

**RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL  
BOARD OF EDUCATION**

FY 2024-2025 No.27  
OFFICIAL MINUTES

April 29, 2025 Regular Meeting

*“Our mission is to empower all of our students with the tools to find their passions and thrive as knowledgeable, confident, resilient, creative, and compassionate citizens of a global community.”*

**1. Call to Order**

The Rumson-Fair Haven Regional High School Board of Education regular meeting was held in the Learning Commons. The meeting was called to order at 6:00 p.m. by Mrs. McGinty, Board President.

**2. Salute the Flag**

**3. Statement of Compliance - Mrs. McGinty read the statement of compliance**

Adequate notice of this meeting has been disseminated in accordance with NJSA 10:4-8 of the Open Public Meetings Act, specifying the date, time and place and filed with the Asbury Park Press, the Two River Times, the Borough Clerks, posted on the District website and in the Main Office.

**4. Roll Call**

Mr. Dougherty	Present	Mrs. Kiley	Present	Ms. Romano	Present
Mr. Grant	Present 6:02 p.m.	Mrs. McGinty	Present	Mrs. Thompson	Present
Mrs. Hickey	Present	Mr. Page	Present	Mrs. Whitehouse	Present 6:02 p.m.

Also in attendance:

Dr. Lee McDonald, Superintendent

Sean Cranston, School Business Administrator

Mr. Page read the mission statement.

**5. Special Presentation -Tim Teehan NJSBA- Superintendent Evaluation**

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**6. Welcome of Visitors**

Mrs. McGinty welcomed all visitors to the meeting.

**7. Communications - None**

**8. Board Reports**

a. Student Representative Report - Reyna Dermer, Alex Olan

i. Alex reported on the following:

1. PAS - Krispy Kreme fundraiser
2. SGA - Autism Awareness Car Wash
3. Blood drive took place at RFH last week
4. Ridge Road Run is this Sunday
5. Take your child to work day took place last week
6. May 5-9th is Teacher Appreciation Week

ii. Reyna reported on the following:

1. 23 charities will be at RFH tomorrow for the volunteer fair
2. Senior Prom Bids are done
3. Junior Prom took place and was a great success
4. She welcomed the new Superintendent
5. Matilda was a very popular play
6. AP Testing starts next week
7. Girls 4x800 relay finished 5th in Nation at Penn Relays

b. Finance & Facilities - Mrs. Whitehouse - April 22, 2025

- i. Mrs. Whitehouse read her minutes from the 4-22-25 Meeting

c. Personnel - Mr. Page - April 14 & April 23, 2025

- i. Mr. Page reviewed his minutes from multiple meetings

d. Negotiations - Mrs. McGinty

- i. Mrs. McGinty updated the board on negotiations and thanked the negotiation team.
- ii. Mrs. McGinty welcomed Dr. McDonald to his first BOE Meeting.
- iii. Mrs. McGinty reported on the progress of BOE goals.

e. Superintendent's Report

- i. Dr. McDonald reported on his first few weeks at RFH.



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**Drills**

TYPE OF DRILL	DATE	TIME	DURATION
Shelter in Place	March 3	10:30 a.m.	10 minutes
Fire Drill	March 21	1:06 p.m.	3 minutes

**Enrollment - 830 as of March 31, 2025**

**9. Special Presentation**

- a. Public Hearing on 25-26 SY Budget - Mr. Cranston presented the 25-26 SY Budget

**10. Public Comment on Agenda Items**

- a. Chris Lanzalotto congratulated Beth English and was extremely excited for the future of RFH Athletics and Activities.

**11. ACTION ITEMS**

**MINUTES**

**The Superintendent recommends approval of minutes #1.**

**Approve Board Meeting Minutes**

1. Recommend Board approval of the following meeting minutes:
- a. April 8, 2025 Regular Meeting Minutes
  - b. April 8, 2025 Executive Session Minutes

**Board Comment:** None

On a **MOTION** made by Mr. Grant and seconded by Mr. Page, the Board of Education approved the minutes with the following roll call vote:

Mr. Dougherty	Yes	Mrs. Kiley	Yes	Ms. Romano	Yes
Mr. Grant	Yes	Mrs. McGinty	Yes	Mrs. Thompson	Yes
Mrs. Hickey	Yes	Mr. Page	Yes	Mrs. Whitehouse	Yes

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**PERSONNEL**

**The Superintendent recommends personnel items #2-5**

**2. Approval of New Staff Appointments for the 2025-2026 School Year**

Recommend Board approval of the following new faculty for the 2025 - 2026 school year, pending completion of all required paperwork:

<b>NO.</b>	<b>NAME</b>	<b>POSITION</b>	<b>SALARY STEP / GUIDE</b>	<b>EFFECTIVE</b>
1.	Elizabeth English	Assistant Principal of Athletics and Student Activities	Step 14 \$144,965	July 1, 2025
2.	Jean Marie Corcione	School Psychologist	Step 1 BA +30 \$64,250 *	August 27, 2025

**3. Approval of Resignations**

Recommend Board approval of the following resignations:

<b>NO.</b>	<b>NAME</b>	<b>POSITION</b>	<b>EFFECTIVE</b>
1.	Alex Cafiero	Physics Teacher	July 1, 2025
2.	Leigh Clapp	Paraprofessional	April 26, 2025
3.	Michael Damiano	Maintenance	July 1, 2025
4.	Marisa Stefani	Social Worker / Transition Coordinator	June 25, 2025

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**4. Approval of Retirement**

Recommend Board approval of the resignation of Carrie Doremus, Paraprofessional, for the purpose of retirement, effective July 1, 2025.

**5. Approval of Coaching / Advisor Appointments**

Recommend Board approval of the following coaching / advisor appointments:

NAME	SPORT/CLUB	POSITION	STIPEND/STEP
Brooke Tartis	Softball - Group III	Assistant Coach	\$3,906* / 1 *prorated

**Board Comment:** None

Dr. McDonald welcomed the two new employees to RFH.

