

BERKELEY HEIGHTS BOARD OF EDUCATION**RESOLUTION**

WHEREAS, Pippa Raaijmakers is a senior at Governor Livingston High School in Berkeley Heights, New Jersey; and

WHEREAS, Pippa is a member of the Interact Club and is a Student Ambassador; and

WHEREAS, Pippa volunteers on the Wharton Arts Student Alliance of New Jersey and teaches music to children at Wharton Arts Center; and

WHEREAS, Pippa is a three-year member of the Varsity Tennis team and a four-year member of the Varsity Swim team and the Spring Track team; and

WHEREAS, Pippa is a member of the National Honor Society, Mu Alpha Theta and Rho Kappa National Social Studies Honor Society; and

WHEREAS, Pippa has been awarded the Dwight D. Eisenhower Award, the New Jersey Scholars Award, and the Frederick Douglass and Susan B. Anthony Award; and

WHEREAS, Pippa served with distinction in the Governor Livingston High School Student Liaison Program to the Berkeley Heights Board of Education for her junior and senior years, serving as a liaison between the Board and her peers; and

NOW, THEREFORE, BE IT RESOLVED that the Berkeley Heights Board of Education hereby recognizes Pippa Raaijmakers for her contributions to the students of the Berkeley Heights Public Schools and for her service to the communities of Berkeley Heights and Mountainside; and

BE IT FURTHER RESOLVED that the Berkeley Heights Board of Education wishes Pippa the best of luck as she moves on to study at Smith College.

Signed and sealed, this, the eleventh day of June, of the year Two-Thousand Twenty Six.

Debbie Terrero, President
Board of Education

Dr. Kim Feltre
Superintendent of Schools

BERKELEY HEIGHTS BOARD OF EDUCATION



RESOLUTION

WHEREAS, Howard Acheson is a junior at Governor Livingston High School in Berkeley Heights, New Jersey; and

WHEREAS, Howard is the Student Council Treasurer and is involved in many clubs; and

WHEREAS, Howard volunteers at the Community FoodBank of NJ, is a Transcriber for the United States Library of Congress, and is involved in Interact: Rotary Sponsored Club; and

WHEREAS, Howard is a member of the National Honor Society, Mu Alpha Theta, and Rho Kappa National Social Studies Honor Society; and

WHEREAS, Howard served with distinction in the Governor Livingston High School Student Liaison Program to the Berkeley Heights Board of Education for his junior year, serving as a liaison between the Board and his peers; and

NOW, THEREFORE, BE IT RESOLVED that the Berkeley Heights Board of Education hereby recognizes Howard Acheson for his contributions to the students of the Berkeley Heights Public Schools and for his service to the communities of Berkeley Heights and Mountainside; and

BE IT FURTHER RESOLVED that the Berkeley Heights Board of Education wishes Howard the best of luck as he moves into his senior year at Governor Livingston High School.

Signed and sealed, this, the eleventh day of June, of the year Two-Thousand Twenty Six.

Debbie Terrero, President
Board of Education

Dr. Kim Feltre
Superintendent of Schools

BERKELEY HEIGHTS BOARD OF EDUCATION**RESOLUTION**

WHEREAS, David Closs is an employee of the Berkeley Heights Public School District, in Berkeley Heights, New Jersey; and

WHEREAS, David Closs, Head Coach of the Governor Livingston High School Boys' & Girls' Varsity Swim Team, has exemplified dedication, leadership, and a passion for the sport throughout his coaching career; and

WHEREAS, David Closs achieved 400 wins in his career during a swim meet against Cranford High School on December 23, 2025, with the boys' team score of 92-78, and the girls' team score of 91-79, a testament to years of hard work, perseverance, and commitment to excellence both in and out the pool; and

WHEREAS, the Berkeley Heights Public Schools community is very proud of the accomplishments of this outstanding Head Coach who has not only built a winning program and culture but has also positively influenced the lives of countless student-athletes, instilling in them values of discipline, teamwork, integrity, and sportsmanship; and

NOW, THEREFORE, BE IT RESOLVED that the Berkeley Heights Board of Education members applaud the outstanding accomplishments of David Closs during the 2025-2026 Boys' & Girls Varsity Swim season; and

BE IT FURTHER RESOLVED that the Berkeley Heights Board of Education hereby congratulates and honors Head Boys' & Girls Varsity Swim Coach, David Closs, for achieving **400 career wins** in his high school swimming coaching career, and expresses its deepest appreciation for his outstanding contributions to our school community as well as the local communities of Berkeley Heights and Mountainside.

Signed and sealed, this, the Eleventh day of June, of the year Two-Thousand Twenty Six.

