



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

**JULY 26, 2022: PUBLIC HEARING AND
BOARD OF EDUCATION MEETING**

**Central Office
321 Village Road East, West Windsor, NJ 08550**

ACTION MAY BE TAKEN

**6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room**

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

TBD, High School North
TBD, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor-Plainsboro Education Foundation: Graelynn McKeown
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and July 22, 2022, to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Negotiations with the WWPSA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	CMS Construction; IAIU Investigation attorney fee reimbursement demand; NJ Strengthening Gifted and Talented Complaint
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session, if necessary.

II. SPECIAL PUBLIC HEARING ON HARASSMENT, INTIMIDATION, AND BULLYING

III. SPECIAL OPPORTUNITY FOR PUBLIC COMMENT ON HARASSMENT, INTIMIDATION, AND BULLYING

The Board invites thoughts and reactions on the District Semi-Annual Report of Harassment, Intimidation, and Bullying from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement. Each comment should be directed to the Presiding Officer, not individual members of the Board, and must be made in accordance with the procedures and three-minute time limit set forth in Board Policy 0167. This public comment period shall be limited to 10 minutes.

IV. APPROVAL OF THE REPORT

To be voted on 07/26/22: Recommend approval of the following resolutions:

1. Accept the “January 1, 2022, to June 30, 2022, District Semi-Annual Report of Harassment, Intimidation, and Bullying” as required by the New Jersey State Department of Education under the Anti-Bullying Bill of Rights Act (P.L. 2010, c.122).
2. Verify that the School District and School Grade Report issued by the New Jersey Department of Education was reviewed as required by the Anti-Bullying Bill of Rights Act (P.L. 2010, c.122) and that this report was posted on the district’s web site pursuant to *N.J.S.A. 18A:17-46*.

V. ADJOURNMENT OF SPECIAL PUBLIC HEARING ON HARASSMENT, INTIMIDATION, AND BULLYING

VI. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments

VII. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

VIII. BOARD OF EDUCATION COMMITTEE REPORTS

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

IX. MEETING

A. ADMINISTRATION

To be voted on 07/26/22: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school’s recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated June 28, 2022, for the following case numbers: 233823-HSS-06212022; 233815-GMS-06202022; 233812-DNE-06202022; 233805-HSN-06202022; 233752-HSN-06162022; 233751-HSN-06162022; 233750-HSN-06162022; 233712-DNE-06152022; 233698-TCE-06152022; 233682-MRS-06152022; 233645-DNE-06142022; 233626-GMS-06142022; 233621-VS-06142022; 233523-GMS-06102022; 233506-VS-06102022; 233448-HSN-06092022; 233371-HSS-06072022; and 233368-HSS-06072022.
2. Review the superintendent of school’s recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated July 26, 2022, for the following case numbers: 233849-HSS-06222022 and 233702-HSS-06152022.

Policies and Regulations

3. First reading of the following policies:

P1121 Benefits Covering Non-Affiliated Central Office Administrative Employees-Category C
P1122 Benefits Covering Non-Affiliated Administrative Employees-Category A
P1124 Benefits Covering Non-Affiliated School Security Officers (“Eyes on the Door” Officers)-Category D
P1126 Benefits Covering Foremen-Category F
P4420 Benefits Covering Non-Affiliated Support Staff-Category B

4. Second reading and approval of the following policies and regulations:

P3161 Examination for Cause
P4161 Examination for Cause
P5512 Harassment, Intimidation, and Bullying
P8420 Emergency and Crisis Situations
P9320 Cooperation with Law Enforcement Agencies
R9320 Cooperation with Law Enforcement Agencies

5. To correct the numbering of P1122-Benefits Covering Non-Affiliated Administrative Employees-Category G, originally approved on June 14, 2022 to P1127-Benefits Covering Non-Affiliated Administrative Employees- Category G.

Anti-Bullying Software

6. Authorize an annual subscription with Educational Development Software for HIBster anti-bullying software for electronic incident management, including access to AntiBullying Bill of Rights Act and I&RS/504 training seminars, for the 2022-2023 school year, at a cost of \$9,700.00.

CPR/AED

- 7. Penn Medicine-Princeton Health to teach CPR/AED classes to district coaches at a cost not to exceed \$30 per coach and \$2,100 through June 30, 2023.

IDEA Public and Non-Public

- 8. Submit a grant application from the State of New Jersey Department of Education Office of Special Education under its combined Public and Non-Public IDEA Part B, FY23 funds as follows:

Basic (3-21 yr. olds)	\$1,896,797 (public)	\$15,882 (nonpublic)	\$1,912,679
Preschool (3-5 yr. olds)	\$66,082 (public)	\$0 (nonpublic)	
	\$66,082		

Extraordinary Aid

- 9. Accept the 2021-2022 Extraordinary Aid Grant in the amount of \$ 3,360,932.00 from the NJ Department of Education, in accordance with the Comprehensive Educational Improvement and Financing Act (CEIFA), for Special Education pupils whose educational and support costs exceed \$40,000 if in a public school program, and whose educational and support costs exceed \$55,000 if in a separate approved private school for students with disabilities.

Professional Services

- 10. Approve the rates for the following professional services for the 2022-2023 year:

Special Services Consultants:

- a) Princeton Center for Educational Assessments; not to exceed \$450 for Ed, Psych, Speech & Language evaluations; \$425 per Social evaluation; \$500 OT evaluations; Bilingual (Spanish) Ed & Psych evaluations up to \$850; \$100/hour meetings; and up to \$7,000 through June 30, 2023.

B. CURRICULUM AND INSTRUCTION

To be voted on 07/26/22: Recommend approval of the following resolutions:

Evaluation Instruments

- 1. Approve the following:
 - a) Charlotte Danielson Framework for Teaching (2013) as the evaluation instrument for all certificated staff, except administrators.
 - b) New Jersey Principal Evaluation for Professional Learning as the evaluation instrument for administrators.
 - c) The Highly Effective Option and the Alternative Evaluation Rubric are being used as part of the evaluation process for Highly Effective Teachers.

Technology

- 2. Approve renewal of ClassLink single sign on student user licensing and one Roster Hosting license for the 2022-2023 school year, at a total cost of \$34,655.00.

Professional Development Agreements

- 3. Approve the following:
 - a) Foundation for Educational Administration (FEA) to provide mentoring management services for new administrators in the district at a cost of \$850.00 each. The district also agrees to reimburse new administrators for the cost of their mentor at \$1,500.00 for the first year and \$1,000.00 for the second year.
 - b) Reading and Writing Project Network training through Columbia University at a cost of approximately \$126,800.00 [The 2022-2023 contract covers consultant days and travel expenses, which will be paid through 2022-2023 Every Student Succeeds Act Title II grant funds.]
 - c) District membership in Teachers as Scholars at Princeton University for the 2022-2023 school year at a cost of \$2,400.00. [Membership includes 17 professional development days at Teachers as Scholars seminars and one Administrator as Scholars seminar.]

