BETHLEHEM TOWNSHIP BOARD OF EDUCATION
280 ASBURY-WEST PORTAL ROAD
ASBURY, NEW JERSEY 08802
908-479-6336

REGULAR MEETING MINUTES
WEDNESDAY, April 30, 2025 at 7:00 p.m
Ethel Hoppock Middle School - Library/STEAM Room

I. CALL TO ORDER - President MacDonnell called the meeting to order at 6:44 p.m.

II. PUBLIC MEETING NOTICE

In compliance with the Open Public Meetings Act of New Jersey, adequate notice of this meeting was provided by sending notice to: The Hunterdon County Democrat, Bethlehem Township Clerk, email sent to school community and township residents, by posting on the bulletin boards in the Ethel Hoppock Middle School and Thomas B. Conley Schools and by posting notice on the Board of Education website at http://btschools.org/

III. PLEDGE OF ALLEGIANCE

IV. ROLL CALL

Board Members Present: Mr. Greg Glazar, Mr. Daniel MacDonnell, Ms. Jennifer Seibert, Mr. Christopher Sensor and Ms. Stephanie Yager

Board Members Absent: Mr. Thomas Gregor, Mr. Michael Hale,

District Administrators Present: Edward Abato - CSA and Kirby Hendershot - SBA/BS

V. EXECUTIVE SESSION #1

Motion by Mr. Sensor, seconded by Mr. Glazar to enter into executive session at 6:46 p.m. On a voice vote, all were in favor.

WHEREAS, the New Jersey Open Public Meetings Act authorizes a public body to exclude the public from that portion of a meeting at which the Board of Education discusses topics falling within certain specified exceptions to the requirement for open public meetings; and

WHEREAS, the Board of Education wishes to discuss matters that fall within one or more of the statutory exceptions to open public meetings;

NOW BE IT RESOLVED that, pursuant to Section 7 of the Open Public Meetings Act (N.J.S.A. 10:4-12), that the Board shall adjourn from public session and enter into executive session for approximately _____ to discuss the following: Student Matters, Personnel, and Negotiations.

BE IT FURTHER RESOLVED that the Board of Education will take action upon its return to public session; and

BE IT FURTHER RESOLVED that the matters discussed in executive session should be made public as soon as the need for confidentiality no longer exists, but it is not known at this time when that may be.

Motion by Mr. Glazar, seconded by Mr. Sensor to return to public session at 7:23 p.m.

VI. Public Hearing and Adoption of the 2025-2026 Budget

- 2025-2026 Budget Presentation-Mr. Edward Abato, Superintendent and Ms. Kirby Hendershot, BA

Motion by Mr. Sensor, seconded by Ms. Yager to open the public hearing on the budget, on a voice vote all were in favor.

Ms. Seibert would like a plan for the next 3 years. She does not like having excess surplus and raising 2% in taxes and she pointed out that other Districts stay at 0% tax levy. Ms. Yager stated that we can't compare to other districts because we are playing catch up after years of items being neglected. Every District has a unique situation. Mr. MacDonnell said that the budget is reasonable and responsible because we are funding priorities that support our district goals and we are equipping teachers with programs to support their curriculum.

No comments from the public

Motion by Mr. Glazar, seconded by Ms. Yager to close the public hearing on the budget. On a voice vote all were in favor.

A. WHEREAS, the Bethlehem Township Board of Education approved the tentative 2025/2026 budget on March 19, 2025; and

WHEREAS the Bethlehem Township Board of Education received approval from the Hunterdon County Executive Superintendent to advertise the the 2025/2026 school budget in The Star Ledger; and

WHEREAS, the 2025/2026 budget includes sufficient funds to implement the proposed planning process as described in this district's Annual Report pursuant to N.J.S.A. 18A and N.J.A.C. Title 6 and 6A and to provide curriculum and instruction which will enable all students to achieve the New Jersey Student Learning Standards; and

NOW, THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent,, that the Bethlehem Township Board of Education approves the 2025/2026 budget using the 2025/2026 state aid figures and all eligible statutory adjustments in the amount of $10,428,651 and authorizes its submission to the Executive County Superintendent of Schools for final approval as follows:

	General Fund	Special Revenue Fund	Debt Service Fund	Total

2025-2026 Total Expenditures	$9,953,424	$110,852	$364,375	$10,428,651
Less: Anticipated Revenues	$1,892,310	$110,852	$0	$2,003,162
Taxes to be Raised	$8,061,114	$0	$364,375	$8,425,489

BE IT FURTHER RESOLVED, that the Bethlehem Township Board of Education acknowledges that the 2025/2026 final budget as described above results in a General Fund Tax Levy in the amount of $8,061,114 and Debt Service Tax Levy in the amount of $364,375 representing a total tax levy of $8,425,489; and

BE IT FURTHER RESOLVED, that the Board of Education desires to utilize the Health Care Adjustment generated in the 2025/2026 budget for increased costs of health benefits in the amount of $40,317 which is included in the budget. The additional funds will be used to pay for the additional increases in health benefit premiums.

BE IT FURTHER RESOLVED, that the Board of Education includes in the budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.3(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of $100,000 for the purposes of funding educational needs within the 2025-2026 budget. The district intends to complete said purposes by June 2026 and they cannot be deferred or incrementally completed over a longer period of time.

BE IT FURTHER RESOLVED, that the Bethlehem Township Board of Education includes in the budget a maintenance reserve withdrawal in the amount of $100,000 pursuant to N.J.A.C. 6A:23A-14.2(d) for the purpose of supporting required maintenance services such as boiler and HVAC service and a Sanitary line repair.

BE IT FURTHER RESOLVED, that included in budget line 620, Budgeted Withdrawal from Capital Reserve – Excess Costs & Other Capital Projects, is $107,800. This amount supports the funding for a Security Vestibule at Ethel Hoppock Middle School.

WHEREAS, Pursuant to N.J.A.C. 6A:23A-7.3, a board of education must establish a maximum dollar limit for travel expenditure, as defined in N.J.A.C. 6A:23A-7.1 et seq.,

WHEREAS, The 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 Subchapter 7 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, a board of education may establish, for regular district business travel only, an

annual school year threshold of $150 per staff member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30); and

WHEREAS, travel and related expenses not in compliance with N.J.A.C. 6A:23A Subchapter 7 but deemed by the board of education to be necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms; now

BE IT RESOLVED, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23A Subchapter 7 as being necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms; and

BE IT FURTHER RESOLVED, the Board of Education includes in the budget travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A Subchapter 7, to a maximum expenditure of $24,075 for all staff and board members for the 2024-2025 school year.

BE IT FURTHER RESOLVED that the Board of Education includes in the tentative budget a maximum travel expenditure in the amount of $24,075 for the 2025-2026 school year. The maximum travel expenditure amount for the 2024-2025 school year is $21,375, of which, $8,873.90 has been spent and $4,664.70 is encumbered to date.

BE IT FURTHER RESOLVED, The School Business Administrator/Board Secretary shall track and record these costs to ensure that the maximum amount is not exceeded.

Motion by Mr. Glazar, seconded by Ms. Yager to approve the adoption of the 2025-2026 Budget. On a roll call vote, the budget was approved as follows: 5-0-0 (aye Glazar,Seibert, Sensor, Yager, MacDonnell)

Bethlehem Township School District
2024 - 2025 District Goals

1. Goal: Referendum Planning

Objective: To successfully prepare and promote a school district referendum in, securing essential funding for educational enhancements, infrastructure improvements, and building upgrades.

2. Goal: Enhance School Safety and Security with a Focus on Staff and Student Social-Emotional Learning (SEL)

Objective: To create a safe, secure, and supportive school environment in the Bethlehem Township School District by integrating comprehensive safety measures with robust Social-Emotional Learning (SEL) programs for staff and students during the 2024-2025 school year.

3. Goal: Implement and Enhance the RTI Framework (Phase II) to Support Student Achievement

Objective: To fully integrate and enhance the Response to Intervention (RTI) framework within the Bethlehem Township School District during the 2024-2025 school year. This will include the identification of interventionists, development of new RTI action plans, and establishment of effective progress monitoring procedures to ensure all students receive the support they need to succeed.

