

BOARD OF EDUCATION
GLASSBORO PUBLIC SCHOOLS
GLASSBORO, NEW JERSEY

School Board Meeting
January 28, 2026

Call to Order Board President, Chris Esgro, called the meeting of the Glassboro Board of Education to order at 6:02pm.

Members Present: Mr. Esgro Mr. Hughes Ms. Briggs
Ms. Dempster Mr. Kudless Ms. Ricci
Mr. Stephens Ms. Volz

Members Absent: Dr. Tattersdill

Also present: School Solicitor, Susan Hodges
Superintendent, Dr. Al Lewis
Assistant Superintendent, Craig Stephenson
Business Administrator, Michael Sloan
SGA President, Amina Brown
SGA Vice President, Sianna Wedderburn

Statement of Public President Esgro announced that the public notice of the meeting has been made Notice of Meeting in accordance with the New Jersey Open Meeting Act, Chapter 231, Laws of accordance with New Jersey Open Public Meetings Act 1975. Notice included the time, date, and place of the meeting and, to extent known, the agenda.

Executive Session Mr. Hughes moved, Ms. Ricci, for the Board to convene in Executive Session at 6:02pm.

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Executive Session Ms. Dempster moved, Ms. Briggs second, for the Board to close the Executive session at 6:40pm

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Public Session President Esgro reconvened the Glassboro Board of Education meeting at 7:00 p.m.

Visitors 32

Flag Salute The Flag Salute was given by all present.

Approval of Minutes Mr. Stephens moved, Ms. Volz second, that the December 17, 2025, Executive Minutes, and December 17, 2025, Public Minutes be approved. (attachments 0.05a, 0.05b)

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

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Motion Carried 8-0-0

Opportunity for Public to Address Mr. Stephens moved, Ms. Volz second, that the floor be open to the public to address the Board regarding specific agenda items.

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Public Address None

Close Opportunity for Public to Address Ms. Briggs moved, Ms. Volz second, that the floor be close to the public regarding addressing the Board regarding the Board specific agenda items.

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

President's Report President Esgro welcomed everyone to the January board meeting and expressed hope that all had a pleasant holiday season. He thanked the Buildings and Grounds Department and the custodial staff for their hard work over the past few days in response to the snow and freezing temperatures. President Esgro announced that the Board would be recognizing the two-time Group 1 State Championship football team. He also shared that Principal Sweeney has been selected as the Director of Elementary Education, effective July 1, 2026, before turning the meeting over to Dr. Lewis.

Ms. Volz moved, Mr. Stephens second, to approve the President's Report.

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Superintendent's Report Dr. Lewis thanked President Esgro and the Vice President and recognized the facilities, grounds, transportation teams, and bus drivers for their efforts in safely opening schools during winter conditions. She noted the district expects to return to a normal schedule on Friday. Dr. Lewis then acknowledged the back-to-back state championship football team led by Head Coach Tim Breaker. He recognized the Board of Education in honor of School Board Appreciation Month and thanked members for their continued governance and support. Dr. Lewis announced staff promotions, including Andy Giroux to the role of Teacher Coach, and the appointment of Melanie Sweeney as the district's first Director of Elementary Education, congratulating both on their new roles.

Student Government President and Vice President spoke about their efforts on the Spring Pep Rally and a project they have been working on for Glassboro staff for the week of kindness.

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Ms. Volz moved, Mr. Stephens second, to approve the Superintendent's Report.

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Administration

Ms. Volz moved, Mr. Stephens second, to approve the Superintendent's recommendation to:

Resignations Board approval for the resignation of Kyle Morris effective February 27, 2026.

Board ratify the resignation of Bernard Marshall effective January 12, 2026.

Dismissal/Suspension Board ratify the suspension, without pay, for Employee #6176 effective January 6, 2026 pending further investigation. (attachment)

Leaves of Absence Board approval of the attached January 2026 Leave of Absence list. (attachment)

Retirement Board ratify the retirement of Barbara Baston, with appreciation for 7 years of service to the district, effective January 1, 2026.

Board approval for the retirement of Linda Massari, with appreciation for 24 years of service to the district, effective June 30, 2026. (attachment)

Board approval for the retirement of Marian Dunn, with appreciation for 30 years of service to the district, effective July 1, 2026. (attachment)

Rescind Action Board ratify rescinding the offer of employment to Latanya Clement as Special Education/Math Teacher at GHS for the 2025-2026 school year, effective January 27, 2026. (attachment)

New Employees Based on the recommendation of the Superintendent, the following personnel recommendations are submitted as follows.