Professional Development Consultants

- 4. Approve the following:
 - a) The Answer, Rutgers University, to present a one-day and a 2-hour training, Sex ed, Honestly, to district Health education teachers, during the 2022-2023 school year, at a total cost not to exceed \$5,000.00.
 - b) Kelsey M. Jones, Ph.D., Visiting Professor of Education Africana Studies at Williams College, to present 6 racial literacy professional development sessions to District Administrators and District Teachers, August 10, 2022 through August 18, 2022 at a total cost not to exceed \$14,426.70.

Nonpublic Grant - Textbooks

- 5. Accept the Nonpublic Grant from the State of New Jersey, Department of Education, Division of Finance, for Nonpublic Textbook Aid for fiscal year 2022-2023, as follows:

French American School of Princeton	\$ 6,864.00
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Nonpublic Grant – Technology

- 6. Accept the Nonpublic Grant from the State of New Jersey, Department of Education, Division of Finance, for Nonpublic Technology Aid for fiscal year 2022-2023, as follows:

French American School of Princeton	\$ 4,368.00
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Non-Public Technology Expenditure

- 7. Approve expenditures of the FY 2023 NJ Non-public School Technology Aid Initiative as follows:

French American School of Princeton	\$ 6,864.00
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Disposal of Instructional Materials

8. Approve the Disposal of the following obsolete items in accordance with R7300.1:

- 517 books from the Community Middle School Media Center
- 930 books from the Town Center School Media Center
- 322 books from the Thomas Grover Middle School Media Center

All items meet one or more of the below criteria:

- i. Are so outdated as to no longer serve as worthy instructional tools, OR
- ii. Are so worn and/or damaged as to preclude effective use and economical repair or restoration.

High School Program

9. Approve the following:

- a) One high school student to enroll in an online course, Algebra 1, at Educere, LLC, for the 2022-2023 school year, at a cost not to exceed \$195.00.
- b) One high school student to enroll in an online course, Algebra 2, at Educere, LLC, for the 2022-2023 school year, at a cost not to exceed \$195.00.
- c) One high school student to enroll in an online course, Biology, at Educere, LLC, for the 2022-2023 school year, at a cost not to exceed \$195.00.

PSAT Testing Materials

10. Enter into an agreement with College Board for the purchase of the PSAT testing materials for the 2022-2023 school year. The total cost of the materials for both high schools is approximately \$26,340.00.

Overnight Field Trips

11. Approve High School Cheerleading Squad to Pine Forest Cheerleading Camp, Greely, Pennsylvania, from August 22, 2022 through August 25, 2022. The cost of the trip is approximately \$300.00 per student.

C. FINANCE

To be voted on 07/26/22: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:

- a) Bills List General for June 30, 2022 (run on 7-18-22) in the amount of \$5,341,373.94.
- b) Bills List General for July 26, 2022 (run on 7-21-22) in the amount of \$4,403,254.70.
- c) Bills List Capital for June 30, 2022 (run on 7-14-22) in the amount of \$1,106,462.74.

2. Budget adjustments as follows:
 - a) 2021-2022 school year as shown on the expense account adjustments for June 30, 2022 (run on 7-20-22) (Adjustment No. 590-638).

3. Accept the following reports, which will become a permanent part of the Board Minutes:

A-148 Report of the Secretary to the Board of Education as of May 31, 2022, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district’s financial obligations for the remainder of the year.

A-149 Report of the Treasurer of School Monies to the Board of Education as of May 31, 2022.

Other Capital Project Submission

4. Approve the following resolution, originally approved on August 31, 2021, to reflect an updated project name:

RESOLVED, that the West Windsor-Plainsboro Regional School District Board of Education approve the following projects:

<u>School Name</u>	<u>Project</u>	<u>FVHD #</u>	<u>DOE Number</u>
J.V.B. Wicoff ES	Addition and Alterations	5339	5715-050-22-1000

BE IT FURTHER RESOLVED that the district’s architects, Fraytak Veisz Hopkins Duthie, P.C., be authorized to submit, on behalf of the Board of Education, the above project for approval by the New Jersey Department of Education.

BE IT FURTHER RESOLVED that the above project be approved as an Other Capital project as defined in N.J.A.C. 6A:26. The District will not seek State funding for the above project.

BE IT FURTHER RESOLVED that amendments to the Long-Range Facilities Plan by Fraytak Veisz Hopkins Duthie, P.C. to incorporate the above project be approved.

Bid Rejection – Referendum Project

5. Reject all bids, per *N.J.S.A. 18A:18A-22*, from the June 14, 2022, Bid #2022-02, Renovations to West Windsor-Plainsboro High School North (Architect/Planners Project #5063K2), as the lowest bid substantially exceeds the cost estimates for the goods or services.

Bids Received:

Apex Enterprises of Union	\$3,234,000
ATG, Inc.	\$3,311,000
Crosson Construction	\$2,976,000
Dandrea Construction	\$3,313,000
H&S Construction & Mechanical	\$3,080,000
Mark Construction	\$3,559,000
Tekcon Construction, Inc.	\$4,223,000

Bid Award – Referendum Technology Equipment and Supplies

- 6. Reject a bid from the June 30, 2022, Bid #2022-03 for Technology Equipment and Supplies for Community Middle School and High School South (Architect/Planner Project Nos. 5063N/5063L) from Paxton Patterson, per 18A:18-2.y, as the bidder failed to complete the statement of ownership.
- 7. Award the June 30, 2022, Bid #2022-03 for Technology Equipment and Supplies for Community Middle School and High School South (Architect/Planner Project Nos. 5063N/5063L) to Midwest Technology Products as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Price</u>	<u>Total</u>
11	Jet, JWSS-18B, 18" Scroll Saw	\$890.50	\$9,795.50
1	Jet, 20"Wx29"L, Univ benchtop Machine Table	\$204.00	\$204.00
6	Jet, JSG-96 Benchtop 6"x48" belt/9"Disc sander	\$1,037.33	\$6,223.98
2	Jet, JOSS-S Floor Model oscillating spindle sander	\$2,142.75	\$4,285.50
4	Jet, JSG-96CS 6"x48" belt/9" Disc sander w/clsd stand	\$1,233.85	\$4,935.40
4	Jet, JDP-15F 15" floorstanding drill press	\$1,242.21	\$4,968.84
4	Jet, JWBS-14DXPRO, 14" Deluxe Pro Bandsaw kit	\$1,778.00	\$7,112.00
2	Jet, JWP-15BHH 15" Helical Cutterhead Planer	\$3,346.98	\$6,693.96
2	Glowforge Plus laser cutter	\$5,647.95	\$11,295.90
2	Glowforge Air Filter for use w/Glowforge printers	\$1,359.75	\$2,719.50
5	LulzBot, TAZ Workhorse, Desktop 3D printer	\$3,318.75	\$16,593.75
2	Inventables, X-Carve Pro, 4x4 CNC Router	\$12,474.00	\$24,948.00
4	Global Industrial Single Sided Cantilver Rack Starter	\$1,639.91	\$6,559.64
Total Bid			\$106,335.97

Other bidder: Paxton Patterson, Alsip, IL - Bid Rejected 18a:18-2.y

No Bids Received - Food Service Equipment and Supplies

- 8. Acknowledge that no bids were received for the July 20, 2022, Bid #2022-04, LCD Touchscreen Displays and LCD pin pads. The District will rebid the items at a later date.

