



**BERKELEY HEIGHTS BOARD OF EDUCATION
REGULAR MEETING
AGENDA
MARCH 26, 2026**

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

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

I. CALL TO ORDER (in GL Auditorium)

II. MEETING NOTICE STATEMENT

Adequate notice of this meeting of the Berkeley Heights Board of Education was given as required by the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq., and in accordance with the updated regulations.

On March 23, 2026, notice of the Board of Education meeting schedule was posted on the Berkeley Heights Board of Education official website, posted at the Administration Building, provided to all Berkeley Heights Public Schools, PTO Presidents, and the BHEA President, filed with the Municipal Clerk and provided to the Public Library for public inspection.

ROLL CALL

<u>Board Member</u>	<u>Present</u>	<u>Absent</u>	<u>Time of Arrival</u>
Mrs. Sai Bhargavi Akiri			
Ms. Gale Bradford			
Mr. Bill Dillon			
Dr. Tom Foregger			
Mrs. Natasha Joly			

Mr. Javier Morales			
Mrs. Pamela Stanley			
Mrs. Deborah Terrero			

Also Present:

- _____ Dr. Kim Feltre, Superintendent of Schools
- _____ Dr. Crystal Marr, Assistant Superintendent of Schools
- _____ Ms. Jennifer Nicholson, School Business Administrator/Board Secretary
- _____ Mr. Vijaysinh Sindha, Assistant Business Administrator
- _____ Board Attorney

III. FLAG SALUTE

IV. REPORT OF THE SUPERINTENDENT

- Educator of the Year Recognition:

School	Educator of the Year
Mary Kay McMillin Early Childhood Center	Emily Mulieri
William Woodruff School	Mary Niedenfuhr
Mountain Park School	Michele Guerriero
Thomas P. Hughes School	Matthew Madura
Columbia Middle School	Dawn McGann
Governor Livingston High School	Dawn Buchan

- Move the Public Session of the meeting to the GL Cafeteria
- Report of the Student Representatives: Pippa Raaijmakers and Howard Acheson

V. REPORT OF THE BUSINESS ADMINISTRATOR/BOARD COMMUNICATIONS

Preliminary Budget Presentation

VI. COMMENTS FROM THE PUBLIC ON AGENDA ITEMS

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

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

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding personnel matters are discouraged and cannot be responded to by the Board. Students and employees have specific legal rights afforded by the laws of New

Jersey. The Board bears no responsibility nor will it be liable for any comments made by members of the public.

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

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

MINUTES

Resolution 1: All Board Members.

1. APPROVAL OF MEETING MINUTES

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

Meeting	Date
Executive Session Meeting Minutes	March 12, 2026
Regular Meeting Minutes	March 12, 2026

ROLL CALL VOTE:

	Ms. Bradford	Mrs. Stanley	Mr. Morales	Mrs. Joly	Mr. Dillon	Mrs. Akiri	Dr. Foregger	Mrs. Terrero
Motion								
Second								
Aye								
Nay								
Abstain								
Absent								

VII. FINANCE

Resolutions 1-5: All Board members. Resolutions 6: Berkeley Heights Only

1. APPROVE PAYMENT OF PAYROLL AND BILLS

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

Payroll		
	2/27/2026	\$1,876,604.58
	3/13/2026	\$2,650,261.60
Accounts Payable		
	2/26/2026	\$1,532,375.00
	3/10/2026	\$6,879.00
	3/11/2026	\$82,827.00
	3/18/2026	\$600.00
	3/23/2026	\$942,480.00
	3/26/2026	\$1,145,193.09
Total		\$8,237,220.27

2. APPROVE GOVERNOR LIVINGSTON HIGH SCHOOL STUDENT EDUCATIONAL FIELD TRIPS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the Governor Livingston High School student educational field trips.

Governor Livingston High School

Group	Destination	Date(s)
Spring Coach Selected Athletes	Union Catholic High School 1600 Martine Ave. Scotch Plains, NJ	4/15/26

3. APPROVE PROFESSIONAL DEVELOPMENT DAYS/TRAVEL REIMBURSEMENT

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

4. APPROVE CONTRACT WITH EFFECTIVE SCHOOL SOLUTIONS LLC

WHEREAS, the Berkeley Heights Board of Education seeks to provide comprehensive mental health and therapeutic support services to students at Governor Livingston High School; and

WHEREAS, Effective School Solutions, LLC has proposed to provide Tier 3 mental health services, including clinician cohorts, therapeutic programming, professional learning services, and related supports for the 2026–2027 school year; and

WHEREAS, the proposed agreement includes services for up to two clinician cohorts, a Summer Support Program, professional learning services, clinical oversight, data analysis, and related program infrastructure; and

WHEREAS, the contract term shall be effective July 1, 2026 through June 30, 2027, with services provided during the 2026–2027 school year in accordance with the district calendar; and

WHEREAS, the annual cost of the agreement shall not exceed \$317,249, payable in ten monthly installments of \$31,724.90, or \$312,249 if the early return discount is applied for an executed contract received by April 15, 2026;

NOW, THEREFORE, BE IT RESOLVED that the Berkeley Heights Board of Education hereby approves the agreement with Effective School Solutions, LLC for the provision of student mental health services at Governor Livingston High School for the period July 1, 2026 through June 30, 2027, in an amount not to exceed \$317,249, in accordance with the terms and conditions of the contract on file in the Business Office.