Special Education/
ERI Aide-GHS Board approval of Mason Brown, pending receipt of a positive criminal history background check, as an Associate Aide in the position of Special Education/ERI Aide at CST/GHS for the 2025-2026 school year, 5.75 hours per day, 5 days per week, Step 1, at a rate of \$20.84 per hour. Start date to be determined. Mr. Brown is replacing Awwal Ayinde due to resignation.

Assistant
Transportation
Supervisor Board approval of Cody Sickler, pending receipt of a positive criminal history background check, as Assistant Transportation Supervisor for the 2025-2026 school year at a prorated annual salary of \$47,500.00. Start date to be determined. Mr. Sickler is replacing David Andrews due to assignment change.

Bus Driver Board approval of Sona Turner as Bus Driver 189 for the 2025-2026 school year, Step L5 Top 9+, 6.5 hours per day at the hourly rate of \$29.92, pending settlement of the GEA Agreement. Start date to be determined. Ms. Turner was

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formerly a Bus Driver for the District for 11 years. She is replacing Benjamin Brooks due to resignation.

- Transportation Aide** Board approval of Bryce Hogan, pending receipt of a positive criminal history background check, as Transportation Aide 189, L1Y1, 4.5 hours per day, at an hourly salary of \$20.13, pending settlement of the GEA Agreement. Start date to be determined. Mr. Hogan is replacing Kesha Johnson due to assignment change. (attachment)
- Housekeeper** Board approval of Keith Sorrells, pending receipt of a positive criminal history background check, as Housekeeper for the 2025-2026 school year, Step 2, at a prorated annual salary of \$32,770.00. Start date to be determined.. Mr. Sorrells is replacing William Stewart. (attachment)

Staff Transfers-CST Board ratify the following CST staff transfers effective January 12, 2026.

Staff Member	Position	From	To	Reason
Lori Otto	1:1 Aide	Bullock	Bowe MS	Replacing Sara-Ann Spinelli
Shaista Khan	1:1 Aide	GHS	Bullock	New Position-IEP Needs

Staff Appointment District Teacher Coach Board approval of Andrea Giroux as District Teacher Coach for the 2025-2026 school year. Start date to be determined based on replacement of current position. Ms. Giroux currently serves as Basic Skills Teacher at Dorothy L. Bullock School. Salary will remain the same at MA+30, Step 17, \$92,672.00, pending settlement of the GEA Agreement. Ms. Giroux has been employed by the District since 2018 and is replacing Nicole Werner-Pidgeon due to assignment change. (attachment)

Staff Appointment Director of Elementary Education Board approval of Melanie Sweeney as Director of Elementary Education for the 2026-2027 school year, effective July 1, 2026. Salary to be determined pending settlement of the GPSA Agreement. This is a new position.

Salary Amendment Board approval to amend the salary of Taylor Kaupp, recently BOE approved Payroll Specialist in the Central Office for the 2025-2026 school year to include Secretary Credit in the amount of \$500.00. Total prorated salary is \$55,500.00, effective February 2, 2026, pending receipt of a positive criminal history background check.

Public Relations Community Affairs Secretary Report – December 2025 (attachment)

Miscellaneous Senior Class Trip Attendees/Chaperones, Orlando, Florida – 03/16/26 to 03/19/26 (attachment)

Staff Coverage-Central Board ratify compensation for Gabrielle French to provide staff coverage for the extended vacancy in the Payroll Specialist position at a stipend amount of \$350.00 per week, effective December 3, 2025 through February 15, 2026. Due to the extended nature of this vacancy, it is critical to utilize knowledgeable staff who can promptly fulfill the role in an efficient and organized manner.

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Board ratify compensation for Ginger Sinning for assuming the responsibilities of Administrative Assistant to the Assistant Superintendent during staff member absence at a stipend rate of \$800.00 per week, effective January 12, 2026, and continuing until staff members return.

Change of Degree and/or Salary Status

Board approval for a change of degree and/or salary status for the following staff members. After reviewing records, it is recommended that the change be effective February 1, 2026.