Change Order - Referendum Project

- 9. Approve Change Order No. 13 to the single overall contract of The Bennett Company Inc, for Community Middle School Addition/Renovations, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/Planner Project Nos. 5063N) to incorporate the negotiated agreement as set forth in the June 6, 2022, letter (Full and final compensation for cost escalation and conditions) as prepared by the Architect and signed by the contractor on June 7, 2022, in the amount of \$500,000. This change order increases the contract amount from \$35,707,851.42 to \$36,207,851.42.

Capital Reserve Authorization

- 10. Authorize a transfer of funds in the amount of \$439,650 from the capital reserve account to the appropriate line item account for costs related to the purchase and installation of a new pool bubble at High School South (Architect/Planners Project #5324) as per *N.J.S.A. 18A:7G-31c*.

Procurement of Goods and Services

11. Be it resolved by the Board of Education of the West Windsor-Plainsboro Regional School District pursuant to Title 18A: 18A-10, and N.J.A.C. 5:34-7.29(c), on timely basis, to procure goods and services utilizing state contract vendors to meet the needs of the school district who agree to sell goods and services to the Board of Education in accordance with all conditions of the individual state contract that may or may not exceed the bid threshold in the aggregate.

The duration of the contracts between the West Windsor-Plainsboro Regional School District and the referenced State Contract Vendors shall be for the **2022-2023** School Year as amended from time to time by the Division of Purchase and Property in the Department of the Treasury, Cooperative Purchasing Program.

Educational Services Commission of New Jersey (ESCNJ) Cooperative Bid

<u>Category/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Furniture & Accessories Aarco Products, Inc. Academy Furniture and Supplies Ackerson Drapery & Decorator Services Allied Plastics Company, Inc. Alumni Classroom Furniture, Inc. (Alumni CF) Amcase Inc. AmTab Manufacturing Corporation Artcobell Corporation Bai-Lar Interior Services, Inc. BioFit Engineered Products Limited Partnership Brodart Co. Business Furniture Inc., (BFI) CEF - Custom Educational Furnishings Claridge Products and Equipment, LLC Commercial Furniture Group, Inc. Commercial Interiors Direct, Inc. Computer Comforts, Inc. Creative Library Concepts Datum Filing Systems Inc. Diversified Woodcrafts, Inc. Egan Visual/West Inc. Environamics, Inc. ESI Ergonomics Solutions Exemplis LLC Fleetwood Group, Inc. Fomcore, LLC Global Industries, Inc. Hann Manufacturing, Inc. Haskell Office LLC Hertz Furniture Systems, LLC The Hon Company LLC Indiana Furniture Industries Corp. Interior Concepts Corporation JMJS, Inc. Jonti-Craft, Inc.	ESCNJ 22/23-08	7/01/2024

Krueger International, Inc.
 Lakeshore Equipment Co., dba Lakeshore Learning Materials
 Lesro Industries Inc.
 Liat, LLC
 Library Interiors, Inc.
 Loftwall Inc.
 Longo Associates, Inc.
 Mediatechnologies LLC
 MiEn Company
 Milder Office Incorporated
 Modu Form, Inc.
 Nickerson New Jersey, Inc.
 Nickerson NY, LLC
 NPS Public Furniture Corp.
 Palmer Hamilton, LLC
 Palmieri Furniture Limited
 Paragon Furniture, Inc.
 Rapp Productions Inc. (dba Furniture Lab)
 RFS Commercial, Inc.
 Safco Products Company
 Sauder Education
 School Specialty LLC
 Senator International Inc.
 Sico America Inc.
 Smith System Manufacturing
 Soyka Smith Design Studios
 Special-T, LLC
 Tanner North Jersey Furniture LLC
 Toledo Furniture Inc.
 Trendway Corporation
 Via, Inc.
 Virco, Inc.
 VS America
 WB Manufacturing (Wisconsin Bench)
 WB Mason Co., Inc.

AEPA Furniture	ESCNJ/AEPA-22A	6/02/2024
School Specialty LLC		
Plumbing - Job Order Contracting	ESCNJ 21/22-30	6/04/2023
JMTK, LLC dba Rand Plumbing		
Technology Supplies and Services	ESCNJ/AEPA 22-G	6/30/2024
CDWG		

Cooperative Purchases - Capital Reserve Funds

12. Authorize a purchase utilizing New Jersey approved Mercer County Cooperative Contract Purchasing System (CK09-MERCER 2021-14) to Ricasoli & Santin Contracting Co., Inc., Mercerville, New Jersey, as awarded through December 31, 2022, Facilities and Systems Repairs for the Pool Bubble Replacement at High School South (Architect/Planner No. 5324) at a total amount not to exceed \$399,681.80, utilizing capital reserve funds.

Cooperative Purchases - Other

13. Authorize an increase to the not to exceed price for HVAC Services district-wide for the 2022-2023 School Year utilizing New Jersey approved Cooperative Pricing System #HCESC-SER-21A to McCloskey Mechanical, Blackwood, NJ, to \$400,000. (Technician Rate \$74.40/hour, Material Mark-up 21%).
14. Authorize the purchase of custodial supplies for the 2022-2023 school year utilizing HCESC Co-Op NJ State Approved #34HUNCCP, Custodial Supplies & Equipment #HCESC-Cat-19-02 to General Chemical & Supply, Moorestown, NJ as awarded through February 13, 2023, for district cleaning supplies at a not to exceed price of \$400,000.

Grant Acceptance

15. Accept the FY23 Teach STEM Classes in Nonpublic Schools Grant Award to District Teachers, as awarded by the Department of Education, for participating teacher, Jillian P. Jeffries, to teach STEM classes at Rabbi Pesach Raymon Yeshiva nonpublic school, Edison, New Jersey, between September 1, 2022, and June 16, 2023, for a maximum of 243.75 hours at an amount not to exceed \$4,004.81.

Equipment Disposal

16. Disposal of obsolete equipment that has met the district's life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

Community Middle School

Computer, desktop
DVD Player, portable – 4
Lighting kit, portable
Power conditioner

Dutch Neck

Serving unit, cold
Serving unit, hot

Grover Middle School

Bookshelf, wooden
Cabinet, file
Cabinet, metal
Chopper, buffalo
Ice machine
Stools, student
Table - 2

High School North

Cabinet, file
Entertainment Center, metal
Shelves - 2

Maurice Hawk

Salad bar
Warmer

Millstone River
 Bookshelf
 Cabinet, filing - 3
 Cart, dispenser
 Cashier stand
 Desk, Computer – 6
 Kiln
 Pedestal
 Skelton- instructional - 1

Town Center
 Chopper, buffalo
 MacBook Pro – 263

Transportation
 Adding machine
 GPS - 13
 Harness, school bus – 3
 Typewriter

Village
 Table, stainless steel

Wicoff
 Stove

Transportation

Negotiated Contract (School Related Activities)

17. Per 18A:18A-5.c(3), award the July 8, 2022 Negotiated Pricing for Bid Number PUB22-6, 2022– 2023 Student Transportation Contract – School Related Activities as follows: *(In the event the Primary Awarded Vendor is unable to supply transportation for a specific trip, the Secondary Awarded Vendor may be utilized).*

a) Primary Contract - Student Transportation Contract-Multi Contract Number A-1 – PUB22-6 to A-1 Limousine, Inc.:

<u>Trip ID</u>	<u>Per Bus per 5 hours</u>	<u>Adj. Cost per hour</u>
HSNFA22	\$ 750.00	\$ 100.00
CMSSA22	\$ 787.50	\$ 105.00

b) Secondary Contract - Student Transportation Contract-Multi Contract Number IR-PUB22-6 to Irvin Raphael, Inc.:

<u>Trip ID</u>	<u>Per Bus per hour</u>	<u>Adj. Cost per hour</u>
HSNFA22	\$ 195.00	\$ 150.00
CMSSA22	\$ 250.00	\$ 150.00

Addendum - Cancellation - Bid Award

18. Cancel 2022 -2023 Student Transportation Contract-Multi Contract Number IR-PUB22-I, route JFKR12A awarded to Irvin Raphael, Inc. on June 14, 2022. Total route cost is \$14,350.00.

