Minutes
December 15, 2025

The Regular Meeting of the Board of Education in the City of Linden, County of Union, New Jersey, was held in the School No. 1 Gymnasium, 728 N. Wood Avenue, Linden, New Jersey on Tuesday, December 15, 2025 at 6:00 p.m.

Dr. Berghammer, President opened the meeting with a salute to the flag and announced that in accordance with the Open Public Meetings Act, Chapter 231, adequate notice of this meeting had been provided as follows:

On January 17 and December 1, 2025, notice was sent to the Home News Tribune, Star Ledger, TAPinto Linden, Union County Local Source, and the Clerk of the Municipality.

NO SMOKING NOTICE:

BY STATE LAW, THERE IS NO SMOKING PERMITTED IN THIS BUILDING AT ANY TIME.

NOTICE:

In addition to the listed items in this agenda, this Board of Education may discuss and act upon other items not specifically referred to herein as is allowed at the regularly scheduled monthly Board meeting under the Sunshine Law.

ROLL CALL: 6:17 p.m.

Board Members		**Others**	
Ms. Ullisse	Arrived at 6:31 p.m.	Dr. Perkins	X
Ms. Armstead	X	Mrs. Louis	X
Ms. Carrillo	X	Mr. Serapiglia	X
Ms. Cintron	X	Attorney	X
Ms. Elweshahy	Absent		
Ms. Pino	X		
Ms. Thomas	X		
Dr. Berghammer	X		

New Board member introduced herself and was sworn in by Mayor Armstead.

Mayor Armstead congratulated the new board member.

Dr. Berghammer congratulated and said good-bye to Ms. Carrillo.

Ms. Carrillo addressed the Board and the new Board member. She thanked everyone.

Dr. Berghammer presented Ms. Carrillo with a plaque.

Ms. Armstead spoke about her experience with Ms. Carrillo and said she was sad that she is leaving.

Mayor Armstead thanked Ms. Carrillo and spoke about her and what she has done.

Dr. Perkins thanked Ms. Carrillo and said a few words.

Mrs. Carrillo addressed the audience and spoke about her daughter, Ms. Carrillo.

APPROVAL OF MINUTES:

1. Motion to approve the minutes of the Regular Meeting held on November 20, 2025. (Copies in the hands of Board Members).

   MOTION:

   Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse			X		
Ms. Armstead			X		
Ms. Carrillo			X		
Ms. Cintron			X		
Ms. Elweshahy					
Ms. Kalia					X
Ms. Pino		X	X		
Ms. Thomas	X		X		
Dr. Berghammer			X		

   Motion carried.

BOARD PRESIDENT'S REPORT:

Dr. Berghammer wished everyone a safe and healthy holiday season. She thanked each one of the Board members. She also thanked the attorney, all the technology and construction staff members, the custodians and a special Merry Christmas to Mrs. Popov. She thanked Mr. Wattkis, Donna Eleazer and Ms. Apalinski.

COMMENTS FROM THE PUBLIC (agenda items only):

Members of the public desiring to make a public comment may come forward at this time. For those watching online, if you wish to make a comment or ask a question, please utilize the raise your hand feature on the online meeting platform.

Please begin your comments by stating your name and address. Individuals are invited to speak on one topic at a time, and no individual will speak more than once, until all individuals so desiring have spoken once.

The public is reminded that to ensure the efficient and orderly operations of the meeting, members of the public will be limited to speaking on agenda items for three minutes.

Tanya Martin-Cooper – LEA President
Linden, NJ

Ms. Martin-Cooper congratulated Ms. Kalia, she was her fourth-grade student. She wished her much success. Thanked everyone and wished everyone a very Merry Christmas, Happy Holidays and Happy New Year.

SUPERINTENDENT'S REPORT:

Dr. Perkins presented the following:

1. Acknowledged retirements.
2. Student profile with 6,479 students enrolled as of today.
3. Currently have 14 teaching positions still open and 10 support positions
4. Staff attendance shows that 44% absent of 55% requires substitutes.
5. Uniform compliance update by school, elementary compliance is 99%, middle school compliance 85% (Impacted mostly by McManus), high school compliance 97%. District wide is 94%.
6. Student Representative:
    - 12th grade Kean University tour.
    - College Instant Decision Day.
    - Scholarships to date $1,458,000.00 to various colleges and universities.
    - Perfect attendance and honor roll for Marking Period 1. 145 students with perfect attendance and 242 students on honor roll.
    - NJROTC Navy Ball.
    - NHS – Coat Drive.

- Winter Concert was a success.
- Athletics Winter Session had begun. We wish you all the best.
- LHS Gymnasium has opened.
- I am Beautiful meeting and Brothers Break Bread meeting.
- Students would like more entry points to get into the buildings.
- Students also suggested more security.
- Holiday Giving Tree.
- NHS induction will be held on 12/19/25.
- Student Government and Clubs update.
- Rutgers Medical School Mini Med Program experience shared.
- NJROTC competition, Linden placed 2nd overall.
- IB Program update.
- Apple Distinguished Event.
- FASFA information night update.

7. Student recognition – Rutgers Mini-Med Program. Students spoke about their experience during the program. Club Advisor spoke.
8. Staff recognition – Ms. Kimberly Terwilliger, Pramila Natarajan and Allison Massa.
9. Mrs. Louis presented a donation of $7,888.84 to the Susan G. Komen foundation. She also spoke about the events the district conducted to help raise the funds. The representative
10. Report cards were sent out.
11. Superintendent and Student Leadership Team update.
12. Wellness update – Dr. Perkins thanked everyone who walked in the Santa 5K Run to help support wellness.
13. Apple Distinguished Event.
14. Congratulations to all the staff for the Governors Educator of the year.
15. Recognized the LHS Drama teacher Ms. K. Lewis on the recent production, "You can't take it with you".
16. Tiger Talk update.
17. Update on student reaching a major milestone on the basketball team.
18. Thank you to all staff for all the work you are doing, it does not go unnoticed.

No action this meeting.

The Education Committee, upon recommendation of the Superintendent of Schools and the Assistant Superintendent, present the following motions to the Linden Board of Education for approval:

1. Approve the enrollment, as required by state law, of the following students with disabilities in a specialized program for the 2025-2026 school year in accordance with their Individualized Education Plan (IEP) as shown below:

#	Classification	Recommended Placement	Effective Date	Tuition
1.	Other Health Impairment	High Point School of Bergen County 46 Spring St. Lodi, NJ 07644	12/1/25 - 6/19/26	$46,330.87 annual
2.	Intellectual Disability - Mild	Work Readiness Academy 970 Suburban Rd. Union, NJ 07083	9/24/25 - 6/22/26	$66,241.00 annual

2. Approve payment for the related services as per the Child Study Team evaluation:

#	Related Services	Fees not to Exceed
1.	Assistant Technology & Augmentative Communication Evaluation Joanne Hinchman-Giuffre 25 Montross Ave. Rutherford, NJ 07070	$3,200.00
2.	Bilingual Psychological Evaluation Jeanette Pena 1805 Summit Ave. Union City, NJ 07087	4 @ $500.00
3.	Bilingual Speech Evaluation Dr. Andre J. Francois 47 Leah Way Parsippany, NJ 07504	$1,100.00
4.	Psychological Evaluation Cecilia Belardinelli 27 West St. Bloomfield, NJ 07003	$800.00
5.	IEP Translation Services Frontline 550 E. Swedesford Rd. Suite 360 Wayne, PA 19087	$1,953.90

3. Approve termination of the following Out-of-District Placement for the 2025-2026 school year.

#	Classification	Recommended Placement	Effective Date	Rate
1.	Multiple Disabilities	Kohler School 1137 Globe Ave. Mountainside, NJ 07092	9/3/25 - 6/15/26	$95,684.40 annual
2.	Autism	Center for Lifelong Learning 333 Cheesequake Rd. Parlin, NJ 08859	9/4/25 - 6/23/26	$5,597.00 ESY $60,120.00 annual

4. Approve termination of related services as per Child Study Team evaluation as listed:

Relative Service	Fees not to Exceed
1:1 NURSE Kohler School 1137 Globe Ave. Mountainside, NJ 07092	$49,500.00 annual