On a **MOTION** made by Mr. Grant and seconded by Mrs. Whitehouse, the Board approved Personnel Items 2-5 with the following roll call vote:

Mr. Dougherty	Yes	Mrs. Kiley	Yes	Ms. Romano	Yes
Mr. Grant	Yes	Mrs. McGinty	Yes	Mrs. Thompson	Yes
Mrs. Hickey	Yes	Mr. Page	Yes	Mrs. Whitehouse	Yes



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**FINANCE**

**The Superintendent recommends finance items #6-21**

**Board Secretary's Monthly Certification - March 2025**

Pursuant to 6A:23A-16.10(c)3, I, Sean Cranston, School Business Administrator/Board Secretary, certifies that no line item has been over expended in violation of 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.

*Sean S. Cranston*

**6. Budget 2025-2026 SY - Final Budget Adoption**

WHEREAS, the Rumson-Fair Haven Regional High School Board of Education adopted a tentative budget on March 18, 2025, and submitted it to the Executive County Superintendent of Schools for approval, and

WHEREAS, the tentative budget was approved by the Executive County Superintendent of Schools on April 22 , 2025, and

WHEREAS, the tentative budget was advertised in the legal section of the Asbury Park Press on April 27, 2025, and

WHEREAS, the final budget was presented to the public during a hearing held in the Learning Commons of the High School at 74 Ridge Road, Rusmon , NJ, on April 29, 2025.

	<b>General Fund</b>	<b>Special Revenue</b>	<b>Debt Service</b>	<b>Total</b>
<b>Total Expenditures</b>	<b>\$ 27,671,988</b>	<b>\$ 440,754</b>	<b>\$ 886,644</b>	<b>\$ 28,999,386</b>
<b>Less Anticipated Revenues</b>	<b>\$ 5,916,479</b>	<b>\$ 440,754</b>	<b>\$ 182,476</b>	<b>\$ 6,539,709</b>
<b>Taxes to be Levied</b>	<b>\$ 21,755,509</b>	<b>\$ 0</b>	<b>\$ 704,168</b>	<b>\$ 22,459,677</b>

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**7. Capital Reserve Withdrawal - Other Capital Projects**

BE IT RESOLVED that included in the general fund appropriations, budget line 620 is a withdrawal from Capital Reserve - Other Capital Projects in the amount of \$3,585,000 for other capital projects costs namely a Full HVAC replacement in kind and LED upgrades as part of a Direct Install Project. The total cost of this project is \$3,878,537 which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the New Jersey Learning Standards.

**8. Maintenance Reserve Withdrawal**

BE IT RESOLVED that as per N.J.A.C. 6A:23A-14.2(d) the general fund appropriations include a \$62,000 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.

**9. Travel and Related Expense Reimbursements**

WHEREAS, the Rumson Fair Haven Regional High School 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 Rumson Fair Haven Regional High School Board of Education established \$78,699 as the maximum travel amount for the current school year and has expended \$ 31,881 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 \$89,899 for the 2025-2026 school year.



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**10. Approval of Bill List**

Recommend Board approval of the following bill lists dated **April 25, 2025**:

General Fund	\$ 154,183.39
Special Revenue Fund	\$ 0.00
Capital Projects Fund	\$ 0.00
Food Services Fund	\$ 383.30
<b>Total</b>	<b>\$ 154,566.69</b>
Payroll 04-15-2025	\$ 609,800.60
<b>Total Expenditures</b>	<b>\$ 764,367.29</b>

**11. Approve Board Secretary's Report – March 2025**

Recommend Board approval of the Board Secretary's report for **March 31, 2025**.

**12. Approve Panda LLC, Cash Reconciliation Report– March 2025**

Recommend Board approval of the **Panda LLC Cash Reconciliation** report for – **March 31, 2025**.

**13. Budget Transfers - March 2025**

Recommend Board approval of the budget transfer report for **March 2025**.

**14. Board of Education's Certification of Budgetary Major Account Fund Status**

To approve that pursuant to 6A:23A-16.10(c)4, the Board of Education after review of the School Business Administrator/Board Secretary's monthly financial reports as of **March 31, 2025**, and upon consultation with the appropriate district officials, certifies to the best of their knowledge no major account or fund has been over-expended in violation of 6A:23A-16.10(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



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**15. Approve of Use of Facilities - Non Chargeable**

Recommend Board approval of the following applications For Use of School Facilities:

<b>Date(s)</b>	<b>Time(s)</b>	<b>Organization</b>	<b>Event</b>	<b>Facility</b>
6-28-25	9:00 - 11:00 am	Jersey Shore Youth Rugby Club	Flag Football Tournament	Stadium Turf
6-30-25 to 8-22-25	8:00-8:10 am 4:30-4:40 pm	Rolling Hills Day Camp	Bus Stop for Campers	Back Parking Lot
6-30-25 to 7-3-25 & 8-4-25 to 8-7-25	3:00 - 5:00 pm	Rumson Recreation	Volleyball Camp	Gymnasium
7-7-25 to 7-9-25	2:00 - 4:00 pm	Rumson Recreation	Cheer Camp	Upper Turf Field
7-7-25 to 7-10-25 & 7-14-25 to 7-17-25	9:00 am - 12:00 pm	Rumson Recreation	Boys Basketball Camp	Gymnasium
7-21-25 to 7-24-25 & 7-28-25 to 7-31-25	9:00 am - 12:00 pm	Rumson Recreation	Girls Basketball Camp	Gymnasium
8-4-25 to 8-7-25	9:00 -11:00 am	Rumson Recreation	Field Hockey Camp	Lower Turf Field
8-12-24 to 8-15-24	10:30 am - 12:30 pm	Rumson Recreation	Sports Broadcasting Camp	Classroom (TBD)
7-7-25 to 7-10-25 & 7-21-25 to 7-24-25	5:00 - 8:00 pm	Rumson Recreation	Soccer Camp	Lower & Upper Turf
6-3-25 6-5-25	5:30 - 7:00 pm	RFH Youth Lacrosse	Boys Youth Lacrosse Practice	Stadium Turf

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6-10-25 6-17-25 6-19-25 6-24-25 6-26-25		Grades 3-5		
7-14-25 to 7-17-25	9:00 a.m.- 12:00 p.m.	RFH HS Boys Lacrosse	Lax Lab Youth Lacrosse Camp	Stadium Turf

**16. Approve NJSIG Safety Grant**

Recommend Board approve and authorize the submission of New Jersey Schools Insurance Group Safety Grant in the amount of \$3,376. .