Staff Member	From	To
Vanessa Poggioli	MA+30	MA+60
James Lord	MA+15	MA+30
Eric Fifer	BA+30	MA
Sarah Pagan	MA+15	MA+30
Maire Kennedy	BA	BA+15
Elisa Contrevo	BA	BA+15
Erica Quiles *	BA	BA+15
Saadiqa Chestnut *	BA	BA+15

* Pending receipt of official transcripts

First Year Volunteer Co-Curricular Club

Board approval of the following First-Year Volunteer Co-Curricular Club at Thomas E. Bowe School for the 2025-2026 school year. (attachment)

Co-Curricular Club	Advisor
3D Printing Club	Vanessa Poggioli

25-26 Biannual SOA

Board approval of the 2025-2026 Biannual Statement of Assurance Regarding the Use of Paraprofessional Staff. (attachment)

Caseload Coverage

Board approval for the following staff members to be compensated for providing coverage of open case loads, pending a position replacement due to the resignation of Kyle Morris.

Staff Member	Stipend	Responsibility
Lisa Montana	\$1,000.00 per month	Case Management
Beth Torbik	\$1,000.00 per month	Case Management
Smriti Keating	\$ 450.00 per month	Testing
Nasya Alpheaus	\$ 450.00 per month	Testing

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Schedule Accommodation CST Board approval to continue the amended hours for Catherine Plourde, ABA Aide, for the 2025-2026 school year as follows. Accommodation of schedule change will allow for Ms. Leamon to continue with college courses towards ESL certification.

5.75 hours per day, 4 days per week, effective January 5, 2026 to June 30, 2026. A substitute Aide will replace Ms. Leamon on Tuesday of each week during this timeframe,

Co-Curricular Club GHS Board ratify Aileen Matias-Castro as Mock Trial Advisor for the 2025-2026 school year from January 16, 2026 to June 15, 2026 at the stipend amount of \$1,278.00, pending settlement of the GEA Agreement.

Volunteer Coaching Paraprofessionals Board ratify the following 2025-2026 Volunteer Coaching Paraprofessionals.

Boys Basketball	Tashawn Tokley
Winter Track & Field	Elijah Whitaker
Spring Track & Field	Elijah Whitaker

25-26 Substitute Nurse Reappointments Board ratify the reappointment of the following individuals as Substitute Nurses for the 2025-2026 school year, on an as-needed basis, at the Miscellaneous Pay Rate of \$250.00 per day, effective July 1, 2025.

Margaret Cassidy	Lucinda Quint	Natalie Nole-Ward
Sandra Schmittinger	Viktor Chebotarev	Amy Armellino
Stephanie Longley	Nancy Fiebig	Kimberly Webb
Loretta DeStefano-Micarelli	Samantha Maddox	Maryanne McCarty

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Operations

Ms. Volz moved, Mr. Stephens second, to approve recommendations to:

Budget Recommendations/Grants

1. Recommend Board approval of the following Reports per attachments:
 - a. January 2026 Bill Lists
 - 1) Warrant Account (attachment)
 - 2) Student Activities (attachment)
 - 3) Cafeteria (attachment)
 - 4) Athletic Officials (attachment)
 - b. Handwritten Check List December 1-31, 2025 (attachment)
 - c. Board Secretary's Report December 2025 (attachment)

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- d. Revenue Report December 2025 (attachment)
- e. Treasurer's Report December 2025 (attachment)
- f. Food Service Profit & Loss December 2025 (attachment)

Board Secretary's Reports in accordance with 18A:17-36 and 18A:17-9 for the month of December 2025. The Board Secretary certifies that no line item account has been over-expended in violation of N.J.A.C. 6A:23A-16.10(c)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Treasurer's Reports in accordance with 18A:17-36 and 18A:17-9 for the month of December 2025. The Treasurer's Reports and Secretary's Reports are in agreement for the month December 2025.

Board Secretary in accordance with N.J.A.C. 6A:23A-16.10(c)2 certifies that there are no changes in anticipated revenue amounts or revenue sources.

Board of Education Certification – pursuant to N.J.A.C. 6A:23A-16.10(c)4. We certify that after review of the secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10(c)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Transfer Authorization Board approval of the authorized transfers for December 2025. (attachment)

Resolutions/Contracted Services

NJ/ARM Program Board approval to open an account with the New Jersey Asset & Rebate Management Program (NJ/ARM) for the purpose of holding and managing additional bond proceeds. (attachment)

Public Communications Agreement Board approval of the Agreement between Laura Bishop Communications, LLC and the Glassboro Board of Education for public communications services at a rate of \$3,000.00 per month for the contract period of February 1, 2026 through June 30, 2026, not to exceed a total amount of \$15,000.00. (attachment)

RFP-School Physician Board approval for the Business Administrator/Board Secretary to prepare specifications, advertise, and receive sealed proposals for School Physician.