5. Amend Board action on past Education Reports, as listed:

#	Date	Item	Action
1.	6/17/25	2/78	Amend ESY admin fee tuition to read $808.50 instead of $770.00.
2.	6/17/25	2/78	Amend SY admin fee tuition to read $6,972.00 instead of $6,640.00.
3.	6/17/25	3/24	Amend Occupational Therapy services to read $1,500.00 for ESY with admin fee of $157.50 instead of $1,380.00 ESY.
4.	6/17/25	3/24	Amend Occupational Therapy services to read $10,000.00 annual for SY with admin fee of $1,050.00 instead of $9,200 annual SY.
5.	6/17/25	3/26	Amend Physical Therapy services to read $1,500.00 for ESY with admin fee of $157.50 instead of $1,404.00 ESY.
6.	6/17/25	3/26	Amend Physical Therapy services to read $10,000.00 annual for SY with admin fee of $1,050.00 instead of $9,360.00 annual SY.
7.	6/17/25	3/27	Amend Speech services to read with admin fee of $189.00 ESY.
8.	6/17/25	3/27	Amend Speech services to read with admin fee of $1,260.00 annual SY.
9.	6/17/25	3/29	Amend Vision services, remove ESY.
10.	6/17/25	3/29	Amend Vision services to read with admin fee of $1,276.80 annual SY.
11.	7/24/25	8/19	Amend the time to read 10:00 a.m. - 2:40 p.m. for Yearbook/Club Pictures at SMS.
12.	7/24/25	19/33	Amend Teacher for ILT Team for School No. 9 to read Hamilton, Shari, instead of Wilson, Brittany.
13.	7/24/25	26	Amend to add 8:15 a.m. - 9:15 a.m. for LHS on 11/17/25 for Motivational Assembly.
14.	7/24/25	26	Amend to add 1/12/26 and 1/13/26 for LHS for Motivational Assembly.
15.	9/18/25	1/1	Amend school year to read 2025 - 2026 instead of 2024 - 2025. Effective dates 9/8/25 - 6/12/26 instead of 7/7/25 - 8/15/25. Tuition $30,195.00 annual instead of $5,500.00 ESY.
16.	9/18/25	9/81	Amend other expenses to read $650.00 instead of $300.00.
17.	9/18/25	12	School No. 6 Winter Concert from 12/11/25 to 1/13/26.
18.	11/20/25	40	Amend to read three Professional Development Learning Days, instead of two.

6. Grant permission for the following *Use of Facilities and School Activities* on the dates/times listed:

#	School/ Bldg.	Date	Time/ Location	Event	Expenses
1.	School No. 1	1/8/26	3:15 p.m. - 4:15 p.m. Gymnasium	Foundation Fun with Grade 1	$450.00 20-231-200-101-08-PIN-55-080
2.	School No. 1	1/15/26	6:00 p.m. - 7:30 p.m. Gymnasium	Tech Night	$650.00 20-231-200-101-08-PIN-55-080
3.	School No. 1	2/5/26	6:00 p.m. - 8:00 p.m. Cafeteria	The Big Game Night	$1,000.00 20-231-200-101-08-PIN-55-080
4.	School No. 1	2/9/26 2/10/26 2/11/26 2/12/26	3:10 p.m. - 4:10 p.m. Cafeteria	Afterschool STEM Program Grades 3-5 Super Science: Science in Motion	$1,100.00 20-280-100-300-00-000-55 Title IV
5.	School No. 2	1/12/26 1/13/26 1/14/26 1/15/26	3:30 p.m. - 4:30 p.m. Room 112C	Afterschool STEM Program Grades 3-5 Super Science: Science in Motion	$1,100.00 20-280-100-300-00-000-55 Title IV
6.	School No. 4	1/9/26	1:30 p.m. - 3:00 p.m. Hallways/ Reading Room	School No. 4 Parade of Heroes & Reception	None
7.	School No. 4	3/9/26 3/10/26 3/11/26 3/12/26	3:10 p.m. - 4:10 p.m. Reading Room	Afterschool STEM Program Grades 3-5 Super Science: Science in Motion	$1,100.00 20-280-100-300-00-000-55 Title IV
8.	School No. 5	1/12/26 1/13/26 1/14/26 1/15/26	3:10 p.m. - 4:10 p.m. Library	Afterschool STEM Program Grades 3-5 Super Science: Science in Motion	$1,100.00 20-280-100-300-00-000-55 Title IV
9.	School No. 5	3/6/26 4/24/26	9:30 a.m. Gymnasium 11:00 a.m. Gymnasium	Rapping About Prevention Reading is fun Big Test Pep Rally	$3,200.00 11-190-100-320-00-000-12
10.	School No. 6	1/9/26	4:00 p.m. - 5:00 p.m. Gymnasium	Dinosaurs Arise	$650.00 60-930-320-100-00-000-02

6. Continued:

#	School/ Bldg.	Date	Time/ Location	Event	Expenses
11.	School No. 6	2/23/26 2/24/26 2/25/26 2/26/26	3:10 p.m. - 4:00 p.m. Library	Afterschool STEM Program Grades 3-5 Super Science: Science in Motion	$1,100.00 20-280-100-300-00-000-55 Title IV
12.	School No. 8	1/21/26	5:30 p.m. - 7:30 p.m. Cafeteria	Parent U - What Parents Should Know: Substance Use in Youth	None
13.	School No. 8	1/16/26	4:00 p.m. - 5:00 p.m. Gymnasium	Dinosaurs Arise	$650.00 60-930-320-100-00-000-02
14.	School No. 8	2/23/26 2/24/26 2/25/26 2/26/26	3:10 p.m. - 4:10 p.m. Library	Afterschool STEM Program Grades 3-5 Super Science: Science in Motion	$1,100.00 20-280-100-300-00-000-55 Title IV
15.	School No. 8	5/19/26 Rain date 5/21/26	8:00 a.m. - 3:00 p.m.	Fun Day	None
16.	School No. 9	1/23/26	4:00 p.m. - 5:00 p.m. Gymnasium	Dinosaurs Arise	$650.00 60-930-320-100-00-000-02
17.	School No. 9	3/9/26 3/10/26 3/11/26 3/12/26	3:30 p.m. - 4:30 p.m. Room 119	Afterschool STEM Program Grades 3-5 Super Science: Science in Motion	$1,100.00 20-280-100-300-00-000-55 Title IV
18.	School No. 10	1/30/26	4:00 p.m. - 5:00 p.m. Gymnasium	Dinosaurs Arise	$650.00 60-930-320-100-00-000-02
19.	School No. 10	2/9/26 2/10/26 2/11/26 2/12/26	3:30 p.m. - 4:30 p.m. Library	Afterschool STEM Program Grades 3-5 Super Science: Science in Motion	$1,100.00 20-280-100-300-00-000-55 Title IV
20.	SMS	12/21/25	6:00 p.m. - 7:30 p.m. Cafeteria	21st CCLC Family Paint Night	None
21.	SMS	1/29/26	3:30 p.m. - 4:30 p.m. Auditorium	Young Audiences - The Amazing Junk Jam	$1,765.00 20-454-100-300-00-000-35-070

6. Continued:

#	School/ Bldg.	Date	Time/ Location	Event	Expenses
22.	SMS	6/16/26	6:30 p.m. - 8:30 p.m. Auditorium	8th Grade Awards Night	None
23.	LHS	12/18/25	4:00 p.m. - 9:00 p.m. Auditorium	Movie Night	None
24.	LHS	1/24/26	8:30 a.m. - 12:30 p.m. Auditorium, Band Room, Cafeteria, Orchestra Room	Instrumental Music Day Student Workshop	None
25.	LHS	2/28/26	8:30 a.m. - 12:30 p.m. Auditorium, Band Room, Cafeteria, Orchestra Room	Vocal Music Day Student Workshop	None
26.	LHS	4/17/26	7:30 a.m. - 11:30 a.m. Gymnasium	College and Career Fair	None
27.	LHS	5/1/26	8:00 a.m. - 11:00 a.m. Gymnasium	Decision Day	None
28.	LHS	5/1/26	2:45 p.m. - 8:30 p.m. Gymnasium	Rice Festival	None
29.	LHS	12/26/25 12/30/25 12/31/25 1/2/26	9:00 a.m. - 3:00 p.m. Gymnasium	Basketball practice	None
30.	Field House	12/26/25 12/27/25 12/29/25 12/30/25 1/2/26 1/3/26	9:00 a.m. - 12:00 p.m. Locker Rooms	Wrestling practice	None

6. Continued:

#	School/ Bldg.	Date	Time/ Location	Event	Expenses
31.	Field House	1/3/26 1/4/26	6:30 a.m. - 8:30 a.m. Locker Rooms	Wrestling practice	None
32.	Field House	1/21/26 2/18/26 3/18/26 4/22/26 5/20/26 6/17/26	5:00 p.m. - 8:00 p.m.	Hall of Fame Meetings	None
33.	PDRC	1/26/26	6:00 p.m. - 7:00 p.m.	ESL Parent Night ACCESS for MLs 2.0 Meeting	None
34.	PDRC	3/26/26	5:00 p.m. - 6:00 p.m.	Cultural Educational Experience	$459.55 11-000-221-800-00-000-54

7. Approve *District Field Trips*. Copy in the hands of the Board members.

8. Approve training for district staff as listed:

#	Name	Workshop	Date(s)	Location	Cost
1.	Alexandre, Daphne	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $140.00 11-000-223-580-PD-000-54
2.	Bannon, Sean	DP Chemistry (Category 2)	1/16/26 - 1/19/26	Los Angeles, CA	Registration $900.00 Other Expenses $2,000.00 11-000-240-580-PD-000-05-050
3.	Baran, Gwendolyn	Social Emotional Character Development	1/14/26	New Brunswick, NJ	None
4.	Baran, Gwendolyn	Elementary Peer Mediation	2/26/26	New Brunswick, NJ	None
5.	Batz, Erin	NJ Physicians Advisory Group 2026 Leadership Retreat	5/28/26 - 5/30/26	Newton, NJ	None