4. Goal: Comprehensive Curriculum Rewriting for K-8 Science, Social Studies, Spanish, and STEAM

Objective: To develop and implement a rigorous, standards-aligned K-8 curriculum in Science, Social Studies, Spanish, and STEAM that fosters critical thinking, problem-solving, and interdisciplinary connections, ensuring our students are prepared for a rapidly evolving global society.

VII. CORRESPONDENCE: None

VIII. PUBLIC COMMENTS - Agenda Items Only
Public participation at board meetings is intended to allow individual members of the public to address the Board of Education on issues of public concern. The public comment period is an opportunity for the Board to listen to citizen concerns, but not to debate issues or enter into a question-and-answer session or a "cross examination" between the public and individual members. While all comments made by the public will be taken under advisement, the Board will not respond to comments made by the public.

- Pursuant to Board Policy #0167:
    - all statements from the public must be directed to the President or other presiding officer; no participant may address or question board members individually.
    - members of the public who wish to make a statement during the Public Comments portion of the meeting may speak for no more than three (3) minutes.
    - members of the public must identify themselves prior to speaking. Please state your name and address and group affiliation, if appropriate.

Motion by Mr. Sensor to open public comments, seconded by Mr. Glazar. On a voice vote, all were in favor.

No public comment

Motion by Mr. Sensor, seconded by Mr. Glazar to close public comment. On a voice vote, all were in favor.

IX. MINUTES - M1

A. BE IT RESOLVED that the minutes of the Board of Education meetings, held on the dates indicated, be approved and filed.

March 12, 2025 Special Meeting Minutes
March 12, 2025 Special Executive Session Meeting Minutes
March 19, 2025 Regular Meeting Minutes
March 19, 2025 Executive Session Meeting Minutes

Motion by Ms. Yager, seconded by Mr. Glazar to approve Minutes item A. On a roll call vote, the minutes from March 12 were approved as follows: 3-2-0 (aye Glazar, Yager, MacDonnell; Abstain Seibert, Sensor) On a roll call vote, the minutes from March 19 were approved as follows: 5-0-0 (aye Glazar, Seibert, Sensor, Yager, MacDonnell)

X. SCHOOL BOARD PRESIDENT REPORT

Mr. MacDonnell welcomed Mr. Sensor to the board. Mr. MacDonnell also reminded the Board of the school play at Conley on May 1, 2025.

XI. SUPERINTENDENT REPORT

Mr. Abato informed the Board of the summer camps being offered by the District. He also congratulated the middle school 8th graders participating in the Teen Arts Fest.

A. Harassment, Intimidation and Bullying (HIB) Report

BE IT RESOLVED, that the Bethlehem Township Board of Education reviewed the Harassment, Intimidation, and Bullying case presented on March 19, 2025, and upheld the findings and/or consequences recommended by the Superintendent:

School	Date of Incident	Report #	Classified HIB Y/N	Additional Action Taken
Conley	March 5, 2025	6	Y	Restorative practice and code of conduct

Motion by Mr. Sensor seconded by Mr. Glazar, to approve the Superintendent's HIB report. On a roll call vote, the HIB report was approved as follows: 5-0-0 (aye Glazar, Seibert, Sensor, Yager, MacDonnell)

XII. BUSINESS ADMINISTRATOR/BOARD SECRETARY REPORT

Ms. Hendershot thanked the Board for their support through the Budget season. Ms. Hendershot updated the Board on the projects that took place over Spring Break and thanked the custodial staff.