**17. Lead Water Testing SOA**

Recommend the Board to approve the NJDOE-Required Statement of Assurance for Lead Testing completed November 2024 for SY 2024-2025 SY.

**18. JCP&L HVAC and Lighting Project**

Recommend Board approval to authorize JCP&L's MMBtu Energy Savings program to remove and replace all HVAC and lighting. The program includes Lighting Tier 3 and Lighting Tier 1. Lighting Tier 3 has a cost of \$3,023,695.19 and Lighting Tier 1 has a cost of \$137,040.87.

**19. Approve Peterson**

Recommend Board approval to approve Peterson for the expansion of a Tridium Niagara control system on Rumson-Fair Haven's Heat Pump and Heat Recovery Equipment Replacements at a cost of \$717,800 for the 25-26 SY. (*Camden County Educational Services Commission #66CCEPS*)

**20. Approval of Out-of-District Placements**

Recommend Board approval of the following out-of-district placements:

<b>STUDENT NO.</b>	<b>PLACEMENT</b>	<b>2025-2026 ACADEMIC YEAR</b>	<b>2025-2026 AIDE</b>	<b>TRANSPORTATION</b>
29001551	Cornerstone Day School	\$106,084.00	N/A	Yes
25000141	Georgian Court	\$36,100.00	N/A	No



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230281	Camphill	\$92,000.00	N/A	No
25000311	Collier High School	\$80,564.40	N/A	Yes
2400000171	Georgian Court	\$36,100.00	N/A	No
28001393	Newmark	\$79,595.99	N/A	Yes

**21. Approval of Attendance at Professional Conferences and or Workshops:**

Recommend Board approval of the following staff to attend professional conferences and or workshops as recommended by the Superintendent of Schools:

<b>Date</b>	<b>Name</b>	<b>Conference/Workshop (Budget Account #)</b>	<b>Registration</b>	<b>Estimated Travel</b>	<b>Day</b>	<b>Location</b>
5-2-25	Kristen DeMeter	PreCalculus Shadowing @ Point Boro HS	\$0	\$0	Full	Point Pleasant, NJ
7-8-25 to 7-11-25	Anthony Dinallo	AP Summer Institute for AP Computer Science A	\$615	\$0	Full	Williamsburg, VA
5-2-25	Kristen McCarthy	PreCalculus Shadowing @ Point Boro HS	\$0	\$0	Full	Point Pleasant, NJ
5-3-25	Robert Orrok	NSCA NJ State Clinic	\$75	\$0	Full	West Long Branch, NJ
5-22-25	Kristen Lanfrank	Monmouth County Educator of the Year, Brookdale	\$30	\$10	Full	Lincroft, NJ
5-22-25	Susan Wankel	Monmouth County Educational Service Professional of the Year, Brookdale	\$30	\$10	Full	Lincroft, NJ
5-22-25	Lee McDonald	Monmouth County Educator of the Year, Brookdale	\$30	\$10	Full	Lincroft, NJ
6-26-25	Katherine Thompson	NJSBA Spring School Law Forum	\$299	\$0	Full	Monroe, NJ

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6-23-25	Katherine Thompson	Leadership Summit for Board Presidents and Vice Presidents	\$0	\$0	Full	Manville, NJ
6-23-25	Anne Marie McGinty	Leadership Summit for Board Presidents and Vice Presidents	\$0	\$0	Full	Manville, NJ
5-14-25 to 5-16-25	Lee McDonald	NJASA Spring Leadership Conference	\$0	\$640	Full	Atlantic City, NJ

**Board Comment:** None

On a **MOTION** made by Mrs. Kiley and seconded by Mrs. Whitehouse the Board approved Finance Items 6-21 with the following roll call vote:

Mr. Dougherty	Yes	Mrs. Kiley	Yes	Ms. Romano	Yes
Mr. Grant	Yes	Mrs. McGinty	Yes	Mrs. Thompson	Yes
Mrs. Hickey	Yes	Mr. Page	Yes	Mrs. Whitehouse	Yes

**EDUCATION**

**The superintendent recommends education items #22-24**

**22. Approval of Field Trip Request(s)**

Recommend Board approval of the following field trip request(s) for the 2024-2025 school year:

<b>DATE</b>	<b>DESTINATION</b>	<b>CLUB/CLASS</b>	<b>ADVISOR/ CHAPERONES</b>
May 19	Knollwood	Peer Leaders	Alyssa Schulte
June 3	Middlesex County College	Art / Tower Singers	Kristen Lanfrank Kathryne Singleton



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**23. Approval of Home Instruction**

Recommend Board approval of home instruction for the 2024 - 2025 school year as listed:

STUDENT NO.	TIME FRAME	REASON	PROVIDER/COST
26000276	4/1 - 4/30 10 hours per week	Medical	RFH Faculty / \$55/hour

**24. Approval to Affirm HIB Decision**

Recommend Board approval to affirm the recommendation made by the Superintendent regarding the HIB Investigation FY 2024-2025-4 reported by the Superintendent at the Board's April 8, 2025 Meeting.