Travel and Related Expenses Reimbursement

19. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:
 - a) Two nights attendance for eight central office administrators at the annual New Jersey School Boards Association Workshop in Atlantic City, New Jersey, on October 24-26, 2022, and authorize overnight travel and related expenses particular to attendance at these workshops at a cost not to exceed \$800 per person.
 - b) Three days attendance for one central office administrator at the annual New Jersey School Boards Association Workshop in Atlantic City, New Jersey, on October 24, 2022, through October 26, 2022, and authorize the travel and related expenses particular to attendance at these workshops at a cost not to exceed \$400.
 - c) One AP Chemistry teacher to attend an AP Chemistry Summer Institute at The University of Texas at Tyler, virtually, from July 25, 2022, through July 28, 2022, at a cost of \$650.
 - d) One district staff member to attend the GPANJ Symposium in Atlantic City, New Jersey, from September 14, 2022, through September 16, 2022, at a cost not to exceed \$395, including travel.
 - e) One AP Calculus teacher to attend an AP Calculus AB Summer Institute at Drew University, virtually, from August 1, 2022, through August 4, 2022, at a cost of \$825.

D. PERSONNEL

To be voted on 07/26/22: Recommend approval of the following resolution:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

X. **APPROVAL OF BOARD OF EDUCATION MINUTES**

To be voted on 07/26/22:

- A. June 14, 2022 Meeting
- B. June 14, 2022 Closed Executive Session
- C. June 28, 2022 Meeting
- D. June 28, 2022 Closed Executive Session