XIII. FINANCE

Committee Members: Thomas Gregor, Jennifer Seibert and Chris Sensor

A. Approval of Bills List - *(Attachment Bills List)*

BE IT RESOLVED that the Board approve the attached list of district bills for payment as presented by the School Business Administrator for the period March 20, 2025 through April 30, 2025 for a total amount of $1,444,065.31 which includes three payrolls:

March 28, 2025	$253,219.00
April 15, 2025	$253,613.49

April 30, 2025	$247,863.15

B. Acceptance and Approval of Board Secretary's Report for the month of March, 2025 *(Attachment March Board Secretary Report and March Cash Reconciler Report)*

BE IT RESOLVED that the Board acknowledge receipt of the monthly certification of the Board Secretary for March 2025, and after review of the Board Secretary's and March 2025 Cash Reconciler's Reports, certify no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A – 16.10 (c)4 and that sufficient funds are available to meet the District's financial obligation for the remainder of the fiscal year and that no budgetary line-item account has been exceeded pursuant to N.J.S.A. 18A:22-8.1, and that no line-item account has encumbrances and expenditure, which in total exceed the line-item appropriation in violation of N.J.A.C. 6A:23A-16.10 (a).

C. Approve Line Item Transfers for the month of March 2025 *(Attachment MarchTransfers)*
BE IT RESOLVED that the Board approve the line item transfers for February 1, 2025 through February 28, 2025 in the amount of $5,065.96

D. Approval of Out of District Placement for the remainder of the 2024-2025 School Year
BE IT RESOLVED that the board, upon recommendation of the Superintendent approve the out of district placement for student #280349 to attend Rutgers Day School at University Behavioral Health Care in Piscataway. The cost is $8310.00 per month, which will be prorated in consideration of admission and discharge. Anticipated start date: May 19, 2025

E. Approve Application and Receipt of a Safety Grant Award
WHEREAS, the New Jersey Schools Insurance Group ("NJSIG") is a school board insurance group authorized by N.J.S.A. 18A:18B-1, et seq. to provide insurance coverage and risk management services for its members;
WHEREAS, the Bethlehem Township Board of Education, hereinafter referred to as the "Educational Institution," is a member of NJSIG; and,
WHEREAS, in accordance with NJSIG Policy 3710, the goal of the safety grant program is to provide members the necessary resources to complete risk reduction projects and improve the safety of the population NJSIG members serve.
NOW THEREFORE, BE IT BE IT RESOLVED that: 1) The Educational Institution applies for a safety grant through the NJSIG safety grant program for the 2024 fiscal year in the amount of $3,200 for the purposes set forth in their safety grant application, which is attached hereto; and, 2) The Business Administrator or their designee is hereby authorized to take all action necessary to apply for and receive a safety grant award.

F. Approval of Planned Service Agreement with Johnson Controls for the 2025-2026 School Year
BE IT RESOLVED that the Board, upon recommendation of the Superintendent, approve Johnson Controls Fire Protection LP to provide annual fire protection system services at Thomas B. Conley and Ethel Hoppock from April 2025-March 2026 for the amount of $4,165.80. The services include:

- Fire Alarm Inspections and Maintenance
- Sprinkler Inspections
- Suppression

Multiple quotes were sought for annual fire protection system services.

G. Approval to join the Morris County Cooperative Pricing Council

WHEREAS, the Morris County Cooperative Pricing Council ("MCCPC") was created in 1974 to conduct a voluntary cooperative pricing system with municipalities, boards of educations, and other public bodies located in the County of Morris and adjoining counties; and

WHEREAS, the purpose of the MCCPC is to provide substantial savings on various goods and services to its members through the cooperative public bidding process; and

WHEREAS, Bethlehem Township Board of Education desires to enter into an Agreement with the MCCPC, which is administered by Randolph Township as Lead Agency, to become a member of the MCCPC for the period of October 1, 2021 through September 30, 2026.

BE IT RESOLVED, upon the recommendation of the Superintendent, that Bethlehem Township Board of Education, County of Hunterdon, State of New Jersey as follows:

1. The Bethlehem Township Board of Education of the Bethlehem Township School District hereby authorizes the execution of an Agreement with the Morris County Cooperative Pricing Council by the Township of Randolph as Lead Agency dated October 1, 2021 pursuant to N.J.S.A. 40A:11-11(5). Said Agreement is to become a member of the MCCPC for a five (5) year period from October 1, 2021 through September 30, 2026.
2. TheSchool Business Administrator is hereby directed to submit a copy of this adopted Resolution, along with an executed Agreement, to Randolph Township as Lead Agency of the MCCPC.