BE IT FURTHER RESOLVED that the Superintendent and/or Business Administrator are authorized to execute the agreement and any related documents necessary to effectuate this resolution.

5. APPROVE 2026-2027 PRELIMINARY BUDGET

WHEREAS, the Berkeley Heights Board of Education has developed the preliminary budget for the 2026–2027 school year; and

WHEREAS, the budget reflects the district’s commitment to providing a thorough and efficient education in accordance with the New Jersey Student Learning Standards while maintaining fiscal responsibility; and

WHEREAS, the budget includes all anticipated revenues and appropriations necessary to support the educational programs and operations of the district;

BE IT RESOLVED that the tentative budget be approved for the 2026-27 School Year using the 2026-2027 state aid figures and the School Business Administrator/Board Secretary be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline:

	<u>Budget</u>	<u>Tax Levy</u>
General Fund 11-13	\$60,470,067	\$48,652,092
Special Revenue	\$458,941	\$0
Debt Service	\$2,089,609	\$489,609
Total Base Budget	\$63,018,617	\$49,141,701

And to advertise said tentative budget on/by April 30, 2026 in accordance with the form required by the State Department of Education and according to law; And

BE IT FURTHER RESOLVED, that a public hearing be held at Governor Livingston High School located at 175 Watchung Blvd on April 30, 2026 at 7:30 p.m. for the purpose of conducting a public hearing on the budget for the 2026-2027 School Year.

Maintenance Reserve Withdrawal

BE IT RESOLVED that as per N.J.A.C. 6A:23A-14.2(d) the general fund appropriations include a \$200,000.00 withdrawal from the Maintenance Reserve Account for use on required maintenance activities for a school facility as reported in the comprehensive maintenance plan pursuant to N.J.A.C. 6A:26-20.5.

Travel and Related Expense Reimbursement 2026-2027

WHEREAS, the Berkeley Heights Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23A-7.3 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, the Berkeley Heights Board of Education established \$66,604.00 as the maximum travel amount for the 2025-2026 school year and has expended \$39,296.00 as of this date; now

THEREFORE, BE IT RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7.3, to a maximum expenditure of \$43,750.00 for the 2026-2027 school year.

6. APPROVE STUDENT EDUCATIONAL FIELD TRIPS

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

Columbia Middle School

Group	Destination	Date(s)
Orchestra	Governor Livingston High School 175 Watchung Blvd., Berkeley Heights, NJ	5/1/26
Grade 8 Students	Governor Livingston High School 175 Watchung Blvd., Berkeley Heights, NJ	4/9/26

Thomas P. Hughes

Group	Destination	Date(s)
Grade 5 Students	TD Bank Ballpark - Somerset Patriots 1 Patriots Park, Bridgewater, NJ	5/27/26

William Woodruff

Group	Destination	Date(s)
Kindergarten Students	G. DeLuca & Sons Nursery 295 Snyder Avenue, Berkeley Heights, NJ	5/6/26

FIRST MOTION BY: _____ **SECOND MOTION BY:** _____

Finance and Facilities Committee Report
Athletics/ Co-Curricular Committee Report
Technology & Communications Committee Report

ROLL CALL VOTE:

	Ms. Bradford	Mrs. Stanley	Mr. Morales	Mrs. Joly	Mr. Dillon	Mrs. Akiri	Dr. Foregger	Mrs. Terrero
Motion								
Second								
Aye								
Nay								
Abstain								
Absent								

VIII. PERSONNEL

Resolutions 1-9: All Board members. Resolutions 10-12: Berkeley Heights only.

1. AMEND SALARY ADJUSTMENT FOR PROFESSIONAL GROWTH

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the salary adjustment listed below for the 2025-2026 school year, based on the professional growth of the employee, effective February 1, 2026.

Name	Guide Movement	From	To
Kelly Radano	Completion of Master's Degree	Step 12 BA+30 \$69,594.00	Step 12 MA+30 \$81,479.00 \$72,997.00

2. APPROVE APPOINTMENT OF INTERIM ASSISTANT PRINCIPAL

RESOLVED that the Berkeley Heights Board of Education approves the appointment of Dr. Winston Jackson as Interim Assistant Principal at Governor Livingston High School for the period of April 1, 2026, through June 18, 2026, at a pay diem rate of \$500.00, pending employment authorization.

