

Subject: 8th Grade Promotion

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 4/23/2026, 10:42 AM

To: Paul Kobliska <pkobliska@bhpsnj.org>, Grace Acosta <gacosta@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>

Hi Mr. Kobliska,

As you know, my daughter [REDACTED] will be receiving her promotion certificate this year. I am hoping not to be a balling mess as 8th grade graduation gets me every year, even when my daughter is not participating.

With that said, I would like to kindly request to hand certificates to the following students this year:

[REDACTED]

Her friend group that has spent countless hours at my house throughout middle school:

[REDACTED]

If at all possible, I am also a Girl Scout leader to:

[REDACTED]

Last but not least: (they are like family)

[REDACTED]

I know this is a large request and I appreciate your consideration.

Thank you for all you do and please don't hesitate to let me know how I can support the promotion ceremony this year.

Sincerely,
Pamela Stanley

Subject: Re: 8th Grade Promotion

From: "Mr. Kobliska" <pkobliska@bhpsnj.org>

Date: 4/24/2026, 8:51 AM

To: "Stanley, Pamela" <pstanley@bhpsnj.org>

CC: Grace Acosta <gacosta@bhpsnj.org>, "Dr. Kim Feltre" <kfeltre@bhpsnj.org>

Pam,

No problem, we can make that happen.

Make it a great day.

Paul



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

On Thu, Apr 23, 2026 at 10:42 AM Stanley, Pamela <pstanley@bhpsnj.org> wrote:

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Subject: Policy 0149 Feedback

From: "Dillon, Bill" <bdillon@bhpsnj.org>

Date: 4/27/2026, 9:22 AM

To: Pamela Stanley <pstanley@bhpsnj.org>

CC: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>, Debbie Terrero <dterrero@bhpsnj.org>

Pam - I wanted to provide some feedback on policy 0149, Retiring Board Members, before our public session. Is there a specific problem trying to be solved with this policy?

- Why would this policy be specific to high school graduation only? Wouldn't the retired board member also be given the opportunity at CMS and others?
- How does this impact board members from send/receive districts? If the sending district implemented a strategy/priority to rotate every 2 years, would you stop them from presenting a diploma to their child in the future?
- What is the rationale for expiring this courtesy after 10.5 years?

On Fri, Apr 24, 2026 at 7:05 PM Feltre, Dr. Kim <kfeltre@bhpsnj.org> wrote:

Good Evening Board Members,

All have been bcc'd

Below are links to the 4-30-26 BOE Draft Agenda and supporting documents. Any suggested changes to the agenda, including Old Business and New Business, should be sent by Tuesday, 4/28. **The Budget Resolution will be added to Tuesday's agenda release because Finance and Facilities meets Monday afternoon.** Don't hesitate to reach out if you have any questions.

For Personnel 7, Winston Jackson is not a leave replacement teacher so Personnel 7 will be changed to STAFF instead of teachers for the final version.

[April 30, 2026 BOE Draft Agenda](#)

[Executive Session Agenda](#)

[Attachments B-M](#)

[Policies - First Read](#)

[Policies - Second Read](#)

Have a wonderful weekend!

Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

--

Note: Please do not reply all to this message as that would constitute a quorum.

Subject: Re: Policy 0149 Feedback

From: Debbie Terrero <dterrero@bhpsnj.org>

Date: 4/27/2026, 9:56 AM

To: Bill Dillon <bdillon@bhpsnj.org>

CC: Pamela Stanley <pstanley@bhpsnj.org>, "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Natasha Joly <njoly@bhpsnj.org>

Pam,

I'm 100% against this policy change.

This policy change completely undermines a decision that our superintendent just made about prior board members request and it feels like this is being done specifically to appease a prior board member that just complained. This policy is meant for RETIRING board members during the school year he/she has left office. For all intent and purposes, the person that would qualify for the existing policy for this year would be Dipti (or Bill if he hadn't run again). Natasha and Sai would qualify for next year if they choose to not run again, and so on and so forth.

I'm curious, who asked you to change this policy?

Deb

On Apr 27, 2026, at 9:22 AM, Dillon, Bill <bdillon@bhpsnj.org> wrote:

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Who Owns the Learning?

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Subject: Re: Policy 0149 Feedback

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 4/27/2026, 10:12 AM

To: Debbie Terrero <dterrero@bhpsnj.org>

CC: Bill Dillon <bdillon@bhpsnj.org>, "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Natasha Joly <njoly@bhpsnj.org>

Hi Deb,

Dr. Feltre was part of this conversation. Also, I was part of the team that made this policy originally, and the intent of the policy was not to have just retiring, but all retired. If you would like to have a discussion, please feel free to call me about it.

And yes, I was the one that put it on the policy committees agenda, but I believe you also asked me to put it on the agenda. You just felt that we should remove this, but the committee does not feel that way.

I think board members receive nothing for their volunteer hours and I think if you give one child, a graduation certificate and are unable to give your second child a graduation certificate it would be not something our small district should be opposed to. That's my opinion. That's what I shared at committee and the committee not just me came up with the language.

I think many of us have multiple children and that was what the 10 years was putting in here.

Feel free to call me.

Pamela Stanley

Member, BH Board of Education

Berkeley Heights Public Schools

Email: pstanley@bhpsnj.org

[BOE emails](#)

Main Website: BHPSNJ.org

[HIB Dashboard](#)

Parent Portal: [PowerSchool](#)

Facebook: [BHPSNJ](#) / [PamelaBH](#)

BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

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Who Owns the Learning?

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To: "Dillon, Bill" <bdillon@bhpsnj.org>

CC: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>, Debbie Terrero <dterrero@bhpsnj.org>

Hi Bill,

So the committee that first put this together years ago, took out the CMS graduation. They felt like it was not an important enough thing. I have my own feelings about this because this year I will give my daughter her graduation certificate for eighth grade. I don't know what that means for my son if I don't run again. So I'm not opposed to adding language for CMS graduation however I'm not sure if the entire board feels that way.

I do think you bring up a good point about the send receive this was in no way trying to ignore the send receive relationship or limit them. Is there a language that you would recommend? We put that you had to do a full three-year term so that way no one could only serve like a remaining of a resigned board member. You had to be elected for three years and serve that full term and not resign. It was not meant to stop mountainside board members from being a part of this, but I agree that maybe we should address that directly in the language.

The 10 year was because we wanted to make sure that anyone who had two or three children would have time to give all of their children, their graduation diplomas. The half year came in because people were worried about your term ending in December. Also, there was a question about grandchildren. The intent of the grandchildren was for board members who are maybe at the retiring age who don't have children in the district, but who might have grandchildren in the district. Dr. Feltre's concern was that 30 years from now I might want to give my grandchild their diploma, which is not really the intent of this policy. So Dr. Feltre asked for a timeline so that way it would give the superintendent the direction on who to say yes to and who does say no to.

Pamela Stanley

Member, BH Board of Education

Berkeley Heights Public Schools

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Who Owns the Learning?

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Subject: Re: Policy 0149 Feedback

From: Bill Dillon <bdillon@bhpsnj.org>

Date: 4/27/2026, 12:58 PM

To: Pamela Stanley <pstanley@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Debbie Terrero <dterrero@bhpsnj.org>

The term for the send/receive liaison position is one year, as currently designed. I would make the language such that it allows flexibility if that were to ever change.

Any retired board members from a send receive district will be granted the same opportunities as described in this policy with the completion of one full term on the BH BOE.

On Apr 27, 2026, at 10:20 AM, Stanley, Pamela <pstanley@bhpsnj.org> wrote:

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Have a wonderful weekend!
Kim

<image.png>

Who Owns the Learning?

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Subject: Policy 149 - Feedback from NJSBA and Recommended Next Steps

From: Debbie Terrero <dterrero@bhpsnj.org>

Date: 5/11/2026, 11:12 AM

To: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>

CC: Pam Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

Good morning, Kim!

I wanted to share an update from my conversation this morning with Jeanne Cleary from NJSBA regarding Policy 149. Her feedback raises several important considerations for the Policy Committee.

Jeanne emphasized that we need to avoid adopting any policy language that could be perceived as providing a "benefit" to Board of Education members, as this could be interpreted as conflicting with the Ethics Act. She also noted that if we broaden the policy too much, we could unintentionally allow a former Board member who was removed for an ethics violation to participate in handing out a diploma to a child or grandchild, which could reflect poorly on the district.

Her recommendation is to keep the policy simple and add the following language at the end of the current policy:

"Former Board members will be considered by the majority support of the Board."