Debbie Terrero, President
Board of Education

Dr. Kim Feltre
Superintendent of Schools

**Berkeley Heights Public Schools
Office of the Superintendent
June 11, 2026**

Professional Development Days

	<u>Name</u>	<u>Event</u>	<u>Date(s)</u>	<u>Cost</u>
Michael	Santoro	Capturing Kids Hearts - Blueprint Leadership Training	7/22/26 - 7/23/26	\$600.00

SCHOOL BUS EMERGENCY EVACUATION DRILL REPORT

School Bus emergency evacuation drills shall be conducted twice each school year according to the New Jersey Administrative Code (NJAC 6A:27-11.2).

Emergency evacuation drills and safety education

- (a). School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school.
1. All other students shall receive school bus evacuation instruction at least once within the school year.
- (b). The school bus driver and bus aide shall participate in the emergency exit drills.
- (c). Drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity.
- (d). Drills shall be documented in the minutes of the local board of education at the first board meeting following the completion of the emergency exit drill. The minutes shall include, but are not limited to, the following:
1. Date of the drill;
 2. Time of day the drill was conducted;
 3. School name;
 4. Location of the drill;
 5. Route number(s) included in the drill; and
 6. Name of school principal, or person(s) assigned, who supervised the drill.

REPORT OF THE COMPLETION OF THE SCHOOL BUS EMERGENCY EVACUATION DRILL TO THE BOARD OF EDUCATION

Date of the school bus emergency evacuation drill:

5/22/26

Time of day the drill was conducted: after AM runs

School Name: Governor Livingston

Location of the Emergency Evacuation Drill: front of building

Route Number(s): transported students

Name of the school principal/person(s) overseeing the drill: Principal Meg Berry

Other information relative to the emergency evacuation drill:

TUITION CONTRACT AGREEMENT

AGREEMENT dated this _____ day of June _____, between the Mountainside Board of Education, in the County of Union and the State of New Jersey (hereinafter referred to as the "SENDING DISTRICT"), and the Berkeley Heights Board of Education, in the County of Union and the State of New Jersey (hereinafter referred to as the "RECEIVING DISTRICT").

WITNESSETH

NOW, THEREFORE, in consideration of the covenants herein contained, the parties agree as follows:

- 1. The SENDING DISTRICT agrees to purchase educational services from the RECEIVING DISTRICT. The RECEIVING DISTRICT agrees to provide educational services to the SENDING DISTRICT in accordance with the applicable New Jersey Statutes and the rules and regulations of the State Board of Education. The specific educational services to be purchased and provided are described in 1a. below.
1a. The specific educational services described in this section or attached as an appendix to this AGREEMENT are to be provided for the resident pupils in grades 9 through 12 from the SENDING DISTRICT.
• All appropriate high school general educational classes and appropriate athletic and extra-curricular opportunities.
• All additional costs related to resource room instruction will be billed separately at the appropriate actual rate as determined by NJDOE Policy Bulletin 100-1. Additionally, any other additional academic support, counseling, speech services and other special services will be billed separately.
2. This AGREEMENT shall be in effect for the 2026 - 2027 school year. The educational services shall commence on the first day of school in September, 2026 and terminate on the last school day in June, 2027.
3. Tuition charges, as part of this AGREEMENT, as well as the payment of same shall be made in accordance with the applicable New Jersey Statutes and the rules and regulations of the State Board of Education.
4. The SENDING DISTRICT agrees to pay one-tenth of the tentative tuition charge of \$4,298,955.00, which is comprised of a total tuition charge of \$4,396,400.00 less a credit of \$97,445.00 for 23/24 tuition adjustment. Invoices for the \$4,298,955.00, to the SENDING DISTRICT will commence in September 2026 and will continue through June 2027. The payments shall be due each month. The tuition charge equals the estimated cost per pupil of \$18,950.00 multiplied by an estimated average daily enrollment of 232 pupils.
4a. However, in the event that the Average Daily Enrollment ("ADE") exceeds or is less than the number that had been previously estimated, during the budget development in the prior year, the difference shall be due and payable to either Berkeley Heights or Mountainside, as the case may be over ten (10) installments beginning the September which is two (2) months after the end of the then-current school year.

CHECK ONE ONLY

[X] All of the amount owed. [] None of the amount owed. [] Part of the amount owed as indicated in this space.

The SENDING DISTRICT will pay any amount owed to the RECEIVING DISTRICT no later than the end of the third school year following this contract year.

- 5. The RECEIVING DISTRICT agrees to provide the SENDING DISTRICT with a monthly tuition bill and a monthly report showing pupil enrollment and attendance.
6. In the event any dispute arises out of this AGREEMENT the parties will seek to resolve the dispute as expeditiously as possible. Except as may be set forth herein, the interests of the pupil(s) shall be of the foremost concern in resolving such disputes.

Note - Prior year tuition adjustments reflect the difference between what was billed and the State certified costs.

IN WITNESS WHEREOF, the parties have caused this AGREEMENT to be duly executed as of this ____ day of June, 2026.