Policies/Regulations Board approval for the first reading of the following policies/ regulations. (attachments 1.E04a-i)

a.	Policy 0142.1	Nepotism
b.	Policy 1220	Employment of Chief School Administrator
c.	Policy 1552	Sexual Harassment-Staff (New)
d.	Regulation 1552	Sexual Harassment-Staff (New)
e.	Policy 2431	Athletic Competition

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f.	Policy 3362	Sexual Harassment – ABOLISHED
g.	Regulation 3362	Sexual Harassment of Teaching Staff Members Complaint Procedure – ABOLISHED
h.	Policy 4352	Sexual Harassment – ABOLISHED
i.	Regulation 4352	Sexual Harassment of Support Staff Members Complaint Procedure - ABOLISHED

Free/Reduced Lunch
Account Balances

Board approval for the forgiveness of outstanding free and reduced lunch account balances in the total amount of \$27,454.22 as of June 30, 2025.

24-25 Annual Audit

Board approval to accept the annual audit for the 2024-2025 school year as submitted by the district’s auditor and filed with the New Jersey Department of Education. The audit report is included in the financial section of the Annual Comprehensive Financial Report

Attachments

a.	Annual Comprehensive Financial Report (ACFR)
b.	Auditor’s Management Report on Administrative Findings/Financial Compliance & Performance
c.	Annual Comprehensive Financial Report Corrective Action Plan

Informational – Reports/Articles/Miscellaneous

1. Reports

- a. Maintenance Report (attachment)
- b. Security Drill Report-December 2025 (attachment)
- c. Facility Request Report (attachment)
- d. IT Report (attachment)
- e. Food Service Monthly Report (attachment)

2. Articles

3. Miscellaneous

- a. 2025 Facilities Recap (attachment)

Roll Call Vote

YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Instruction

Ms. Volz moved, Mr. Stephens second, to approve recommendations to:

Grants

25-26 ESEA Grant
Amendment &

Board approval of the ESEA Grant Carryover Funds and amendment for the 2025-2026 school year. The amended application will account for small changes

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Carryover Funds

in areas such as professional development and staff training, summer programming, educational supplies and software, and professional services/support services for various student sub-groups.

	Original Allocation	Carryover
Title I	\$695,264.00	\$ 93,213.00
Title II-A	\$ 90,212.00	\$ 57,458.00
Title III	\$ 24,389.00	\$ 22,152.00
Title III Immigrant	\$ 3,368.00	\$ 2,563.00
Title IV	\$ 44,238.00	\$ 3,745.00
Total Allocation	\$857,471.00	\$179,131.00

Professional Development/Workshops (attachment)

Board approval of the attached professional development/ workshops.

TECHSPO 26

Board approval for Amy Masso-Ferrer to attend Techspo 26 on January 29, 2026 in Atlantic City, NJ. The costs are covered by title funds, up to state and federal travel guidelines, to include hotel, meals and incidentals, mileage, tolls, and parking where applicable.

Registration	\$380.00 (1 day)
Parking/Travel	\$0.47 per mile

2026 DAANJ Athletic Director Annual State Conference

Board approval for reimbursement for Christian Lynch to attend the 2026 DAANJ Athletic Director Annual State Conference in Atlantic City, New Jersey from March 9, 2026 to March 13, 2026. Reimbursable expenses shall include mileage, tolls, parking and meals not to exceed \$500.

Mastering School District Payroll Workshop

Board approval for Michael Sloan to attend Mastering School District Payroll Workshop in Tinton Falls, NJ on January 30, 2026. Cost to be paid through district funds. Costs include registration, tolls and mileage not to exceed \$300.00.

Field Experience

Rowan University HPE

Board approval for the following Rowan University students to do Health/Physical Education field placement with Beth Conley at J. Harvey Rodgers School.

February 12, 19, 26, 2026
March 5, 12, 26, 2026
April 2, 2026.

Elena Adams	John Archibald
Jason Barragan Lesama	Tanner Bill

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John Chew	Mikayla Corsey
Peter DeAngelis	Michael Ferriola-Brosh
Jordan Fontelera	Jackson Grier
Jordi Guifarro	Karley Jacobs
Justin Meehan	Wyatt Oattes
Mallorie Pracht	Zoey Staubitz
Josiah Wecht	Jair Ruesga-Diaz

Rowan University
Clinical Practice

Board ratify the following Rowan University student for Clinical Practice Placement with Gabrielle Pipher at J. Harvey Rodgers School.