With this addition, the policy would read:

0149 RETIRING BOARD MEMBERS

Retiring members of the Board of Education shall be presented with an engraved plaque, bowl, or equivalent gift in recognition of their service to the community and the children of the school district. Retiring members shall also be permitted to present their children and grandchildren their high school graduation diplomas upon the prior consent of the Superintendent of Schools. **Former Board members will be considered by the majority support of the Board.**

Additional points raised:

- If we want to address Send-Receive situations, the above language should allow the Board to handle those by resolution. Mr. Disler can help confirm this.
- If we want to include middle school ceremonies, we should update the wording to "high school graduation or middle school promotion."
- This approach places the decision with the Board rather than the Superintendent.

Given the potential ethics implications and community perception concerns, I believe it would be helpful to get feedback from Mr. Disler on the handling of this language before the Policy Committee meeting this week. Can you please reach out to Mr. Disler for feedback so the policy committee has some guidance?

Best regards,

Deb

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org



Subject: Re: Policy 149 - Feedback from NJSBA and Recommended Next Steps

From: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>

Date: 5/11/2026, 7:26 PM

To: Debbie Terrero <dterrero@bhpsnj.org>

CC: Pam Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

Good Evening Deb,

I will send this information to David and ask for his input. Hopefully I'll have it for Wednesday's Policy Committee meeting.

Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

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Deb

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President, BH Board of Education
Berkeley Heights Public Schools
Email: dterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org



Subject: Graduation

From: "Berry (Principal), Meg" <megberry@bhpsnj.org>

Date: 5/13/2026, 10:40 AM

To: Natasha Joly <njoly@bhpsnj.org>, Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Bill Dillon <bdillon@bhpsnj.org>, Thomas Foregger <tforegger@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Pamela Stanley <pstanley@bhpsnj.org>, Debbie Terrero <dterrero@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Crystal Marr <cmarr@bhpsnj.org>, Dennis Dagounis <ddagounis@bhpsnj.org>, Winston Jackson <wjackson@bhpsnj.org>

Good morning Board of Education Members,

It's that time of year! We are getting ready to celebrate our graduating seniors as they take their final walk across our field and head off on their next great adventures.

If there is a special student in the Class of 2026 you'd like to personally honor, I invite you to **present them with their diploma**. If you have a senior (or seniors) close to your heart, please email me their names. I will do my absolute best to accommodate everyone's request for this monumental occasion!

Please have your response to me before **May 18th**, so I can complete the walking order and seating chart as soon as possible!

Sincerely,

Meg

--



Subject: Fwd: Graduation
From: Debbie Terrero <dtterrero@bhpsnj.org>
Date: 5/18/2026, 9:48 AM
To: Berry Meg <megberry@bhpsnj.org>

Fellow Board Members,

If you are looking to hand out diplomas to a particular senior(s), please provide the names of those seniors to Principal Berry by the end of this week. Graduation planning and practice schedules are underway, and they need this information to finalize arrangements.

Thank you!
Deb

Begin forwarded message:

From: "Berry (Principal), Meg" <megberry@bhpsnj.org>
Date: May 13, 2026 at 10:40:31 AM EDT
To: Natasha Joly <njoly@bhpsnj.org>, Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Bill Dillon <bdillon@bhpsnj.org>, Thomas Foregger <tforegger@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Pamela Stanley <pstanley@bhpsnj.org>, Debbie Terrero <dtterrero@bhpsnj.org>
Cc: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Crystal Marr <cmarr@bhpsnj.org>, Dennis Dagounis <ddagounis@bhpsnj.org>, Winston Jackson <wjackson@bhpsnj.org>
Subject: Graduation

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Meg

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Subject: Re: Policy Committee Meeting Minutes for 5/13/26

From: Natasha Joly <njoly@bhpsnj.org>

Date: 5/18/2026, 8:42 PM

To: "Stanley, Pamela" <pstanley@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Katrina Conley-Ross <kconley-ross@bhpsnj.org>, Crystal Marr <cmarr@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>, Diane Romond <dromond@bhpsnj.org>

Hi Pamela,

Regarding policy 149, I don't know if you had seen the attached feedback from NJSBA. But I had given it some thought after the discussion at the Board meeting and I don't think we should be voting on a change that confers a benefit to the Board members. I think David also had feedback though I can't find the email.

Thanks,
Natasha

On May 18, 2026, at 5:36 PM, Stanley, Pamela <pstanley@bhpsnj.org> wrote:

Fellow Board Members,

All Board Members in Bcc.

Please take a look at the Policy Committee Meeting Minutes for May 13th, 2026.

<https://docs.google.com/document/d/1Vv36SZQkJwWRrOuQbrnmRQ48oOXIsjigeveFaiKT5Is/edit?usp=sharing>

Reminder: All questions and concerns should be asked to the policy committee before the board meeting so that we can address them and move forward.

Sincerely,
Pamela Stanley

— Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps.eml —

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FYI....

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dtterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org



Begin forwarded message:

From: Debbie Terrero <dtterrero@bhpsnj.org>
Subject: Policy 149 - Feedback from NJSBA and Recommended Next Steps
Date: May 11, 2026 at 11:12:09 AM EDT
To: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>
Cc: Pam Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

Good morning, Kim!

I wanted to share an update from my conversation this morning with Jeanne Cleary from NJSBA regarding Policy 149. Her feedback raises several important considerations for the Policy Committee.

Jeanne emphasized that we need to avoid adopting any policy language that could be perceived as providing a "benefit" to Board of Education members, as this could be interpreted as conflicting with the Ethics Act. She also noted that if we broaden the policy too much, we could unintentionally allow a former Board member who was removed for an ethics violation to participate in handing out a diploma to a child or grandchild, which could reflect poorly on the district.

Her recommendation is to keep the policy simple and add the following language at the end of the current policy:

"Former Board members will be considered by the majority support of the Board."

With this addition, the policy would read:

0149 RETIRING BOARD MEMBERS

Retiring members of the Board of Education shall be presented with an engraved plaque, bowl, or equivalent gift in recognition of their service to the community and the children of the school district. Retiring members shall also be permitted to present their children and grandchildren their high school graduation diplomas upon

the prior consent of the Superintendent of Schools. **Former Board members will be considered by the majority support of the Board.**

Additional points raised:

- If we want to address Send-Receive situations, the above language should allow the Board to handle those by resolution. Mr. Disler can help confirm this.
- If we want to include middle school ceremonies, we should update the wording to “high school graduation or middle school promotion.”
- This approach places the decision with the Board rather than the Superintendent.

Given the potential ethics implications and community perception concerns, I believe it would be helpful to get feedback from Mr. Disler on the handling of this language before the Policy Committee meeting this week. Can you please reach out to Mr. Disler for feedback so the policy committee has some guidance?

Best regards,

Deb

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dtterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org



Attachments:

Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps.eml

56.4 KB

Subject: Re: Policy Committee Meeting Minutes for 5/13/26

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 5/18/2026, 9:31 PM

To: Natasha Joly <njoly@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Katrina Conley-Ross <kconley-ross@bhpsnj.org>, Crystal Marr <cmarr@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>, Diane Romond <dromond@bhpsnj.org>

Hey Natasha,

The committee discussed this and we agreed that this language is already in the policy. We also looked at the ethics act and did not see a conflict.

I believe NJSBA was talking as a general as they do not like to give legal advice.

-Pamela

Pamela Stanley

Member, BH Board of Education

Berkeley Heights Public Schools

Email: pstanley@bhpsnj.org

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Main Website: BHPSNJ.org

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BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

On Mon, May 18, 2026 at 8:42 PM Natasha Joly <njoly@bhpsnj.org> wrote:

Hi Pamela,

Regarding policy 149, I don't know if you had seen the attached feedback from NJSBA. But I had given it some thought after the discussion at the Board meeting and I don't think we should be voting on a change that confers a benefit to the Board members. I think David also had feedback though I can't find the email.

Thanks,
Natasha

On May 18, 2026, at 5:36 PM, Stanley, Pamela <pstanley@bhpsnj.org> wrote:

Fellow Board Members,

All Board Members in Bcc.

Please take a look at the Policy Committee Meeting Minutes for May 13th, 2026.

<https://docs.google.com/document/d/1Vv36SZQkJwWRrOuQbrnmRQ48oOXIsjigeveFaiKT5Is/edit?usp=sharing>

Reminder: All questions and concerns should be asked to the policy committee before the board meeting so that we can address them and move forward.

Sincerely,
Pamela Stanley

----- Forwarded message -----

From: Debbie Terrero <dterrero@bhpsnj.org>

To: Natasha Joly <njoly@bhpsnj.org>

Cc:

Bcc:

Date: Mon, 11 May 2026 11:12:45 -0400

Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps
FYI....