Morris County Cooperative Pricing Council
502 Millbrook Avenue, Randolph, NJ 07869-3799
Tel: (973) 989.7059 • Fax: (973) 989.7076

3. This Resolution shall take effect immediately upon final passage according to law.
4. All appropriate Bethlehem Township Board of Education officials are authorized and directed to perform all required acts to affect the purpose of this Resolution

H. Approval of the Re-Bid of Security Vestibule for Ethel Hoppock Middle School

WHEREAS, the Bethlehem Township School District Board of Education (the "Board") advertised for bids for the Security Vestibule Construction project (the "Project"); and

WHEREAS, the Public School Contracts Law, N.J.S.A. 18A:18A-1 et seq. (the "Contracts Law"), provides that the Board must award bids to the lowest responsive and responsible bidder for goods or services in excess of the bid threshold, as is defined in the Contracts Law; and

WHEREAS, the Board received and publicly opened one bid in connection with the Project; and

WHEREAS, the bid was reviewed by the School Business Administrator and appropriate staff and professionals to determine whether it was both responsive and responsible; and

WHEREAS, after reviewing the bid, it was determined that the bid substantially exceeded the Board's cost estimates and appropriation for the Project; and

WHEREAS, the Contracts Law provides that a board of education may reject all bids in certain situations, including where the lowest responsive bid received substantially exceeded the Board's cost estimates and appropriation for the Project.

BE IT RESOLVED by the Board as follows:

Section 1. The one bid received for the Project is hereby rejected because it substantially exceeded the cost estimates and appropriations for the Project.
Section 2. The specifications for the Project shall be reviewed by the School Business Administrator and appropriate staff and professionals to determine whether modifications and/or revisions to the Project specifications, if any, should be made so that the Project can be rebid.
Section 3. The Board hereby directs the School Business Administrator to advertise the Project for rebid as soon as possible.

I. Approval of Board, staff workshop attendance and travel expenditures
BE IT RESOLVED that the Board, upon recommendation of the Superintendent, make the findings and approve attendance and travel for the following workshops/meetings.

- that travel is directly related to and within the scope of the employee or Board member's duties or responsibilities; and for employees, the school district's professional development plan;
- that travel is critical to the instructional needs of the district or furthers the efficient operation of the district;
- that the travel is in compliance with state and federal travel payment guidelines; and
- that the travel is in compliance with the District policy on travel.

Date(s)	Admin./ Staff Member	Program/Location	Cost	Mileage	Lodging	Meals and Incidentals
May 9, 2025	Michele Coletti and Kirby Hendershot	CDK Accounting Meeting/ Hawk Pointe Washington, NJ	n/a	n/a	n/a	n/a
May 20, 2025	Olivia Williams	Artist for Art's Sake Hunterdon Art Museum, Clinton, NJ	$100.00	$1.33	n/a	n/a
Sept. 24-26, 2025	Edward Abato	Hunterdon County Superintendent's Annual Retreat, Shawnee, PA	n/a	$30.64	$455.49	$170.00

J. Approval of Class Trips for the 2024-2025 School Year
BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve the following class trips:

Date(s)	Grades	Where	Bus provided by/cost
May 2025	6-8 Band and Chorus	To Conley School for Spring Concert Rehearsal	HC ESC - one bus - $144.50
June 2025	5th Grades	To Hoppock School for Move-Up Day	One bus - quotes being obtained

Motion by Mr. Sensor, seconded by Ms. Seibert to approve Finance items A-J. On a roll call vote, item A-J were approved as follows: 5-0-0 (aye Glazar, Seibert, Sensor, Yager, MacDonnell)

XIV. PERSONNEL

Committee Members: Thomas Gregor, Jennifer Seibert and Chris Sensor

A. Approve Contracts for 2025/2026 School Year

BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve contracts for the following individuals for the 2025/2026 school year as per the agreement between the Bethlehem Township Board of Education and the Bethlehem Township Education Association (BTEA) subject to further investigation pursuant to law.