3. APPROVE SUBSTITUTE/SUPPLEMENTAL PERSONNEL

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

Name	Certification	Position	Effective Date
Liczy Terreros	Substitute	Substitute Teacher/Paraprofessional	3/12/26
Nascha Smith	Substitute	Substitute Teacher/Paraprofessional	3/20/26
Jason Siderman	Standard	Substitute Teacher/Paraprofessional	3/23/26
Robert Petraitis	Substitute	Substitute Teacher/Paraprofessional	3/20/26

Suzanne Kruep	Standard	Substitute Nurse	3/18/26
Joshua Boyle	Substitute	Substitute Teacher/Paraprofessional	3/19/26

4. APPROVE LEAVE REPLACEMENT TEACHER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following leave replacement teacher, pending employment authorization (#):

Name	Assignment	Location	FTE	Effective Date	Per Diem Rate	Certification
Juan Vani	Leave Replacement Teacher of Social Studies (#4140)	GL	1.0	4/20/26 - 6/1/26 # + 1 Shadow Day	\$292.43	CEAS

5. APPROVE LEAVE OF ABSENCE REQUEST

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

Employee ID	Leave Action	Type of Leave	Paid Leave Dates	Unpaid Leave with Benefits if Applicable	Unpaid Leave without Benefits	Return Date
4205	Amend	Medical Leave/FMLA/NJFLA	2/18/26-3/6/26 3/13/26			3/9/26 3/16/26
3226	Approve	Medical Leave/FMLA/NJFLA	4/20/26 - 6/1/26			6/2/26

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

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

Employee ID	Unpaid Days
4868	3/10/26
4613	3/5/26, 3/6/26
4175	3/6/26 PM, 3/11/26 - 3/13/26
5037	3/5/26, 3/6/26, 3/9/26-3/11/26

7. AMEND RESIGNATION OF STAFF

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

Name	Assignment	Location	Effective Date
Jacqueline Bartlett	Assistant Principal	GL	4/10/26 4/3/26

8. APPROVE RETIREMENT OF STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves, with regret, the resignation of the following staff for the purpose of retirement:

Name	Assignment	Location	Effective Date
Renee Murillo	Administrative Assistant	Child Study Team	8/1/26

9. APPROVE EXTRA-CURRICULAR ACTIVITIES

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

Governor Livingston High School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Girls Flag Football Assistant Coach	Dylan Grabkowski	Volunteer

10. APPROVE EMPLOYMENT OF PARAPROFESSIONAL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of the following paraprofessional for the 2025-2026 school year, pending employment authorization (#):

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

Name	Location	Effective Date	Step	Hours Per Day	Annual Salary
Ciaran Pierce ¹	MKM	TBD - 6/30/26 #	1	6.75	\$24,075.02 prorated

11. APPROVE RESIGNATION OF STAFF

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

Name	Assignment	Location	Effective Date
Katharine Ahlrichs	Teacher of Science	CMS	6/30/26
Josephine Kwan	Paraprofessional	MKM	4/3/26

12. APPROVE TERMINATION OF STAFF

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

Employee ID	Effective Date
5043	4/17/26

FIRST MOTION BY: _____ SECOND MOTION BY: _____

Personnel Committee Report

ROLL CALL VOTE:

	Ms. Bradford	Mrs. Stanley	Mr. Morales	Mrs. Joly	Mr. Dillon	Mrs. Akiri	Dr. Foregger	Mrs. Terrero
Motion								
Second								
Aye								
Nay								
Abstain								
Absent								

IX. EDUCATION

Resolutions 1-2: All Board members.

1. APPROVE REPORT OF SUPERINTENDENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the recommendations for the following cases of harassment, intimidation and bullying in the Berkeley Heights Public Schools.

Case Number	Case Number
304683_CMS	304581_CMS
304231_CMS	304206_GLH

2. APPROVE REVISED 2025-2026 SCHOOL CALENDAR

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the revised 2025-2026 School Calendar pending no additional emergency days. Due to an emergency school closing at Columbia Middle School on March 17, 2026, only Columbia Middle School will be open on Monday, March 30, 2026. All other schools will be closed on March 30, 2026. (*Attachment C*)

FIRST MOTION BY: _____ SECOND MOTION BY: _____

Curriculum Committee Report

ROLL CALL VOTE:

	Ms. Bradford	Mrs. Stanley	Mr. Morales	Mrs. Joly	Mr. Dillon	Mrs. Akiri	Dr. Foregger	Mrs. Terrero
Motion								
Second								
Aye								
Nay								
Abstain								
Absent								

X. NEGOTIATIONS

Negotiations Committee Report

XI. LIAISON REPORTS

XII. COMMENTS FROM THE PUBLIC ON ANY TOPIC

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

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

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

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

XIII. NEW BUSINESS

XIV. OLD BUSINESS

XV. ADJOURN TO EXECUTIVE SESSION

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

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

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

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

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

MOTION to enter into Executive Session.

Voice Vote
Moved _____ **Seconded** _____ **Vote** _____ **Time** _____

XVI. ADJOURNMENT

MOTION to ADJOURN.

Voice Vote
Moved _____ **Seconded** _____ **Vote** _____ **Time** _____

Additional Information:

[Enrollment Report](#)

Reminder:

The next Regular Board of Education Meeting will be held on

Thursday, April 16, 2026 beginning at 6:30 p.m.

[Previous Board of Education Meeting Recordings](#)