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org



Begin forwarded message:

From: Debbie Terrero <dterrero@bhpsnj.org>

Subject: Policy 149 - Feedback from NJSBA and Recommended Next Steps

Date: May 11, 2026 at 11:12:09 AM EDT

To: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>

Cc: Pam Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

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Jeanne emphasized that we need to avoid adopting any policy language that could be perceived as providing a "benefit" to Board of Education members, as this could be interpreted as conflicting with the Ethics Act. She also noted that if we broaden the policy too much, we could unintentionally allow a former Board member who was removed for an ethics violation to participate in handing out a diploma to a child or grandchild, which could reflect poorly on the district.

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Best regards,

Deb

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dtterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org



Subject: Share request for "Policy-0149"

From: "Debbie T (via Google Docs)" <drive-shares-dm-noreply@google.com>

Date: 5/19/2026, 3:15 PM

To: pstanley@bhpsnj.org

Share a document?

Debbie T (debbie_remig@yahoo.com) is **requesting access** to the following document:



Policy-0149



Debbie T is outside your organization.

[Manage sharing](#)

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA
You have received this email because debbie_remig@yahoo.com requested access to a document in Google Docs.

Google

Subject: Re: Share request for "Policy-0149"

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 5/19/2026, 3:32 PM

To: Debbie T <debbie_remig@yahoo.com>, Debbie Terrero <dterrero@bhpsnj.org>

Try opening the attachment with your board email address.

On Tue, May 19, 2026 at 3:16 PM Debbie T (via Google Docs) <drive-shares-dm-noreply@google.com> wrote:

Share a document?

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 Policy-0149



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Pamela Stanley

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Facebook: [BHPSNJ](#) / [PamelaBH](#)

BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

Subject: policy follow up
From: "Stanley, Pamela" <pstanley@bhpsnj.org>
Date: 5/19/2026, 3:43 PM
To: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>

Dr. Feltre,

As per the policy committee discussion, please send this policy to the Board Attorney to make sure we are not opening ourselves up to issue in regards to the Unfair Labor Practice claim.

<https://docs.google.com/document/d/1phMXRD2opgi3rj0EQlw2zOQj6Ydx0EgC/edit?usp=sharing&ouid=104619463934089235175&rtpof=true&sd=true>

Would you also be able to send this policy to SE, to see if they have any feedback in regards to the language added to this policy?

https://docs.google.com/document/d/15TL2V6imYT3tPZDCuUF9PXZpA8mIZjX_gwY5jQ7VAJw/edit?usp=sharing

If you feel it is necessary you can also share P 0149 with the board attorney.

Thanks,
Pamela

Subject: Re: Share request for "Policy-0149"
From: Debbie Terrero <dterrero@bhpsnj.org>
Date: 5/19/2026, 3:47 PM
To: Pamela Stanley <pstanley@bhpsnj.org>

Oops. Thanks.

On May 19, 2026, at 3:32 PM, Stanley, Pamela <pstanley@bhpsnj.org> wrote:

Try opening the attachment with your board email address.

On Tue, May 19, 2026 at 3:16 PM Debbie T (via Google Docs) <drive-shares-dm-noreply@google.com> wrote:

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[Include, Inspire, Empower](#)

Subject: a policy question

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 5/19/2026, 5:09 PM

To: jcleary@njsba.org

Hi Ms. Cleary,

I am the chair of the policy committee for Berkeley Heights BOE. We had some confusion on a bylaw and the admin asked us to clarify so that it could be applied fairly and consistently.

A board member did try to say that this is giving a benefit to board members and could violate ethics. Looking at the ethics act, the committee did not see this as an issue and it was already board policy since 2022. We are currently just adding parameters to help the Superintendent and District to apply it evenly and fairly. Here is the original and the new proposal.

Original:

0149 RETIRING BOARD MEMBERS

Retiring members of the Board of Education shall be presented with an engraved plaque, bowl, or equivalent gift in recognition of their service to the community and the children of the school district. Retiring members shall also be permitted to present their children and grandchildren their high school graduation diplomas upon the prior consent of the Superintendent of Schools.

Adopted: 11 November 1974

Revised: 12 April 1982

11 February 1991

22 September 2022

New Proposed:

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Adopted: 11 November 1974

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Do you feel any of these changes are an issue for the BH board? I believe our board president did talk to you about this but I want to make sure we were on the same page of the language in the policy.

Feel free to call me at 201-232-0053.

Thanks,

Pamela Stanley

Subject: RE: a policy question
From: Jeanne Cleary <jcleary@njsba.org>
Date: 5/20/2026, 12:23 PM
To: Pamela Stanley <pstanley@bhpsnj.org>

Hi Pamela,

There is no policy or statute that would specifically regulate this process of issuing diplomas. It would be the agreement of the board to establish a policy addressing this.

For consideration, there would not be an ethics violation for a past board member who would no longer be bound by the code of ethics.

If distributing diplomas is a responsibility of current board members at graduation that also would not be a benefit but rather a duty.

When working with policies it is important for the board to consider the implications, as you are, but to also consult with your board attorney for guidance. Other policies may need to be consulted while addressing amendments. For instance, you will also need to consider the policy in place regarding the process of amending or approving policies, for example, whether one or two readings is required and how that may affect when these appear on the BOE Agendas for discussion and vote. This may impact whether any change including the one you drafted would be able to be put in place prior to the end of this academic year.

Jeanne



From: Stanley, Pamela <pstanley@bhpsnj.org>
Sent: Tuesday, May 19, 2026 5:10 PM
To: Jeanne Cleary <jcleary@njsba.org>
Subject: a policy question

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Subject: Re: a policy question

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 5/20/2026, 5:35 PM

To: Jeanne Cleary <jcleary@njsba.org>

Thank you for your response and I will continue the conversation with my board and the board attorney.

I appreciate all you do.

Thanks,
Pamela

On Wed, May 20, 2026 at 12:24 PM Jeanne Cleary <jcleary@njsba.org> wrote:

Hi Pamela,

There is no policy or statute that would specifically regulate this process of issuing diplomas. It would be the agreement of the board to establish a policy addressing this.

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To: Jeanne Cleary <jcleary@njsba.org>

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Pamela Stanley

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[Include, Inspire, Empower](#)

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From: "Stanley, Pamela" <pstanley@bhpsnj.org>
Date: 5/20/2026, 5:36 PM
To: Natasha Joly <njoly@bhpsnj.org>

----- Forwarded message -----

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Subject: Share request for "Policy-0149"

From: "Debbie Terrero (via Google Docs)" <drive-shares-dm-noreply@google.com>

Date: 5/21/2026, 1:25 PM

To: pstanley@bhpsnj.org

Share a document?

Headed

✓

Debbie Terrero (dtterrero@bhpsnj.org) is **requesting access** to the following document:



Policy-0149

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Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because dtterrero@bhpsnj.org requested access to a document in Google Docs.

Google

Subject: Re: Share request for "Policy-0149"
From: "Stanley, Pamela" <pstanley@bhpsnj.org>
Date: 5/21/2026, 2:41 PM
To: Debbie Terrero <dterrero@bhpsnj.org>

It should work now

Pamela Stanley
Member, BH Board of Education
Berkeley Heights Public Schools
Email: pstanley@bhpsnj.org
[BOE emails](#)
Main Website: BHPSNJ.org
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Parent Portal: [PowerSchool](#)
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BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

On Thu, May 21, 2026 at 1:25 PM Debbie Terrero (via Google Docs) <drive-shares-dm-noreply@google.com> wrote:

Share a document?

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 Policy-0149

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Google LLC, [1600 Amphitheatre Parkway, Mountain View, CA 94043, USA](#)

You have received this email because dterrero@bhpsnj.org requested access to a document in Google Docs.

Google

Subject: Follow-Up to Policy Committee Meeting
From: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>
Date: 5/26/2026, 11:01 AM
To: Pamela Stanley <pstanley@bhpsnj.org>

Hi Pam,

Here is what David responded to me about Policy 2426:

3. Policy 2426

My understanding is the BHEA proposed revisions to the policy in exchange for dismissing the UL, and then the Committee made additional revisions. In order to avoid the ongoing ULP, the next appropriate step would be to show the revisions to the BHEA. Assuming no issues, the Board can move to approve the policy revision.

Given this, we shouldn't have any issues moving forward with this policy.

I am waiting to speak with Phil Nicastro about Policy 0149. We have CMS Principal Interviews today so I'll call him when we are done.

Thank you!
Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

Subject: Re: Follow-Up to Policy Committee Meeting
From: "Stanley, Pamela" <pstanley@bhpsnj.org>
Date: 5/26/2026, 2:38 PM
To: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>

Do we want the P 2426 on the agenda for Thursday or show it to the BHEA first?