PRESIDENT, SENDING DISTRICT

SECRETARY, SENDING DISTRICT

PRESIDENT, RECEIVING DISTRICT

SECRETARY, RECEIVING DISTRICT

TUITION CONTRACT AGREEMENT

AGREEMENT dated this ____ day of June _____, between the Mountainside Board of Education, in the County of Union and the State of New Jersey (hereinafter referred to as the "SENDING DISTRICT"), and the Berkeley Heights Board of Education, in the County of Union and the State of New Jersey (hereinafter referred to as the "RECEIVING DISTRICT").

WITNESSETH

NOW, THEREFORE, in consideration of the covenants herein contained, the parties agree as follows:

- 1. The SENDING DISTRICT agrees to purchase educational services from the RECEIVING DISTRICT. The RECEIVING DISTRICT agrees to provide Resource Room services to the SENDING DISTRICT in accordance with the applicable New Jersey Statues and the rules and regulations of the State Board of Education. The specific Resource Room services to be purchased and provided are described in 1a. below.
1a. The specific Resource Room services described in this section are to be provided for the resident pupils in grades 9 through 12 from the SENDING DISTRICT.
• All costs related to Resource Room instruction, academic support, counseling, speech services and other special services will be billed at the appropriate actual rate as determined by NJDOE Policy Bulletin 100-1, and the Send-Receive Agreement.
2. This AGREEMENT shall be in effect for the 2026 - 2027 school year. The Resource Room services shall commence on the first day of school in September, 2026 and terminate on the last school day in June, 2027.
3. Resource Room charges, as part of this AGREEMENT, as well as the payment of same shall be made in accordance with the applicable New Jersey Statues and the rules and regulations of the State Board of Education.
4. The SENDING DISTRICT agrees to pay one-tenth of the tentative charge of \$184,576.00 each month, which is comprised of estimated Resource Room services of \$252,246.00 less a credit of \$67,670.00 for prior year services. Invoices to the SENDING DISTRICT will commence no later than September 2026 and continue through June 2027. The payments shall be due each month.
4a. In the event that it is later determined that the tentative charge was greater than the "actual cost per pupil", the RECEIVING DISTRICT will return the excess amount to the SENDING DISTRICT no later than the end of the third school year following this contract year. The RECEIVING DISTRICT will credit such excess payment amount to the SENDING DISTRICT during the third school year in ten equal monthly installments. This will be included in the monthly billing.
4b. In the event that it is later determined that the tentative charge was less than the "actual cost per pupil", the RECEIVING DISTRICT will charge the SENDING DISTRICT no later than the end of the third school year following the contract year the amount owed during the third school year in ten equal monthly installments. This will be included in the monthly billing.

CHECK ONE ONLY

[X] All of the amount owed. [] None of the amount owed. [] Part of the amount owed as indicated in this space.

The SENDING DISTRICT will pay any amount owed to the RECEIVING DISTRICT no later than the end of the third school year following this contract year.

- 5. The RECEIVING DISTRICT agrees to provide the SENDING DISTRICT with a monthly tuition bill and a monthly report showing pupil enrollment and attendance.
6. In the event any dispute arises out of this AGREEMENT the parties will seek to resolve the dispute as expeditiously as possible. Except as may be set forth herein, the interests of the pupil(s) shall be of the foremost concern in resolving such disputes.

IN WITNESS WHEREOF, the parties have caused this AGREEMENT to be duly executed as of this ____ day of June, _____.

PRESIDENT, SENDING DISTRICT

SECRETARY, SENDING DISTRICT

PRESIDENT, RECEIVING DISTRICT

SECRETARY, RECEIVING DISTRICT



SHARED SERVICES AGREEMENT for NJ STRIVE

a proud affiliate of the New Jersey Association of School Administrators (NJASA)

School Year: 2026-2027

THIS JOINT AGREEMENT IS BY AND BETWEEN PARTICIPATING “BOARDS OF EDUCATION” OR “PARTICIPATING BOARDS” AS LISTED IN EXHIBIT A. FUTURE PARTICIPATING DISTRICTS WILL BE ADDED TO THE MEMBERSHIP ROSTER UPON FINAL APPROVAL AND SUBMISSION OF REQUIRED MEMBERSHIP DOCUMENTS.

