listed.

P0174 Legal Services (M):

Added "or" instead of the "/" in between the Superintendent and the Assistant Superintendent.

The Board members had a discussion on Policy Resolutions A-B: All Board members as well as the Policy Committee Report. To listen to the full discussion visit the [district YouTube page](#).

Motion to Approve Policy Resolutions A-B: All Board members

MOTION by: Mrs. Khanna **SECOND** by: Mrs. Stanley

ROLL CALL: Mr. Dillon, Mrs. Stanley, Ms. Bradford- *All Ayes*

Mrs. Akiri- *Nay to Resolutions A-B*

Dr. Foregger- *Aye to Resolution A P0173 only & Resolution B; Nay to all of Resolution A except P0173*

Mrs. Terrero, Mrs. Khanna & Mrs. Joly- *Aye to Resolutions A-B; Nay to Resolution A P0155 only*

Motion Passes except P0155 fails.

STRATEGIC PLANNING COMMITTEE REPORT

The next Strategic Planning Committee meeting is scheduled for October 28, 2025.

NEGOTIATIONS COMMITTEE REPORT OCTOBER 13, 2025

Ms. Bradford gave the following report:

Head Custodians Contract:

Met with the representatives from the Head Custodians Contract team. Discussions continue on the contract.

Negotiations Committee for Ad Hoc Mountainside-Berkeley Heights Send-Receive Agreement:

A meeting was held on Friday, September 26, 2025 for Berkeley Heights team members to answer questions posed by the Mountainside team. A document was shared with Mountainside on September 28, 2025. The Mountainside team requested time to review the document and the meeting scheduled for Tuesday, September 30, 2025 was postponed. An internal meeting with the BH team was held on Tuesday, October 14, 2025. Meeting notes will be shared with the Mountainside team.

LIAISON REPORTS

Mrs. Khanna gave the following report:

Union County Ed Services Meeting:

They presented their NSLA reports. Their students need additional interventions for their students to graduate and meet the targets.

They offered an opportunity to tour the schools so if there is any interest reach out to the BA who will coordinate the dates.

Mrs. Terrero gave the following report:

Tech Advisory Board

Met on Wednesday, October 1st. Dr. Foregger and I went to this. Due to recent updates in printer and copier models, the default auto setting for print jobs is currently set to color. The setting will be changed back to black and white for all staff to reduce unnecessary color printing. Each teacher will be allowed up to 200 color copies per month. Exceptions will be made for certain staff whose job responsibilities require higher color usage. Color copies should be reserved for learning-centered materials. There's no limitations on black and white printing or copying.

Promethean boards have been successfully installed in all K-5 homerooms. Additional installations have been completed in special locations at both GL and CMS. CMS is slated as the next school for expanded

Promethean board deployment. This ongoing initiative supports enhanced interactive learning environments across the district.

A comprehensive discussion was held regarding the use of AI within the district. There was some important feedback from the teachers:

1. The limited adoption, most teachers are currently not using AI tools in their instructional practice.
2. Concerns that were raised: lack of controls or oversight of AI usage, potential for plagiarism, risk of diminishing critical thinking, and fear of creating unintended consequences or sinkholes.

Staff expressed support for using AI in non-instructional context such as refining written communication or softening tone in emails or documents.

Ms. Bradford gave the following report:

Union County NJ School Board Association Meeting:

The Union County SBA Meeting was held on Wednesday, October 8, 2025 at the Westwood in Garwood. A panel of four students discussed their experiences using Artificial Intelligence in our local schools. The discussion revealed a need for more communication and integration of AI among administration, staff and students.

Berkeley Heights Town Council Meetings:

The Berkeley Heights Town Council met on Tuesday, October 7, 2025. A presentation was given by Ray Freaney from the Rotary Club about the need for education regarding the life-saving drug NARCON and rescue samples were given to the attendees.

A community presentation was held on Wednesday, October 15, 2025 by the Complete and Green Streets Committee and the Berkeley Heights Police Department on the topic of E-Bike/E-Scooter Safety Workshop and feedback session at Town Hall.

There is a Clothing and Shoe Collection Drive at GL from 9:00 - 1:00 on Saturday, October 18, 2025.

There are a number of fall events this month including:

- The BH Fall Festival at the Littel-Lord Farmhouse on Saturday, October 18, 2025 from noon to 5:00, including the PBA 144 Youth Fishing Derby.
- The Autumn Awe event presented by the Mayor's Wellness Committee will be on Saturday, October 25, 2025. Meet at 11:50 at the Trailside Nature and Science Center in the Watchung Reservation for the hike.