**Board Comment:** None

On a **MOTION** made by Mr. Page and seconded by Mr. Grant, the Board approved Education Items 22-24 with the following roll call vote:

Mr. Dougherty	Yes	Mrs. Kiley	Yes	Ms. Romano	Yes
Mr. Grant	Yes	Mrs. McGinty	Yes	Mrs. Thompson	Yes
Mrs. Hickey	Yes	Mr. Page	Yes	Mrs. Whitehouse	Yes

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**POLICY & PLANNING**

**The Superintendent recommends Policy item #25**

**25. Approval of the District's Affirmative Action Team**

Recommend Board approval for the following District Affirmative Action Team to develop a needs assessment and comprehensive equity plan and to implement over the next three years, 2025 - 2028:

- Seth Herman - Affirmative Action Officer and Supervisor
- Chris Lanzalotto - Assistant Principal
- Lauren Malaney - Supervisor
- Kristen Lanfrank - Teacher, Parent, and Community Member

**Board Comment:** None

On a **MOTION** made by Mr. Grant and seconded by Mr. Dougherty, the Board approved Policy & Planning Items 25 with the following roll call vote:

Mr. Dougherty	Yes	Mrs. Kiley	Yes	Ms. Romano	Yes
Mr. Grant	Yes	Mrs. McGinty	Yes	Mrs. Thompson	Yes
Mrs. Hickey	Yes	Mr. Page	Yes	Mrs. Whitehouse	Yes



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**ADDENDUM**

**The Superintendent recommends Addenda items #26-29**

**FINANCE**

**26. Approval of Re-Enrollment of Nonresident Students of Faculty and Staff Members at No Charge for the 2025-2026 SY:**

Recommend Board approval of the re-enrollment of the following nonresident students of faculty and staff members at no charge per the Collective Bargaining Agreements for the 2025-2026 school year:

<b>STUDENT #</b>	<b>GRADE</b>	<b>TOWN</b>
28001395	10	Tinton Falls

**27. Approval of Re-Enrollment of Non-Resident Tuition Students for the 2025 - 2026 SY**

Recommend Board approval of re-enrollment of the following non-resident tuition students for the 2025 - 2026 school year:

<b>STUDENT #</b>	<b>GRADE</b>	<b>TOWN</b>	<b>TUITION</b>
26000114	12	Locust	\$22,060
26000297	12	Monmouth Beach	\$22,060
26001198	12	Monmouth Hills	\$22,060
28001421	10	Atlantic Highlands	\$11,030

**28. Approval of Enrollment of Nonresident Tuition Students for the 2025-2026 SY**

Recommend Board approval of enrollment of the following nonresident tuition students for the 2025 - 2026 school year:

<b>STUDENT #</b>	<b>GRADE</b>	<b>TOWN</b>	<b>TUITION</b>
New Student	9	Atlantic Highlands	\$11,030
New Student	9	Tinton Falls	\$11,030

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**Board Comment:** None

On a **MOTION** made by Mr. Grant and seconded by Mrs. Thompson, the Board approved Addenda Items 26-29 with the following roll call vote:

Mr. Dougherty	Yes	Mrs. Kiley	Yes	Ms. Romano	Yes
Mr. Grant	Yes	Mrs. McGinty	Yes	Mrs. Thompson	Yes
Mrs. Hickey	Yes	Mr. Page	Yes	Mrs. Whitehouse	Yes

**12. Public Comment** - None

**13. Adjournment**

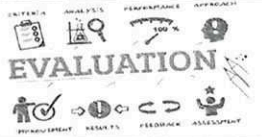
As there was no further business before the Board, on a **MOTION** by Mr. Grant, seconded by Mrs. Whitehouse, and carried by unanimous roll call vote the Board adjourned the meeting at 7:24 p.m.

**Respectfully submitted,**

***Sean S. Cranston***

**Sean S. Cranston  
Business Administrator/Board Secretary  
Rumson-Fair Haven Regional High School**






**Chief School Administrator Evaluation Process & Tool**

**NJSBA**  
NEW JERSEY SCHOOL BOARDS ASSOCIATION

Presented by The Hudson Field Services Representative

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### Reminder




**Ethics Reminder:**  
A Board member whose relative works in the district may not take part in the evaluation process.

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### Accountability

Evaluation of the Chief School Administrator is the board's way of providing oversight of the effective management of the school district.



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### Legal Guidelines

**N.J.S.A. 18A:17-20.3a**

- Evaluate performance of superintendent once a year.
- Evaluation in writing.
- Meet to discuss findings.
- Based on district goals 6 standards.

**N.J.A.C. 6A:10-8.1**  
By July 1 by majority of Board's total membership and shall include:

- Areas of strength
- Areas needing improvement
- Recommendations for professional growth
- Indicators of student progress/growth

Summary conference meeting shall include a majority of the total Board membership.

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### Is the use of NJSBA's Evaluation tool and process required?

Optional service offered to Boards	Provides for a standardized methodology to meet the statutory requirements
Allows for full participation by all non-conflicted members	Developed in collaboration with NJASA

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### Make the Process Seamless

**Before Using NJSBA's CSA Evaluation Tool & Process**



- Is the District Census up-to-date?  
• Board President designated  
• All Board Members & Sending District Reps added  
• All board members & sending reps emails accurate
- Has the Board Identified all members conflicted from participating in the CSA Evaluation Process?  
• If President is conflicted, is alternate member assigned to lead the process?
- Has the Board developed a CSA Evaluation Calendar?

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## Making Sure the Census is Correct

### How do I review my census?

The NJSEA Member Census may only be completed by the school business administrator. NJSEA launched its new member portal and dashboard on June 1, 2023. If you are accessing the new portal for the first time, you must create a new account. Upon all of the login page for the Member Portal, click the "Get Started" button on the right side of the screen. Please review the "Get Started" instructions on the right side of the screen.

Please review the following video for step-by-step instructions.