XI. **BOARD LIAISON REPORTS**

XII. **NEW BUSINESS**

XIII. **SECOND OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

XIV. **ADJOURNMENT**



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 7/26/2022

Deadline for next Agenda: 8/17/2022

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Appoint								
Totaro, Susan	Appoint	Special Assistant for Strategic Initiatives		\$165,000.00 (prorated)	DIST	7/27/22	6/30/23	Appoint as Special Assistant for Strategic Initiatives.
Change								
Cooper, Carl	Change	Supervisor of World Languages, English Language Learning and Dual Language Immersion (Gr K-5)		N/C	DIST	TBD	6/30/23	Change from Supervisor of Social Studies to Supervisor of World Languages, English Language Learning and Dual Language Immersion (Gr K-5), growth position.
Warren, Ashley	Change	Supervisor of World Languages, English Language Learning and Dual Language Immersion (Gr 6-12)		N/C	DIST	TBD	6/30/23	Change from Supervisor of World Languages to Supervisor of World Languages, English Language Learning and Dual Language Immersion (Gr 6-12).
Bright, Sara	Change	Principal		\$160,050.00 (prorated)	MH	8/17/22	6/30/23	Change start date from TBD to 8/17/22. Change tenure date from TBD to 8/18/26.
Rodriguez, Valerie	Change	Assistant Principal		\$122,119.00 (prorated)	HSS	7/25/22	6/30/23	Change start date from TBD to 7/25/22. Change tenure date from TBD to 7/26/26.
Payment								
Cave, Richard	Payment	Director of Technology		\$127,822.79	DIST	7/27/22	7/27/22	Payment for unused sick and vacation days, as per contract.
Reilly, Cathy	Payment	Supervisor of Language Arts & ESL (Gr 6-12)		\$24,576.32	DIST	7/27/22	7/27/22	Payment for unused vacation days, as per contract.
B. Certificated Staff								
Appoint								
Abbruzzese, Raneer	Appoint	Teacher Special Education	8MA+30	\$73,775.00	HSN	TBD	6/30/23	Appoint as Special Education Teacher, pending employment verification, replacing Andrea Fox, who retired. (Tenure date: TBD)
Chang, Ching-Lien	Appoint	Teacher Dual Language Immersion-Chinese	9MA	\$74,150.00	VIL	TBD	6/30/23	Appoint as Dual Language Immersion Teacher - 4th Grade, certificate pending, pending employment verification, growth position. (Tenure date: TBD)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Crome, Joshua	Appoint	Teacher Technology	0BA	\$59,500.00	HSN/HSS	TBD	6/30/23	Appoint as Technology Teacher, pending employment verification. (Tenure date: TBD)
Frascella, Julianne	Appoint	Teacher Elementary	1BA	\$60,500.00	VIL	9/1/22	6/30/23	Appoint as a 5th Grade Teacher, replacing Jacob Bailey, who transferred. (Tenure date: 9/2/26)
Iannini, Lauren	Appoint	Teacher Dual Language Immersion- Spanish	1BA	\$60,500.00	DN	TBD	6/30/23	Appoint as Dual Language Immersion Teacher - 1st Grade, pending employment verification, replacing Amanda Koekemoer, who resigned. (Tenure date: TBD)
Murphy, Madison	Appoint	Teacher Music	1BA	\$60,500.00	CMS/GMS	TBD	6/30/23	Appoint as Music Teacher, pending employment verification, replacing Max Claycomb, who resigned. (Tenure date: TBD)
Ortega, Rachel	Appoint	School Counselor	3MA	\$64,450.00	GMS	9/1/22	6/30/23	Appoint as a School Counselor, replacing Susan Ho, who resigned. (Tenure date: 9/2/26)
Afonso, Adam	Appoint- Repl.	Teacher Social Studies- LR	0BA	\$59,500.00	HSN	9/1/22	6/30/23	Appoint as a leave replacement Social Studies Teacher, replacing Aleksandra Giordano, who is on leave.
Murphy, Megan	Appoint- Repl.	Teacher Elementary- LR	1BA	\$60,500.00	MH	9/1/22	6/30/23	Appoint as a leave replacement 3rd Grade Teacher, replacing Brianne Elfo, who is on leave.
Strominger, Travis	Appoint- Repl.	Teacher Science- LR	1MA	\$62,500.00	GMS	TBD	6/30/23	Appoint as leave replacement Science Teacher, pending employment verification, replacing Yanqing Liu, who is on leave.
Change								
Behan, Jillian	Change	Teacher Special Education	3MA	\$64,450.00	TC	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Frederick, Ellen	Change	Teacher Special Education	12MA	\$84,400.00	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Garcia, Madeline	Change	Teacher Special Education	5MA	\$66,600.00	CMS	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Goris, Odenis	Change	Teacher Dual Language Immersion- Spanish	15BA	\$92,850.00	VIL	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pegues, Stephanie	Change	Teacher Health & Physical Education	14BA	\$89,400.00	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Straus, Samantha	Change	Teacher Science	4MA	\$65,550.00	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Warner, Jared	Change	Teacher Science	2MA	\$63,450.00	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Weiss, Brooke	Change	Teacher Resource Specialist- BCBA	14MA+30	\$94,550.00	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Wilson, N'Talia	Change	Teacher Dance-80%	6MA	\$54,280.00 (prorated)	HSN/HSS	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Bower, Daniel	Change	Teacher Science	7MA	\$69,500.00	CMS	9/1/22	6/30/23	Change salary from BA to MA as per contract.
Karpinski, Megan	Change	Teacher Elementary	7MA	\$69,500.00	WIC	9/1/22	6/30/23	Change salary from BA to MA as per contract.
Westawski, David	Change	Teacher Music	15MA+30	\$97,975.00	HSS	9/1/22	6/30/23	Change salary from MA to MA+30 as per contract.
Chapman, Gail	Change	Teacher Elementary	1BA	\$60,500.00	VIL	9/1/22	6/30/23	Change from leave replacement 4th Grade teacher, replacing Kathryn Kohl, to 4th Grade Teacher, replacing Kathryn Bartocci, who resigned. (Tenure date: 9/2/26)
Dailey, Tara	Change	Teacher Elementary	N/C		DN	9/1/22	6/30/23	Change from 3rd Grade Teacher to 2nd Grade Teacher, replacing Deanna Munoz, who retired.
Efstathios, Marisa	Change	School Counselor	N/C		MH	9/1/22	6/30/23	Change from 3rd Grade Teacher to School Counselor, growth position. (Tenure date: 9/2/24)
Ely, Rachel	Change	Teacher Mathematics Interventionist	N/C		VIL	9/1/22	6/30/23	Change from 5th Grade Teacher to Teacher Mathematics Interventionist, replacing Jessica DeNotta, who resigned.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Geisz, Masooma	Change	Teacher Technology		N/C	VIL	9/1/22	6/30/23	Change from 2nd Grade Teacher, 100% WIC to Technology Teacher, 100% VIL, replacing Andrew Borowsky, who transferred.
Gerber, Hannah	Change	Teacher Elementary		N/C	DN	9/1/22	6/30/23	Change from Special Education Teacher - 69%, Technology Teacher - 31% to 3rd Grade Teacher, replacing Tara Dailey, who transferred.
Gerstacker, Kaitlyn	Change	Teacher Resource Specialist- Reading Intervention		N/C	VIL	9/1/22	6/30/23	Change from Special Education Teacher to teacher Teacher Resource Specialist - Reading Intervention, replacing Eileen Tresansky, who retired.
Lee, Madeline	Change	Teacher Elementary	OMA	\$61,500.00	MR	9/1/22	6/30/23	Change from leave replacement 5th Grade teacher, replacing Samantha Anclien, to 4th Grade Teacher, replacing Margaret Oswald, who transferred. (Tenure date: 9/2/26)
Hittesdorf, Matthew	Change	Teacher Mathematics		N/A	HSS	5/7/22	12/31/22	Change end date from 9/30/22 to 12/31/22 for leave of absence, unpaid, without benefits.
Payment								
Butterfield, Ruthann	Payment	Teacher Reading Recovery		\$28,079.91	WIC	7/27/22	7/27/22	Payment for unused sick days, as per contract.
Fox, Andrea	Payment	Teacher Special Education		\$33,143.14	HSN	7/27/22	7/27/22	Payment for unused sick days, as per contract.
Gray, Lisa	Payment	Teacher Basic Skills Reading		\$26,908.10	WIC	7/27/22	7/27/22	Payment for unused sick days, as per contract.
McMahon-Nester, Maryann	Payment	Teacher Reading Support		\$19,914.97	MH	7/27/22	7/27/22	Payment for unused sick days, as per contract.
Petrocelli, Tammy	Payment	Teacher Health & Physical Education		\$30,948.75	HSN	7/27/22	7/27/22	Payment for unused sick days, as per contract.
Reca, Cheryl	Payment	Teacher Health & Physical Education		\$28,304.28	HSN	7/27/22	7/27/22	Payment for unused sick days, as per contract.
Watson, Peggy	Payment	Teacher Special Education		\$18,781.41	MH	7/27/22	7/27/22	Payment for unused sick days, as per contract.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rescind								
Li, Zhengqing	Rescind	Teacher Dual Language Immersion-Chinese	4MA+30	\$67,200.00	VIL	6/29/22	6/29/22	Rescind appointment as Dual Language Immersion Teacher - 4th Grade.
Resignation								
Catinella, Kathleen	Resign	Teacher Special Education		N/A	MH	7/11/22	7/11/22	Resign from position.
Bartocci, Kathrynne	Resign	Teacher Elementary		N/A	VIL	7/6/22	7/6/22	Resign from position.
C. Non Certificated Staff								
Appoint								
McNerney, Andrew	Appoint	Electrical Foreman		\$90,000.00 (prorated)	DIST	TBD	6/30/23	Appoint as Electrical Foreman, pending employment authorization, replacing Gary Vona, who resigned.
Markus, Maritza	Appoint	Secretary To	1	\$48,483.00 (prorated)	MH	TBD	6/30/23	Appoint as a Secretary To, pending employment authorization, replacing Patricia DeVito, who retired. (Tenure date: TBD)
Badalamenti, Annmarie	Appoint	Secretary 12 Months	1	\$46,155.00 (prorated)	HSN/TC/GMS	TBD	6/30/23	Appoint as a Secretary 12 Months, pending employment authorization, replacing Jennifer D'Errico, who transferred. (Tenure date: TBD)
Faivre, Sandra	Appoint	Secretary 12 Months	1	\$46,155.00 (prorated)	HSS	TBD	6/30/23	Appoint as a Secretary 12 Months, pending employment authorization, replacing Jeanette Hanos, who retired. (Tenure date: TBD)
Perez, Genesis	Appoint	Instructional Assistant- Dual Language Immersion	1	\$19.37/hr.	VIL	TBD	6/30/23	Appoint as Instructional Assistant - Dual Language Immersion, for 6.5 hrs/day, pending employment verification, growth position.
Verdamanickam, Anitha	Appoint	Instructional Assistant	1	\$19.37/hr.	TBD	TBD	6/30/23	Appoint as Instructional Assistant, pending employment authorization, replacing Bradley Todd, who transferred.
Halder, Smita	Appoint	Cafeteria Aide	0	\$14.79/hr.	MR	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Elvan Yesilbas, who resigned, not to exceed 2.5 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rivera, Melinda	Appoint	Cafeteria Aide	0	\$14.79/hr.	MH	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Patricia Devine Horn, who transferred, not to exceed 2.5 hrs/day.