Veterans Affairs Committee

Mrs. Andrea Masri, 4th grade teacher at MTP, will be spearheading the Veterans Day program in schools 3-5. Local veterans will be invited to read to classes on Monday, November 10th and 11th. Classroom teachers can sign up for a reader for their students. This is an ongoing program in our district to connect our students to our local veterans.

Update on Board Goals:

The process for creating new board goals continues with Board members to attend a training meeting on Monday, November 3, 2025 at 6:00 pm. This will be advertised as a public special meeting with no action taken. Mrs. Jeanne Cleary will share the online results and assist the Board in creating goals for approval at the January 2026 meeting. The training session will include an update to Board members on HIB procedures by the Board attorney.

Mrs. Stanley gave the following report:

BHEF Meeting:

Their last meeting was in preparation for tomorrow. They have one of their big fundraisers, it's the Plaids and Pints at the Vintage Tavern. It should be lots and lots of fun. They have raffles. You can raffle off for seats for graduation and 8th grade promotions so this is a big deal. You can get those front row seats. It's Plaids and Pints tomorrow, I believe at 7:30 at Vintage Tavern. You can get tickets on their social media site.

- **Mr. Disler recommended that Finance Resolution O be postponed until the next meeting. In good faith he cannot recommend that it move forward with the language as written.**

Motion to Postpone Finance Resolution O Until Next Board Meeting

MOTION by: Mrs. Khanna

SECOND by: Mrs. Joly

ROLL CALL: Mrs. Khanna, Mrs. Joly, Mrs. Akir, Dr. Foregger, Mr. Dillon, Mrs. Stanley, Mrs. Terrero, Ms. Bradford- *All Ayes*

COMMENTS FROM THE PUBLIC ON ANY TOPIC

During this portion of the meeting, District residents and staff are invited to address the Board of Education on any item.

The Board requests that individuals state their name and town of residence (or school of attendance) for the record. All comments should be directed to the Board President and depending upon the nature and complexity of the question, it may or may not be answered during the meeting by the Administration. If so, the response would occur after this public portion of the meeting has concluded. Although the Board may not respond to all items raised during the public forum, all public comments will be considered.

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding personnel matters are discouraged and cannot be responded to by the Board. Students and employees have specific legal rights afforded by the laws of New Jersey. The Board bears no responsibility nor will it be liable for any comments made by members of the public.

Please note that if any member of the public becomes disruptive during the meeting the Board President may terminate the participant's statement. Continued disruptions may result in removal from, or adjournment of, the meeting.

Each speaker's statement will be limited to three (3) minutes in duration.

Time In: 12:06 a.m.

- ***There were no in person comments.***
- ***John Miguez (Berkeley Heights resident via Zoom)*** Mr. Miguez expressed concern about governance changes regarding the committees, particularly the concentration of power in the president's role and the creation of a governance committee appointed by that president. They worry that reducing a previously agreed-upon three-member committee to four appointed members could weaken checks and balances and allow a plurality to be marginalized. Mr. Miguez also commented on how some Board members dismissed Dr. Foregger's questions, such as concerns about educational value in school trips or safety issues in middle-school sports. Mr. Miguez stated that these questions are valid and deserve open-minded consideration rather than ridicule. Mr. Miguez urges the Board to be more curious, less judgmental, and more willing to have meaningful conversations, even with people they don't always agree with.

Time Out: 12:09 a.m.

NEW BUSINESS

There was no New Business.

OLD BUSINESS

Mrs. Joly-

- Lower Columbia Update

➤ *Mrs. Joly made a motion, seconded by Mrs. Akiri to move that the BOE exits the lower Columbia lease.*

Mrs. Joly made the following statement:

- The Board approved the lease on March 18th and we all know how that went.
- March 19th the insurance issue was resolved with CJ providing the Township with the COI. It took less than an hour.
- March 25th the Township approved the lease.
- March 28th via OPRA, Harbor Consultants do a walk through of lower Columbia.
- April 2nd via OPRA, Harbor Consultants submits a proposal for land surveying services, environmental investigations, conceptual layout, engineering design for \$34,400.
- April 3rd via OPRA, Mr. Victor Venega from Harbor Consultants emails Ms. Varnerin to say that he consulted with in-house environmental experts to see what is needed environmentally on this project and so far it appears very doable. This email was then forwarded to Scott Solomon but there was content that was redacted and I shared all the OPRA's with you so you have them.
- April 7th, Environmental Commission adds synthetic versus natural turf to its new business and that came from the Environmental Commission agenda.
- May 10th there was a walkthrough of lower Columbia with the BOE/
- May 20th Town Council approved a resolution for a Shared Services Agreement that was tied to the lease.
- May 25th, Memorial Day weekend, via OPRA, Mr. Ed Kuss from Eastern States Environmental Associates examines lower Columbia.
- June 16th via OPRA, Mr. Venega from Harbor writes to the Mayor, Tom Sulfaro and Ms. Varnerin, sharing email conversation experts between Harbor Consultants and Ed Kuss. Those email excerpts have been redacted. This is the supporting information I was looking for in my OPRA which was seeking to find what constituted initial discovery and available options explored.
- September 2nd we get an email from Ms. Varnerin on the update that there will be no turf. Again, this was not sent to the public. Just to the BOE. OPRA documents also showed that there was a press release that went to the mayor for approval on the same day. However, some of us got yelled at or people were upset at the Town Council and Ms. Viana that NJ21st was made aware of the update but they were preparing their own press release. She also said that it wasn't transparent in some email communication that we were BCCing board members, not understanding why we do that but everything is still OPRAable while the emails from Ms. Varnerin's Gmail account to the consultants are not so I just want to be clear as to who's being transparent.
- September 8th, there was no response from the Town Council, Mayor or Ms. Varnerin as to what constitutes initial discovery and available options reviewed so I submitted an OPRA.
- September 13th was the Town Council meeting where the \$32,000 was approved to Harbor Consultants. Again, this happened after the no turf update. I spoke at the meeting. There were no questions that were answered. There was a bit of righteous indignation. I think Councilwoman Pogue and Ms. Viana suggested that we take back the land. Environmental Commission's

recommendation against artificial turf was also presented at that meeting and there were no OPRA documents found as of that date.

- As of September 16th, in that council meeting, I didn't have any of the OPRA documents.
- September 17th, we get the Environmental Commission recommendation against artificial turf that was presented at the Town Council meeting. The information cited in that paper was readily available prior to the lease being signed. I guess the question is, why wasn't this done sooner? And it was also on the agenda since early April, again, after the lease was signed, but only completed after Ms. Varnerin sent her update.
- October 1st, so this was a month after we were informed about the no turf, she sent an undated letter and the key is that it's undated, stating that an unnamed environmental consultant, and OPRA eventually showed that it was Mr. Kuss discovered hydric soils under the soccer fields and that's a parameter in classifying wetlands. The letter also stated that, "DEP has recently determined that turf fields are impervious surfaces and are not permitted in wetland-susceptible areas." The DEP designation of turf fields as impervious surfaces goes back to 2009. If you look at the DEP.gov website for rule adoptions, there was a rule adopted on June 1st, 2009. So 16 years is not recent and the fact that this data was undated, I don't know when it was actually written. On the same day there was a Bobbie Peer interview and a video that was published on TAPInfo. The BOE saw that October 1st letter that was sent to the Superintendent on October 3rd.
- October 8th is when I received the two artifacts related to the OPRA.
- October 14th is when I received the last artifact related to the OPRA. So it took over a month to return 3 artifacts that were mostly redacted over a 6 month period.

The Environmental Commission findings and the investigation of the land could have been completed prior to the lease being signed, even before the non-binding resolution a year ago. There was never going to be a turf field, but I guess it was a better marketing strategy to get the land.

We were told the lease was needed to apply for certain grants. What grants were applied for? Now the story is the Township needed the lease or service agreement, not clear which, to survey the land. We were also told that the turf was needed because Union County took over Snyder Field. Now, as there is no turf, the Rec Commission promises to build a safe, a field that is safe. I guess if the current field is not safe, why do we continue to use it?

To date the district has spent \$8,900 in legal fees since July of 2024 as it relates to the lease and we have nothing to show for it. The due diligence wasn't done. The Township attorney said that we were harming residents everyday by not signing the lease or the document stylized as a lease as he later stated. Have the residents benefited in any way since the lease was signed? No, the only people who benefited were the attorneys and the consultants.

I think we need a reset. There is a new proposal because the consultants were paid, they're working on a proposal right now, and I think that the BOE should exit the lease and let the new Board evaluate the new proposal and decide what's next.

The tennis team is protected for a year after the lease ends and we know for a fact there's no insurance issue. We can renegotiate a Shared Services Agreement for the use of the courts and fields properly, not under duress.

If the Township doesn't want to, we can collect the fees from PAL and do the field maintenance ourselves.

I feel like we were somewhat bullied into negotiating this lease in public. The public was also kind of pressured, manipulated, into pressuring the BOE.