On Tue, May 26, 2026 at 11:01 AM Feltre, Dr. Kim <kfeltre@bhpsnj.org> wrote:

Hi Pam,

Here is what David responded to me about Policy 2426:

3. Policy 2426

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Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

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Subject: Re: Follow-Up to Policy Committee Meeting
From: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>
Date: 5/26/2026, 3:39 PM
To: "Stanley, Pamela" <pstanley@bhpsnj.org>

I shared the outcome of the policy committee with the union and didn't hear any negative feedback so I believe we should move forward with the first reading on Thursday.



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

On Tue, May 26, 2026 at 2:38 PM Stanley, Pamela <pstanley@bhpsnj.org> wrote:
Do we want the P 2426 on the agenda for Thursday or show it to the BHEA first?

On Tue, May 26, 2026 at 11:01 AM Feltre, Dr. Kim <kfeltre@bhpsnj.org> wrote:
Hi Pam,

Here is what David responded to me about Policy 2426:

3. **Policy 2426**

My understanding is the BHEA proposed revisions to the policy in exchange for dismissing the UL, and then the Committee made additional revisions. In order to avoid the ongoing ULP, the next appropriate step would be to show the revisions to the BHEA. Assuming no issues, the Board can move to approve the policy revision.

Given this, we shouldn't have any issues moving forward with this policy.

I am waiting to speak with Phil Nicaastro about Policy 0149. We have CMS Principal Interviews today so I'll call him when we are done.

Thank you!
Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

--

Pamela Stanley

Member, BH Board of Education

Berkeley Heights Public Schools

Email: pstanley@bhpsnj.org

[BOE emails](#)

Main Website: BHPSNJ.org

[HIB Dashboard](#)

Parent Portal: [PowerSchool](#)

Facebook: [BHPSNJ](#) / [PamelaBH](#)

BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

Subject: updates- policy

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 5/27/2026, 12:01 PM

To: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Natasha Joly <njoly@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Crystal Marr <cmarr@bhpsnj.org>

Hi Policy Committee,

I want to let you know that we received the ok from the board attorney to move forward with P 2426.

Dave Disler said "My understanding is the BHEA proposed revisions to the policy in exchange for dismissing the UL, and then the Committee made additional revisions. In order to avoid the ongoing ULP, the next appropriate step would be to show the revisions to the BHEA. Assuming no issues, the Board can move to approve the policy revision."

Dr. Feltre shared the revisions with the BHEA and they did not have any negative feedback so we will move ahead with it on the Thursday agenda for 1st read.

I have not received any follow up for P 0149. I will continue to look for guidance before our meeting tomorrow.

Thanks,
Pamela

Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps

From: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>

Date: 5/27/2026, 1:49 PM

To: Debbie Terrero <dterrero@bhpsnj.org>

CC: Pamela Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

Hi Deb,

Below is the response from Brian (in lieu of David). I shared with them Policy 0149 that's on the agenda for tomorrow's meeting as a follow up to their question. I wanted to close the loop on this since we were awaiting David's response.

Thank you,
Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

----- Forwarded message -----

From: Giardina, Brian <BGiardina@pbnlaw.com>

Date: Fri, May 22, 2026 at 11:03 AM

Subject: RE: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Cc: Disler, David L. <DLDisler@pbnlaw.com>

Hi Kim,

David and I discussed the below policy and the recommended and proposed changes. We would like some clarification on the language proposed.

The two sentences at issue are:

...Retiring members shall also be permitted to present their children and grandchildren their high school graduation diplomas

upon the prior consent of the Superintendent of Schools. **Former Board members will be considered by the majority support of the Board.**

Does the first sentence refer to Board members who are currently ending their term, but still on the board and not running for reelection, the ability to hand out diplomas? Or is the intent to replace the first sentence with the second sentence. Maybe combining the two sentences into something that reads:

Retired and former Board members shall also be permitted to present their children and grandchildren their high school graduation diplomas (or middle school promotion if the committee wishes to include that provision) by majority support of the Board.

This would give the Board the power to give former members, irrespective of how they have left the Board or if they intend to run for reelection, the ability to exercise this privilege by majority vote of the Board.

If both sentences are kept it creates two different methods by which the ability to exercise this privilege is decided, depending on the status of the Board member. That is ok, if that is the intent. However, in that instance, I think we should more clearly define what is meant by “retiring.”

Happy to discuss the above at your convenience.

Brian Giardina, Esq.
Associate

PORZIO
BROMBERG & NEWMAN

5 Sylvan Way, P.O. Box 218
Parsippany, NJ 07054

☎ (973) 889-4234

📠 (973) 538-5146

✉ BGiardina@pbnlaw.com

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From: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Sent: Tuesday, May 19, 2026 10:31 AM

To: Disler, David L. <DLDisler@pbnlaw.com>

Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps

EXTERNAL MESSAGE

Deb followed up with me on getting your feedback on the email trail below. Any thoughts?



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

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From: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Date: Mon, May 11, 2026 at 7:27 PM

Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Disler, David L. <DLDisler@pbnlaw.com>

Hi David,

Can you please read the email below and provide your legal advice?

Thank you.

Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

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From: **Debbie Terrero** <dterrero@bhpsnj.org>

Date: Mon, May 11, 2026 at 11:12 AM

Subject: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Dr. Kim Feltre <kfeltre@bhpsnj.org>

Cc: Pam Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

Good morning, Kim!

I wanted to share an update from my conversation this morning with Jeanne Cleary from NJSBA regarding Policy 149. Her feedback raises several important considerations for the Policy Committee.

Jeanne emphasized that we need to avoid adopting any policy language that could be perceived as providing a “benefit” to Board of Education members, as this could be interpreted as conflicting with the Ethics Act. She also noted that if we broaden the policy too much, we could unintentionally allow a former Board member who was removed for an ethics violation to participate in handing out a diploma to a child or grandchild, which could reflect poorly on the district.

Her recommendation is to keep the policy simple and add the following language at the end of the current policy:

“Former Board members will be considered by the majority support of the Board.”

With this addition, the policy would read:

0149 RETIRING BOARD MEMBERS

Retiring members of the Board of Education shall be presented with an engraved plaque, bowl, or equivalent gift in recognition of their service to the community and the children of the school district. Retiring members shall also be permitted to present their children and grandchildren their high school graduation diplomas upon the prior consent of the Superintendent of Schools.

Former Board members will be considered by the majority support of the Board.

Additional points raised:

- If we want to address Send-Receive situations, the above language should allow the Board to handle those by resolution. Mr. Disler can help confirm this.
- If we want to include middle school ceremonies, we should update the wording to “high school graduation or middle school promotion.”
- This approach places the decision with the Board rather than the Superintendent.

Given the potential ethics implications and community perception concerns, I believe it would be helpful to get feedback from Mr. Disler on the handling of this language before the Policy Committee meeting this week. Can you please reach out to Mr. Disler for feedback so the policy committee has some guidance?

Best regards,

Deb

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dtorrero@bhpsnj.org
BOE Email: boe@bhpsnj.org



Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps
From: "Stanley, Pamela" <pstanley@bhpsnj.org>
Date: 5/27/2026, 7:51 PM
To: Natasha Joly <njoly@bhpsnj.org>

FYI so you are in the loop since the other policy committee members are on the email.

Pamela Stanley
Member, BH Board of Education
Berkeley Heights Public Schools
Email: pstanley@bhpsnj.org
[BOE emails](#)
Main Website: BHPSNJ.org
[HIB Dashboard](#)
Parent Portal: [PowerSchool](#)
Facebook: [BHPSNJ](#) / [PamelaBH](#)
BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

----- Forwarded message -----

From: **Feltre, Dr. Kim** <kfeltre@bhpsnj.org>
Date: Wed, May 27, 2026 at 1:50 PM
Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps
To: Debbie Terrero <dterrero@bhpsnj.org>
CC: Pamela Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

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Thank you,
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Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

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Date: Fri, May 22, 2026 at 11:03 AM

Subject: RE: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Cc: Disler, David L. <DLDisler@pbnlaw.com>

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Brian Giardina, Esq.
Associate



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Parsippany, NJ 07054

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From: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Sent: Tuesday, May 19, 2026 10:31 AM

To: Disler, David L. <DLDisler@pbnlaw.com>

Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps

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Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

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Date: Mon, May 11, 2026 at 7:27 PM

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To: Disler, David L. <DLDisler@pbnlaw.com>

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Thank you.

Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

----- Forwarded message -----

From: **Debbie Terrero** <dtterrero@bhpsnj.org>

Date: Mon, May 11, 2026 at 11:12 AM

Subject: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Dr. Kim Feltre <kfeltre@bhpsnj.org>

Cc: Pam Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

Good morning, Kim!