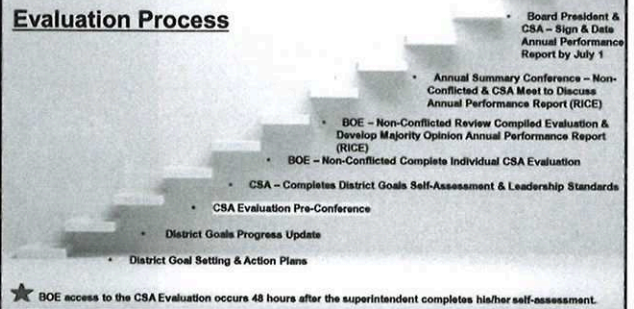


<https://www.njsba.org/about-the-njsba-member-census/>

Under "Manage Census," please click on the following links to complete the district census:

njsba.org | Facebook: njsba | Twitter: njsba | Instagram: njsba | YouTube: njsba

## Evaluation Process



njsba.org | Facebook: njsba | Twitter: njsba | Instagram: njsba | YouTube: njsba

## District Goals Assessment

N.J.S.A. 18A:17-20.3a Evaluation of Superintendent's Performance  
...The evaluation shall be based on the goals and objectives of the district...



3-5 most critical focus areas for the year to move the district forward and advance student achievement. Hold superintendent accountable through the evaluation process.



Annual collaborative process between Board and the Superintendent.  
(Some goals may be multi-year.)



Action plans are developed by the superintendent that include indicators of success. Board should receive regular progress updates.

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## District Goals Assessment

GOAL 1		SUPERINTENDENT SELF-RATING	
Description of goal	Achieved	Satisfactory	Little or no progress made
			<input checked="" type="checkbox"/>
Superintendent Comments/Remarks Supporting Rating			
Board comments here Consider the action plan and progress updates – has this goal been achieved, satisfactory progress or little or no progress and CSA comments. CSA provides comments to support the self-rating.			
GOAL 2		BOARD MEMBER RATING	
Description of goal	Achieved	Satisfactory	Little or no progress made
Board Member Comments/Remarks Supporting Rating			
Non-conflicted board members may provide specific examples to support your assertions – say why they have rated the goal the way they did.			

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## Sample of Compilation for a Goal

Goal: Improve safety and security of students and staff.

### Superintendent Comments:

CSA reports out monthly at BoE meetings on the progress made towards district goals. Attached is the yearly Action Plan for District Goals 2023-2024. Additional evidence can be found in the attached standards links, too.

### Board Member Comments:

The superintendent and BA have done an excellent job of incorporating the security measures that were recommended by the security expert. Thank you.

Demonstrated throughout school wide events and communication to parents and the community. Safety and security has been made a priority by the Board and the Superintendent has made sure that the plan is being properly and expeditiously implemented.

Ratings	Superintendent	Member
Achieved	X	7
Satisfactory Progress Made		1
Little or No Progress Made		1

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## Standards

Professional Standards for Educational Leaders

National Policy Board for Educational Administration

2015

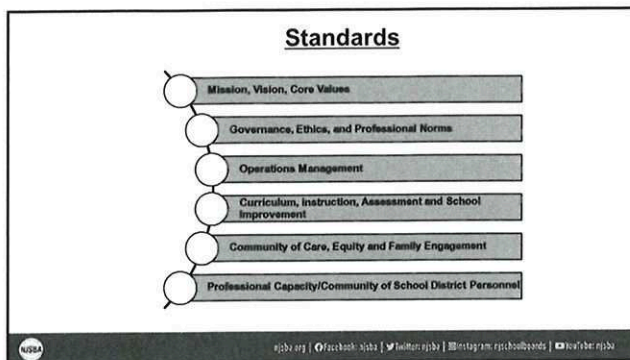
Formerly known as ISLLC Standards  
October 2015  
ISLLC (Interstate School Leaders Licensure Consortium)

Reflect qualities and values of leadership work integral to student success.

Assist Boards in identifying areas of strength and where more focus is needed.

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## Standards Assessment

**STANDARD 1 Mission, Vision, and Core Values**  
Effective educational leaders articulate, model, and communicate a shared mission, vision and core values of high quality education.

**Standard Name**

**Rating scale definition specifically for this standard**

**Resources to Consider**

**Indicators**

**Board member comments**

STANDARD / INDICATOR	PERFORMANCE LEVEL	EXEMPLARY	PROFICIENT	DEVELOPING	NOT OBSERVED
1. The superintendent consistently articulates, models, communicates and communicates the district's mission, vision and core values. Continued progress is evident.	4				
2. The superintendent has some success. Continued progress is evident.	3				
3. The superintendent does not articulate, model or communicate the district's mission, vision and core values in a clear, visible manner in the district.	2				
4. The superintendent does not articulate, model or communicate the district's mission, vision and core values in a clear, visible manner in the district.	1				
5. In collaboration with the board, the superintendent ensures that the district's mission, vision and goals are articulated, modeled, communicated, and implemented in all district operations.	5				

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## Sample of Compilation for a Standard

**STANDARD 1 INDICATORS**

**PERFORMANCE LEVEL**

**EXEMPLARY** **PROFICIENT** **DEVELOPING** **NOT OBSERVED**

1. Effective educational leaders exhibit an understanding of board and superintendent roles, manage the district's relationship with board policies and demonstrate the ability to work effectively with the board that promotes each student's academic success and well-being.

2. Provides professional advice and keeps the board regularly informed with data, reports, and information that enables the board to make effective, timely decisions.

3. Promotes a culture of mutual respect and professionalism in their working relationship with the board.

4. Actively and consistently encourages board development by seeking and communicating opportunities.

5. Assesses and advises the board in the development and revision of policies and establishes regulations to implement adopted policies.

6. Supports and advises all board policies and communicates changes to those who are affected.

7. Acts ethically and professionally in personal conduct, relationships with others, decision-making, and all aspects of school leadership.

8. Acts with cultural competence and addresses matters of equity and cultural responsiveness in all aspects of leadership.