Name	Level	Step	Salary	Position	Start Date
1. Katelyn Crelin	MA	2-3	$61,409	Elementary Teacher	8/18/2025
2. Rachel Kuczkuda	MA	1	$60,159	Elementary Teacher	8/18/2025

B. Approval of Summer 2025 Special Education Extended School Year (ESY) Program

BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve the Special Education Extended School Year Program (ESY). The program will run from June 30, 2025 through July 31, 2025 (Monday through Thursday) from 9:00 a.m. to 12:00 p.m.

C. Approval of Staff for Summer 2025 Special Education Extended School Year (ESY) Program

BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve the following staff for Summer Camp and ESY Nurse, and the Special Education Extended School Year Program:

- Cynthia Arancio, School Nurse for ESY and Summer Camp - $54.51 per hour
- Lindianne DeSavino - ESY Teacher - $46.57 per hour
- Angela Kelly - ESY Teacher - $47.50 per hour
- Katya Romero - Paraprofessional - $17.76 per hour
- Sophia Schwarzmann - Paraprofessional - $17.76 per hour
- Bonnie Mulhern - Substitute

D. Approve Additional Hours needed for Summer 2025 for Child Study Team Members

BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve additional hours over the 2025 summer months to conduct IEP meetings and evaluations for the staff members listed below. The request is for up to a maximum of 5 days (35 hours) for each CST Staff member listed below at their per diem rate.

1). Lauren Hunt, Learning Disabilities Teacher Consultant at hourly rate of $51.14
2). Alison Ciocon, Speech/Language Specialist at hourly rate of $68.37
3). Briana Jordan, School Psychologist, at hourly rate of $52.39

E. Approval of all interested Certificated Staff for Summer IEP Meetings

BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve all certificated staff that are interested (as needed) to participate in Summer IEP Meetings at $45.00 per hour.

F. Approval of Tenure Contract 2025-2026 School Year

BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve the following tenured certificated staff member for the 2025-2026 school year:

Last Name	First Name	Status (10 Month)	Level	Step	Salary	Tenure Date
MacQueen	Gabrielle	1.0 FTE	BA 15	5	$62,609	8/24/2025

G. Reappointment of Non-Tenured Certificated Staff for the 2025-2026 School Year

BE IT RESOLVED that the Board upon recommendation of the Superintendent, renew the employment of the following non-tenured certificated teaching staff members for the 2025-2026 school year:

Last Name	First Name	Year	Status (10 Month)	Level	Step	Salary
Byk	Leah	3	1.0 FTE	BA	8	$65,644
Crisafi	Cara	3	1.0 FTE	BA 15	6	$64,109
Hunt	Lauren	4	1.0 FTE	MA 30	9	$74,594
Intrabartolo	Kimberly	4	1.0 FTE	BA	8	$65,644
Jordan	Briana	2	1.0 FTE	MA 30	10	$76,694
MacQueen	Karl	3	1.0 FTE	BA	3	$57,809
Mann	Peyton	2	1.0 FTE	BA	3	$57,809
Michalski	Stacey	4	1.0 FTE	BA	12	$73,694
Minerowicz	Cailla	3	1.0 FTE	MA	9	$70,994
Nyce	Maryellen	3	1.0 FTE	MA	5	$64,409
Panfilo-Milza	Francesca	4	1.0 FTE	MA	4	$62,909
Petrovski	Kaitlyn	3	1.0 FTE	BA	3	$57,809
Philip	Kylianne	3	1.0 FTE	BA	3	$57,809
Roberto	Lynn	2	1.0 FTE	BA	2	$57,809
Schroeder	Amy	2	1.0 FTE	MA	2	$61,409
Sebastiani	Francesca	3	1.0 FTE	MA	8	$69,244
Williams	Olivia	3	1.0 FTE	BA	3	$57,809

Wilpiszeski	Michael	2	1.0 FTE	MA 15	9	$72,794

H. Approval of Custodial Substitute
BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve the following substitute for the 2024/2025 and 2025/2026 school years subject to further investigation pursuant to law.