WHEREAS, the participating boards of education that are parties to this agreement recognize the need to recruit highly-qualified educators for the 21st century, particularly educators who can add diversity to their respective faculties; and

WHEREAS, the participating boards of education share a common identity with their location in New Jersey; and

WHEREAS, the participating boards of education have determined that it is in their mutual interests to work cooperatively to attract and recruit diverse educators for teaching and administrative positions in their respective school districts; and

WHEREAS, the participating boards believe that renewing their relationship as a consortium of school districts to work together in this endeavor addresses their mutual goals of recruiting and retaining high quality and diverse faculties; and

WHEREAS, the participating boards of education have determined that they shall enter into a joint agreement for the provision and performance of goods and services related to these cooperative efforts as required by N.J.S.A. 18A:18A-11 et seq.,



NOW, THEREFORE, BE IT AGREED AS FOLLOWS:

1. This agreement shall be binding upon each Participating Board of education on the date approved by any such board and shall expire on June 30, 2027.
2. The Participating Boards may, when engaged in the joint services covered under this agreement, shall use the name, “New Jersey Statewide Recruitment of Visionary Educators” (“NJ STRIVE”) and shall be considered members of the NJ STRIVE Consortium. This agreement, however, shall not establish a legal entity separate from any participating board of education, nor any employer-employee or agency relationships between the participating boards.
3. Each Participating Board shall have a representative serve on a NJ STRIVE committee and contribute toward the goals of the consortium through committee participation.
4. NJ STRIVE shall host a joint recruitment fair open to all prospective school district candidates and authorize the design, production, purchase and distribution of materials to promote this shared activity and other expenses necessary to carry out such an event. The recruitment event may take place in-person or be conducted virtually as the needs of the consortium are considered. Participation in the consortium’s recruitment fair will require an additional fee that member districts may elect to pay with their annual dues at the start of each school year.
5. The job fair will only be available to districts who are fully paid members and have elected and paid recruitment fair registration costs, within the timeline of membership document submission.. *New member districts paying the initial joining fee will not have to pay the additional fee for the job fair for the first year if participation is desired.
6. The Participating Boards authorize the design, production, purchase and distribution of staff recruitment materials in multiple media that (a) promote the joint work of the NJ STRIVE, (b) highlight the benefits of living and working in New Jersey, (c) promote careers in education (d) focus on the common strengths of the school districts and (e) provide information regarding each district. The Participating Boards may elect to host a website to serve such purposes as an alternative to these multiple materials.
7. The consortium may employ the services of a webmaster and administrative assistant to assist with the management of materials and dissemination of information to members and prospective members as well as prospective applicants. A stipend shall be paid bi-annually to the webmaster and administrative assistant as determined by the consortium.



8. As indicated in the Affiliation Agreement between the New Jersey Association of School Administrators and NJ STRIVE, a stipend will be paid to a coordinator to oversee the operations and facilitation of the NJ STRIVE consortium.
9. Employees designated by the Superintendent of Schools of the Participating Boards shall be authorized to share information regarding a prospective candidate to duly designated employees of other participating boards provided written consent has been obtained from the candidate.
10. Employees designated by the superintendent of schools of the Participating Boards shall coordinate attendance at job fairs at universities, colleges and other venues and shall share information about recruited candidates to the extent permissible with duly designated representatives of other participating boards.
11. Employees designated by the superintendent of schools of the Participating Boards shall be available to attend meetings and functions related to the activities covered under this agreement. Regular attendance of Participating Boards is required.
12. All purchases made or contracts entered into pursuant to this agreement shall be in accordance with the bidding laws of the State of New Jersey and the applicable rules and regulations of the State Board of Education.
13. Except as otherwise stated herein, each of the Participating Boards, shall be responsible for \$450.00 during the term of this agreement for expenses incurred related to agreed upon joint services and joint purchases, which shall be payable within sixty (60) days of receipt of an invoice from the New Jersey Association of School Administrators.
14. For Boards that are approved as additional Participating Boards for 2026-2027, the first year assessment shall pay a one-time initial fee of \$2,000, which shall be inclusive of the district's annual share of costs during its first year of participation.
15. The NJ STRIVE Administrative Assistant will collaborate with NJASA to ensure payment for all authorized expenses are met and confirm documentation of such payments to each Participating Board.
16. For purposes of making decisions related to the joint purchases and services covered under this agreement, each Participating Board shall have one vote, which may be made in-person or by any other manner to which the parties may agree.
17. Each participating board shall be responsible for the wages and benefits of its employees and expenses incurred by its own employees. Such expenses include travel (N.J.A.C. 6A-23A:7et. seq.), telephone and facsimile charges and mail and/or other delivery charges



unless approved in advance by a majority of representatives of the NJ STRIVE Executive Board.

18. Any controversies or disputes that shall arise among the parties shall be adjudicated in accordance with N.J.S.A. 18A:18A-14.
19. Each Participating Board shall maintain appropriate worker’s compensation insurance coverage for any of its employees who may perform services pursuant to this agreement. Each Participating Board shall be liable for the acts and omissions of its own members, employees, officers and representatives.
20. Participation in NJ STRIVE shall be open to New Jersey public charter school districts subject to the terms and conditions agreed to by the representatives of the Participating Boards of education.
21. The representatives of the Participating Boards are authorized to establish rules and procedures governing the expansion of NJ STRIVE to include participating boards.

IN WITNESS WHEREOF, the participating board listed below set their hands and seals to this Agreement.

District: _____

Approval Date: _____

Signatures:

Board President

Board Secretary



Learning Tree Multicultural/Multilingual Evaluation and Consulting, Inc.