Coburn, Matthew	Appoint	Summer Painter-Foreperson		\$19.00/hr.	DIST	6/27/22	8/31/22	Appoint as Summer Painter - Foreperson, not to exceed 40 hrs/wk.
Berrios, Angel	Appoint	Summer Painter		\$16.50/hr.	DIST	6/27/22	8/31/22	Appoint as Summer Painter, not to exceed 40 hrs/wk.
D'Amelio, Marcus	Appoint	Summer Painter		\$16.50/hr.	DIST	6/27/22	8/31/22	Appoint as Summer Painter, not to exceed 40 hrs/wk.
Feddema, Sean	Appoint	Summer Painter		\$16.50/hr.	DIST	6/27/22	8/31/22	Appoint as Summer Painter, not to exceed 40 hrs/wk.
Graciani, Joel	Appoint	Summer Painter		\$16.50/hr.	DIST	6/27/22	8/31/22	Appoint as Summer Painter, not to exceed 40 hrs/wk.
Change								
Larsen, Gary	Change	Utility Foreman		\$60,000.00 (prorated)	DIST	TBD	6/30/23	Change start date from TBD to 7/18/22 for appointment as Utility Foreman.
Cene, Orsela	Change	Secretary To	6-7	\$54,358.00 (prorated)	WIC	TBD	6/30/23	Change from Secretary 12 Months, 100% GMS to Secretary To 100% WIC, replacing Peggy Catalina, who resigned.
Smith, Lisa	Change	Secretary 12 Months	8	\$53,742.00 (prorated)	VIL	9/1/22	6/30/23	Change from Secretary 10 Months - 50% to Secretary 12 Months, replacing Susanne Catalina, who retired.
Cartmill, Cecilia	Change	Cafeteria Aide	TBD	TBD	MR	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Chen, Cathy	Change	Cafeteria Aide	TBD	TBD	VIL	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Choudhury, Monalisa	Change	Cafeteria Aide	TBD	TBD	MR	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Iyer, Usha	Change	Cafeteria Aide	TBD	TBD	VIL	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kesavabhotla, Padmavathi	Change	Cafeteria Aide	TBD	TBD	VIL	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Kothari, Nita	Change	Cafeteria Aide	TBD	TBD	MR	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
McDonough, Suzanne	Change	Cafeteria Aide	TBD	TBD	VIL	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Mittal, Vimi	Change	Cafeteria Aide	TBD	TBD	VIL	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Sanyal, Malini	Change	Cafeteria Aide	TBD	TBD	MR	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Smith, Debra	Change	Cafeteria Aide	TBD	TBD	MR	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Szkudlapski, Helene	Change	Cafeteria Aide	TBD	TBD	VIL	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Thakkar, Rinkoo	Change	Cafeteria Aide	TBD	TBD	MR	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Tilli, Robert	Change	Cafeteria Aide	TBD	TBD	VIL	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Vuppala, Sree	Change	Cafeteria Aide	TBD	TBD	MR	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 2.5 hrs/day for reappointment for the 2022-2023 school year.
Slothower, Kathleen	Change Location	Secretary 12 Months	6-7	N/C	HSS	TBD	6/30/23	Change location from 100% GMS to 100% HSS, replacing Angela Sigman, who resigned.
Payment								
Devito, Patricia	Payment	Secretary To		\$19,609.52	MH	7/27/22	7/27/22	Payment for unused sick and vacation days, as per contract.
Hanos, Jeanette	Payment	Secretary 12 Months		\$28,915.29	HSS	7/27/22	7/27/22	Payment for unused sick and vacation days, as per contract.
Whitby, Rosanne	Payment	Secretary 12 Months		\$15,629.88	HSN	7/27/22	7/27/22	Payment for unused sick and vacation days, as per contract.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Trower-Brooks, Lucy	Payment	Bus Driver		\$137.63	TRAN	7/27/22	7/27/22	Payment for unused sick days, as per contract.
Resignation								
Santos, Jose	Resign	Assistant Director of Buildings and Grounds		N/A	DIST	8/31/22	8/31/22	Resign from position.
Chow, Rita	Resign	Secretary To		N/A	CO	8/5/22	8/5/22	Resign, after 10 years in the district, for the purpose of retirement.
Christiansen, Jennifer	Resign	Secretary To		N/A	CO	7/6/22	7/6/22	Resign from position.
Domac, Ebru	Resign	Cafeteria Aide		N/A	TC	7/14/22	7/14/22	Resign from position.
D. Substitute / Other								
Reappoint								
Abramowitz, Nancy	Reappoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Bladel, Lesley	Reappoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Kolpack, Kelly	Reappoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Manolakos, Bryan	Reappoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Raju, Pratibha	Reappoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Sloan, Jay	Reappoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Totaro, Rebecca	Reappoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Acharya, Kamala	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bhatt, Dhvani	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bille, Parvathi	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Birnbohm-Kaminski, Kaitlyn	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Boateng, Solomon	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Clarke, Caitlin	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Henderson, Katie	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Hettigamage, Wijemuni	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Liang Kim, Kathleen	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mehta, Anuradha	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Monticchio, Gregory	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Nayak, Manasi	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Renukadevi, Shashikala	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Siederer, Martin	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Singh, Gunjan	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Sinha, Panchali	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Wang, Shuya	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Appoint								
Palmieri, Yuliy	Appoint	Substitute Nurse		\$210.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Nurse (County Cert.), pending employment verification, as needed for temporary assignments.
Allen, Jordan	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Carroll, Ashley	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Elsayed, Tarek	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Moore, Michelle	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Jackson, Collen	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Li, YiXiao	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Parlow, Donald	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Pillai, Sivakaami	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Rajkumar, Gowri	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Rosenthal, Wendy	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Shetty, Shilpa	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Swaminathan, Jayashree	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Tomasulo, Michael	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Tsai, Melanie	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Xie, Hui	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Change								
Valenzuela, Vincent	Change	Substitute Teacher		\$105.00/day	DIST	7/1/22	3/15/23	Change end date from 6/30/23 to 3/15/23 for Substitute Teacher (County Cert.) as needed for temporary assignments.
Resignation								
Ramanathan, Rajeswari	Resign	Substitute Teacher		N/A	DIST	7/11/22	7/11/22	Resign from position.
E. Extracurricular / Extra Pay								
AVID								
Massari, Francesca	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Riley, Eber	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Sreenivasan, Samhitha	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Curriculum								
Curtis, Stephanie	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/18/22	7/22/22	Emerging Financial Markets Curriculum, total program not to exceed 120 hours.
Bernard, Annamarie	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Grades 6-12 ESL Curriculum Revisions, total program not to exceed 60 hours.
Middlemiss, Patricia	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	High School Athletic Training Curriculum, total program not to exceed 40 hours.
Ali, Sukaina	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	K-12 ESL Testing; total program not to exceed 300 hours.
Oswald, Margaret	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	K-12 ESL Testing; total program not to exceed 300 hours.
Tafoya, Stacey	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Language Arts 1 Curriculum Revisions, total program not to exceed 100 hours.
Bresnahan, Marie	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Math Resource Summer Support, total program not to exceed 120 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Johnson, Lauren	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Math Resource Summer Support, total program not to exceed 120 hours.
McFall, Renee	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Math Resource Summer Support, total program not to exceed 120 hours.
Mulhall, Maureen	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Math Resource Summer Support, total program not to exceed 120 hours.
Piergrossi, Melinda	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Math Resource Summer Support, total program not to exceed 120 hours.
Gould, Brian	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	TrACC Program Social Science curriculum, total program not to exceed 120 hours.
Dual Language Immersion Summer Camp								
Kieffer, Amy	Extra Duty	DLI Summer Camp		\$47.09/hr.	DIST	7/18/22	7/22/22	DLI Elementary Spanish Summer Camp, not to exceed 20 hours. (Paid through ARP-ESSER Funds)
Pagnani, Samantha	Extra Duty	DLI Summer Camp		\$47.09/hr.	DIST	7/18/22	7/22/22	DLI Elementary Spanish Summer Camp, not to exceed 20 hours. (Paid through ARP-ESSER Funds)
Intervention & Referral Services Toolkit								
Bolotov, Christopher	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Bower, Lauren	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Bresnahan, Marie	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Burke, Anastasia	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Catizone, Heather	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Coburn, Matthew	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Cubano, Kathryn	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
