

READINGTON TOWNSHIP BOARD OF EDUCATION

Holland Brook School
Regular Meeting 7:00 p.m.
April 30, 2024

MINUTES

Mission Statement: We empower members of our community to lead purposeful lives with integrity, to cultivate a spirit of discovery, and to embrace connections in our diverse, global society.

I. CALL TO ORDER BY BOARD PRESIDENT – OPEN PUBLIC MEETINGS ACT

Dr. Cerciello called the meeting to order at 7:00 p.m. and announced that the meeting was being held in compliance with the Open Public Meetings Act (N.J.S.A. 10:4-6-21) and was open to the media and public. Notices were duly posted, and the meeting was advertised in the Hunterdon County Democrat and Courier News. Formal action was taken.

Present: Mrs. DePinto, Mrs. Fiore, Mr. Lopes, Mrs. Ryan, Mrs. Wolf, Dr. Cerciello

Also Present: Dr. Jonathan Hart, Superintendent. Jason M. Bohm, Business Administrator/Board Secretary

Absent: Mrs. Mencer, Mr. Peach, Mrs. Podgorski

Mrs. Mencer and Mr. Peach arrived at 7:03 p.m.

Mrs. Podgorski arrived at 7:04 p.m.

II. FLAG SALUTE

III. SUPERINTENDENT'S REPORT

- Dr. Hart presented student recognitions for the Hunterdon County Librarian Association Enthusiastic Readers Award along with Mrs. Zanardi, Media Specialist, to:
 - Cole Brenn, Three Bridges School
 - Katherine Albrecht-Smith, Readington Middle School
 - Linnea van den Akker, Whitehouse School
- Dr. Hart presented, along with Destination Imagination Club Leaders, Ms. Lauren Mahoney and Ms. Meryl Vance, the Destination Imagination Awards to:
 - Aubrey Brooks, Jordan D'Antuono, Nadel Duclair, Remy Knoll, Lars Solberg, Sienna Torres, Katalaya Finley, Lilah Greenberg, Sydney Greenwald, Alyson Gutierrez, Nina Hardison, Patrick Ost
- Dr. Hart and Ms. Melissa Spatz recognized Dominic Gattone for being selected to receive the New Jersey School Board Association's Unsung Hero Award
- Dr. Hart presented the progress and accomplishments on the 2023-2024 district goals including inquisitive learning, partnerships, social awareness, academic achievement and data, and preschool expansion. The data and actions completed were shared. The board asked questions and provided comments.
- Dr. Hart and Mr. Bohm updated the board on the 2024-2025 budget, and highlighted the budget is up for adoption this evening for final vote. The presentation to Township Committee shall be in May or June if acceptable to the Township Committee..
- Dr. Hart highlighted and shared kind thoughts about district staff and their contributions to the community, highlighting the upcoming appreciation week.

IV. OPEN TO THE PUBLIC (LIMITED TO ACTION ITEMS ON THE AGENDA)

- Mrs. Crielly, 7th Grade Counselor, thanked Dr. Hart about the transfer of staff from middle school to elementary school, and hopes to stay at the middle school. She also commented to Brad Klippel that it was great working with him.
- Mrs. Adhikari, Special Education Teacher, thanked Dr. Hart for all his valuable work.
- A community member mentioned to Mrs. Crielly that she is a wonderful advocate for our Readington Middle

Grades 6-8	\$24,584.00
*Learning Language Disabled	\$29,131.00
*Emotional Regulation Impairment	\$147,792.00
*Autism	\$66,987.00
*Preschool Disabled (part time)	\$23,942.00
*Preschool Disabled (full time)	\$57,305.00

*Rates listed subject to modification based on actual needs required for the Individualized Educational Plan of the student(s)

3.05 Motion to approve the following resolution:

The Readington Township Board of Education hereby resolves effective July 1, 2024 to make the following changes relative to its group medical and prescription drug benefits programs, as follows:

1. Terminate its group medical and prescription drug insurance contract with AmeriHealth Insurance Co. of NJ
2. Award its group medical and prescription drug benefits program to Schools Health Insurance Fund (SHIF), per the SHIF proposal dated February 28, 2024, which is incorporated herein as part of this resolution. The medical provider network will be AmeriHealth and the pharmacy benefit manager will be Express Scripts.
3. Designate Brown & Brown Metro, LLC as Benefit Risk Manager for these programs, with the following authority:
 - a) To ensure with SHIF that benefits delivered are "equal to or better than" the Board's group medical and prescription drug insurance plans.
 - b) To periodically market the Board's group benefit plans.
 - c) To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by employees first contacting SHIF/AmeriHealth and SHIF/Express Scripts directly.
 - d) To ensure all reporting provided to the Board or its administrators is compliant with HIPAA relative to protected health information (PHI).
 - e) To advise the Board of Education relative to compliance with Federal and State regulations regarding self-insured group benefit plans.
 - f) To accept commission payments from SHIF, per the SHIF proposal dated February 28, 2024.