I wanted to share an update from my conversation this morning with Jeanne Cleary from NJSBA regarding Policy 149. Her feedback raises several important considerations for the Policy Committee.

Jeanne emphasized that we need to avoid adopting any policy language that could be perceived as providing a “benefit” to Board of Education members, as this could be interpreted as conflicting with the Ethics Act. She also noted that if we broaden the policy too much, we could unintentionally allow a former Board member who was removed for an ethics violation to participate in handing out a diploma to a child or grandchild, which could reflect poorly on the district.

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Best regards,

Deb

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dtterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org



Subject: May 28, 2026: Board Meeting Agenda Packet

From: "Romond, Diane" <dromond@bhpsnj.org>

Date: 5/28/2026, 12:06 PM

To: Debbie Terrero <dterrero@bhpsnj.org>, Natasha Joly <njoly@bhpsnj.org>, Bill Dillon <bdillon@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Pamela Stanley <pstanley@bhpsnj.org>, Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>, Thomas Foregger <tforegger@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>

CC: Jennifer Nicholson <jnicholson@bhpsnj.org>, "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Vijaysinh Sindha <vsindha@bhpsnj.org>, Crystal Marr <cmarr@bhpsnj.org>

Good Afternoon,

Attached please find the documents for tonight's Board Meeting. There have been changes/additions to the agenda since its distribution on Tuesday, May 26th, therefore, an addendum has been issued.

Please note that the meeting will open to the public at 6:00 p.m. in the Governor Livingston High School Cafeteria and will immediately adjourn to Executive Session. The Public Session is scheduled to begin at approximately 7:30 p.m.

Best,

Diane Romond

Assistant to the Business Administrator

Berkeley Heights Public Schools

dromond@bhpsnj.org

Tel: 908-464-1718 ext. 1400



— Attachments: —

May 28, 2026 Agenda.pdf	791 KB
5-28-26 Exec. Session Agenda.pdf	82.5 KB
5-28-26 Addendum.pdf	179 KB
UPDATED 5.28.25 Combined Attachments A-AK.pdf	13.3 MB
Policies Combined 5-26-26.pdf	312 KB
Regular Meeting Minutes_ April 30, 2026.pdf	603 KB
Regular Meeting Minutes_ May 6, 2026.pdf	551 KB
Executive Session Minutes - 05.06.2026.pdf	121 KB

Subject: 2026 Governor Livingston High School Graduation

From: "Berry (Principal), Meg" <megberry@bhpsnj.org>

Date: 5/29/2026, 10:45 AM

To: Debbie Koutsaftes <dkoutsaftes@bhpsnj.org>

Good morning Esteemed Guest,

Please see the attached letter formally inviting you to attend the Governor Livingston High School Class of 2026 Graduation Ceremony on June 17th.

Thank you,

Meg Berry

--



— Attachments: —

2026 Graduation Invitation.pdf

54.4 KB

Subject: Rescheduled BOE Meeting & Attendance

From: Debbie Terrero <dterrero@bhpsnj.org>

Date: 5/29/2026, 12:37 PM

Fellow Board Members,

As you know, we were able to open last night's meeting and enter executive session; however, we were forced to adjourn and cancel both the remainder of executive session and the regular meeting due to lack of quorum.

Per statutory requirements, the meeting must be rescheduled within seven days. With the GL Awards next Wednesday and the CMS Awards next Thursday and the need to provide 48 hours' public notice. The only viable dates are Monday or Tuesday next week.

The rescheduled meeting **will be held on Monday, June 1 at 6:30 PM**, and full attendance is expected. If you are unable to attend, you must notify Dr. Feltre, Natasha, or me **in advance**.

While I understand that unexpected situations arise, last night's outcome was unacceptable. Parents from SEPAG were scheduled to be recognized, an HIB matter involving two families was on the agenda, community members attended in person and a full agenda of a number of things were scheduled for approval. Canceling under those circumstances was unfair to everyone who made the effort to be present.

Sending notice minutes before the meeting or after it has already begun is disrespectful of everyone's time. Board members should not have to track one another down by phone or text. We are elected representatives, and our conduct must reflect that responsibility.

Please ensure you handle your attendance professionally and respectfully moving forward.

Thank you,

Deb

Note: all board members have been BCCed

--

Note: Please do not reply all to this message as that would constitute a quorum.

Subject: Fwd: Policy 0149

From: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>

Date: 5/31/2026, 5:13 PM

To: Pamela Stanley <pstanley@bhpsnj.org>, Debbie Terrero <dterrero@bhpsnj.org>

Hi Pam and Deb,

Here is Strauss Esmay's input on Policy 0149. I'll defer to you whether you'd like to share the information with the whole Board or discuss during the next Policy Committee meeting.

Thank you,
Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

Who Owns the Learning?

----- Forwarded message -----

From: Philip Nicastro <pnicastro@straussesmay.com>

Date: Wed, May 27, 2026 at 2:38 PM

Subject: RE: Policy 0149

To: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Hi Kim

I reviewed your Board's Policy 0149. There are many districts that permit a current sitting board member the option of handing a diploma to their child at the middle school or high school graduation and I do not know of any educational law decision or School Ethics Commission decision that prohibits such a practice or an advisory opinion from the Ethics Commission that advises the practice is a violation of the School Ethics Act or any other educational statute.

As far as a retired Board Member handing a diploma to their child or their grandchild – I have not seen Board Policies that permit this. However, I do not think this practice, if permitted per Board Policy, would be a violation of any statute or code. I think for optics, I would recommend a school administrator be with the retired Board Member as they hand out the one diploma to their child or grandchild and the retired Board Member only hand out the one diploma to their child or grandchild only and then return to their seat in the audience.

As per above, from a legal standpoint, I think your Policy is not any sort of statutory or code violation. As far as a practical standpoint, the Board needs to determine if the Policy as written is reasonable and if the Board wants to continue the practice of letting non-school employees (retired Board Members) hand out a diploma. This is a local decision that only your Board can make. And, from a personal standpoint and as a former Superintendent of Schools, is it possible that this practice of letting retired Board Members within the last 10.5 years hand-out a diploma at graduation to their child or grandchild may take time from the ceremony.

In addition, I would remove any sort of Superintendent approval or consent from the Policy as this could be interpreted to mean the Superintendent can withhold consent, which is not a comfortable position without a specific criteria.

I hope this helps and feel free to reach out to me if you have any questions.

Philip Nicastro, Esq.

From: Feltre, Dr. Kim <kfeltre@bhpsnj.org>
Sent: Monday, May 25, 2026 9:38 PM
To: Philip Nicastro <pnicastro@straussesmay.com>
Subject: Policy 0149

Hi Phil,

Thank you for your assistance with policy 3324. I've had an additional request for a policy review for policy 0149 which is attached.

Would you also be able to send this policy to SE, to see if they have any feedback in regards to the language added to this policy?

Thoughts?

Thank you,

Kim



Kim T. Feltre, Ed.D.
Superintendent of Schools
345 Plainfield Ave
Berkeley Heights, NJ 07922
908-464-1718

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Subject: Re: Policy 149 - Feedback from NJSBA and Recommended Next Steps

From: Natasha Joly <njoly@bhpsnj.org>

Date: 5/31/2026, 6:44 PM

To: Debbie Terrero <dterrero@bhpsnj.org>

CC: "Stanley, Pamela" <pstanley@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>, "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>

Thank you Pam and Deb for forwarding.

My concern with passing this policy as written is that the Board will be conferring a benefit to certain current members. This is what I would like a legal option on. Is there an ethics concern here?

My other issue is that it doesn't address, for example, a Mountainside parent who has been on the MS BOE for 8 years but is not on the BH Board. They won't have an opportunity to present to their high school student.

Thanks,
Natasha

On May 30, 2026, at 7:17 PM, Debbie Terrero <dterrero@bhpsnj.org> wrote:

Sent from my iPhone

Begin forwarded message:

From: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>

Date: May 27, 2026 at 1:50:19 PM EDT

To: Debbie Terrero <dterrero@bhpsnj.org>

Cc: Pamela Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

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Kim

<mime-attachment.png>
Who Owns the Learning?

----- Forwarded message -----

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Date: Fri, May 22, 2026 at 11:03 AM

Subject: RE: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Cc: Disler, David L. <DLDisler@pbnlaw.com>

pbnlaw.com

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<image001.png>

Who Owns the Learning?

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Good morning, Kim!

I wanted to share an update from my conversation this morning with Jeanne Cleary from NJSBA regarding Policy 149. Her feedback raises several important considerations for the Policy Committee.