8. Continued:

#	Name	Workshop	Date(s)	Location	Cost
6.	Colish, Maria	NJLA - NJASL Joint Conference	2/17/26 - 2/19/26	Atlantic City, NJ	Registration $350.00 Other Expenses $380.00 11-000-240-580-PD-000-05-050
7.	Coppa, Zachary	DP Biology (Category 2)	2/11/26 - 2/14/26	Houston, TX	Registration $1,025.00 Other Expenses $1,750.00 11-000-240-580-PD-000-05-050
8.	Czylek, Frances	2nd Quarter Director's Meeting	1/28/26	Virtual	None
9.	Dolan, Claudia	Fluency Beyond Fast with Cheryl Fricchione	2/17/26	Piscataway, NJ	Registration $149.00 11-000-223-580-PD-000-50
10.	Dougherty, Jennifer	Council for Exceptional Children Convention and Expo 2026	3/10/26 - 3/14/26	Salt Lake City, UT	Registration $609.00 Other Expenses $2,110.00 20-218-200-580-PD-003-34
11.	Doxy, Kettely	2025 - 2026 Virtual Workshop #3 - Expanding Horizons	2/5/26	Virtual	Registration $30.00 11-000-223-580-PD-000-54
12.	Doxy, Kettely	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-223-580-PD-000-54
13.	Frankonis, Nicole	Council for Exceptional Children Convention and Expo 2026	3/10/26 - 3/14/26	Salt Lake City, UT	Registration $609.00 Other Expenses $2,110.00 20-218-200-580-PD-003-34
14.	Geisel, Abigail	Fluency Beyond Fast with Cheryl Fricchione	2/17/26	Piscataway, NJ	Registration $149.00 11-000-223-580-PD-000-50

8. Continued:

#	Name	Workshop	Date(s)	Location	Cost
15.	Guan, Zhongyue	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-223-580-PD-000-54
16.	Harry, Jennifer	Pyramid Model Consortium	10/24/25 - 6/1/26	Virtual	Registration $69.99 20-218-200-580-PD-003-34
17.	Harry, Jennifer	Cohort II Seminar in PIRS Practices	2/27/26 - 6/10/26	Virtual	Registration $1,650.00 20-218-200-580-PD-003-34
18.	Hernandez, Jose	NJAHPERD Annual Convention	2/23/26 2/24/26	Princeton, NJ	Other Expenses $400.00 11-000-221-580-PD-000-03
19.	Higgins, Melissa	Catching Up Students Who Have Fallen Behind in Math	2/6/26	Virtual	Registration $295.00 11-000-223-580-PD-000-50
20.	Hu, John	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-223-580-PD-000-54
21.	Imbriacco, Margaret	Veteran Instructional Coach Meeting	1/29/26	Trenton, NJ	None
22.	Jaco, Nicole	Veteran Instructional Coach Meeting	1/16/26	Trenton, NJ	None
23.	Johnson, Tarae	NJAHPERD Annual Convention	2/23/26 2/24/26	Princeton, NJ	Registration $525.00 11-000-223-580-PD-000-09-090 Other Expenses $30.00 11-000-223-580-PD-000-09-090
24.	Kondratowicz, Dariusz	NJASA Techspo	1/28/26 - 1/30/26	Atlantic City, NJ	Registration $610.00 11-000-221-580-PD-000-45 Other Expenses $585.75 11-000-221-580-PD-000-45

8. Continued:

#	Name	Workshop	Date(s)	Location	Cost
25.	Ladoo, Loni	Talking about Race	2/4/26	New Brunswick, NJ	None
26.	Lorenzetti, Matthew	2026 NJ Association for Gifted Children Conference	4/17/26	Somerset, NJ	Registration $224.00 11-000-221-580-PD-000-57
27.	Maldonado, Paola	2025 - 2026 Virtual Workshop #3 - Expanding Horizons	2/5/26	Virtual	Registration $30.00 11-000-223-580-PD-000-54
28.	Maldonado, Paola	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-223-580-PD-000-54
29.	Marino, Michael	NJAHPERD Annual Convention	2/23/26 2/24/26	Princeton, NJ	Registration $400.00 11-000-223-580-PD-000-08-080
30.	Marquez, Jennifer	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-223-580-PD-000-54
31.	Martins, Jacqualyn	NJASA Techspo	1/28/26 - 1/30/26	Atlantic City, NJ	Registration $610.00 11-000-223-580-PD-000-45 Other Expenses $585.75 11-000-223-580-PD-000-45
32.	Martins, Nicholas	NJAHPERD Annual Convention	2/23/26 2/24/26	Princeton, NJ	Registration $525.00 11-000-223-580-PD-000-09-090 Other Expenses $30.00 11-000-223-580-PD-000-09-090
33.	Massa, Allison	DP Biology (Category 2)	6/16/26 - 6/19/26	St. Petersburg, FL	Registration $1,125.00 Other Expenses $1,750.00 11-000-240-580-PD-000-05-050

8. Continued:

#	Name	Workshop	Date(s)	Location	Cost
34.	Mazurek, Melissa	2026 NJ Association for Gifted Children Conference	4/17/26	Somerset, NJ	Registration $224.00 11-000-223-580-PD-001-57
35.	Miguelez, Tania	Essex/Union County ML Administrators Meeting	1/22/26	Newark, NJ	None
36.	Miguelez, Tania	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-221-580-PD-000-54
37.	Molinaro, Richard	NJASA Techspo	1/28/26 - 1/30/26	Atlantic City, NJ	Other Expenses $591.00 11-000-221-580-PD-000-50
38.	Naumowicz, Peter	NJ Physicians Advisory Group 2026 Leadership Retreat	5/28/26 - 5/30/26	Newton, NJ	None
39.	Noh, Jehseung	NJAHPERD Annual Convention	2/23/26 2/24/26	Princeton, NJ	Registration $400.00 11-000-223-580-PD-000-09-090 Other Expenses $30.00 11-000-223-580-PD-000-09-090
40.	Orelien, Danie	Essex/Union County ML Administrators Meeting	1/22/26	Newark, NJ	None
41.	Ormon, Peter	RTM East CIO Congress	2/22/26-2/24/26	Atlanta, GA	Other Expenses $740.00 11-000-221-580-PD-000-20
42.	Pacheco, Tania	2026 NJ Association for Gifted Children Conference	4/17/26	Somerset, NJ	Registration $224.00 11-000-223-580-PD-001-57
43.	Penaranda, Sobeida	Social Emotional Development	1/24/26	New Brunswick, NJ	None
44.	Penaranda, Sobeida	2025 - 2026 Virtual Workshop #3 - Expanding Horizons	2/5/26	Virtual	Registration $30.00 11-000-223-580-PD-000-54

8. Continued:

#	Name	Workshop	Date(s)	Location	Cost
45.	Penaranda, Sobeida	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-223-580-PD-000-54
46.	Penaranda Zamora, Eliana	Social Emotional Character Development	1/14/26	New Brunswick, NJ	None
47.	Penaranda Zamora, Eliana	2025 - 2026 Virtual Workshop #3 - Expanding Horizons	2/5/26	Virtual	Registration $30.00 11-000-223-580-PD-000-54
48.	Penaranda Zamora, Eliana	Elementary Peer Mediation	2/26/26	New Brunswick, NJ	None
49.	Penaranda Zamora, Eliana	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-223-580-PD-000-54
50.	Perkins, Atiya, Ed. D.	DALI Superintendent Summit	4/14/26 - 4/18/26	Denver, CO	Other Expenses $2,500.00 100-000-230-580-PD-000-01
51.	Pupo, Vivian	2026 NJ Association for Gifted Children Conference	4/17/26	Somerset, NJ	Registration $224.00 11-000-223-580-PD-001-57
52.	Quiles, Jazmin	Fluency Beyond Fast with Cheryl Fricchione	2/17/26	Piscataway, NJ	Registration $149.00 11-000-223-580-PD-000-50
53.	Quintero, Stefanny	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $180.00 11-000-223-580-PD-000-54
54.	Ross, Stephanie	Essex/Union County ML Administrators Meeting	1/22/26	Newark, NJ	Other Expenses $37.24 11-000-221-580-PD-000-54
55.	Ross, Stephanie	2026 FLENJ Annual Conference	3/18/26	New Brunswick, NJ	Registration $140.00 11-000-221-580-PD-000-54