18 Sheppard Place, Suite G
Edison, New Jersey 08817
Phone: (908) 754-8593
E-mail: office@learningtreenj.org
www.learningtreenj.org

Agreement

This shall serve as a letter of Agreement between Learning Tree Multicultural Multilingual Evaluation and Consulting, Inc. hereinafter “**Learning Tree**”, with office at 18 Sheppard Place, Suite G, Edison New Jersey 08817 and Berkeley Heights Board of Education, hereinafter “**School Board**”, with office at 345 Plainfield Avenue Berkeley Heights, NJ 07922

According to this agreement, as required by the **School Board**, **Learning Tree** represents the School Board’s interest as it pertains to providing Bilingual Evaluations for the Department of Special Services in the 2026-2027 school year.

Learning Tree agrees to provide such services at the below listed rates:

Language	Learning Evaluation	Speech/Language Evaluation	Psychological Evaluation	Social History Evaluation
Arabic	\$880	\$880	\$880	\$880
Spanish	\$830	\$830	\$830	\$830
Chinese (Mandarin/Cantonese)	\$880	\$880	\$880	\$880
French	\$880	\$880	\$880	\$880
Korean	\$880	\$880	\$880	\$880
Russian	\$880	\$880	\$880	\$880
Portuguese	\$880	\$880	\$880	\$880
Haitian Creole	\$880	\$880	\$880	\$880
Hebrew	\$880	\$880	\$880	\$880
Indian languages Telugu, Gujarati, Urdu, Tamil, Hindi	\$880	\$880	\$880	\$880

Translation for CST meeting \$150 per hour

All costs in connection with the services to be provided by **Learning Tree** under this agreement shall be paid for by the **School Board**. These costs shall include but are not limited to out-of-pocket, filing fees, or investigation cost. Costs shall not be incurred without the prior approval of the School Board of Education.

It is required that the **School Board** provide **Learning Tree** with signed purchase order in which services have been rendered.

Learning Tree shall submit to the Board of Education itemized invoices, purchase order with evaluation report in which any authorized services are completed.

All invoices shall be in itemized form. The invoices shall provide detailed information as the **School Board** requires, including but not limited of the setting forth in detail of the date of the services provided, the nature of the services.

Learning Tree shall submit proof of business registration to the **School Board** as a requirement of New Jersey Division of Revenue.

Any modification of this agreement or additional obligation assumed by either party in connection with this agreement shall be binding only if in writing signed by each party or an authorized representative of each party. This Agreement may only be amended by mutual consent and signature of both parties.

Termination of this Agreement shall occur in no sooner than thirty (30) days from the time that written notification of such termination is received by either party.

In the event of any dispute between the parties concerning this Agreement, this Agreement shall be construed in accordance with the laws of the State of New Jersey and adjudicated in the courts located in the State of New Jersey.

This agreement is effective as of the date of the **Learning Tree's** and **School Board's** Presidents' signatures.

Acknowledged and Agreed:

5/27/2026



DATE

LEARNING TREE

DATE

Berkeley Heights Board of Education

SCHOOL BUS EMERGENCY EVACUATION DRILL REPORT

School Bus emergency evacuation drills shall be conducted twice each school year according to the New Jersey Administrative Code (NJAC 6A:27-11.2).

Emergency evacuation drills and safety education

- (a). School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school.
1. All other students shall receive school bus evacuation instruction at least once within the school year.
- (b). The school bus driver and bus aide shall participate in the emergency exit drills.
- (c). Drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity.
- (d). Drills shall be documented in the minutes of the local board of education at the first board meeting following the completion of the emergency exit drill. The minutes shall include, but are not limited to, the following:
1. Date of the drill;
 2. Time of day the drill was conducted;
 3. School name;
 4. Location of the drill;
 5. Route number(s) included in the drill; and
 6. Name of school principal, or person(s) assigned, who supervised the drill.

REPORT OF THE COMPLETION OF THE SCHOOL BUS EMERGENCY EVACUATION DRILL TO THE BOARD OF EDUCATION

Date of the school bus emergency evacuation drill:

5/8/2026

SCHOOL BUS EMERGENCY EVACUATION DRILL REPORT

School Bus emergency evacuation drills shall be conducted twice each school year according to the New Jersey Administrative Code (NJAC 6A:27-11.2).

Emergency evacuation drills and safety education

- (a). School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school.
1. All other students shall receive school bus evacuation instruction at least once within the school year.
- (b). The school bus driver and bus aide shall participate in the emergency exit drills.
- (c). Drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity.
- (d). Drills shall be documented in the minutes of the local board of education at the first board meeting following the completion of the emergency exit drill. The minutes shall include, but are not limited to, the following:
1. Date of the drill;
 2. Time of day the drill was conducted;
 3. School name;
 4. Location of the drill;
 5. Route number(s) included in the drill; and
 6. Name of school principal, or person(s) assigned, who supervised the drill.

