

PRESENTATIONS

- A. National Junior Honor Society (NJHS) Students

CORRESPONDENCE

OPEN TO THE PUBLIC - AGENDA ITEMS

- A. Open the meeting for public comment on agenda items.

Motion: _____ **Second:** _____

Discussion

Roll Call Vote:

Member	Mrs. Kabbash	Mr. Koger	Mr. Patterson	Mrs. Perna	Mr. VanKampen	Mr. Bartron	Mr. Friend	Ms. Henry	Mrs. Clohessey

At this time, members of the public are invited to address the Board. Please note that public comments on the agenda items will be made in accordance with Policy 0167 - Public Presentation at Board meetings. Each statement made by all participants may be limited to three minutes in duration. If you would like to address the Board, please raise your hand to be called upon. Once called, please come to the microphone and state your name, municipality of residence, and/or group affiliation, and the agenda item you will address.

Please let the record reflect that the Board of Education does not endorse comments, nor will the Board of Education be held liable for comments made by a member of the public about a staff member or any other individual that may be considered defamatory and/or libelous, as that individual retains all rights to pursue any legal remedies against you.

This public session is designed for members of the public to speak on issues for Board consideration. By law, the Board of Education is under no obligation to respond to public comment. Issues raised by members of the public may or may not be responded to by the Board at the conclusion of public participation. This portion of the meeting is meant to hear public comment, not to have a dialogue between the Board and the person speaking.

- B. Close the meeting for public comment on agenda items.

Motion: _____ **Second:** _____

Discussion

Roll Call Vote:

Member	Mr. Koger	Mr. Patterson	Mrs. Perna	Mr. VanKampen	Mr. Bartron	Mr. Friend	Mrs. Kabbash	Ms. Henry	Mrs. Clohessey

BOARD SECRETARY’S REPORT

- A. The Re-Organization Meeting is scheduled for January 5, 2026. At the meeting, the Board of Education members who won the November 4, 2025 election will be sworn in:
 - Mr. John J. Friend – Three-year term expiring 2028
 - Mr. Stephen Koger – Three-year term expiring 2028
 - Mrs. Stephanie Perna – Three-year term expiring 2028

SUPERINTENDENT’S REPORT

- A. School updates
- B. To report that Kenza Mjihad is Franklin Borough School’s 2025-2026 Governor’s Educator of the Year award recipient.
- C. To report that Nicole Paragh is Franklin Borough School’s 2025-2026 Educational Services Professional of the Year award recipient.
- D. To report that the fire and security drills held during the month of November 2025 were as follows:
 - November 14, 2025 at 8:52 a.m. – Lock Down Drill
 - November 18, 2025 at 1:28 p.m. – Fire Drill

II. PERSONNEL COMMITTEE – Stephanie Perna, Chair – Committee Report

Approve Items A – J

Motion: _____ **Second:** _____

- A. Resolved that the Board of Education, upon recommendation of the Superintendent, approves \$250 for Kenza Mjihad to use in the classroom as the 2025-2026 Governor’s Educator of the Year award recipient for Franklin Borough School.
- B. Resolved that the Board of Education, upon recommendation of the Superintendent, accepts the following resignations:

Staff Member	Position	Date
Earl Hornyak	Full-time Custodian	Last day December 2, 2025
Denise Tirado	Part-time Paraprofessional	Last day December 15, 2025

- C. Resolved that the Board of Education, upon recommendation of the Superintendent, appoints the following personnel for the 2025-2026 school year, pending receipt of required paperwork where applicable:

Staff Member/Appointment	Start Date	Compensation
Emma Finamore (.71 FTE) – Part-time Paraprofessional	November 21, 2025	\$19.62 per hour, plus \$2.00 per hour differential for providing higher level care, not benefit eligible, pending completion of required paperwork
Jennah Leka (.71 FTE) – Part-time Paraprofessional	December 9, 2025	\$19.62 per hour, plus \$2.00 per hour differential for providing higher level care, not benefit eligible, pending completion of required paperwork

- D. Resolved that the Board of Education, upon recommendation of the Superintendent, approves the following substitutes for the 2025-2026 school year pending completion of required paperwork, where applicable. Compensation upon submission of timesheets. *(Note that benefits are not included for the substitutes listed below.)*

Name	Position	Compensation
Polina Acurol	Substitute Teacher	\$150 per day, not benefit eligible, pending completion of required paperwork
Maureen Garvey	Substitute Teacher	\$150 per day, not benefit eligible, pending completion of required paperwork
Milenko Popovic	Substitute Teacher	\$150 per day, not benefit eligible, pending completion of required paperwork
Heatherann Shenton	Substitute Paraprofessional	\$110 per day, not benefit eligible, pending completion of required paperwork

- E. Resolved that the Board of Education, upon recommendation of the Superintendent, appoints the following long-term substitute teacher, compensation upon submission of timesheets.