Jeanne emphasized that we need to avoid adopting any policy language that could be perceived as providing a “benefit” to Board of Education members, as this could be interpreted as conflicting with the Ethics Act. She also noted that if we broaden the policy too much, we could unintentionally allow a former Board member who was removed for an ethics violation to participate in handing out a diploma to a child or grandchild, which could reflect poorly on the district.

Her recommendation is to keep the policy simple and add the following language at the end of the current policy:

“Former Board members will be considered by the majority support of the Board.”

With this addition, the policy would read:

0149 RETIRING BOARD MEMBERS

Retiring members of the Board of Education shall be presented with an engraved plaque, bowl, or equivalent gift in recognition of their service to the community and the children of the school district. Retiring members shall also be permitted to present their children and grandchildren their high school graduation diplomas upon the prior consent of the Superintendent of Schools. **Former Board members will be considered by the majority support of the Board.**

Additional points raised:

- If we want to address Send-Receive situations, the above language should allow the Board to handle those by resolution. Mr. Disler can help confirm this.
- If we want to include middle school ceremonies, we should update the wording to “high school graduation or middle school promotion.”

- This approach places the decision with the Board rather than the Superintendent.

Given the potential ethics implications and community perception concerns, I believe it would be helpful to get feedback from Mr. Disler on the handling of this language before the Policy Committee meeting this week. Can you please reach out to Mr. Disler for feedback so the policy committee has some guidance?

Best regards,

Deb

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org

<image002.png>

Subject: Re: Policy 149 - Feedback from NJSBA and Recommended Next Steps

From: Debbie Terrero <dterrero@bhpsnj.org>

Date: 5/31/2026, 9:36 PM

To: Natasha Joly <njoly@bhpsnj.org>

CC: Pamela Stanley <pstanley@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>, "Dr. Kim Feltre" <kfeltre@bhpsnj.org>

I agree with your position on Mountainside board members. This really bothers me that someone that would serve on their board would not be given an opportunity only because they haven't served on our board. That's not acceptable in my opinion.

Deb

On May 31, 2026, at 6:44 PM, Natasha Joly <njoly@bhpsnj.org> wrote:

Thank you Pam and Deb for forwarding.

My concern with passing this policy as written is that the Board will be conferring a benefit to certain current members. This is what I would like a legal option on. Is there an ethics concern here?

My other issue is that it doesn't address, for example, a Mountainside parent who has been on the MS BOE for 8 years but is not on the BH Board. They won't have an opportunity to present to their high school student.

Thanks,
Natasha

On May 30, 2026, at 7:17 PM, Debbie Terrero <dterrero@bhpsnj.org> wrote:

Sent from my iPhone

Begin forwarded message:

From: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>

Date: May 27, 2026 at 1:50:19 PM EDT

To: Debbie Terrero <dterrero@bhpsnj.org>

Cc: Pamela Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps

Hi Deb,

Below is the response from Brian (in lieu of David). I shared with them Policy 0149 that's on the agenda for tomorrow's meeting as a follow up to their question. I wanted to close the loop on this since we were awaiting David's response.

Thank you,
Kim

<mime-attachment.png>
Who Owns the Learning?

----- Forwarded message -----

From: **Giardina, Brian** <BGiardina@pbnlaw.com>

Date: Fri, May 22, 2026 at 11:03 AM

Subject: RE: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Cc: Disler, David L. <DLDisler@pbnlaw.com>

Hi Kim,

David and I discussed the below policy and the recommended and proposed changes. We would like some clarification on the language proposed.

The two sentences at issue are:

...Retiring members shall also be permitted to present their children and grandchildren their high school graduation diplomas upon the prior consent of the Superintendent of Schools. **Former Board members will be considered by the majority support of the Board.**

Does the first sentence refer to Board members who are currently ending their term, but still on the board and not running for reelection, the ability to hand out diplomas? Or is the intent to replace the first sentence with the second sentence. Maybe combining the two sentences into something that reads:

Retired and former Board members shall also be permitted to present their children and grandchildren their high school graduation diplomas (or middle school promotion if the committee wishes to include that provision) by majority support of the Board.

This would give the Board the power to give former members, irrespective of how they have left the Board or if they intend to run for reelection, the ability to exercise this privilege by majority vote of the Board.

If both sentences are kept it creates two different methods by which the ability to exercise this privilege is decided, depending on the status of the Board member. That is ok, if that is the intent. However, in that instance, I think we should more clearly define what is meant by "retiring."

Happy to discuss the above at your convenience.

Brian Giardina, Esq.

Associate

[<pbnlogoleft207x60_c22e0481-b291-4940-81b1-15179696b221.png>](#)

5 Sylvan Way, P.O. Box 218

Parsippany, NJ 07054

[spbnlawseal.png_6494f648-084d-4828-bc30-](#)

[<pbndarkgreenfax_46be86dd-98da-44c9-8f5a-274f29b8a381.png>](#)

[<pbndarkgreenemail_ff965ca3-9f82-4dc0-958d-df0acf07b224.png>](#)

(973)

889-4234

(973)

538-5146

BGiardina@pbnlaw.com

pbnlaw.com

This electronic communication, including any authorized attachments, contains information from the law firm of Porzio, Bromberg & Newman, P.C., that may be legally privileged, confidential, and exempt from disclosure under applicable law. This communication also may include content that was not originally generated by the firm. If you are not the intended recipient, any use or dissemination of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately and delete it from all computers on which it may be stored. In addition, if you are not currently a client of the firm, this communication is not to be construed as establishing an attorney-client relationship.

From: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Sent: Tuesday, May 19, 2026 10:31 AM

To: Disler, David L. <DLDisler@pbnlaw.com>

Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps

EXTERNAL MESSAGE

Deb followed up with me on getting your feedback on the email trail below. Any thoughts?

[<image001.png>](#)

Who Owns the Learning?

----- Forwarded message -----

From: Feltre, Dr. Kim <kfeltre@bhpsnj.org>

Date: Mon, May 11, 2026 at 7:27 PM

Subject: Fwd: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Disler, David L. <DLDisler@pbnlaw.com>

Hi David,

Can you please read the email below and provide your legal advice?

Thank you.

Kim

<image001.png>

Who Owns the Learning?

----- Forwarded message -----

From: **Debbie Terrero** <dterrero@bhpsnj.org>

Date: Mon, May 11, 2026 at 11:12 AM

Subject: Policy 149 - Feedback from NJSBA and Recommended Next Steps

To: Dr. Kim Feltre <kfeltre@bhpsnj.org>

Cc: Pam Stanley <pstanley@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>

Good morning, Kim!

I wanted to share an update from my conversation this morning with Jeanne Cleary from NJSBA regarding Policy 149. Her feedback raises several important considerations for the Policy Committee.

Jeanne emphasized that we need to avoid adopting any policy language that could be perceived as providing a "benefit" to Board of Education members, as this could be interpreted as conflicting with the Ethics Act. She also noted that if we broaden the policy too much, we could unintentionally allow a former Board member who was removed for an ethics violation to participate in handing out a diploma to a child or grandchild, which could reflect poorly on the district.

Her recommendation is to keep the policy simple and add the following language at the end of the current policy:

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With this addition, the policy would read:

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majority support of the Board.

Additional points raised:

- If we want to address Send-Receive situations, the above language should allow the Board to handle those by resolution. Mr. Disler can help confirm this.
- If we want to include middle school ceremonies, we should update the wording to “high school graduation or middle school promotion.”
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Given the potential ethics implications and community perception concerns, I believe it would be helpful to get feedback from Mr. Disler on the handling of this language before the Policy Committee meeting this week. Can you please reach out to Mr. Disler for feedback so the policy committee has some guidance?

Best regards,

Deb

Debbie Terrero
President, BH Board of Education
Berkeley Heights Public Schools
Email: dterrero@bhpsnj.org
BOE Email: boe@bhpsnj.org

<image002.png>

Subject: CMS Promotion Ceremony

From: "Mr. Kobliska" <pkobliska@bhpsnj.org>

Date: 6/2/2026, 1:40 PM

To: Debbie Terrero <dterrero@bhpsnj.org>, Natasha Joly <njoly@bhpsnj.org>, Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Thomas Foregger <tforegger@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Pamela Stanley <pstanley@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Julie Carles <jcarles@bhpsnj.org>, Grace Acosta <gacosta@bhpsnj.org>

Good afternoon Board of Education Members,

We hope you will be able to join us for the CMS Promotion Ceremony on June 16th at 2:30 pm.

In keeping with tradition, please let us know if you have any students whom you wish to present with their diplomas.