REPORT OF THE COMPLETION OF THE SCHOOL BUS EMERGENCY EVACUATION DRILL TO THE BOARD OF EDUCATION

Date of the school bus emergency evacuation drill:

5-13-26

Time of day the drill was conducted: 8:30am

School Name: Mountain Park

Location of the Emergency Evacuation Drill: front of building

Route Number(s): Bus 1 Mountain Park

Name of the school principal/person(s) overseeing the drill: Jon Morriseau

Other information relative to the emergency evacuation drill:

SCHOOL BUS EMERGENCY EVACUATION DRILL REPORT

School Bus emergency evacuation drills shall be conducted twice each school year according to the New Jersey Administrative Code (NJAC 6A:27-11.2).

Emergency evacuation drills and safety education

- (a). School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school.
1. All other students shall receive school bus evacuation instruction at least once within the school year.
- (b). The school bus driver and bus aide shall participate in the emergency exit drills.
- (c). Drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity.
- (d). Drills shall be documented in the minutes of the local board of education at the first board meeting following the completion of the emergency exit drill. The minutes shall include, but are not limited to, the following:
1. Date of the drill;
 2. Time of day the drill was conducted;
 3. School name;
 4. Location of the drill;
 5. Route number(s) included in the drill; and
 6. Name of school principal, or person(s) assigned, who supervised the drill.

REPORT OF THE COMPLETION OF THE SCHOOL BUS EMERGENCY EVACUATION DRILL TO THE BOARD OF EDUCATION

Date of the school bus emergency evacuation drill:

MAY 4, 2026

Time of day the drill was conducted: ORNING AFTER ROUTE

School Name: THOMAS P HUGHES

Location of the Emergency Evacuation Drill: FRONT OF BUILDING SNYDER AVE, BERKELEY HEIGHTS

Route Number(s): L22, L21 TPH

Name of the school principal/person(s) overseeing the drill: CHRIS DERFLINGER

Other information relative to the emergency evacuation drill:

SCHOOL BUS EMERGENCY EVACUATION DRILL REPORT

School Bus emergency evacuation drills shall be conducted twice each school year according to the New Jersey Administrative Code (NJAC 6A:27-11.2).

Emergency evacuation drills and safety education

- (a). School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school.
1. All other students shall receive school bus evacuation instruction at least once within the school year.
- (b). The school bus driver and bus aide shall participate in the emergency exit drills.
- (c). Drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity.
- (d). Drills shall be documented in the minutes of the local board of education at the first board meeting following the completion of the emergency exit drill. The minutes shall include, but are not limited to, the following:
1. Date of the drill;
 2. Time of day the drill was conducted;
 3. School name;
 4. Location of the drill;
 5. Route number(s) included in the drill; and
 6. Name of school principal, or person(s) assigned, who supervised the drill.

REPORT OF THE COMPLETION OF THE SCHOOL BUS EMERGENCY EVACUATION DRILL TO THE BOARD OF EDUCATION

Date of the school bus emergency evacuation drill:

5/19/26

Time of day the drill was conducted: 8:35am

School Name: WILLIAM WOODRUFF

Location of the Emergency Evacuation Drill: FRONT

Route Number(s): transported students L24, L25

Name of the school principal/person(s) overseeing the drill: BRENDA MARLEY

Other information relative to the emergency evacuation drill:

SCHOOL BUS EMERGENCY EVACUATION DRILL REPORT

School Bus emergency evacuation drills shall be conducted twice each school year according to the New Jersey Administrative Code (NJAC 6A:27-11.2).

Emergency evacuation drills and safety education

- (a). School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school.
1. All other students shall receive school bus evacuation instruction at least once within the school year.
- (b). The school bus driver and bus aide shall participate in the emergency exit drills.
- (c). Drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity.
- (d). Drills shall be documented in the minutes of the local board of education at the first board meeting following the completion of the emergency exit drill. The minutes shall include, but are not limited to, the following:
1. Date of the drill;
 2. Time of day the drill was conducted;
 3. School name;
 4. Location of the drill;
 5. Route number(s) included in the drill; and
 6. Name of school principal, or person(s) assigned, who supervised the drill.