8. Continued:

#	Name	Workshop	Date(s)	Location	Cost
56.	Scheidemann, Eric	DP/CP History Roundtable	2/6/26	Virtual	None
57.	Schweikardt, Walter	Fluency Beyond Fast with Cheryl Fricchione	2/17/26	Piscataway, NJ	Registration $149.00 11-000-223-580-PD-000-50
58.	Silva, Carla	DP/CP History Roundtable	2/6/26	Virtual	None
59.	Smith, Jennifer	NJASA Techspo	1/28/26 - 1/30/26	Atlantic City, NJ	Registration $610.00 Other Expenses $528.15 20-218-200-580-PD-003-34
60.	Thomas, Alice	DP/CP Physics Roundtable	1/8/26	Virtual	None
61.	Thomas. Alice	DP Physics (Category 2)	2/11/26 - 2/14/26	Houston, TX	Registration $1,025.00 Other Expenses $1,750.00 11-000-240-580-PD-000-05-050
62.	Valentino, Rudy	DP/CP Design Technology SL & HL Roundtable	1/16/26	Virtual	None
63.	Venezio, Laura	NJASA Techspo	1/28/26 - 1/30/26	Atlantic City, NJ	Other Expenses $571.00 11-000-221-580-PD-000-51
64.	Volker, Kathleen	NJASAP Annual Conference	3/5/26 3/6/26	Princeton, NJ	Registration $350.00 Other Expenses $130.00 11-000-223-580-PD-000-44
65.	Webb, Stephanie	2026 NJ Association for Gifted Children Conference	4/17/26	Somerset, NJ	Registration $224.00 11-000-223-580-PD-001-57
66.	Zambell, Jill	Veteran Instructional Coach Meeting	1/23/26	Trenton, NJ	None

9. Approve the administration of Assessing Comprehension and Communication in English in State to State (ACCESS) Test for English Language Learners for the 2025-2026 school year, as listed:

#	Test	Grades	Regular Testing
1.	ACCESS 2.0	K-12	February 2 – March 27
2.	Alternate ACCESS 2.0	K-12	February 2 – March 27

10. Approve Linden resident students to participate in the Interdistrict Public Choice Program [N.J. A.C. 6A:12] commencing with the 2026-2027 school year, for the current grades and numbers of students listed. (Names of individual students on file in the Office of the Superintendent).

#	Current Grade	Number of Students
1.	7	1
2.	8	1

11. Approve the following district trainings:

#	Workshop	Date	Location	Expenses
1.	Seesaw AI Professional Learning	1/13/26	PDRC	None
2.	McGraw-Hill Resource Training	2/4/26 5/6/26	LHS	None
3.	DBQ Training	2/18/26	AoE	$4,000 20-270-200-300-00-000-55

12. Approve the 2025-2026 Annual Tuition and the number of Linden resident students attending programs at the Union County Vocational/Technical School programs, as listed. Paid from local funds. (Names on file in the Office of the Assistant Superintendent.)

#	UCTV Program	Annual Tuition Per Student	# Students	Start Date	Cost
1.	Academy for Allied Health	$6,000.00	19	9/3/25	$114,000.00
2.	Information Technology	$6,000.00	19	9/3/25	$114,000.00
3.	Performing Arts	$6,000.00	18	9/3/25	$108,000.00
4.	Magnet High School	$6,000.00	15	9/3/25	$90,000.00
5.	Full Time (Voc)	$6,000.00	34	9/3/25	$204,000.00
6.	Global Logistics	$6,000.00	8	9/3/25	$48,000.00
7.	Shared Time (Voc)	$2,500.00	18	9/3/25	$45,00.00

13. Approve the revisions of the following Curriculum to be paid at the contractual rate

Curriculum	Grade Level	Hours
Social Studies	1	15
Social Studies	2	15
Social Studies	3	15
Social Studies	4	15
Social Studies	5	15
Civics & Geography	6-8	15
United States History	6-8	15
World History	6-8	15
African American Studies	9-12	15
Criminal Justice	9-12	15
Holocaust Studies	9-12	15
IB 20th Century Topics	9-12	15
IB History of the Americas	9-12	15
IB Theory of Knowledge	9-12	15
Philosophy	9-12	15
Psychology	9-12	15
Sociology	9-12	15
World History	9-12	15
United States History I	9-12	15
United States History II	9-12	15
AP United States History	9-12	15

14. Approve the following After-School Tutoring, as listed:

School	Date	Time	Expenses
School No. 4	February 2026 through March 2026, Tuesdays and Thursdays when school is in session	3:10 p.m. - 4:10 p.m.	6 Teachers @ $37/hr. for instruction. Not to exceed $3,774.00 11-120-100-101-00-000-10-115 1 Coordinator @ $37/hr. Not to exceed $296.00 11-120-100-101-00-000-10-115 Total cost not to exceed: $4,070.00

15. Approve Linden High School International Baccalaureate (IB) students to volunteer as tutors at all Before/Aftercare sites for the 2025-2026 school year at no cost to the district.

16. Approve the group, 24HOURSOFPEACE, Inc. to host a "Build Your Skills Workshop: Basketball As Life (BAL) Pilot" with the Linden High School Girls Basketball Team on December 19, 2025, in the Linden High School Gymnasium from 3:00 p.m. to 6:00 p.m. at no cost to the district.

17. Approve one Coordinator at each elementary school for the Afterschool STEM program to be paid at the contractual rate of $37.00/hr. not to exceed $740.00 per each at a total of $5,920.00 for all elementary schools. Acct. #20-280-200-100-00-000-55 Title IV.

18. Approve the transportation cost of $385.00 for the Apple Distinguished District Celebration to be paid from the Acct. #11-000-270-512-00-000-21.

19. Approve Brookfield Schools - Homebound Division/For KEEPS Program at St. Peter's University Hospital for the 2025-2026 school year at the hourly rate of $37.00 Acct. #11-150-100-320-00-000-61.

20. Grant approval for 3 Professional Development days learning with Collaborative Classroom Being a Reader and Being a Writer on 3/3/26, 3/4/26 and 3/5/26 in the amount of $10,500.00. Acct. #20-270-200-300-00-000-55 Title II.

21. Grant approval for the district to participate in an Apple Research study at no cost to the district.

22. Grant approval for Little Ivy Academy of Ridgewood, NJ to conduct an afterschool STEM Program in all elementary schools during the 2025-2026 school year at the total of $8,800.00 Acct. #20-280-100-300-00-000-55 Title IV.

23. Approve the Superintendent's determination and actions taken for all reported incidents of Harassment, Intimidation, and Bullying as discussed at the November 20, 2025 regular meeting as listed:

#	Case	HIB	Action
1.	LHS-123	Yes	Services provided, parent conference, disciplined.
2.	MMS-515	No	Services provided, referred for services, disciplined, schedule change.
3.	SMS-303	Yes	Services provided, disciplined, seat change.
4.	Sch No. 10-81	No	Services provided, parent conference, change of classroom.
5.	Sch No. 10-80	No	Services provided, parent conference, mediation.
6.	Sch No. 9-120	No	Services provided, mediation.
7.	Sch No. 5-39	No Inconclusive	Services provided, monitoring.
8.	Sch No. 4-94	No	Services provided, parent conference, mediation, seating change.

24. Approve the following Resolution.

Creating Teacher Pathways as part of the District "Grow Your Own" Initiative

WHEREAS, the Linden Public Schools continues to exercise best efforts in recruiting and retaining qualified educators in hard-to-staff areas and across critical shortage positions; and

WHEREAS, the Linden Board of Education recognizes the importance of developing long-term strategies to attract, support, and retain future educators who represent the diversity, values, and needs of the Linden community; and

WHEREAS, the Board acknowledges that early exposure to education careers, financial support for certification, and structured mentoring can significantly increase the number of qualified candidates entering the teaching profession; and

WHEREAS, the Linden Board of Education is committed to supporting pathways that foster interest in teaching among Linden students, district employees, and community members, with the goal of expanding the future educator workforce;

NOW, THEREFORE, BE IT RESOLVED that the Linden Board of Education hereby establishes and authorizes Grow Your Own Teacher Pathways, which may include, but are not limited to, the following:

- Student educator clubs, internships, and pre-service experiences at the secondary level;
- Paraprofessional-to-Teacher career advancement programs;
- Partnerships with colleges, universities, and alternate route providers;
- Providing paid clinical experience opportunities for student teachers serving in Linden Public Schools, in accordance with applicable state guidelines and partnership agreements;
- Financial, academic, and mentoring support for district employees pursuing teacher certification;
- Recruitment initiatives designed to increase educator diversity and representation;
- Any additional opportunities aligned to New Jersey Department of Education initiatives and state-approved certification routes.

BE IT FURTHER RESOLVED that the Superintendent of Schools, or designee, is hereby authorized to develop implementation procedures, partnerships, agreements, and administrative guidelines necessary to support the Grow Your Own initiative and present progress updates to the Board annually.

BE IT FURTHER RESOLVED that this resolution shall take effect immediately upon Board approval.

MOTIONS: 1-24

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse			X		
Ms. Armstead			X		
Ms. Carrillo			X		
Ms. Cintron		X	X		
Ms. Elweshahy					
Ms. Kalia					X
Ms. Pino	X		X		
Ms. Thomas			X		
Dr. Berghammer			X		

Motions 1-24 carried.