January 21, 2026 to April 30, 2026

September 1, 2026 to December 17, 2026

From: Jasmine George	To: Tahjae Bush-Davis
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Rowan University
Sociology/School
Counseling

Board approval for Rowan University Sociology/School Counseling student, Christopher Krywenko-Real, for field experience with Katie Evans at Dorothy L. Bullock School from January 29, 2026 to May 4, 2026. Student will commit to 90 hours.

Rowan University
Early Childhood
Development

Board approval for the following Rowan University students to do Early Childhood Education field experience at J. Harvey Rodgers School for the Spring 2026 semester. The students will be spending one day a week for 10 weeks on the following dates.

February 3, 10, 17, 24, 2026

March 3, 10, 24, 31, 2026

April 7, 14, 2026

Student	Cooperating Teacher
Taylor Garrison Hannah Halter	Suzanne Tuttle
Madison Kominkiewicz Frances Hunt	Kayley Steponick
Amanda Ridenour Zyasia Freeman	Alicia Smith
Cassandra Insana	Amanda Belko
Paige Woody Miranda Matuson	Renee Vanartsdalen
Megan Walkins	Daria Lombardi

Rowan University

Board approval of Rowan University Psychology student, Danica Lieberman, for

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Psychology field experience with Brittinee Garcia at Thomas E. Bowe Middle School starting after January 29, 2026,. Student will commit to 70-80 hours.

Enrollment/ADA (attachment)

Athletics

Salem County Vocational Technical School Tri-County Conference Membership
Board approval for acceptance of Salem County Vocational Technical School as a full member of the Tri-County Conference as of the 2026-2027 school year.
(attachment)

Miscellaneous

After-School Dance Board approval for Dr. Leslie Elkins, an Associate Professor of Dance at Rowan University, the opportunity to work with our students after school to teach free master classes to students studying theatre at GHS. Dr. Elkins is going on sabbatical in the Spring of 2026, and part of her sabbatical is teaching free master classes to students studying theatre and/or dance. Dr. Leslie Elkins has previously taught Dance Improvisation I, II, and Dynamics of Human Movement at Rowan University. Aside from the courses she teaches, Dr. Elkins also choreographs the dance shows and musicals at Rowan University. Dr. Elkins has offered to teach our students master classes in Dance Improvisation, a highly important skill for students participating in theatre. Dr. Elkins would be accompanied by Ms. Sirisky for all classes.
Class – GHS

Informational

1. HIB Report
2. Suspensions (*attachment 3.G02*)
3. Board Reports
 - a. Rodgers (*attachment 3.G03a*)
 - b. Bullock (*attachment 3.G03b*)
 - c. Bowe MS (*attachment 3.G03c*)
 - d. GHS/GHS Guidance/Athletics (*attachment 3.G03d*)
 - e. AEHS (*attachment 3.G03e*)
 - f. Rodgers Guidance (*attachment 3.G03f*)
 - g. Bullock Guidance (*attachment 3.G03g*)
 - h. Bowe MS Guidance (*attachment 3.G03h*)
4. Assistant Superintendent Report (*attachment 3.G04*)

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci, Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Old Business None

New Business None

Opportunity for Ms. Volz moved, Mr. Stephens second, that the floor be open to the public
Public to Address to address the board.

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the Board of Education

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci,
Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Public Address Ms. Chando-Jennings and Ms. Rose, Glassboro residents, expressed concerns regarding student pickup and drop-off times and safety issues.
Ms. Kenny, a Glassboro resident, spoke about concerns involving her child.
Ms. Signer, a Glassboro resident, addressed concerns related to snow removal and thanked Dr. Lewis for his positive tone in district communications and his work on the bond referendum.
Ms. Rose, a Glassboro resident, spoke about low proficiency scores on standardized tests and requested an update.
Ms. Tuttle, a district employee, spoke about the positive impact Ms. Sweeney has had at J. Harvey Rodgers School.
Ms. Moss, a district employee, spoke about her 25 years working in Glassboro and recognized drivers and aides for taking on additional responsibilities, as well as the challenges of transporting students within the district.

Close Opportunity For Public to Address The Board Ms. Dempster moved, Ms. Volz, that the floor be closed to the public regarding addressing the Board.

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci,
Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Adjournment Ms. Volz moved, Mr. Stephens second, that the meeting be adjourned
7:51pm

Roll Call Vote YES: Mr. Esgro, Mr. Hughes, Ms. Briggs, Ms. Dempster, Mr. Kudless, Ms. Ricci,
Mr. Stephens, Ms. Volz

Motion Carried 8-0-0

Respectfully submitted,



Michael Sloan
School Business Administrator/Board Secretary