REPORT OF THE COMPLETION OF THE SCHOOL BUS EMERGENCY EVACUATION DRILL TO THE BOARD OF EDUCATION

Date of the school bus emergency evacuation drill:

4/22/26

Time of day the drill was conducted: 8:40AM

School Name: MARY KAY MCMILLIN EARLY CHILDHOOD DEVELOPMENT CENTER

Location of the Emergency Evacuation Drill: 651 MOUNTAIN AVE, BERKELEY HEIGHTS NJ

Route Number(s): ALL MORNING ROUTES MKM BUS 10

Name of the school principal/person(s) overseeing the drill: ELLEN BISKADUROS AND JAMES FINLEY

Other information relative to the emergency evacuation drill:

BERKELEY HEIGHTS BOARD OF EDUCATION

SUPERVISORS CONTRACT

CUSTODIAL MAINTENANCE

July 1, 2024 - June 30, 2028

THIS AGREEMENT, made the ____ day of _____ 2026 between the Board of Education of the Township of Berkeley Heights, New Jersey, hereinafter referred to as the "Board" and the following supervisory personnel:

Johan Marin	Novy Gonzalez	Andrew O'Dowd	Antonio Centurion
Vincent Domingo	Ted Misinsky	John Fowler	Joe Venezia

The parties have met and negotiated certain agreements as follows:

- A.
 - 1. The term of the contract shall be from July 1, 2024 to June 30, 2028.
 - 2. The salary schedule for the fiscal years 2024-2025, 2025-2026, 2026-2027- and 2027-2028 will be as attached hereto as Schedule A.

B. INSURANCE COVERAGE

Medical and Dental Benefits. The Board shall provide medical coverage in the districts' medical plan with full family benefits, at the employee's option. The maximum annual contribution by the Board for dental plan coverage for an employee and his dependents shall not exceed \$500. In the event that the cost of the dental insurance premiums exceeds \$500, the Board and the employee agree to each pay 50% of any excess. Pursuant to applicable law and regulations, the employee shall contribute an amount toward payment of premiums. Custodial and Maintenance Supervisors may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. Custodial and Maintenance Supervisors will be paid \$4,000 for waiving such coverage. The annual waiver is irrevocable, with the sole exception if the alternative coverage is lost, then the Custodial and Maintenance Supervisors and eligible dependents may enroll in whichever plan they were enrolled in immediate prior to exercising the waiver.

C. SICK LEAVE INCENTIVE

Any supervisory personnel who leaves the district for full-service retirement, shall receive a lump sum payment equivalent to 1/9 of 1% of final annual salary for each unused sick day accumulated in his/her personal sick leave bank up to a maximum of 300 days. The maximum payout is capped at \$15,000. In the event of death before retirement, the employee's beneficiary shall receive the lump sum payment described herein.

Full service retirement is defined as retirement at age fifty-five (55) or older with twenty-five (25) years or more of service or retirement at age sixty (60) or after.

D. VACATION SCHEDULE

<u>Years of Service</u>	<u>Allowance</u>
1-6	2 weeks
7-12	3 weeks
13 +	4 weeks

After employees complete 20 years of service in the district, they will receive one additional day of vacation per year for each year served, but not to exceed five (5) days (i.e. 21 years - 21 days; 22 years - 22 days; 23 years - 23 days; 24 years – 24 days; 25 years - 25 days; 26 years - 25 days). Employees hired after January 5, 2017 will be limited to 4 weeks' vacation after 13 years.

Up to ten (10) vacation days per year may be used at any time during the school year, subject to the following conditions: (a) no more than five (5) vacation days may be taken within the same calendar month; (b) no more than five (5) consecutive vacation days may be taken at one time; (c) only one (1) custodian per building may be on vacation at any given time; and (d) building coverage and overtime must not be adversely affected.

Supervisory personnel hired before ratification of this contract may accumulate vacation days to be carried to the next fiscal year as follows: up to thirty vacation days after the 2024-2025 school year; up to twenty vacation days after the 2025-2026 school year; and up to ten vacation days after the 2026-2027 school year and each school year thereafter. All Supervisory personnel hired after April 1, 2026 may accumulate up to ten vacation days to be carried to the next fiscal year. Any vacation days not used by an employee over the accumulated days shall be converted to sick days at the end of the fiscal year. Notwithstanding the foregoing, the parties agree that as of March 1, 2026, two employees have accumulated over thirty vacation days. These two employees may continue to carry over thirty vacation days through the term of this agreement.

Employees shall be entitled to the following paid holidays:

Veterans Day New Year's Day Good Friday

Columbus Day	General Election Day	Memorial Day
Thanksgiving	Lincoln's Birthday	Independence Day
Christmas	Washington's Birthday	Labor Day
Martin Luther King's Birthday		Juneteenth

E. OVERTIME

1. Any time worked in excess of forty (40) hours per week shall be compensated at the rate of time and one-half. Approved time off, such as sick leave, personal leave or vacation leave, shall count towards the forty (40) hour requirement.
2. Overtime worked on Sundays and/or holidays when school is not in session shall be paid at double time.

F. TEMPORARY LEAVES, SICK DAYS ETC.

As detailed in the contract between the Board and the Berkeley Heights Education Association Custodial and Maintenance Unit (Articles XV) also apply to this contract.