**BOARD MEMBER ASSESSMENT OF STANDARD 1**

EXEMPLARY	PROFICIENT	DEVELOPING	NOT OBSERVED
1	2	3	4

Board members comments would also be displayed.

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## Annual Performance Report

**Compilation - Data source to determine majority opinion. Includes all non-conflicted members opinions.**

**Compilation of Non-Conflicted Members Opinions**

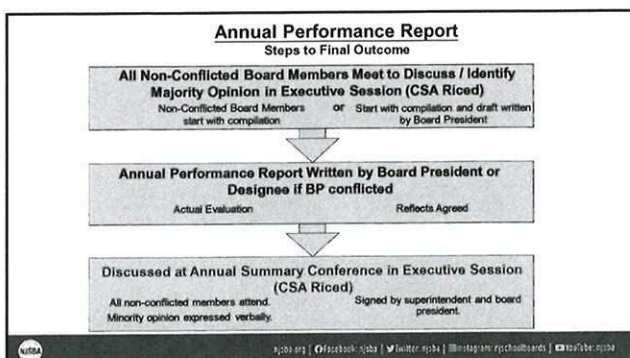
**Majority Opinion - Basis of Annual Performance Report.**

**Majority Opinion**

**Annual Performance Report - Evaluation that reflects majority opinion of performance on goals, standards, strengths, and focus areas.**

**Annual Performance Report**

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## Annual Performance Report Template

### District Goals Overall Assessment

**Superintendent Annual Performance Evaluation**

Superintendent: \_\_\_\_\_ School Year: \_\_\_\_\_

District: \_\_\_\_\_

The Board of Education met on \_\_\_\_\_ to discuss and compile this summative evaluation of both the progress toward the achievement of the district's goals for \_\_\_\_\_ and the superintendent's leadership skills.

In this meeting we reviewed the completed evaluation from board members. The resulting summative report reflects the opinion of the majority of the board as is required by NJSEA (K-12-30.3 and NJAC 6A:10-8.1).

**Progress Toward District Goals**

DISTRICT GOAL	INDICATOR OF STUDENT PROGRESS	GOAL ACHIEVEMENT
1. This goal has been achieved.		
2. Satisfactory progress has been made on this goal.		
3. Little to no progress has been made on this goal.		

Supporting remarks: \_\_\_\_\_

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### Annual Performance Report Template

#### Leadership Standards Overall Assessment

Leadership Standards

**Standard 1: Mission, Vision and Core Values**

Effective Educational Leaders advocate, enact, and communicate a shared mission, vision and core values of high quality education.

EXEMPLARY	The superintendent consistently advocates, enacts, communicates and enforces a shared mission, vision and core values in a manner that includes all district stakeholders and has a strong positive impact on student success.
PROFICIENT	The superintendent develops the professional capacity of district personnel in a manner that promotes student success and well-being.
AREATOR GROWTH	The superintendent has some success in advocating, enacting and communicating a shared mission, vision and core values. Progress is anticipated in this standard.
UNSATISFACTORY	The superintendent does not advocate, enact or communicate a shared mission, vision and core values in a manner that promotes student success.
NOT OBSERVED	Neither positive nor negative, insufficient personal experience to evaluate.

Remarks supporting rating:

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### Annual Performance Report Template

#### Overall Strengths/Growth Areas

Can check more than one box.

Option to also provide overall Summary Evaluation comments/remarks.

The Superintendent demonstrates strength(s) in the following standards:

Standard 1: Mission, Vision and Core Values
Standard 2: Governance, Policy and Professional Growth
Standard 3: Operational Management
Standard 4: Curriculum, Instruction, Assessment and School Improvement
Standard 5: Community, of Care, Equity and Family Engagement
Standard 6: Professional Capacity of School Personnel / Professional Community for Teachers and Staff

Supporting Remarks:

Often six standards, which areas require professional growth and improvement?

Standard 1: Mission, Vision and Core Values
Standard 2: Governance, Policy and Professional Growth
Standard 3: Operational Management
Standard 4: Curriculum, Instruction, Assessment and School Improvement
Standard 5: Community, of Care, Equity and Family Engagement
Standard 6: Professional Capacity of School Personnel / Professional Community for Teachers and Staff

Supporting Remarks:

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### Next Steps

- NJSBA compiles individual responses.
- Board Pres, or designee, receives confidential compilation or retrieves from secure website.
- RICE notice to CSA – Board only meets in Executive Session to review / discuss compilation to determine majority opinion. (**non-conflicted members only**)
- Board president / designee writes Annual Performance Report. (Template on NJSBA website)
- RICE notice to CSA – Board & CSA will meet in Executive Session for Summary Conference. (**non-conflicted members only**)

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### Annual Summary Conference

Non-Conflicted Board Members & Superintendent meet to discuss evaluation in Executive Session.

Completed by July 1

- RICE notice to CSA
- Share Evaluation prior to Conference
- Majority of total members
- Minority opinion may be voiced
- Minutes of Executive Session should reflect Annual Summary Conference was held

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### Who Keeps a Copy?

- NJSBA cannot keep the CSA eval as it is a personnel document.
- NJSBA purges all CSA evals on or about December 31<sup>st</sup> of each year.
- Recommendation:
  - CSA keeps signed paper or electronic copy for him/herself.
  - Board keeps signed copy that goes to the board attorney.

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### Considerations

- Not a "once a year" event – ongoing.
- Review performance over a full year.
- Develop a system to retain evidence.
- Progress updates and two-way communication are critical.
- Responsibility of all eligible members to fully participate.

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What questions might you have?