Name	Position
Bonnie Mulhern	Custodian

I. Approval of Leave of Absence Request
BE IT RESOLVED that the Board, upon the recommendation of the Superintendent, approve the following leave of absence request:

Employee ID	Type of Leave	Paid Leave Dates (sick/ vacation)	Unpaid Leave with Benefits if Applicable	Unpaid Leave without Benefits	Return Date
8099	FMLA	N/A	5/5/25- end of the 24-25 school year	N/A	8/21/25

J. Approval of 2024-2025 Summer Camps and Staff
BE IT RESOLVED that the Board upon recommendation of the Superintendent, approve the following 2024-2026 Summer Camps and **staff to be paid at a rate of $35.00 per hour.**

Staff Member	Program	Weeks	Total Hours
Ken Bobal	Arcade Arcadia	6/16-6/18 - half day am & pm 6/23-6/26 -half day am & pm	42 hours
Sarah Lampariello	Basketball Camp	6/16-6/18 - full day	18 hours
Cailla Minerowicz	Reader's Theater Camp - Lion King	6/16-6/18- half day am	9 hours
Cailla Minerowicz	Reader's Theater Camp - Frozen	6/16-6/18- half day am	9 hours
Kam Jeter	S'mores Smiles	6/16-6/18 - full day 6/23-6/26 - full day	42 hours
Annie Mergott	Camp Happy Times	6/16-6/18 - full day	42 hours

		6/23-6/26 - full day	
Vanessa O'Keefe	Drama Camp	6/16-6/18 - full day 6/23-6/26 - full day	42 hours
Bonnie Mulhern	Camp Mulhern	6/16-6/18 - full day 6/23-6/26 - full day	42 hours
Lindianne DeSavino	Camp Conley	6/16-6/18 - full day 6/23-6/26 - full day	42 hours
Stacey Michalski	Space Explorers Camp	6/16-6/18 - half day am	9 hours
Stacey Michalski	Enchanted Stem Adventures: Fairy Tales	6/23-6/26 - half day am	12 hours
Meghan Dagostino	Garden Gurus	6/16-6/18 - half day am	9 hours
Meghan Dagostino	Sole Sisters	6/16-6/18 - half day pm 6/23-6/26 - half day pm	21 hours
Meghan Dagostino	Escape the Room	6/23-6/26 - half day am	12 hours
Pam Ferrullo	Creative Campers	6/23-6/26 - full day	24 hours

Motion by Mr. Glazar, seconded by Mr. Sensor to approve Personnel items A-J. On a roll call vote, items A-J were approved as follows: 5-0-0 (aye Glazar, Seibert, Sensor, Yager, MacDonnell).

XV. SCHOOL OPERATIONS

Committee Members: Michael Hale, Daniel MacDonnell and Greg Glazar

A. Acceptance of Fire and Security Drill Reports for the month of March 2025
BE IT RESOLVED that the Board upon recommendation of the Superintendent, accept the Fire Security and Bus Evacuations Drills for the month of March for the Thomas B. Conley School and Ethel Hoppock Middle School:

MONTH	SCHOOL	FIRE DRILL	SECURITY DRILL	BUS EVACUATION DRILL

March 2025	TBC	03/28/2025	03/31/2025	3/12/2025
March 2025	EHMS	03/14/2025	03/28/2025	3/25/2025