G. UNIFORM ALLOWANCE

1. Employees shall be required to appear for work in proper uniform. Any employee improperly attired will be sent home and docked for the day upon the second offense and thereafter.
2. Yearly purchase allowance of 6 shirts and 2 pants for all members. Further, custodian and maintenance employees would be required to wear blue work pants, not jeans, as part of the uniform. Allowance includes \$150 reimbursement for work boots.
3. The current practice whereby the Board shall designate one (1) or more providers from whom the above uniforms may be ordered, and who shall bill the Board directly, shall be continued for the life of this Agreement.

H. INCLEMENT WEATHER

1. Supervisory personnel shall be required to report to work for snow removal on "snow days" and will receive their regular day's pay with no premium. Reporting to work for snow removal or emergency checks is mandatory.

- 2 If all snow days built into the school calendar are used and a supervisor reports to work for all snow removal days, a compensation day will be given to said employee. This compensation day will be taken during the summer at the discretion of the Supervisor of Building and Grounds with no additional overtime cost to the district.

I. ALARM ACTIVITIES

Supervisory personnel shall follow required response procedure to alarm activities.

J. CALL-IN TIME

1. Any head custodian "called in" to work after the termination of his regular shift, or called in prior to the start of his regular shift and not contiguous to such shift shall be paid for such hours called in at the rate of one and one-half (1 1/2) his regular hourly rate of pay. The call-in provisions will not be utilized to deprive an employee of his regularly scheduled work shift.
2. Any head custodian called in to work after the termination of his regular shift shall be guaranteed two (2) hours pay at the premium rate hereinabove referred to for work performed that is completed within two (2) hours or less. If the work performed exceeds two (2) hours, then the hours multiplied by the appropriate premium rate shall be the amount of pay earned for the call-in.

K. NEW HIRES

Newly hired supervisory personnel will be hired on a three-month probationary period. During this period, they will be paid the salary appropriate to their new position. At the end of the probationary period they will be offered a permanent position or placed back in their previous position at the step they held prior to promotion.

L. UNUSED SNOW DAYS

When the district is closed for 2-4 unused snow days, 2 days will be counted as a holiday for custodial, maintenance and transportation staff. When the district is closed for one unused snow day, one day will be counted as a holiday for custodial, maintenance and transportation staff. If the employee is required to work on any of the days identified as a holiday, they will be paid time and a half. Give back dates will be determined by the Superintendent.

M. TUITION REIMBURSEMENT

Employees interested in taking classes for the Certified Facilities Manager Certificate shall be reimbursed 85% of the costs, based on the classes offered at Rutgers University. Any individual who voluntarily leaves the Berkeley Heights School System within 1 year after requesting reimbursement shall not be entitled to reimbursement, or if he has received such reimbursement, shall promptly repay the District the full amount thereof.

N. DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2024 and shall continue in full force and effect until June 30, 2028, subject to negotiations for a successor Agreement as provided in Article II. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated, unless it is extended in writing.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

BOARD OF EDUCATION OF THE
TOWNSHIP OF BERKELEY HEIGHTS

By: _____
Debbie Terrero, President

Attest: _____
Jennifer Nicholson, School Business Administrator/Board Secretary

BERKELEY HEIGHTS SUPERVISORY PERSONNEL

By: _____
Johan Martin

Novy Gonzalez

Andrew O'Dowd



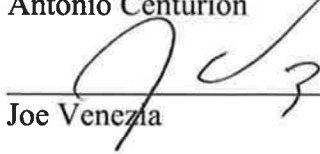
Vincent Domingo



Ted Misinsky



Antonio Centurion



Joe Venezia

**SCHEDULE A
BERKELEY HEIGHTS BOARD OF EDUCATION**

EMPLOYEES HIRED PRIOR TO APRIL 1, 2026

	Base Salary
2024-2025:	\$87,260
2025-2026:	\$89,442
2026-2027:	\$90,783
2027-2028:	\$92,145
Stipends (applies only to employees hired prior to April 1, 2026)	
Night Supervisor High School:	\$3,600
Elementary School Supervisor:	\$3,600
Middle School & Maintenance:	\$4,600
High School Supervisor:	\$5,600

EMPLOYEES HIRED AFTER TO APRIL 1, 2026

Hiring Range	\$65,000 to \$75,000*
<p>*Notwithstanding the Hiring Range set forth above, current employees of the Berkeley Heights Board of Education may be offered a starting salary outside the limits of the Hiring Range, provided that such salary shall not exceed one hundred five percent (105%) of the employee's current salary at the time of the offer.</p>	
<p>Employees hired after April 1, 2026 shall be eligible for the following salary increases:</p> <p style="padding-left: 40px;">2027-2028 School Year: 1.5% increase</p>	

Employees hired after January 5, 2017 will not be entitled to longevity payments. Current employees will receive an annual longevity payment as follows:

Hired Prior to July 1, 2001	\$1,700.00
Hired 7/1/01-6/30/06	\$1,200.00
Hired 7/1/06-1/5/2017	\$ 750.00
Hired after 1/5/2017	\$ 0