

Bernards Township Board of Education

Personnel Committee Agenda

March 22, 2024

9:00 AM

**In Attendance: Sean Siet, Nick Markarian, Kristin Fox
Janice Corrado, Robin McKeon, Tim Salmon, Jennifer White**

1. BTAA Negotiations Discussion:

[REDACTED]

2. Staffing and 2024-2025 budget:

The goal, based on the preliminary budget, is to identify \$845K of savings in the area of Personnel. The administration has focused on prioritizing non-instructional positions.

[REDACTED]

Note that additional savings are expected by adjusting the maintenance staffing

[REDACTED]

Above and beyond the sheet linked above, additional savings will happen organically with retirements, class sizes and sectioning at Ridge.

[REDACTED]

However other costs may emerge (move-ins over the summer, increasing preschool numbers) and we typically navigate those challenges every spring and summer. Because of these variables and uncertainty of actual transportation costs, Nick recommends moving

forward with the \$843K of cuts identified in the worksheet now so that HR has time to process the changes with the individuals impacted.

Please be sure to notice the note in the ESS line of the worksheet. The administration is actively working as a team to fill in the details of how the home grown program will work and how much we can save. The administration plans to advertise for 2 licensed clinical social workers positions (or similar) to see if they can find a better and cost effective way to serve the needs of the students in the program. The feasibility and exact cost of building an in-house program to replace ESS will be a subject of ongoing discussion and reporting.

3. 2nd HVAC position:

This was discussed in the Finance Committee meeting yesterday. Sean has advertised the position. It will save us about \$50K per year to pull this position out of the Aramark contract and will improve the district's ability to service HVAC.

4. CDL fees for bus drivers:

Sean has staff members interested in getting their CDL and is hopeful that this will result in savings for the district. The Board would pay the cost of the training program but NOT compensate individuals for their time to attend the training.

5. Review 3/25 BOE agenda

6. Vacant positions (standing item)