B. Approve Hunterdon ESC Bussing Contract
WHEREAS, the Bethlehem Township Board of Education desires to transport special education, non-public, public and vocational school students to specific destinations; and
WHEREAS, the Hunterdon County Educational Services Commission hereinafter referred to as HCESC offers coordinated transportation services; and
WHEREAS, the HCESC will organize and schedule routes to achieve the maximum cost effectiveness:
NOW THEREFORE, it is agreed that in consideration of prorated contract costs, plus an administration fee of 5.5% for member districts and 8.5% for non-member districts as presented to the Bethlehem Township Board of Education as calculated by the billing formula adopted by the HCESC's Board of Education. Said formula shall be based on a route cost divided by the student mile allocated to each participating district.
I. The HCESC will provide the following services:
a. routes coordinated with other districts to achieve a maximum cost reduction while maintaining a realistic capacity and travel time;
b. monthly billing and invoices;
c. computer print-outs of student lists for all routes coordinated by HCESC
d. all necessary interaction and communication between the sending district, receiving school, and the respective transportation contractors;
e. constant review and revision of routes;
f. provide transportation as requested on the formal written request; and
It is further agree that the Bethlehem Township Board of Education will provide the HCESC with the following;
a. requests for special transportation on approved forms to be provided by the HCESC, completed in full and signed by previously authorized district personnel;
b. withdrawal for any transportation must be provided in writing and signed by authorized district personal; no billing adjustments will be made without this completed form and will become effective on the date the form is received;
II. Additional Cost – all additional costs generated by unique requests such as mid – day runs or early dismissals will be borne by the district. All such costs must first be approved by the Bethlehem Township Board of Education.
III. Length of Agreement – this agreement and obligations and requirements therein shall be in effect between July 1, 2025 and June 30, 2026.
IV. Entire Agreement – this agreement and constitutes the entire and only agreement between the parties and may be amended by an instrument in writing over authorized signature.
V. It is understood and agreed by all parties hereto that the Board of Directors of the HCESC is not responsible for its transportation contractor's failure to provide the services agreed upon herein. It will make every reasonable effort to provide alternative services should such a failure occur.

C. Approval of PTA Board of Education Liaison
BE IT RESOLVED that the Board upon recommendation of the Superintendent, appoint board member, Mr. Greg Glazar, as PTA Board of Education Liaison.

Discussion: Ms. Hendershot communicated the lead that exceeded actionable levels in two locations at Thomas B. Conley- a water fountain and a classroom sink. All protocol from the DEP was followed and a re-test was ordered.

Motion by Mrs. Yager, seconded by Mr. Glazar to approve School Operations items A-C. On a roll call vote, items A-C were approved as follows: 5-0-0 (aye Glazar, Seibert, Sensor, Yager, MacDonnell).

XVI. EDUCATION & POLICY

Committee Members: Stephanie Yager, Tom Gregor, and Chris Sensor

A. Approval of District Affirmative Action Team

BE IT RESOLVED, that the Board upon recommendation of the Superintendent, approve creating an Affirmative Action Team to conduct the district's Needs Assessment and develop a Comprehensive Equity Plan (CEP) for 2025-2028.

B. Approval of Updated 2024-2025 School Calendar

BE IT RESOLVED, that the Board upon recommendation of the Superintendent, approve an update to the 2024-2025 school calendar to reflect the new last day of school of **June 6, 2025** due to the non use of two (2) built in snow days.

Discussion: Mr. Abato let the board know that all policies are now compliant. The next step is to take a deep dive through the policies and make changes as needed. Ms. Seibert wanted to know what was done with old textbooks.

Motion by Ms. Yager, seconded by Mr. Sensor to approve Education and Policy items A and B. On a roll call vote, items A and B were approved as follows: 5-0-0 (aye Glazar, Seibert, Sensor, Yager, MacDonnell).

XVII. OLD BUSINESS: None

XVIII. NEW BUSINESS: None

XIX. PUBLIC COMMENTS

Motion by Mr. Glazar, seconded by Ms. Yager to open public comment. On a voice vote, all were in favor.

No public comments

Motion by Mr. Glazar, seconded by Mr. Sensor to close public comment. On a voice vote all were in favor.

XXI. GOOD OF THE ORDER

XXII. NOTEWORTHY DATES:

May 21**,** 2025 - Regular Meeting of the Board of Education - EHMS Library/STEAM RM. - Public meeting begins at 7:00 p.m.

XXIII. ADJOURNMENT

Motion to adjourn by Mr. Sensor, seconded by Mr. Glazar. On a voice vote, all were in favor. Meeting adjourned at 8:18 p.m.

Respectfully Submitted,

Kirby Hendershot
School Business Administrator/Board Secretary
Approved on 5/21/2025