Staff Member/Appointment	Start Date	Compensation
Shakeel Danwatta Liyanage – (1 FTE) Long-term Substitute Teacher	From December 15, 2025 through on or about December 23, 2025	\$170 per day

F. Resolved that the Board of Education, upon recommendation of the Superintendent, approves the following application for degree change:

Name	New Guide Placement	Old Guide Placement	Effective Date
Erin Garrity	MA +30, Step 9 at \$71,770	MA/BA +45, Step 9 at \$69,560	February 1, 2026

G. Resolved that the Board of Education, upon recommendation of the Superintendent, amends the following extra-curricular appointments for the 2025-2026 school year:

2025-2026 Extra-Curricular Appointments		
Activity	Staff Member	Annual Stipend
<ul style="list-style-type: none"> • Play Director • Assistant Play Director 	<ul style="list-style-type: none"> • Erin Garrity • Alexandria Lefkovits • Stephanie Sapio 	<p style="text-align: center;">\$3,690</p> <p style="text-align: center;">\$2,690</p> <p><i>At the advisors' request and with FEA consent, the stipends will be split equally between the three advisors.</i></p>

H. Resolved that the Board of Education, upon recommendation of the Superintendent, amends the following professional development, compensation upon submission of timesheets: *(Note this was originally approved at the November 17, 2025 Board of Education meeting.)*

Staff Member	Professional Development	Compensation	Dates
Roger DeGroat	CPI Training	1 day of professional development at the per diem rate of \$220.84	October 13, 2025

I. Resolved that the Board of Education, upon recommendation of the Superintendent, approves the following job description:

Job Description	
Behaviorist	ATTACHMENT 2

J. Resolved that the Board of Education, upon recommendation of the Superintendent, approves the following professional development:

Staff Member	Professional Development	Cost	Dates	
Sarah Healey	New Jersey Music Educators Association (NJMEA) Conference in Atlantic City, NJ	Registration:	\$100.00	February 19-21, 2026
		Hotel:	\$220.00	
		Meals:	\$170.00	
		Mileage:	\$135.36	
		Parking/Tolls:	\$50.00	
		TOTAL:	\$675.36	

Discussion

Roll Call Vote:

Member	Mr. Patterson	Mrs. Perna	Mr. VanKampen	Mr. Bartron	Mr. Friend	Mrs. Kabbash	Mr. Koger	Ms. Henry	Mrs. Clohessey

K. EDUCATION COMMITTEE – Stephen Koger, Chair – Committee Report

No Items to Approve

IV. FINANCE/BUILDINGS & GROUNDS – Erin Henry, Chair – Committee Report

Approve Items A – L

Motion: _____ **Second:** _____

A. Resolved that the Board of Education approves the vendor payments dated November 18, 2025 - December 8, 2025. **ATTACHMENT 3**

Fund 10	Charter School/ER FICA Share	\$416,026.92
Fund 11	General Expense	\$437,689.67
Fund 12	Capital Outlay	-
Fund 20	Special Revenue	\$37,227.68
Fund 30	Capital Projects	-
Fund 60	Cafeteria	-
Fund 95	Student Activities	\$103.90
	Total	\$891,048.17

- B. Resolved that the Board of Education accepts the attached Board Secretary’s Report and Treasurer of School Monies report for October 2025.

Resolved pursuant to N.J.A.C. 6A:23A-16.10 (c) 3, the Board Secretary does certify that as of October 2025, no budgetary line-item account has encumbrances and expenditures which in total exceed the amount appropriated by the district Board of Education pursuant to N.J.S.A. 18A:22-8.1;

Therefore be it resolved that pursuant to N.J.A.C. 6A:23A-16.10 (c) 4 the Board of Education does certify that as of October 2025, the Board Secretary Monthly Financial Report, did not reflect an over expenditure in any Major Account or Fund, and based on the Appropriation Balances reflected on this report and on the advice of District Officials, that sufficient funds are available to meet the District’s financial obligations for the remainder of the fiscal year. **ATTACHMENT 4**

- C. Resolved that the Board of Education approves between line-item transfers as required by State rules and regulations for the month of October 2025. **ATTACHMENT 5**

- D. Resolved that the Board of Education accepts the following monetary donation:

Donation From	To Be Used For	Amount
Franklin Parent Teacher Organization (PTO)	2025-2026 School Play	\$1,000.00

- E. Resolved that the Board of Education accepts the 2026-2027 Budget Calendar. **ATTACHMENT 6**

- F. Resolved that the Board of Education amends the August 11, 2025 resolution to approve the sick day payout for employee #7808 from \$16,170 to a maximum of \$15,000 as per the Collective Bargaining Agreement (CBA) effective July 1, 2024 - June 30, 2028.