The Personnel Committee, upon the recommendation of the Superintendent of Schools, presents the following motions to the Linden Board of Education for approval. All appointments and reappointments are contingent upon and may be modified based on student participation and the district's receipt of sufficient State School Aid and other revenue funding.

1. The following retirement is accepted with regret:

#	Name	Assignment	Location	Effective Date
1.	Warner, James	School Nurse	School No. 5	3/1/26

WHEREAS, the above employee is retiring from active service in the public schools of Linden; and

WHEREAS, it is the desire of the members of the Board of Education of the City of Linden to express their appreciation for his loyal and unselfish service during those years; therefore, be it

RESOLVED, that the gratitude and best wishes of the members of the Board of Education of the City of Linden hereby be tendered to the employee in acknowledgment of the service he so faithfully and conscientiously rendered, and be it further

RESOLVED, that a copy of this resolution be spread on the minutes of the Board of Education.

2. Amend Board action on past Personnel Reports, as listed:

#	Date	Item#	Action
1.	8/29/24	14	Amend to add Natarajan, Pramila, to Professional Development Activities for Science.
2.	8/21/25	14	Amend to add Mera, Jonathan as volunteer advisor for the After-school Club/Activity Model UN Club at Soehl Middle School.
3.	8/21/25	16	Amend to add Bethune, Judy; Corte, Sonia; Jones, Nyegha; Turner, Kristina, to work before and after school security for School No. 9.
4.	8/21/25	16	Amend to add Guzman, Naomi, and Olden, Marisa to work the before/after-school activities for LHS; Sirleaf, Victoria at McManus Middle School.

2. Continued:

#	Date	Item#	Action
5.	8/21/25	16	Amend to add Nowicki, Kevin, to work the before/after-school activities for School No. 1.
6.	8/21/25	16	Amend to add Tripodi, Dominck to work the before/after-school security at School No. 2.
7.	8/21/25	17	Amend to add Johnson, Kylie, Substitute Counselor to the Academic Counseling Program.
8.	8/21/25	17	Amend to add Warhaftig, Dana, Substitute Teacher to the Academic Counseling Program.
9.	8/21/25	26	Amend the rate of pay for Googna, Seema, Perretti, Savanna, Skorput-Lazur, Florencia, and Vergara, Deidamia to read as per their per diem rate instead of $37/hr. to translate verbal communication. Acct. #11-190-100-106-00-002-00.
10.	9/18/25	8/2	Amend the transfer date for Lambkin, Felicia, to read 11/24/25 instead of TBD
11.	10/16/25	3/5	Amend the start date for Corte, Sonia, to read 11/24/25 instead of 11/10/25.
12.	10/16/25	17	Amend to add Skorput Lazur, Florencia to teach the Parent's ESL classes for the 2025-2026 school year. Acct. #20-241-200-100-00-000-54.
13.	10/16/25	20	Amend to add Rojas, Laura; K Kids, Clubs/Activities, and the hours to read 8 hours instead of 10 for School No. 2.
14.	10/16/25	20	Amend to add the hours for Game Club to read 6 hours instead of 5 hours for School No. 2.
15.	11/20/25	4/3	Amend the start date for Jones, Nyegha to read 12/1/25 instead of 11/24/25.
16.	11/20/25	4/8	Amend the start date for Wilson, Matthew to read 12/1/25 instead of 11/24/25.

3. Accept the resignation of the following staff:

#	Name	Position	Location	Effective Date
1.	Jackson, Jaleesa	Paraprofessional	School No.1	12/31/25
2.	Maciejewska, Magdalena	Paraprofessional	School No. 2	1/5/26

4. Appoint the following staff for the 2025-2026 School Year as follows:

#	*Name	Effective Date	Degree	Credited Exp. Step	Assigned Subj. Area	Bldg./ Dept.	Budget	Total Annual Salary Rate
CERTIFIED								
1.	Brown, Maisha	1/5/26	MA	4	Teacher of Spec. Ed.	LHS	Budget/ R	$71,037
2.	[1]Viscuso, Janet	1/5/26	BA	13	Teacher of Science	SMS	Budget/ R	$96,500
NON-CERTIFIED								
3.	Alvarado, Angelica	1/5/26			PT Aide	School No. 4	Budget/ R	$29.27
4.	Ardon Gonzalez, Katerin	1/12/26			PT Aide	School No. 1	Budget/ R	$29.27
5.	Campo, Michael	1/5/26			Attendance Officer	PDRC	Budget/ N	$76,471
6.	Cekic, Medin	1/5/26		1	Custodian	MMS	Budget/ R	$53,751
7.	Ciuia, Victoria	1/5/26			PT Aide	School No. 1	Budget/ R	$29.27
8.	Giacalone, Emma	1/5/26		1	Para	School No. 6	Budget/ R	$25,780
9.	Padilla, Elizabeth	1/5/26			PT Aide	School No. 2	Budget/ R	$29.27

*Pending New Hire Requirements 1. Leave/Replacement for #8496 1/2/26 through 6/30/26

5. Approve the following leaves of absence:

Employee ID#	Location	From	Through	Reason
8566[1]	SMS	2/4/26	3/3/26	Medical
5244[3]	Travel	12/1/25	12/31/25	FMLA
8697[1]	School No. 9	3/2/26	3/6/26	Medical
8697[3]	School No. 9	3/9/26	3/20/26	FMLA
8697[3]	School No. 9	3/23/26	6/19/26	NJFLA
9154[3]	Travel	1/30/26	5/1/26	NJFLA
9060[3]	School No. 2	9/18/25	11/14/25	Medical
5032[1,2]	MMS	11/14/25	12/2/25 (am)	Medical
5032[3]	MMS	12/2/25 (pm)	2/13/26	FMLA
8496[3]	SMS	11/26/25	3/13/26	IM FMLA
7767[1]	School No. 10	12/11/25	1/12/26	Medical

5. Continued:

Employee ID#	Location	From	Through	Reason
7767[3]	School No. 10	1/13/26	4/3/26	FMLA
7767[3]	School No. 10	4/6/26	6/30/26	Medical
6132[3]	MMS	12/1/25	1/9/26	Medical
9007[3]	AOE	9/22/25	6/30/26	IM FMLA

1) Sick 2) Accumulated Leave 3) Unpaid 4) FFCRA

6. Amend Board action on past Personnel Report, Leave of Absences, as listed:

#	Date	Item	Action
1.	9/18/25	6	Amend the leave of absence for #7904 to read 10/1/25-12/5/25 Medical[1] and 12/8/25-3/6/26 NJFLA[3] instead of 10/1/25-11/28/25 Medical[1] and 12/1/25-2/27/26 NJFLA[3].
2.	10/16/25	4	Amend the leave of absence for #8633 to read 11/10/25-1/16/26 Medical[1] and 1/19/26-4/17/26 NJFLA[3] instead of 11/24/25-1/30/26 Medical[1].
3.	11/20/25	5	Amend the leave of absence for #8491 to read through 3/31/26 NJFLA[3] instead of 4/2/26 NJFLA[3].
4.	11/20/25	5	Amend the leave of absence for #5243 to read through 11/26/25 Medical[3] instead of 11/17/25 Medical[3.]

7. Appoint the following staff member for curriculum writing for the 2025-2026 school year; to be paid at the contractual rate of $37/hr. Acct. #11-140-100-101-00-000-51.

#	Name	Curriculum	Hours
1.	Sepulveda, Holly	Entrepreneurship (9-12)	15
2.	Sepulveda, Holly	Modern Foods (9-12)	15

8. Amend the following Clubs and Activities at Linden High School for the 2025-2026 school year to reflect revised hours; to be paid at their contractual rate of $37/hr; *to be paid at their contractual rate. Acct. #11-401-100-100-00-000-00.