Thank you.
Paul & Grace



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

Subject: Re: CMS Promotion Ceremony

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 6/3/2026, 1:35 PM

To: "Mr. Kobliska" <pkobliska@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Julie Carles <jcarles@bhpsnj.org>, Grace Acosta <gacosta@bhpsnj.org>

As you know, my daughter [REDACTED] will be receiving her promotion certificate this year. I am hoping not to be a balling mess as 8th grade graduation gets me every year, even when my daughter is not participating.

With that said, I would like to kindly request to hand certificates to the following students this year:

[REDACTED]

Her friend group that has spent countless hours at my house throughout middle school:

[REDACTED]

If at all possible, I am also a Girl Scout leader to:

[REDACTED]

Last but not least: (they are like family)

[REDACTED]

I know this is a large request and I appreciate your consideration.

Thank you for all you do and please don't hesitate to let me know how I can support the promotion ceremony this year.

Sincerely,
Pamela Stanley

On Tue, Jun 2, 2026 at 1:40 PM Mr. Kobliska <pkobliska@bhpsnj.org> wrote:

Good afternoon Board of Education Members,

We hope you will be able to join us for the CMS Promotion Ceremony on June 16th at 2:30

pm.

In keeping with tradition, please let us know if you have any students whom you wish to present with their diplomas.

Thank you.
Paul & Grace



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

--

Pamela Stanley

Member, BH Board of Education

Berkeley Heights Public Schools

Email: pstanley@bhpsnj.org

[BOE emails](#)

Main Website: BHPSNJ.org

[HIB Dashboard](#)

Parent Portal: [PowerSchool](#)

Facebook: [BHPSNJ](#) / [PamelaBH](#)

BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

Subject: Re: CMS Promotion Ceremony

From: "Mr. Kobliska" <pkobliska@bhpsnj.org>

Date: 6/4/2026, 11:04 AM

To: Debbie Terrero <dterrero@bhpsnj.org>, Natasha Joly <njoly@bhpsnj.org>, Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Thomas Foregger <tforegger@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Pamela Stanley <pstanley@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Julie Carles <jcarles@bhpsnj.org>, Grace Acosta <gacosta@bhpsnj.org>

Good morning.

Tomorrow, we are building our Promotion Ceremony Seating charts.
Please let me know by 8 am if you wish to award a diploma to specific students.

Thank you to those who have already replied.

Paul



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

On Tue, Jun 2, 2026 at 1:40 PM Mr. Kobliska <pkobliska@bhpsnj.org> wrote:

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Thank you.
Paul & Grace



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

Subject: Re: CMS Promotion Ceremony
From: "Mr. Kobliska" <pkobliska@bhpsnj.org>
Date: 6/4/2026, 11:57 AM
To: "Stanley, Pamela" <pstanley@bhpsnj.org>

Thank you.
Mr. K



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

On Wed, Jun 3, 2026 at 1:35 PM Stanley, Pamela <pstanley@bhpsnj.org> wrote:

As you know, my daughter [REDACTED] will be receiving her promotion certificate this year. I am hoping not to be a balling mess as 8th grade graduation gets me every year, even when my daughter is not participating.

With that said, I would like to kindly request to hand certificates to the following students this year:

[REDACTED]

Her friend group that has spent countless hours at my house throughout middle school:

[REDACTED]

If at all possible, I am also a Girl Scout leader to:

[REDACTED]

Last but not least: (they are like family)

[REDACTED]

I know this is a large request and I appreciate your consideration.

Thank you for all you do and please don't hesitate to let me know how I can support the promotion

ceremony this year.

Sincerely,
Pamela Stanley

On Tue, Jun 2, 2026 at 1:40 PM Mr. Kobliska <pkobliska@bhpsnj.org> wrote:
Good afternoon Board of Education Members,

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In keeping with tradition, please let us know if you have any students whom you wish to present with their diplomas.

Thank you.
Paul & Grace



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

--

Pamela Stanley

Member, BH Board of Education

Berkeley Heights Public Schools

Email: pstanley@bhpsnj.org

[BOE emails](#)

Main Website: BHPSNJ.org

[HIB Dashboard](#)

Parent Portal: [PowerSchool](#)

Facebook: [BHPSNJ](#) / [PamelaBH](#)

BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

Subject: Re: Folder shared with you: "Policy Committee Mtg - June 2026"
From: "Conley-Ross, Katrina" <kconley-ross@bhpsnj.org>
Date: 6/5/2026, 9:23 PM
To: "Stanley, Pamela" <pstanley@bhpsnj.org>
CC: kfeltre@bhpsnj.org

Katrina Conley-Ross
Executive Assistant to the Superintendent / HR Specialist
Berkeley Heights Public Schools
345 Plainfield Ave.
Berkeley Heights, NJ 07922
Phone: 908-464-1718 x1010
Fax: 908-464-1728



On Fri, Jun 5, 2026 at 2:20 PM Stanley, Pamela <pstanley@bhpsnj.org> wrote:
Can you share the alert and SE policies?

On Thu, Jun 4, 2026 at 8:10 AM Katrina Conley-Ross (via Google Drive) <drive-shares-dm-noreply@google.com> wrote:

Katrina Conley-Ross shared a folder

Headline

Katrina Conley-Ross (kconley-ross@bhpsnj.org) has invited you to **contribute to** the following shared folder:

Attached is the June 9th Policy Committee folder.

 Policy Committee Mtg - June 2026

Open

Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA
You have received this email because kconley-ross@bhpsnj.org shared a file
or folder located in Google Drive with you.

Google

--

Pamela Stanley

Member, BH Board of Education

Berkeley Heights Public Schools

Email: pstanley@bhpsnj.org

[BOE emails](#)

Main Website: BHPSNJ.org

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BOE Meetings: [YOUTUBE BHPSNJ](#)



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Attachments:

Alert 237 Summary Pages for ELAN.pdf	271 KB
doc_20260528094904_394ff858_Alert_237_One_Word_Document_-_Regulations.pdf	348 KB
Alert 237 One Word Document - Policies.pdf	835 KB

Subject: Re: CMS Promotion Ceremony

From: "Mr. Kobliska" <pkobliska@bhpsnj.org>

Date: 6/8/2026, 12:07 PM

To: Debbie Terrero <dterrero@bhpsnj.org>, Natasha Joly <njoly@bhpsnj.org>, Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Thomas Foregger <tforegger@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Pamela Stanley <pstanley@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Julie Carles <jcarles@bhpsnj.org>, Grace Acosta <gacosta@bhpsnj.org>

Good afternoon.

Please confirm your participation in the 25-26 promotion ceremony (if not already done). I need to know who is attending to assist with the presentation of diplomas. Thank you to those who have already replied.

Our records indicate:

Attending:

Mrs. Terrero -

Mrs. Stanley - shared student names to present diplomas

Mrs. Akiri - shared student names to present diplomas

Ms. Bradford

Not attending:

Mrs. Joly

No response:

Dr. Foregger

Mr. Morales

Best,
Mr. K



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

On Tue, Jun 2, 2026 at 1:40 PM Mr. Kobliska <pkobliska@bhpsnj.org> wrote:

Good afternoon Board of Education Members,

We hope you will be able to join us for the CMS Promotion Ceremony on June 16th at 2:30 pm.

In keeping with tradition, please let us know if you have any students whom you wish to present with their diplomas.

Thank you.
Paul & Grace



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

Subject: CMS Promotion

From: "Mr. Kobliska" <pkobliska@bhpsnj.org>

Date: 6/8/2026, 12:09 PM

To: Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>, Pamela Stanley <pstanley@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>

Good afternoon, Mrs. Stanley and Mrs. Akiri,

You both have shared the desire to present [REDACTED] with her diploma.

Please talk and decide who will present the diploma to [REDACTED] OR you both can stand at the podium to present her diploma.

Please let us know your decision.

Mr. K



Paul Kobliska

Principal

Columbia Middle School

345 Plainfield Ave. Berkeley Heights, NJ 07922

P: 908-464-1600

[CMS School Website](#)

Subject: Re: CMS Promotion

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 6/8/2026, 12:12 PM

To: "Mr. Kobliska" <pkobliska@bhpsnj.org>

CC: Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>, "Dr. Kim Feltre" <kfeltre@bhpsnj.org>

Hi Mrs. Akiri,

I would like to present [REDACTED] with her certificate as I am her Girl Scout leader.

Thanks,
Pamela

Pamela Stanley

Member, BH Board of Education

Berkeley Heights Public Schools

Email: pstanley@bhpsnj.org

[BOE emails](#)

Main Website: BHPSNJ.org

[HIB Dashboard](#)

Parent Portal: [PowerSchool](#)

Facebook: [BHPSNJ](#) / [PamelaBH](#)

BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

On Mon, Jun 8, 2026 at 12:09 PM Mr. Kobliska <pkobliska@bhpsnj.org> wrote:

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Please let us know your decision.