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## Online Resources

### Online CSA Evaluation

- [Frequently Asked Questions](#)
- [How to Use the CSA Evaluation Alternate Lead Position](#)
- [How to Monitor Board Member CSA Evaluation Completion Status – Board Tracking Report](#)
- [Superintendent Tips for CSA Evaluation Evidence Links](#)
- [CSA Evaluation Guidebook](#)
- [PowerPoint Presentation – Guide to the Chief School Administrator Evaluation Process](#)
- [Webinar: The CSA Evaluation](#)
- [Superintendent Evaluation Adobe PDF \(resource only\)](#)
- [Supt Annual Performance Report Template Adobe PDF \(resource only\)](#)



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*Thank  
you*



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# RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL

A Commitment to Excellence

## Public Budget Hearing 2025-2026

April 29, 2025



# RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL

A Commitment to Excellence

## MISSION STATEMENT

Our mission is to empower all of our students with the tools to find their passions and thrive as knowledgeable, confident, resilient, creative and compassionate citizens of a global community.



# RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL

A Commitment to Excellence

## BOARD OF EDUCATION

Ms. ANNE MARIE MCGINTY, PRESIDENT  
Ms. KATHERINE THOMPSON, VICE-PRESIDENT  
Mr. BRYAN DOUGHERTY  
Mr. KEVIN GRANT  
Ms. EILEEN HICKEY  
Ms. SARAH KILEY  
Mr. STEVEN PAGE  
Ms. AMY ROMANO  
Ms. DOROTHY WHITEHOUSE



## The Budget Calendar

- NOVEMBER 2024 - BUDGET PROGRAM OPEN IN SYSTEMS 3000
- NOV. 15-30 - BA MEETS WITH SUPERVISORS TO REVIEW CURRENT STAFF ACCOUNTS.
- JANUARY 7TH - LAST DAY FOR ACCOUNT EDITING BY PROGRAM MANAGERS
- JAN 9 - JAN 31 - PROGRAM MANAGERS MEETINGS WITH SUPERINTENDENT & BA
- FEBRUARY 4TH - BOARD PRESENTATION #1
- FEBRUARY 18TH - BOARD PRESENTATION #2
- MARCH 4TH - BOARD PRESENTATION #3
- MARCH 18TH - ADOPTION OF TENTATIVE BUDGET
- MARCH 19TH - BUDGET SUBMITTED TO COUNTY
- APRIL 22TH - COUNTY APPROVAL OF TENTATIVE BUDGET
- APRIL 29TH - PUBLIC HEARING/ ADOPTION OF FINAL BUDGET
- MAY 1ST - USER-FRIENDLY BUDGET POSTED ON WEBSITE





## The Budget Process

- REVIEW CURRENT EXPENDITURES/ REVENUES/ PROGRAMS
- PROJECT ENROLLMENT/ STAFFING/ GOALS
- ADMINISTRATORS GENERATE BUDGET ESTIMATES BY LINE ITEM USING ZERO BASED BUDGETING
- SUPERINTENDENT AND BUSINESS ADMINISTRATOR HOLD MEETINGS WITH PROGRAM MANAGERS (I.E. CURRICULUM, FACILITIES, SPECIAL SERVICES)
- ASSESS REVENUE PROJECTIONS
- RECEIVE STATE AID NUMBERS
- FINALIZE BUDGET



## BUDGET PRIORITIES

- DEVELOP A FISCALLY RESPONSIBLE BUDGET
- IMPROVE AND MAINTAIN FACILITIES
- IMPROVE SUPPORT SERVICES
- KEEP CLASS SIZES LOW



## WHERE WILL THE MONEY GO?



## Proposed Budget 2025-2026

Expenses	2025-2026 Proposed Budget	2024-2025 Approved Budget	Percent Change
General Education	\$ 6,554,572	\$6,726,807	-2.56%
Special Education	\$ 1,501,765	\$1,463,375	2.62%
Co-Curricular & Athletics	\$ 1,545,589	\$1,493,262	3.50%
Tuition	\$ 1,137,626	\$1,137,995	(0.03%)
Support Services	\$ 3,527,258	\$3,378,057	4.42%
Administration	\$ 1,738,470	\$1,759,820	-1.21%
Operations/Maint	\$ 2,116,031	\$2,437,831	-13.20%
Transportation	\$ 1,571,602	\$1,441,294	9.04%
Benefits	\$ 4,025,947	\$3,769,903	6.79%
Cap Improvements & Equipment	\$ 3,933,128	\$1,924,747	377.35%



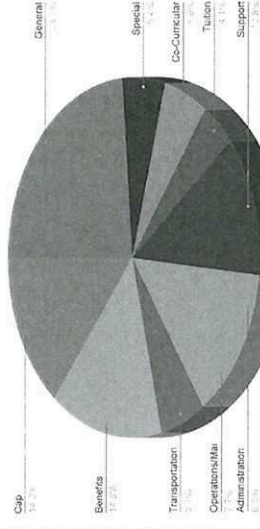


## Proposed Budget 2024-2025

Appropriations	2024-2025 Proposed Budget	Percent of Appropriations
General Education	\$ 6,554,572	23.7%
Special Education	\$ 1,501,765	5.4%
Co-Curricular & Athletics	\$ 1,545,589	5.6%
Tuition	\$ 1,137,626	4.1%
Support Services	\$ 3,527,258	12.8%
Administration	\$ 1,738,470	6.3%
Operations/Maint	\$ 2,116,031	7.7%
Transportation	\$ 1,571,602	5.7%
Benefits	\$ 4,025,947	14.6%
Cap Improvements & Equipment	\$ 3,933,128	14.2%



## 2025-2026 Budgeted Appropriations \$27,671,988



## General Education \$6,554,572 (23.7%)

- CLASSROOM TEACHERS
- SUBSTITUTE TEACHERS
- SUPPLIES, TEXTBOOKS, & ONLINE RESOURCES
- INSTRUCTIONAL TECHNOLOGY



## Special Education \$1,501,765 (5.4%)

- SELF CONTAINED MD CLASSROOM TEACHERS
- RESOURCE CENTER/ IN CLASS RESOURCE TEACHERS
- SUBSTITUTE TEACHERS
- SUPPLIES, TEXTBOOKS, AND ONLINE RESOURCES