#	After-School Club/Activity	Advisor	Hours
1.	Accounting Club	Caputo, Ralph	15
2.	Aero Space Club	Gurski, Joseph	15

8. Continued:

#	After-School Club/Activity	Advisor	Hours
3.	Art Club	Ellmers, Joanna	15
4.	Bible Club	Jacobs, Nornette	10
5.	Bible Club	*Pearson, Rosalind	10
6.	Black American Heritage Club	Smith-Mabry, Maya	25
7.	Black American Heritage Club	Todd, Avion	25
8.	Book Club	O'Connor, Gabriella	20
9.	Book Club	Colish, Maria	20
10.	Broadcasting Club	Paskewich, Christopher	20
11.	Chess Club	Bender, Jonathan	25
12.	Chick Fil A Leadership Academy	Davis, Ebony	30
13.	Chick Fil A Leadership Academy	Patterson, Shamona	30
14.	Chick Fil A Leadership Academy	Mannuzza, Gia	30
15.	Chick Fil A Leadership Academy	Walker, Jenise	20
16.	Chinese & Asian Club	Hu, Lin Lin	25
17.	Chinese NHS	Hu, Lin Lin	30
18.	Chinese Exchange	Hu, Lin Lin	20
19.	Civil War Roundtable	Scheidemann, Eric	30
20.	Consumer Bowl	Sepulveda, Holly	20
21.	Consumer Bowl	Del Prete, Joseph	20
22.	Dance Club	*Colvin, Chafonda	20
23.	DECA/FBLA	Sepulveda, Holly	40
24.	Drama Club	Lewis, Katherine	30
25.	Drama Club	Warhaftig, Dana	30
26.	EXPO	Sepulveda, Holly	30
27.	Fashion, Beauty, and Business	Williams, Courtney	20
28.	FCCLA	Ausman, Ilju	20
29.	Forensic Science Club	Natarajan, Pramila	20
30.	French Club	Alexandre, Daphne	20
31.	French Exchange	Apollon, Sebastien	20

8. Continued:

#	After-School Club/Activity	Advisor	Hours
32.	French NHS	Foy, Assumpta	30
33.	Gamers Club	O'Connor, Gabrielle	20
34.	Gamers Club	Reyes, David	20
35.	Global Connections	Ceballo, Elba	15
36.	Global Connections	Colish, Maria	15
37.	Graphic Design	Heffernan-Louka, Debra	20
38.	Haitian Club	*Fleurvil, Christella	10
39.	Hispanic Heritage Club	Horzepa, Rocio	30
40.	International Club	Quintero, Stefanny	10
41.	International Club	Zolotucha-Skiba, Anna	40
42.	Italian Club	Airo, Fransisco	20
43.	Italian NHS	Fischetti, Anthony	30
44.	Linden Youth Enjoy Science	Natarajan, Pramila	30
45.	Model UN	Orth, James	10
46.	Model UN	Silva, Carla	10
47.	National Honor Society	Mangel, Robert	50
48.	National Honor Society	Mohan, Meghann	50
49.	Philosophy Club	Bender, Jonathan	20
50.	Podcast Club	*Benders, Omar	15
51.	Podcast Club	Paskewich, Christopher	15
52.	Poetry Club/Linden Out Loud	Walsh, Dillon	25
53.	Rho Kappa Social Studies Honor Society	Gurski, Joseph	30
54.	Science National Honor Society	Bachan, Meenaday	30
55.	Skills USA	Uddin, Zareena	15
56.	Skills USA	Paskewich, Christopher	15
57.	Smart Shopping and Life Skills	*Couto, Cristina	20
58.	Spanish Club	*Arichavala, Diana	10
59.	Spanish Club	Quintero, Stefanny	10

8. Continued:

#	After-School Club/Activity	Advisor	Hours
60.	Spanish Exchange	Ceballo, Elba	10
61.	Spanish Exchange	Duckett, Edith	10
62.	Spanish NHS	Campos, Alberto	30
63.	Student Activities Coordinator	*Carter-Blocker, Lakhia	60
64.	Student Activities Coordinator	Orth, James	60
65.	Student Activities Coordinator	Silva, Carla	60
66.	Student Advisor 12th Grade	Russo, Joseph	60
67.	Student Advisor 12th Grade	Batz, Erin	60
68.	Student Advisor 11th Grade	Grasso, David	40
69.	Student Advisor 11th Grade	Grasso, Greta	40
70.	Student Advisor 11th Grade	Smith-Mabry, Maya	40
71.	Student Advisor 10th Grade	*Lovrensky, Lacey	20
72.	Student Advisor 10th Grade	*Nelson, Thamar	20
73.	Student Advisor 9th Grade	Quintero, Stefanny	10
74.	Student Advisor 9th Grade	*Mongragon Illjazi, Cynthia	10
75.	Student Council Advisor	Caputo, Ralph	15
76.	Student Vanguard	Alvarez, Jorge	30
77.	SAT Boot Camp	Lee, Larissa	30
78.	SAT Boot Camp	Vangipuram, Madhurima	30
79.	Table Tennis Club	Hu, Lin Lin	20
80.	Young Entrepreneurship Club	*Motley, Derrick	20

*To be paid at their contractual rate

9. Appoint the following teachers to be compensated for the Instrumental Music Day and Vocal Music Day Student Workshops for the 2025-2026 school year; to be paid at the contractual rate of $37/hr., not to exceed the hours listed below. Acct. #11-401-100-100-00-000-57.

#	Name	Hours
1.	Addeo-Bone, Laura	4
2.	Campagna, Carolyn	4
3.	Chapman, Tracie	4

9. Continued:

#	Name	Hours
4.	Clark, Michael	4
5.	Cosby, Duane	4
6.	Fosket, Marie	4
7.	Healy, Bartholomew	4
8.	Kempey, Evan	4
9.	Khan, Ayden	4
10.	Maa, Kevin	4
11.	Mathews, Bernard	4
12.	Reis, Melanie	4
13.	Sherman, David	4
14.	Spano, Anthony	4
15.	Thode, Katherine	4
16.	Walton, Sarah	4
17.	Whitmore, Howard	4

10. Appoint the following staff members as tutors for the School No. 9 After School Tutoring Program, to be paid at the contractual rate of $37/hr. and to be paid from Acct. #11-120-100-101-00-000-16-160. Total cost not to exceed $7,500.00.

#	Name
1.	Burt-Moquete
2.	Howlett, Lisa
3.	Pereira, Amy
4.	Reidy, Alexis

11. Appoint the following staff for the Title I Family Engagement Workshop "Foundational Fun with Grade 1" at School No. 1 on 1/8/26 from 3:15 pm-4:15 pm. To be paid at the contractual rate of $37/hr. Cost not to exceed $450.00. Acct. #20-231-200-101-08-PIN-55-080 Title I. Acct. #20-231-200-101-08-PIN-55-080 Title I.

#	Name	Position
1.	Becker, Julie	Teacher
2.	Hendricks, Dorthy	Teacher

11. Continued:

#	Name	Position
3.	Hill, Emily	Teacher
4.	Koziol, Nancy	Teacher
5.	Padovano, Michelle	Teacher
6.	Pizzarelli, Samantha	Teacher
7.	Quiles, Jazmin	Teacher

12. Appoint the following staff for the Title I Family Engagement Workshop "Tech Night" at School No. 1 on 1/15/26 from 6:00 pm- 7:30 pm. To be paid at the contractual rate of $37/hr. Cost not to exceed $650.00. Acct. #20-231-200-101-08-PIN-55-080 Title I. Acct. #20-231-200-101-08-PIN-55-080 Title I.

#	Name	Position
1.	Gorbunoff, Mitchell	Teacher
2.	Hill, Emily	Teacher
3.	Koziol, Nancy	Teacher
4.	Munoz, Christina	Teacher
5.	Nagengast, Samantha	Teacher
6.	Padovano, Michelle	Teacher
7.	Rivera, Pamela	Teacher

13. Appoint the following staff for the Title I Family Engagement Workshop "The Big Game" Night at School No. 1 on 2/5/26 from 6:00 pm- 8:00 pm. To be paid at the contractual rate of $37/hr. Cost not to exceed $1,000.00. Acct. #20-231-200-101-08-PIN-55-080 Title I. Acct. #20-231-200-101-08-000-55-080 Title I.

#	Name	Position
1.	Gallo, Samantha	Teacher
2.	Geller, Jamie	Teacher
3.	Goncalves, Andrea	Teacher
4.	Harper, James	Teacher
5.	Hill, Emily	Teacher
6.	Krupski, Kimberley	Teacher
7.	Maloney, Amy	Teacher
8.	Padovano, Michelle	Teacher
9.	Robinson, Sabina	Teacher

14. Appoint the following staff for the Title I Family Engagement Event "Foundational Family Fun Event (K-2)", at School No. 5, on 1/29/26 from 3:10 pm- 4:10 pm in the Gymnasium. To be paid at the contractual rate of $37/hr. Cost not to exceed $300.00. Acct. #20-231-200-101-08-PIN-55-080 Title I.

#	Name
1.	Gencarelli, Samantha
2.	Hofmann, Jennifer
3.	Nixon, Shannon
4.	Olsen, Brooke

15. Approve the following new job description, as listed:

#	Title
1.	Special Education Social Worker

16. Appoint John A. Serapiglia, Jr., Business Administrator/Board Secretary, as Qualified Purchasing Agent for the 2025-2026 school year, effective 7/1/25-6/30/26.

17. WHEREAS employee #17-25/26 (the "employee") is employed by the Linden Board of Education (the "Board"); and
WHEREAS, the employee has been placed on paid administrative leave effective December 1, 2025, as a result of the employee's display of conduct; and

WHEREAS, the Board has reviewed the recommendation of the Superintendent,

NOW THEREFORE BE IT RESOLVED that the Board, by the recommendation of the Superintendent, hereby directs the employee to remain on a paid administrative leave of absence; and

BE IT FURTHER RESOLVED that the District's Administration is hereby directed to notify the employee of the Board's adoption of the Resolution and take necessary actions to ensure that the intent of the Resolution is carried out.

18. Appoint the following staff as a Provider for the Before/After Care Program for all sites, at the rate of $26/hr. for the 2025-2026 school year. Paid from the Enterprise Fund as listed. Acct. #60-930-320-100-00-000-02.