- G. Resolved that the Board of Education approves the TCNJ (The College of New Jersey) 2025-2026 CATIES fee schedule. **ATTACHMENT 7**

- H. Resolved that the Board of Education approves the following services for the student listed below:

Student	Provider	Date/Services	Cost
#*****2125	The College of New Jersey	<ul style="list-style-type: none"> • During the 2025-2026 School Year • Offsite Assistive Technology Evaluation 	\$1,100.00

- I. Resolved that the Board of Education approves the new rates for the following positions based on the New Jersey Department of Labor and Workforce minimum wage rate changes effective January 1, 2026:

Position	New Rate	Effective Date
Substitute Custodians	\$15.92 per hour	January 1, 2026
Substitute Secretaries	\$15.92 per hour	January 1, 2026
Substitute Paraprofessionals	\$115 per day	January 1, 2026

- J. Resolved that the Board of Education accepts the donations for the school library listed in **ATTACHMENT 8**.

- K. Resolved that the Board of Education approves the disposal of the following items:

Disposal of Obsolete/Surplus/Disposable Equipment/Materials		
Items	Date	ATTACHMENTS
Library Items	November 2025	ATTACHMENT 9

- L. Resolved that the Board of Education approves the following facilities use request in accordance with [Policy 7510 - Use of School Facilities](#) and [Regulation 7510 - Use of School Facilities](#):

Organization	Time/Date	Space/Cost
Class II – Walkkill Valley Travel Soccer	5:00 p.m. to 7:00 p.m. on Tuesdays and Thursdays from December 1, 2025 through March 31, 2026	Zoom Room Gymnasium: <ul style="list-style-type: none"> • Costs: <ul style="list-style-type: none"> ○ Facility Use costs for each four hours' use: <ul style="list-style-type: none"> ▪ Gymnasium <i>Waived - \$1,500.00</i> ○ Other Fees: <ul style="list-style-type: none"> ▪ Service Fee <i>Waived - \$300.00</i> <p style="text-align: right;">TOTAL COSTS: \$0.00</p>

Roll Call Vote:

Member	Mr. VanKampen	Mr. Bartron	Mr. Friend	Mrs. Kabbash	Mr. Koger	Mr. Patterson	Mrs. Perna	Ms. Henry	Mrs. Clohessey

OLD BUSINESS

- A. Board of Education Goals

NEW BUSINESS

- A. Virtual Regionalization Community Meeting – Wednesday, December 10, 2025 at 6:30 p.m.

OPEN TO THE PUBLIC – VISITORS ADDRESS THE BOARD

- A. Open the meeting to the public for visitors to address the Board on non-agenda items.

Motion: _____ **Second:** _____

Discussion

Roll Call Vote:

Member	Mr. Bartron	Mr. Friend	Mrs. Kabbash	Mr. Koger	Mr. Patterson	Mrs. Perna	Mr. VanKampen	Ms. Henry	Mrs. Clohessey

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- B. Close the meeting to the public for visitors to address the board.

Motion: _____ **Second:** _____

Discussion

Roll Call Vote:

Member	Mr. Friend	Mrs. Kabbash	Mr. Koger	Mr. Patterson	Mrs. Perna	Mr. VanKampen	Mr. Bartron	Ms. Henry	Mrs. Clohessey

EXECUTIVE SESSION

WHEREAS, pursuant to N.J.S.A. 10:4-12(b), the Board of Education may exclude the public from the portion of a public meeting at which the Board discusses any of the matters described at N.J.S.A. 10:4-12(b)(1)-9;

NOW THEREFORE BE IT RESOLVED that the Board of Education shall forthwith enter closed session to discuss the following matter(s) concerning:

- Matters rendered confidential by state or federal law – HIB 25-26-02
- Personnel
- Appointment of a public official
- Matters covered by the attorney-client privilege
- Pending or anticipated litigation
- Pending or anticipated contract negotiations
- Protection of the safety or property of the public
- Matters which would constitute an unwarranted invasion of privacy
- Matters in which the release of information would impair a right to receive funds from the United States Government
- Matters concerning collective negotiations and/or the negotiation of terms and conditions of employment of employees of the Board of Education
- Possible imposition of a civil penalty or suspension

BE IT FURTHER RESOLVED, that said discussion may be disclosed to the public when the reasons for discussing and acting upon it in closed session no longer exist.

Motion: _____ **Second:** _____

Roll Call Vote:

Member	Mrs. Kabbash	Mr. Koger	Mr. Patterson	Mrs. Perna	Mr. VanKampen	Mr. Bartron	Mr. Friend	Ms. Henry	Mrs. Clohessey

OPEN EXECUTIVE SESSION: Time: _____

RESUME OPEN SESSION: Time: _____

MOTION TO ADJOURN MEETING: Time _____

Motion: _____ **Second:** _____

Roll Call Vote:

Member	Mr. Koger	Mr. Patterson	Mrs. Perna	Mr. VanKampen	Mr. Bartron	Mr. Friend	Mrs. Kabbash	Ms. Henry	Mrs. Clohessey