All appropriate Board of Education staff members are authorized to take such action and affect such documentation as necessary to implement these changes.

3.06 Motion to approve the following resolution to join Schools Health Insurance Fund:

WHEREAS, a number of school boards in the State of New Jersey have joined together to form the SCHOOLS HEALTH INSURANCE FUND hereafter referred to as "SHIF", as permitted N.J.S.A. 18A:18B-1 et seq., and;

WHEREAS, the SHIF has received approval by the Commissioner of the Department of Banking and Insurance on August 10, 2015;

WHEREAS, the statutes and regulations governing the creation and operation of a joint insurance fund, contain certain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a school board joint insurance fund;

WHEREAS, the governing body of Readington Township Board of Education, hereinafter referred to as "SCHOOL BOARD" has determined that membership in the SHIF is in the best interest of said SCHOOL BOARD.

NOW, THEREFORE, BE IT RESOLVED that the governing body of the SCHOOL BOARD hereby agrees as follows:

- i. SCHOOL BOARD shall become a member of the SHIF for the period outlined in the SCHOOL BOARD's Indemnity and Trust Agreement.
- ii. SCHOOL BOARD will participate in the following type (s) of coverage (s):
 - a.) Health Insurance as defined pursuant to N.J.S.A. 17B:17-4, the SHIF's Bylaws, and the SHIF's Plan of Risk Management.
- iii. SCHOOL BOARD accepts and approves the SHIF's Bylaws and agrees to be bound by the terms thereof.
- iv. SCHOOL BOARD shall execute an application for membership and any accompanying certifications.
- v. SCHOOL BOARD agrees to commit to the four principles of the SHIF which are:
 - a.) A long term philosophy on rates.
 - b.) A willingness to work with bargaining units to achieve plan design changes.
 - c.) Professional management with stability and commitment.
 - d.) Rating structure based on actuarial numbers.

BE IT FURTHER RESOLVED that the governing body of the SCHOOL BOARD is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the SHIF as required by the SHIF's Bylaws, and to deliver these documents to the SHIF's Executive Director with the express reservation that these documents shall become effective only upon:

- I. Approval of the SCHOOL BOARD by the SHIF.
- ii. Receipt by the SHIF of a Resolution from the SCHOOL BOARD accepting SCHOOL BOARD's SHIF assessment.
- iii. Approval by the Commissioner of the New Jersey Department of Banking and Insurance of SCHOOL BOARD as a member of the SHIF.

3.07 Motion to approve the agreement between the Readington Board of Education and the Schools Health Insurance Fund for the 2024-2025 school year.
(Attachment 3.07)

3.08 Motion to accept the following resolution concerning Benefit Risk Manager:

The Readington Township Board of Education hereby resolves effective July 1, 2024, to designate James T. Finn, CLU, of Brown & Brown Metro, LLC as its Benefit Risk Manager for our Schools Health Insurance Fund (SHIF) medical plan.

Brown & Brown, Inc. is authorized as follows:

- a) To ensure with SHIF that benefits delivered are "equal to or better than" the Board's group medical and prescription drug insurance plans.
- b) To periodically market the Board's group benefit plans.
- c) To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by employees first contacting SHIF/AmeriHealth and SHIF/Express Scripts directly.
- d) To ensure all reporting provided to the Board or its administrators is compliant with HIPAA relative to protected health information (PHI).
- e) To advise the Board of Education relative to compliance with Federal and State regulations regarding self-insured group benefit plans.