DeMuth, Melissa	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Errico, Megan	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Fisher, Michelle	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Jackson-Escogido, Jennifer	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Javick, Kristine	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Keeney, Megan	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Lucas, Kimberly	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Marshall, Kelly	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Middlemiss, Patricia	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Moore, Jessica	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Nemeroff, Catherine	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Scibienski, Faith	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Walling, Barbra	Extra Duty	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	12/31/22	Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
ESSER								
Gerstacker, Kaitlyn	Extra Duty	ESSER		\$47.09/hr.	VIL	7/1/22	8/31/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Greiner, Melissa	Extra Duty	ESSER		\$47.09/hr.	VIL	7/1/22	8/31/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Horan, Heather	Extra Duty	ESSER		\$47.09/hr.	VIL	7/1/22	8/31/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Khalifa, Melody	Extra Duty	ESSER		\$47.09/hr.	VIL	7/1/22	8/31/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Scott, Mariah	Extra Duty	ESSER		\$47.09/hr.	VIL	7/1/22	8/31/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Sheffield, April	Extra Duty	ESSER		\$47.09/hr.	VIL	7/1/22	8/31/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Babcock, Kristen	Extra Duty	ESSER		\$47.09/hr.	DN	8/24/22	8/25/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Davis, Tara	Extra Duty	ESSER		\$47.09/hr.	DN	8/24/22	8/25/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Drummond, Alexis	Extra Duty	ESSER		\$47.09/hr.	DN	8/24/22	8/25/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Kieffer, Amy	Extra Duty	ESSER		\$47.09/hr.	DN	8/24/22	8/25/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Nodong, Pema	Extra Duty	ESSER		\$47.09/hr.	DN	8/24/22	8/25/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Rogala, Gwendolyn	Extra Duty	ESSER		\$47.09/hr.	DN	8/24/22	8/25/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Singleton-Baldrey, Rebecca	Extra Duty	ESSER		\$47.09/hr.	DN	8/24/22	8/25/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Sinha, Kavita	Extra Duty	ESSER		\$47.09/hr.	DN	8/24/22	8/25/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Shwom, Heather	Extra Duty	ESSER		\$47.09/hr.	WIC	7/1/22	8/31/22	ESSER 2022 - School visitation and tours not to exceed 16 hours.
Extended School Year								
McGowan, Elizabeth	Extra Duty	ESY Special Education Teacher		\$47.09/hr.	TC	7/5/22	8/8/22	Approve as Special Education Teacher for the Extended School Year Program, as needed.
Moving								
Chunko, Eileen	Extra Duty	Moving		\$47.09/hr.	CMS	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Haley, Kaitlyn	Extra Duty	Moving		\$47.09/hr.	GMS	7/1/22	8/30/22	Moving, not to exceed 12 hours.
Eggert, David	Extra Duty	Moving		\$47.09/hr.	MR	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Shio, Michele	Extra Duty	Moving		\$47.09/hr.	MR	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Tran, Piao	Extra Duty	Moving		\$47.09/hr.	MR	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Bailey, Jacob	Extra Duty	Moving		\$47.09/hr.	VIL	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Dignan, Courtney	Extra Duty	Moving		\$47.09/hr.	VIL	7/1/22	8/31/22	Moving, not to exceed 6 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Falanga, Michelle	Extra Duty	Moving		\$47.09/hr.	VIL	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Lucas, Kimberly	Extra Duty	Moving		\$47.09/hr.	VIL	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Mallon, Dennis	Extra Duty	Moving		\$47.09/hr.	VIL	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Peoples, Heather	Extra Duty	Moving		\$47.09/hr.	VIL	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Tran, Piao	Extra Duty	Moving		\$47.09/hr.	MH	6/21/22	7/31/22	Moving, not to exceed 6 hours.
Collins, Melissa	Extra Duty	Moving		\$47.09/hr.	WIC	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Exler, Melissa	Extra Duty	Moving		\$47.09/hr.	WIC	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Frounfelker, Brenda	Extra Duty	Moving		\$47.09/hr.	WIC	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Incollingo, Ellen	Extra Duty	Moving		\$47.09/hr.	WIC	5/1/22	8/31/22	Moving, not to exceed 12 hours.
McClendon, Teresa	Extra Duty	Moving		\$47.09/hr.	WIC	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Piergrossi, Melinda	Extra Duty	Moving		\$47.09/hr.	WIC	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Robinson, Niccole	Extra Duty	Moving		\$47.09/hr.	WIC	7/1/22	8/31/22	Moving, not to exceed 6 hours.
Ronen, Pamela	Extra Duty	Moving		\$47.09/hr.	WIC	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Professional Development								
Allen, Arvid	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bugge, Danielle	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Facchini, Antonella	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Fevola, Carol	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Godowski, Chelsea	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Kratz, Emily	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Massari, Francesca	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Parrott, Brooke	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Pyle, Maria	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Riley, Eber	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Riley, Theresa	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Silva, Samantha	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Sreenivasan, Samhitha	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Walsh, Michelle	Extra Duty	Professional Development		\$100.00/day	DIST	7/6/22	8/31/22	AVID Professional Development, not to exceed 2 days.
Agnella, Laura	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Planning and Presenting Professional Development, "Get the Most Out of the Google Suite: Choose What You Need (K-5)", total program not to exceed 18 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Cook, Jaime	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Planning and Presenting Professional Development, "Get the Most Out of the Google Suite: Choose What You Need (K-5)", total program not to exceed 18 hours.
Pintimalli, Dawn	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/1/22	6/30/22	Planning and Presenting Professional Development, "Summer Math Institute Geometry Content", total program not to exceed 72 hours.
Scanlan, Linda	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/1/22	6/30/22	Planning and Presenting Professional Development, "Summer Math Institute Geometry Content", total program not to exceed 72 hours.
Pintimalli, Dawn	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/1/22	6/30/22	Planning and Presenting Professional Development, "Summer Math Institute Geometry Instruction", total program not to exceed 120 hours.
Scanlan, Linda	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/1/22	6/30/22	Planning and Presenting Professional Development, "Summer Math Institute Geometry Instruction", total program not to exceed 120 hours.
Eggert, David	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	12/31/22	Planning and Presenting Professional Development, "Water Safety Certification", total program not to exceed 93 hours.
Birrer, Denise	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/18/22	7/22/22	Presenting Professional Development, "Co-Teaching Toolbox", total program not to exceed 12 hours.
De Souza, Nicole	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/18/22	7/22/22	Presenting Professional Development, "Co-Teaching Toolbox", total program not to exceed 12 hours.
Goodkin, Deborah	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/18/22	7/22/22	Presenting Professional Development, "Co-Teaching Toolbox", total program not to exceed 12 hours.
McCarthy, Tara	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/18/22	7/22/22	Presenting Professional Development, "Co-Teaching Toolbox", total program not to exceed 12 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Cubano, Kathryn	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Planning and Presenting Professional Development, "Get the Most Out of the Google Suite: Choose What You Need (6-12)", total program not to exceed 24 hours.
Lowden, Kimberly	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Planning and Presenting Professional Development, "Get the Most Out of the Google Suite: Choose What You Need (6-12)", total program not to exceed 24 hours.
Pandolpho, Beth	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Planning and Presenting Professional Development, "Get the Most Out of the Google Suite: Choose What You Need (6-12)", total program not to exceed 24 hours.
Cubano, Kathryn	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Planning and Presenting Professional Development, "Harnessing Tech for More Engaging Student Presentations", total program not to exceed 18 hours.
Lowden, Kimberly	Extra Duty	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Planning and Presenting Professional Development, "Harnessing Tech for More Engaging Student Presentations", total program not to exceed 18 hours.
Ely, Jaime	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care" initial training workshop, not to exceed 100 hours.
Jones, Nicole	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care" initial training workshop, not to exceed 100 hours.
Middlemiss, Patricia	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care" initial training workshop, not to exceed 100 hours.
Petrone, Christopher	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care" initial training workshop, not to exceed 100 hours.