#	Name
1.	Acevedo, Bryan
2.	Dance, Denise
3.	Fischer, Ashley
4.	Nowicki, Kevin
5.	Smith, Amy
6.	White, Lisa

19. Appoint the following instructional support staff for the 21st Century Community Learning Center at Soehl Middle School, effective 12/16/25 – 8/31/26. To be paid at the 21st CCLC rate of $25/hr. Acct. #20-454-100-100-00-000-35-070.

#	Name
1.	Carter, John
2.	Dort, Jessica
3.	McNeill, Jada

20. Appoint the following teaching staff for the 21st Century Community Learning Center at Soehl Middle School, effective 12/16/25 – 8/31/26. To be paid at the 21st CCLC rate of $33/hr. Acct. #20-454-100-100-00-000-35-070.

#	Name
1.	Dort, Jessica
2.	Laxmi, Vijay
3.	McNeill, Jada
4.	Smith, Amy

21. Compensate custodial staff holding boiler license for the 2025-2026 school year as per the LEA-negotiated contract.

#	Name
1.	Williams, Darrin

22. Appoint the following staff as Home Instructors for the 2025-2026 school year; to be paid the contractual rate of $37/hr. Acct. #11-150-100-101-00-000-44.

#	Name
1.	Febo, Ivette M.

23. Appoint the following Secretary to work additional hours as needed for the 2025-2026 school year at Central Registration at the per diem rate. Acct. #11-000-221-105-00-001-00

#	Name
1.	Fuentes-Salgado, Ainet

24. Appoint students listed for part-time work for the 2025-2026 school year to videotape Board of Education meetings and assign special projects, to be paid at $15.50/hr. Acct. #11-000-262-10-00-020-00.

#	Name
1.	Karamath, David

25. Appoint the following staff to work as Athletic Security for various events throughout the 2025-2026 School Year. To be paid at the contractual rate. Acct. #11-402-100-100-00-000-00.

#	Name
1.	Dennis, Donte

26. Appoint the following coaches for the 2025-2026 school year.

#	Name	Position	Sport	Salary	Step
1.	Anderson, Nyah	Assistant Coach	Winter Track	$5,899	3

27. Appoint the following as Volunteer Coach for the 2025-2026 Winter Sports season.

#	Name	Sport
1.	Trigoso, Becky	Linden High School Wrestling

28. WHEREAS, your personal commitment to quality education, your valued participation in establishing policies, and your readiness to render services in seeking educational excellence have contributed immeasurably to the progress of our school system;

BE IT RESOLVED, that on behalf of your colleagues, teachers, and students, we thank you for your dedicated services and wish you good health and happiness in your years to come.

Sasquia Carrillo
2023-2025

Samuel De La Cruz
2021-2025

Maryam Elweshahy
2024-2025

MOTIONS: 1-28

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse		X	X		
Ms. Armstead			X		
Ms. Carrillo			X		
Ms. Cintron			X		
Ms. Elweshahy					
Ms. Kalia			X		
Ms. Pino					
Ms. Thomas	X		X		
Dr. Berghammer			X		

Motions 1-28 carried.

The Finance Committee, upon the recommendation of the Superintendent of Schools and the Business Administrator/Board Secretary, presents the following motions to the Linden Board of Education for approval:

1. BE IT RESOLVED that pursuant to N.J.A.C. 6A:23A-16.10(c)(4) the Linden Board of Education certifies that, after review of the Board Secretary's and Treasurer's monthly financial report (appropriation section), and upon consultation with the 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:23A-16.10(a)(1) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

   BE IT FURTHER RESOLVED, that the Linden Board of Education accepts the reports of the Secretary and the Treasurer, and certifies that they are in agreement for the month of November 2025. (Copies in the hands of Board members and on file in the Office of the Business Administrator/Board Secretary).

2. Authorize the Board Secretary to draw warrants due for the salaries and supplemental payroll for the month of December 2025.

3. Authorize the Board Secretary to draw warrants in the amounts specified in favor of the persons named: (as per list submitted in the files and bookkeeping journal – copy of which will become a part of these original minutes). (See attachment).

4. Pursuant to N.J.A.C. 6A:23A-13.3 the Linden Board of Education approves the list of transfers and adjustments for the months of June, July, August, September, October and November 2025. (Copies in the hands of Board members and on file in the Office of the Business Administrator/Board Secretary).

5. Student Activities Report (Linden High School) for the month of November 2025. (Copies in hands of Board Members and on file in the office of the Business Administrator/Board Secretary).

6. Accept the donation from Rudy's Restaurant of Garwood, NJ, of twenty (20) family dinners for families of School No. 4.

7. Accept the donation from Ana Capri food supplier of Cranford, NJ, of twenty (20) family dinners for families of School No. 4.

8. Accept the donation from Alpha Kappa Alpha Sorority of Union County of ten (10) - $50.00 Aldi gift cards to families of School No. 4.

9. Accept funds in the amount of $900.00 from the Blackbaud Giving Fund, Charleston, SC, on behalf of Kathy Collazo to support the fundraising efforts of Heather Collazo. The monies will be sent to the School No. 6 PTA.

10. Accept funds in the amount of $18,000.00 from the new Jersey Department of Education for the IDEA CCLC Supplemental Grant Award for FY2026.

11. Approve home instruction services provided by Rutgers Health for Linden students admitted to Rutgers University Behavioral Health, Piscataway, NJ, during the 2025-2026 school year, at the rate of $75.00 per hour.

12. Approve the agreement with GHR Education of Blue Bell, PA, to provide temporary employees to Linden Public Schools for the 2025-2026.

13. Approve the change in cost of the contract with M&M Construction, Inc., of Cranford, NJ, for the toilet room renovation projects due to change orders, increasing the price of the contract from $3,895,772.46 to $3,889,622.09.

14. Approve the contract from Frontline Education of Wayne, PA, for Time and Attendance usage for internal employees, including implementation, at the following costs, as a sole copyrighted vendor:

#	Description	Amount
1.	One-time implementation fee (paid during the 2025-2026 school year	$ 6,000.00
2.	Annual Fee	$21,016.80

15. Approve the deposit of the old outstanding agency checks into the current expense account in the amount of $928.09.

16. Approve the deposit of the old outstanding accounts payable checks into the current expense account in the amount of $1,307.09.

17. Approve the following contract renewal for the 2026-2027 school year as listed:

#	Vendor	Service	Amount
1.	Carousel Digital Signage, Minneapolis, MN	Carousel Cloud Core Digital Signage	$3,000.00 11-000-252-500-00-000-20

18. Approve the proposal from Commercial Interiors Direct Inc., of Riverdale, NJ, for window film for security for 24 windows inside School No. 2 at a total cost of $8,416.72, awarded under Purchasing Cooperative ESCNJ Bid #22/23-08, to be charged to Acct. #12-000-400-450-00-000-30.

19. Approve the proposal from Kelin Heating and Air Conditioning, Inc. of Colonia, NJ, to install 2 hydronic wall hung space heaters for the Linden High School boys locker room area at a cost of $16,435.00, awarded under Ed Data Co-op 13253, to be charged Acct. #12-000-400-450-00-000-02 for the 2025-2026 school year.

20. Approve the purchase from Map Restaurant Supplies of Newark, NJ, of a Vulcan Model Range flat top oven and griddle with Gas Connection Hose Kit at a total cost of $16,868.95 under Food Service Small wares, Supplies and Equipment Bid #ESCNJ 24/25-19, Co-op #65MCESCCPS, to be purchased under Acct. #60-910-310-730-00-000-02.

21. Approve the rate of $20.00 per hour for drop off services for the District's aftercare program for the 2025-2026 school year.

22. Approve the renewal of insurance package as follows:

#	Company	Description	Effective Period	Amount
1.	Wright	Flood Insurance	2025-2026	$5,509.00

23. Approve to partner with Donors Choose for the purpose of philanthropic funding for classroom resources through the Donors Choose website.

24. Authorize John A. Serapiglia, Jr., as the designated District’s Public Agency Compliance Officer for the 2025-2026 school year.

25. In Accordance with N.J.A.C. 6A:26-6.3 approve submission to the Union County Superintendent for Dual Use for the following classrooms:

#	School/Location	Room
1.	School No. 1	309
2.	School No. 1	208

26. WHEREAS the Linden Board of Education held a bid opening on October 30, 2025, for the Classroom Alterations at Linden Academy of Science and Technology, and

    WHEREAS there is a need to substantially revise the specifications for the services to be provided,

    NOW THEREFORE BE IT RESOLVED That the Linden Board of Education rejects all bids, in accordance with NJSA 18A:18A-22, submitted on October 30, 2025, for the Classroom Alterations at Linden Academy of Science and Technology in order to substantially revise the specifications for the services to be provided,

    Furthermore, the Business Office is authorized to solicit bids with these revised specifications.

27. Approve the statement of assurance for the health and safety evaluation of school buildings checklist for the Linden Board of Education for the 2025-2026 school year.