Motion to adopt 5.01 - 5.25

Motion: Mrs. Wolf

2nd: Mrs. Podgorski

Roll Call Vote: Carried 9 Yes

(Mrs. Fiore abstained 5.22; Mrs. Ryan voted No 5.23)

- 5.01 Motion to accept the Superintendent's recommendation and appoint **tenured administrators** for the period of July 1, 2024 through June 30, 2025 in accordance with the agreement between the Readington Township Board of Education and the Readington Township Administrators Association.
(Attachment 5.01)
- 5.02 Motion to accept the Superintendent's recommendation and appoint **non-tenured administrators** for the period of July 1, 2024 through June 30, 2025 in accordance with the agreement between the Readington Township Board of Education and the Readington Township Administrators Association.
(Attachment 5.02)
- 5.03 Motion to accept the Superintendent's recommendation and appoint **tenured certificated staff** members for the 2024-2025 school year in accordance with the agreement between the Readington Township Board of Education and the Readington Township Education Association.
(Attachment 5.03)
- 5.04 Motion to accept the Superintendent's recommendation and appoint **non-tenured certificated staff** members for the 2024-2025 school year in accordance with the agreement between the Readington Township Board of Education and the Readington Township Education Association.
(Attachment 5.04)
- 5.05 Motion to accept the Superintendent's recommendation and appoint **paraprofessionals** with final appointments pending assignments as required through student Individual Education Plans for the 2024-2025 school year and in accordance to the agreement between the Readington Township Board of Education and the Readington Township Education Association.
(Attachment 5.05)
- 5.06 Motion to accept the Superintendent's recommendation and appoint **secretaries** for the period of July 1, 2024 through June 30, 2025 in accordance with the agreement between the Readington Township Board of Education and the Readington Township Education Association.
(Attachment 5.06)
- 5.07 Motion to accept the Superintendent's recommendation and appoint **clerical aides** for the 2024-2025 school year in accordance with the agreement between the Readington Township Board of Education and the Readington Township Education Association.
(Attachment 5.07)
- 5.08 Motion to accept the Superintendent's recommendation and appoint **custodians** for the period of July 1, 2024 through June 30, 2025 in accordance with the agreement between the Readington Township Board of Education and the Readington Township Education Association.
(Attachment 5.08)
- 5.09 Motion to accept the Superintendent's recommendation and appoint **other support staff** for the period of July 1, 2024 through June 30, 2025.
(Attachment 5.09)
- 5.10 Motion to accept the Superintendent's recommendation and appoint **maintenance mechanics** for the period of July 1, 2024 through June 30, 2025.
(Attachment 5.10)
- 5.11 Motion to accept the Superintendent's recommendation and appoint **technology staff** for the period of July 1, 2024 through June 30, 2025.
(Attachment 5.11)
- 5.12 Motion to accept the Superintendent's recommendation and appoint **unaligned administrators** for the period of July 1, 2024 through June 30, 2025.
(Attachment 5.12)

- 5.13 Motion to accept the Superintendent's recommendation and appoint **confidential secretaries** for the period of July 1, 2024 through June 30, 2025.
(Attachment 5.13)
- 5.14 Motion to accept the Superintendent's recommendation and appoint **bus drivers**, salaries and hours pending finalization of routes, for 2024-2025 school year.
(Attachment 5.14)
- 5.15 Motion to accept the Superintendent's recommendation and approve the following appointments:

NAME	POSITION	SALARY/STEP	EFFECTIVE DATE
Edward Heussler	Bus Driver (Transp) 80-06-D6/aod	\$29.75/hr. Step 9	09/01/2024 - 06/30/2025
Tracy Miller	Bus Driver (Transp) 80-06-D6/anl	\$33.75/hr. Step 13	09/01/2024 - 06/30/2025
Paola Andrea Gower	Teacher/French (RMS) 20-01-D2/aff	\$63,060.00 BA+15 Step 7	09/01/2024 - 06/30/2025
Sofia Del Gaizo	LTS Teacher/2nd Grade (TBS) 20-03-D2/acr	Sub rate for the first 20 days, \$63,680.00 MA Step 1 per diem rate thereafter (prorated)	05/01/2024 - 06/21/2024
Aidan Harris	Aide/Special/Kindergarten (TBS) 30-03-D3/azd	\$18.93/hr. Aide NC Step 1	05/01/2024 - 06/21/2024
Michael Bury	LTS Teacher/Science (RMS) 20-01-D2/aee	Sub rate for the first 20 days, \$63,680.00 MA Step 1 per diem rate thereafter (prorated)	05/20/2024 - 06/30/2024
Sara Chatman	Teacher/Math (RMS) 20-01-D2/ady	\$72,605 BA Step 14-15 (14)	09/01/2024 - 06/30/2025

- 5.16 Motion to accept the Superintendent's recommendation and ratify the following Substitute Teacher/Aide/Nurse/Bus Driver paid at the applicable substitute rates, in the Readington Township District, pending satisfactory completion of employment requirements:

NAME	POSITION
Kelly Christopher	Substitute Teacher/Aide
Michael Bury	Substitute Teacher/Aide
Kathryn O'Connor	Substitute Teacher
Noelle Henderson	Substitute Teacher
Lauren Fratesi	Substitute Teacher/Aide
John Marsigliano	Substitute Teacher/Aide

Christine Dudley	Substitute Aide
Christina Colonna	Substitute Aide
Emma Weger	Substitute Teacher/Aide
Luisa Nastasi	Substitute Aide
Evan Sapirman	Substitute Teacher/Aide

- 5.17 Motion to ratify and accept the Superintendent's recommendation and approve extended other leave for staff member #6851 for the period 12/5/2023 - 06/21/2024.
- 5.18 Motion to accept the Superintendent's recommendation and approve the following retirement with appreciation for their years of service:

NAME	POSITION	EFFECTIVE DATE
Catherine Pescatore (Patrick)	Teacher/Grade 5 (HBS) 20-02-D2/abr	June 30, 2024

- 5.19 Motion to accept the Superintendent's recommendation and approve the following resignations:

NAME	POSITION	EFFECTIVE DATE
Christine Parolise	Teacher/LA (RMS) 20-01-D2/aew	June 30, 2024
Jemma Buccine	Teacher/Math (RMS) 20-01-D2/ady	June 30, 2024
Louis Orth	Custodian/Head (RMS) 70-01-D5/aoy	June 30, 2024
Jaclyn Kephart	Teacher/Special Education (RMS) 20-01-D2/aib	June 30, 2024
Bradley Klippel	School Counselor (RMS) 20-01-D2/ajf	June 30, 2024

- 5.20 Motion to ratify and approve Richard Hopkins as chaperone, for student #320432 to attend Let Me Run, from April 17, 2024 through May 31, 2024, two days per week not to exceed 25 hours, at the contractual rate.
- 5.21 Motion to approve the 2025-2026 holiday schedules for custodians/maintenance, secretaries, administrators, and technology staff.
(Attachment 5.21)
- 5.22 Motion to accept the following Resolution:

BE IT RESOLVED that the Readington Township Board of Education approves a Side Bar Agreement with the Readington Township Education Association relating to the district calendar;

BE IT FURTHER RESOLVED that the Board President and Business Administrator/Board Secretary are

hereby authorized and directed to execute the Side Bar Agreement, and any other documents necessary to effectuate same.
(Attachment 5.22)

5.23 Motion to accept the Superintendent’s recommendation and approve the following position control changes and designated transfers for the 2024 - 2025 school year:

NAME	CHANGE	POSITION	LOCATION
Michele Adamitis	Transfer From: To:	50-01-D4/amw 30-01-D3/awv	RMS Clerical Aide RMS Aide/Special Education
Jennifer Peist	Transfer From: To:	40-03-D3/arb 30-03-D3/akw	TBS Clerical Aide TBS Aide/Special Education
Paula Obenauer	Transfer From: To:	30-01-D3/awv 30-03-D3/bbw	RMS .72 Aide/Special Education RMS .72 Aide/Special Education
Maria Post	Transfer From: To:	50-02-D4/amr 50-01-D4/amy	HBS Secretary RMS Secretary
Teresa Amster	Transfer From: To:	50-01-D4/amy 50-02-D4/amr	RMS Secretary HBS Secretary
Christina Kocsi	Transfer From: To:	20-03-D2/arz 20-03-D2/ayz 20-01-D2/aij	TBS .5 Teacher/Preschool TBS .5 Teacher/Special Education TBS Teacher/Special Education
David deVelder	Transfer From: To:	20-01-D2/aij 20-02-D2/aye	RMS Teacher/Special Education HBS Teacher/Autism
Kristi Dauernheim	Transfer From: To:	20-03-D2/bbo 20-03-D2/ajb	TBS Teacher/Preschool Disabled TBS Teacher/Special Education
Carrie Squire	Transfer From: To:	20-03-D2/ajb 20-03-D2/afw	TBS Teacher/Special Education TBS Teacher/Intervention
Christine Crielly	Transfer From: To:	20-01-D2/ajh 20-02-D2/aji	RMS School Counselor HBS School Counselor
Paul Smith	Transfer From: To:	20-02-D2/aji 20-01-D2/ajh	HBS School Counselor RMS School Counselor
Leandro Jimenez-Rojas	Transfer From: To:	70-01-D5/apl 70-01-D5/aoy	RMS Custodian RMS Head Custodian

5.24 Motion to ratify and approve Elizabeth Eckel, as a bus aide for student, S-185 not to exceed 10 hours per week, from April 9, 2024 until June 21, 2024, at the contractual rate.