## Co-Curricular & Athletics \$1,545,589 (5.6%)

- ATHLETIC DIRECTOR'S OFFICE SALARIES
- ADVISORS, COACHES, TRAINER
- ATHLETIC SUPPLIES
- FACILITY RENTALS
- GAME OFFICIALS
- TOURNAMENT FEES
- Co-CURRICULAR CLUBS



## Tuition \$1,137,626 (4.1%)

- OUT OF DISTRICT PLACEMENTS FOR SPECIAL EDUCATION
- SETTLEMENT AGREEMENTS
- MONMOUTH COUNTY VOCATIONAL SCHOOL - CAREER ACADEMIES



## Support Services \$3,527,258 (12.8%)

- ATTENDANCE
- HEALTH SERVICES
- RELATED SERVICES (OT, PT, SPEECH)
- EXTRAORDINARY SERVICES (PARAPROFESSIONALS)
- STUDENT SERVICES
- CHILD STUDY TEAMS
- IMPROVEMENT OF INSTRUCTION SERVICES
- MEDIA SERVICES
- STAFF TRAINING SERVICES



## Administration \$1,738,470 (6.3%)

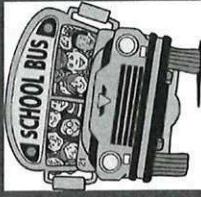
- SUPERINTENDENT'S OFFICE
- BUSINESS OFFICE
- SCHOOL PRINCIPAL'S OFFICE
- TECHNOLOGY INFORMATION AND SUPPORT
- LEGAL & AUDIT FEES
- PHONE/INTERNET/DATA
- ADVERTISING
- PROFESSIONAL LIABILITY INSURANCE
- NJSBA MANDATORY MEMBERSHIP, TRAINING, AND TRAVEL





## Transportation \$1,571,602 (5.7%)

- Bus Routes provided for students attending:
  - Rumson-Fair Haven Regional HS
  - Out of District Placements
  - Monmouth Vocational
  - Private Schools
  - Aid in Lieu of Transportation
  - Athletic & Co-Curricular Activities
  - Field Trips



Capital Improvements  
& Equipment \$3,933,128 (14.2%)

- HVAC MECHANICAL FULL REPLACEMENT
- ELECTRICAL FULL REPLACEMENT







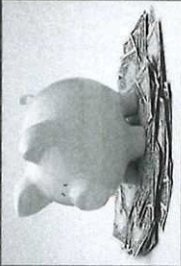
Salary & Benefits

- SALARY \$13,058,939
- BENEFITS \$3,769,903
- TOTAL = \$16,828,842

61% OF BUDGET



WHERE WILL THE  
MONEY COME FROM?

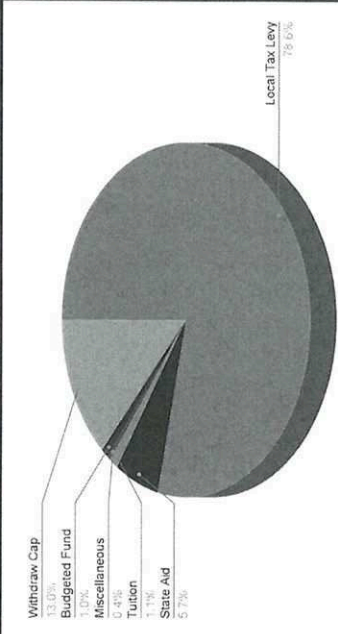


2025-2026 Budgeted Revenue

Revenues	2025-2026 Proposed Budget	Percent
Local Tax Levy	\$ 21,755,509	78.6%
State Aid	\$ 1,582,478	5.7%
Tuition	\$ 313,158	1.1%
Miscellaneous	\$ 108,649	0.4%
Budgeted Fund Balance	\$ 265,194	1.0%
Withdraw Cap Reserve	\$ 3,585,000	13.0%
Withdraw Maintenance Reserve	\$ 62,000	0.2%
Total Operating Budget	\$ 27,671,988	100.0%



2024-2025 Budgeted Revenue  
\$27,671,988







## Special Revenue - Fund 20

- STUDENT ACTIVITIES
- TITLE II
- TITLE IV
- IDEA
- TOTAL BUDGET = \$440,754



## Debt Service - Principal and Interest on Bonds

PRINCIPAL \$550,000  
INTEREST \$336,644  
\$886,644  
  
REVENUE  
STATE AID \$ 182,476  
LOCAL TAX LEVY \$ 704,168  
\$ 886,644



## Local Tax Levy

Municipalities	Percentage Share	General Fund	Debt Service	Total
Fair Haven	32.80%	\$ 7,135,328	\$ 230,952	\$ 7,366,280
Rumson	67.20%	\$14,620,181	\$ 473,216	\$ 15,093,397
Total	100%	\$21,755,509	\$ 704,168	\$ 22,459,677



## What is the Tax Rate Equation?

$$\text{TOTAL LEVY} / \text{ASSESSED VALUE} = \text{RATE}$$

Municipalities	Total Levy	Assessed Value *	Rate
Fair Haven	\$ 7,366,280	\$ 2,828,484,516	.002604
Rumson	\$ 15,093,397	\$ 6,028,661,226	.002504

PROPOSED TAX RATE PER \$100 OF ASSESSED VALUE = .2604 (FAIR HAVEN)  
= .2504 (RUMSON)

\*PRELIMINARY REVALUATION PROVIDED BY MONMOUTH COUNTY, SUBJECT TO CHANGE



Proposed Tax Impact

Municipalities	Tax Rate	Average Home Value	School Tax for RFH
Fair Haven	.2604 per \$100	\$ 1,328,522	\$ 3,459
Rumson	.2504 per \$100	\$ 2,251,372	\$ 5,637



THANK YOU!