Mr. K



Paul Kobliska

Principal

Columbia Middle School

[345 Plainfield Ave. Berkeley Heights, NJ 07922](#)

P: 908-464-1600

[CMS School Website](#)

Subject: Fwd: 2026 Governor Livingston High School Graduation
From: "Koutsaftes, Debbie" <dkoutsaftes@bhpsnj.org>
Date: 6/10/2026, 10:24 AM
To: "Meg Berry (Principal)" <megberry@bhpsnj.org>

Good Morning-

Just a gentle reminder to everyone, if you have not sent in your RSVP for the Governor Livingston Graduation- please reply to me at your earliest convenience.

Thank you- have a great day!

Debbie Koutsaftes
Administrative Assistant to the Principal
Governor Livingston High School
908-464-3100 X 2515



----- Forwarded message -----

From: **Berry (Principal), Meg** <megberry@bhpsnj.org>
Date: Fri, May 29, 2026 at 10:46 AM
Subject: 2026 Governor Livingston High School Graduation
To: Debbie Koutsaftes <dkoutsaftes@bhpsnj.org>

Good morning Esteemed Guest,

Please see the attached letter formally inviting you to attend the Governor Livingston High School Class of 2026 Graduation Ceremony on June 17th.

Thank you,

Meg Berry

--



— Attachments: —

2026 Graduation Invitation.pdf	54.4 KB
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Subject: Re: 2026 Governor Livingston High School Graduation
From: "Stanley, Pamela" <pstanley@bhpsnj.org>
Date: 6/11/2026, 3:32 PM
To: "Koutsaftes, Debbie" <dkoutsaftes@bhpsnj.org>
CC: "Meg Berry (Principal)" <megberry@bhpsnj.org>

Apologies, yes I will be attending.

Thank you

Pamela Stanley
Member, BH Board of Education
Berkeley Heights Public Schools
Email: pstanley@bhpsnj.org
[BOE emails](#)
Main Website: BHPSNJ.org
[HIB Dashboard](#)
Parent Portal: [PowerSchool](#)
Facebook: [BHPSNJ](#) / [PamelaBH](#)
BOE Meetings: [YOUTUBE BHPSNJ](#)



[Include, Inspire, Empower](#)

On Wed, Jun 10, 2026 at 10:25 AM Koutsaftes, Debbie <dkoutsaftes@bhpsnj.org> wrote:

Good Morning-

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Thank you- have a great day!

Debbie Koutsaftes
Administrative Assistant to the Principal
Governor Livingston High School
908-464-3100 X 2515



----- Forwarded message -----

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To: Debbie Koutsaftes <dkoutsaftes@bhpsnj.org>

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Thank you,

Meg Berry

--



Subject: Re: 2026 Governor Livingston High School Graduation

From: "Koutsaftes, Debbie" <dkoutsaftes@bhpsnj.org>

Date: 6/12/2026, 7:47 AM

To: "Stanley, Pamela" <pstanley@bhpsnj.org>

Good Morning-

Thank you for letting me know. As in past years, you can park in the staff parking lot to the left of the school (your name will be on the list the parking attendants have) and you will have a reserved seat on the dais.

Have a great day- see you next week.

Debbie Koutsaftes
Administrative Assistant to the Principal
Governor Livingston High School
908-464-3100 X 2515



On Thu, Jun 11, 2026 at 3:32 PM Stanley, Pamela <pstanley@bhpsnj.org> wrote:

Apologies, yes I will be attending.

Thank you

Pamela Stanley
Member, BH Board of Education
Berkeley Heights Public Schools
Email: pstanley@bhpsnj.org
[BOE emails](#)
Main Website: BHPSNJ.org
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Administrative Assistant to the Principal
Governor Livingston High School
908-464-3100 X 2515



----- Forwarded message -----

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Subject: 2026 Governor Livingston High School Graduation
To: Debbie Koutsaftes <dkoutsaftes@bhpsnj.org>

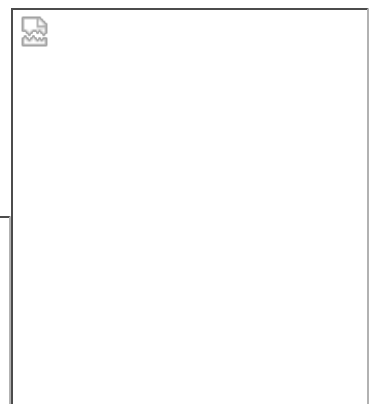
Good morning Esteemed Guest,

Please see the attached letter formally inviting you to attend the Governor Livingston High School Class of 2026 Graduation Ceremony on June 17th.

Thank you,

Meg Berry

--



Subject: Ceremonies this Week

From: "Stanley, Pamela" <pstanley@bhpsnj.org>

Date: 6/15/2026, 9:46 AM

To: Debbie Terrero <dterrero@bhpsnj.org>, Natasha Joly <njoly@bhpsnj.org>, Thomas Foregger <tforegger@bhpsnj.org>, Bill Dillon <bdillon@bhpsnj.org>, Gale Bradford <gbradford@bhpsnj.org>, Javier Morales <jmorales@bhpsnj.org>, Sai Bhargavi Akiri <sbhargavi@bhpsnj.org>

CC: "Dr. Kim Feltre" <kfeltre@bhpsnj.org>, Jennifer Nicholson <jnicholson@bhpsnj.org>, Crystal Marr <cmarr@bhpsnj.org>

Hi Board Members,

I just want to remind everyone of this week's procedures.

For the CMS promotion ceremony, we should arrive around 2 pm and head straight to the stage on the GL turf.

For GL Graduation, we meet in the GL Media Center at 1:30 pm. We then meet up with the GL staff and students to proceed down the hill together in procession.

When you arrive, they hand out which row you will be handing out diplomas for. It is well organized and easy to follow.

I highly recommend sunglasses to prevent squinting the entire time and ladies' reminder that the wind can make dresses fun. They usually provide water on stage. Lastly, don't forget the sunscreen.

If running late, please contact Deb.

Thanks,
Pamela

Subject: GLHS Graduation

From: "Koutsaftes, Debbie" <dkoutsaftes@bhpsnj.org>

Date: 6/16/2026, 10:18 AM

To: "Meg Berry (Principal)" <megberry@bhpsnj.org>, Dennis Dagounis <ddagounis@bhpsnj.org>, Winston Jackson <wjackson@bhpsnj.org>

Good Morning-

Thank you for responding yes to the GLHS Graduation. As stated in the invitation there will be an informal reception in the IMC at 1:30 PM and the procession will begin at 2:20 PM (weather permitting). You can park in the staff parking lot to the left of the school- your names will be on the list that is left with the attendants- just give them your name.

Please note, weather permitting, the ceremony will begin promptly at 2:30 P.M., with the academic procession beginning at approximately 2:20 P.M. *If inclement weather causes the start time to be delayed, the ceremony would be moved to 4:30 P.M. If we can not start at 4:30 P.M. due to continued inclement weather, the ceremony would be at 6:30 P.M. Should a significant weather event cause us to cancel the outdoor ceremony altogether we will move the graduation indoors. Communication regarding changes will be proactive and shared as early as possible.*

Seating is reserved as follows:

Dais:

BHARGAVI AKIRI	BOE
BRADFORD	BOE
JOLY	BOE
TERRERO	BOE PRESIDENT
NICHOLSON	BUSINESS ADMINISTRATOR
FELTRE	SUPERINTENDENT
BERRY	GLHS PRINCIPAL
MARR	ASSISTANT SUPERINTENDENT
JANOSKO	DIRECTOR OF COUNSELING
KINNEY	MOUNTAINSIDE SUPER
DILLON	BOE
STANLEY	BOE
FOREGGER	BOE
MORALES	BOE

Seats reserved in the first or second row of the audience:

Medieros
Pupo
Dillon (4 seats- gl graduate)

Machado
Mirabella (4 seats)
Devanney (4 seats-gl graduate)

If you have any questions, please let us know.

Debbie Koutsaftes
Administrative Assistant to the Principal
Governor Livingston High School
908-464-3100 X 2515



Subject: Diploma Request
From: John Migueis <john.migueis@gmail.com>
Date: 6/17/2026, 9:22 AM
To: "Feltre, Dr. Kim" <kfeltre@bhpsnj.org>
CC: boe <boe@bhpsnj.org>

Hi Dr. Feltre,

I plan on giving my daughter her diploma next year.

As you know, I attend most if not all boe meetings and inform the community extensively about not just our district but comparable districts.

Thanks.

John Migueis, MSW, LCSW
myhope therapy services
(908) 280-0829
[Linktree](#)



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Note: Please do not reply all to this message as that would constitute a quorum.