5.25 Motion to adopt the following resolution for Staff Appreciation Week:

WHEREAS, Teacher Appreciation Week will be celebrated the week of May 6 through May 10, 2024; and

WHEREAS, the Readington Township Board of Education recognizes the extraordinary efforts of not only its teachers but also its counselors, nurses, Child Study Team members, paraprofessionals, bus drivers, custodians, maintenance staff, technology staff, and secretaries; and

WHEREAS, all staff, are responsible for the translation of district mission and vision, which they have helped formulate, into programs and activities in and outside the classroom; and

WHEREAS, the dedication, intelligence, creativity, sensitivity, and high standards of our teachers and staff are a source of inspiration to the hundreds of students whose lives they touch; and

WHEREAS, the excellence in our classrooms is matched by the excellence of the services provided by our staff, which are crucial to the success of the Readington Township Public Schools,

NOW THEREFORE BE IT RESOLVED that on behalf of the administration, parents, and residents of Readington Township we express our gratitude to all of our professional staff for exemplary service to the district, and;

BE IT FURTHER RESOLVED, that Tuesday May 7, 2024 be designated as National Teacher Day for the Readington Township Public School District and that we take this opportunity to extend an official thank you, to all District staff whose devotion enriches the lives of the members of the Readington Township Public Schools.

F. COMMUNICATION

Committee Report: None

6. Motion to adopt 6.01 - 6.03

Motion: Mrs. Fiore

2nd: Mrs. Podgorski

Roll Call Vote: Carried 9 Yes

6.01 Motion to accept the Superintendent's recommendation and approve the following policies for second reading:
(Attachment 6.01)

- Policy 1140 - Educational Equity Policies/Affirmative Action
- Policy 1523 - Comprehensive Equity Plan
- Policy 1550 - Equal Employment/Anti-Discrimination Practices
- Policy 2411 - Guidance Counseling
- Policy 3211 - Code of Ethics
- Policy 5750 - Equitable Educational Opportunity

6.02 Motion to accept the Superintendent's recommendation and approve the 2025-2026 district calendar.
(Attachment 6.02)

6.03 Motion to accept the Superintendent's recommendation and approve the School Hours for the 2024-2025 school year.
(Attachment 6.03)

VII. UNFINISHED BUSINESS

- Dr. Cerciello highlighted the board self evaluation, and thanked everyone for participating. The next step is to send to Gwen Thornton, NJSBA representative, who will consolidate results. An agenda will be used at July retreat for goals for next year 2024-2025 school year.

VIII. NEW BUSINESS FROM BOARD

- Dr. Hart highlighted May 14, 2024 meeting regarding the recognition of honorees/retirees will be structured differently. The board meeting will still occur in the BOE conference room at 7:00 p.m., but food, refreshments, and student performances for 45 minutes will start at 6:15 p.m. in the Holland Brook School Cafeteria. Honoree speeches during the Superintendent's report shall also occur in the Holland Brook School Cafeteria before rest of meeting being in the BOE conference Room.

IX. OPEN TO THE PUBLIC

- Mrs. Crielly, School Counselor, thanked the Board for considering this evening the transfer move, shared thoughts and hopes the board reconsiders with Dr. Hart the potential of staff transfer.

X. EXECUTIVE SESSION - 8:08 p.m.

Motion: Mrs. Fiore

2nd: Mrs. Podgorski

Roll Call Vote: Carried 9 Yes

Motion to adopt the following resolution: Resolved to adjourn to Executive Session in accordance with the Sunshine Law, Chapter 321, P.L. 1975, to discuss a legal matter, HIB and Superintendent's evaluation and training for approximately 30 minutes at which time the Board expects to return to Public Session where action

will not be taken. The matters discussed will be made public if and when the circumstances requiring confidentiality no longer exist; however, it is not presently known when such circumstances will exist.

Mr. Peach left the meeting at 8:42 p.m.

XI. RETURN TO PUBLIC SESSION - 9:05 p.m.

Motion: Mrs. Fiore

2nd: Mrs. Podgorski

Roll Call Vote: Carried 8 Yes

XII. ADJOURNMENT - 9:06 p.m.

Motion: Mrs. Fiore

2nd: Mrs. Podgorski

Roll Call Vote: Carried 8 Yes

Respectfully submitted,

**Mr. Jason M. Bohm
Business Administrator/Board Secretary**

**Dr. Camille Cerciello
President, Board of Education**