28. Approve the contract renewal for Carousel Digital Signage, 400 S. 4th St., Ste. 410, Minneapolis, MN, for Cloud Core Digital Signage, in the amount of $900.00 for the period of 3/01/26–6/30/26 to be charged to Acct. #11-000-252-500-00-000-20.

MOTIONS: 1-28

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse	X		X		
Ms. Armstead			X		
Ms. Carrillo			X		
Ms. Cintron			X		
Ms. Elweshahy					
Ms. Kalia					X
Ms. Pino		X	X		
Ms. Thomas			X		
Dr. Berghammer			X		

Motions 1-28 carried.

The Buildings, Grounds and Security Committee, upon the recommendation of the Superintendent of Schools and the Business Administrator/Board Secretary, present the following motions to the Linden Board of Education for approval:

1. Amend Board action on past Buildings, Grounds and Security Reports, as listed:

#	Date	Item	Action
1.	8/21/25	3/10	Amend time of event to be 8:00 a.m.-2:00 p.m.

2. Use of facilities at no charge as requested by Michael Walters, Principal, School No. 6:

#	Activity/Location	Day and Time	Date
1.	PTA Cookie Swap Cafeteria	Friday 3:00 p.m.-8:00 p.m.	December 19, 2025
2.	PTA Holiday Hang-Out Cafeteria & Gymnasium	Tuesday 12:30 p.m.-4:30 p.m.	December 23, 2025
3.	PTA 5th Grade Parent Meeting Cafeteria	Wednesday 5:30 p.m.-8:30 p.m.	January 7, 2026
4.	PTA Scholastic Book Fair Set Up Gymnasium	Friday 12:00 p.m.-3:00 p.m.	February 20, 2026
5.	PTA Scholastic Book Fair Gymnasium	Monday to Friday 8:00 a.m.-3:00 p.m.	2026 February 23,24,25,26, 27
6.	PTA Spring Dance Set Up Gymnasium	Wednesday 3:00 p.m.-9:00 p.m.	March 18, 2026
7.	PTA Spring Dance Cafeteria & Gymnasium	Thursday 3:00 p.m.-10:00 p.m.	March 19, 2026
8.	PTA Tricky Tray Set Up Gymnasium	Friday 3:00 p.m.-10:00 p.m.	April 24, 2025
9.	PTA Tricky Tray Cafeteria & Gymnasium	Saturday 8:00 a.m.-9:00 p.m.	April 25, 2026

3. Use of facilities at no charge as requested by Angela Principato, Principal, School No. 9:

#	Activity/Location	Day and Time	Date
1.	PTA 5th Grade Snack Sales Blacktop	Every Friday 3:15 p.m.-4:00 p.m.	2026 January – June
2.	PTA Monthly Meetings Cafeteria	Monday 6:00 p.m.-8:30 p.m.	2026 January 12 March 9
3.	PTA 5th Grade Pictures Gymnasium	Monday 8:30 a.m.- 3:00 p.m.	January 26, 2026
4.	PTA Pasta Night Cafeteria & Gymnasium	Friday 6:00 p.m.-8:30 p.m.	February 6, 2026
5.	PTA Spring Book Fair Set Up Gymnasium	Monday 6:00 p.m.-8:30 p.m.	March 9, 2026
6.	PTA Spring Book Fair Gymnasium	Tuesday 8:30 a.m.-4:30 p.m.	March 10, 2026
7.	PTA 5th Grade Dance Set Up Cafeteria & Gymnasium	Friday 4:30 p.m.-6:30 p.m.	March 13, 2026*
8.	PTA 5th Grade Dance Cafeteria & Gymnasium	Friday 6:30 p.m.-8:30 p.m.	March 13, 2026*

* *Rain Date 3/27/2026*

4. Use of facilities at no charge as requested by Michelle Rodriguez, Principal School No. 8:

#	Activity/Location	Day and Time	Date
1.	PTA Book Fair Library	Wednesday 6:30 p.m.-8:30 p.m.	May 13, 2026

5. Use of facilities at no charge as requested by Sharita Morgan, President, Linden High School PTA:

#	Activity/Location	Date and Time	Date
1.	PTA Workshop Part 2: The Level Study Success System Learning Commons	Wednesday 6:00 p.m.-8:30 p.m.	January 7, 2026
2.	PTA New Year Welcome Back Game Night Gymnasium	Friday 5:00 p.m.-10:00 p.m.	January 16, 2026
3.	PTA Parents Night Out Cafeteria	Saturday 5:00 p.m.-10:00 p.m.	February 14, 2026
4.	PTA Zumba Night Gymnasium	Friday 5:30 p.m.-9:00 p.m.	March 6, 2026

6. Use of facilities at no charge as requested by Lt. Michael C. Richmond, Training Officer, Linden Police Department:

#	Activity/Location	Date and Time	Date
1.	Recruit Training Exercises Tiger Stadium Gymnasium	Monday-Wednesday 6:00 a.m.-8:00 a.m.	2025 December 29, 20, 31

MOTIONS: 1-6

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse			X		
Ms. Armstead		X	X		
Ms. Carrillo	X		X		
Ms. Cintron			X		
Ms. Elweshahy					
Ms. Kalia					X
Ms. Pino			X		
Ms. Thomas			X		
Dr. Berghammer			X		

Motions 1-6 carried.

The Planning and Policy Committee, upon recommendation of the Superintendent of Schools, presents the following motion to the Linden Board of Education for approval:

1. First Reading: Policies

Policy Guide #	Title
5111 (REVISED)	Eligibility of Resident/Non-Resident Students

2. Second Reading: Policies

Policy Guide #	Title
2530 (REVISED)	Resource Materials
2535 (NEW)	Library Material
3117.41 (NEW)	Rice Notice Teaching Staff Members
3130 (REVISED)	Assignment and Transfers
4117.41 (NEW)	Rice Notice Support Staff
4130 (REVISED)	Assignment and Transfers
9130 (REVISED)	Public Complaints and Grievances

3. Second Reading: Regulations

Regulation Guide #	Title
2530 (REVISED)	Resource Materials
2535 (NEW)	Library Materials
9130 (REVISED)	Public Complaints and Grievances

MOTIONS: 1-3

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse		X	X		
Ms. Armstead			X		
Ms. Carrillo			X		
Ms. Cintron	X		X		
Ms. Elweshahy					
Ms. Kalia					X
Ms. Pino			X		
Ms. Thomas			X		
Dr. Berghammer			X		

Motions 1-3 carried.

COMMENTS FROM THE PUBLIC:

Members of the public desiring to make a public comment may come forward at this time. For those watching online, if you wish to make a comment or ask a question, please utilize the raise your hand feature on the online meeting platform.

Please begin your comments by stating your name and address. Individuals are invited to speak on one topic at a time, and no individual will speak more than once, until all individuals so desiring have spoken once.

The public is reminded that to ensure the efficient and orderly operations of the meeting, members of the public will be limited to speaking on items for three minutes.

NEW/UNFINISHED BUSINESS:

At 7:30 p.m. Ms. Pino made a motion to go into Executive Session to discuss personnel matters, seconded by Ms. Thomas.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse			X		
Ms. Armstead			X		
Ms. Carrillo			X		
Ms. Cintron			X		
Ms. Elweshahy					
Ms. Kalia			X		
Ms. Pino	X		X		
Ms. Thomas		X	X		
Dr. Berghammer			X		

Motion carried.

There being no further business to discuss in Executive Session, Ms. Cintron made a motion to return to the Public Work Session at 9:34 p.m., seconded by Ms. Thomas.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse			X		
Ms. Armstead			X		
Ms. Carrillo			X		
Ms. Cintron	X		X		
Ms. Elweshahy					
Ms. Kalia			X		
Ms. Pino					
Ms. Thomas		X	X		
Dr. Berghammer			X		

Motion:

BOARD MEMBER COMMENTS:

Ms. Cintron asked to join her in welcoming Ms. Kalia and thanked Ms. Carrillo for all her work and serving on the Board. She will be missed. She also wished the staff and students happy holidays.

Ms. Armstead extended her congratulations to Ms. Kalia.

Dr. Berghammer wished happy holidays to various people.

Ms. Pino said she will miss Ms. Carrillo and welcomed Ms. Kalia. She wished everyone a happy holiday.

Ms. Thomas said she will miss Ms. Carrillo and welcomed Ms. Kalia. She wished everyone a happy holiday and gave thanks to everyone for all they do.

ADJOURNMENT:

There being no further business to discuss, Ms. Cintron made a motion to adjourn at 9:40 p.m., seconded by Ms. Pino.

Roll Call:

Board Member	Motion	Second	Aye	Nay	Abstain
Ms. Ullisse			X		
Ms. Armstead			X		
Ms. Carrillo			X		
Ms. Cintron	X		X		
Ms. Elweshahy					
Ms. Kalia			X		
Ms. Pino		X	X		
Ms. Thomas			X		
Dr. Berghammer			X		

Motion carried.

_____
John A. Serapiglia, Jr.
Business Administrator/Board Secretary