Personnel Agenda

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Simpson, Michael	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care" initial training workshop, not to exceed 100 hours.
Summer Hours - Child Study Team								
Araki, Masami	Extra Duty	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Summer CST (School Psychologist) work, as approved by the Supervisor, not to exceed 20 days each.
Summer Hours - Guidance								
Ortega, Rachel	Extra Duty	Guidance- Summer Hours		\$47.09/hr.	GMS	7/1/22	8/31/22	Summer School Counselor, total GMS program not to exceed 180 hours.
Summer Hours - Job Development								
Seibuchler, Shaina	Extra Duty	Job Development-Summer Hours		\$47.09/hr.	DIST	7/26/22	8/31/22	Summer Job Development, not to exceed 40 hours.
Summer Hours - Nurse								
Crilly, Michelle	Extra Duty	Coordinator, School Nurses & Health Services- Summer Hours		\$47.09/hr.	DIST	7/1/22	8/31/22	Coordinator, School Nurses & Health Services- Summer Hours, not to exceed 60 hours.
Summer Hours - Weight Room								
Kumor, Zachary	Extra Duty	Summer Weight Room Supervision		\$19.48/hr.	HSN	Summer 2022	Summer 2022	Summer Weight Room supervision, as needed, total HSN program not to exceed 350 hours.
Beatson, Alexandra	Extra Duty	Summer Weight Room Supervision		\$19.48/hr.	HSN	Summer 2022	Summer 2022	Summer Weight Room supervision, as needed, total HSN program not to exceed 350 hours.
Matrale, Ashley	Extra Duty	Summer Weight Room Supervision		\$19.48/hr.	HSN	Summer 2022	Summer 2022	Summer Weight Room supervision, as needed, total HSN program not to exceed 350 hours.
Kumor, Zachary	Extra Duty	Summer Weight Room Supervision		\$19.48/hr.	HSS	Summer 2022	Summer 2022	Summer Weight Room supervision, as needed, total HSS program not to exceed 350 hours.
Summer Hours - Wicoff Elementary School								
Frazier, Briana	Extra Duty	Screening-Summer Hours		\$47.09/hr.	WIC	7/1/21	8/31/21	Summer Screening, total program not to exceed 50 hours.
Frounfelker, Brenda	Extra Duty	Screening-Summer Hours		\$47.09/hr.	WIC	7/1/21	8/31/21	Summer Screening, total program not to exceed 50 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Miller, Kristin	Extra Duty	Screening-Summer Hours		\$47.09/hr.	WIC	7/1/21	8/31/21	Summer Screening, total program not to exceed 50 hours.
Title I								
Cicerale, Robyn	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Collins, Donna	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Davis, Krista	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Dewan, Megan	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Efstathios, Marisa	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Forkel, Mehgan	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Greene, Christopher	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Hart, Shannon	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Johnson, Lauren	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Nemeth, Ashley	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.
Ozdonski, Paige	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, total program not to exceed 192 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Scanlon, Erin	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, <u>total program</u> not to exceed 192 hours.
Valeriani, Lisa	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, <u>total program</u> not to exceed 192 hours.
Verde, Lori	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, <u>total program</u> not to exceed 192 hours.
Young, Janette	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, <u>total program</u> not to exceed 192 hours.
Zara, Alyssa	Extra Duty	Title I Committee-Summer Hours		\$47.09/hr.	MR	7/1/22	8/31/22	Title I Committee - Preparation & August Parent Tours, <u>total program</u> not to exceed 192 hours.
Bailin, Jenna	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Byrnes, Christy	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Davison, Kristine	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Ferguson, Susan	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Holleran, Kimberlee	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Marshall, Kelly	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Pan-Ng, Anna	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Robinson, Christine	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Stevens, Kayla	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Yeager, Shannon	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Yi, Julie	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	6/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Change								
Pierce, Katherine	Change	ESY Special Education Teacher		\$47.09/hr.	TC	7/5/22	8/8/22	Change approval as Special Education Teacher for the Extended School Year Program, from not to exceed 133 hours to not to exceed 135 hours.
Waller, Suzanne	Change	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/5/22	8/8/22	Change approval as Instructional Assistant for the Extended School Year Program, from not to exceed 112.5 hours to not to exceed 122.5 hours.
Weiss, Brooke	Change	ESY Teacher Resource Specialist- BCBA		\$47.09/hr.	TC	7/5/22	8/8/22	Change approval as Teacher Resource Specialist - BCBA for the Extended School Year Program, from not to exceed 85 hours to not to exceed 105 hours.
Zara, Alyssa	Change	ESY Special Education Teacher		\$47.09/hr.	TC	7/5/22	8/8/22	Change approval as Special Education Teacher for the Extended School Year Program, from not to exceed 133 hours to not to exceed 143 hours.
Cubano, Kathryn	Change	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Change Planning and Presenting Professional Development, "Get the Most Out of the Google Suite: Choose What You Need (6-12)", from total program not to exceed 15 hours to total program not to exceed 24 hours..
Lowden, Kimberly	Change	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Change Planning and Presenting Professional Development, "Get the Most Out of the Google Suite: Choose What You Need (6-12)", from total program not to exceed 15 hours to total program not to exceed 24 hours..



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pandolpho, Beth	Change	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Change Planning and Presenting Professional Development, "Get the Most Out of the Google Suite: Choose What You Need (6-12)", from total program not to exceed 15 hours to total program not to exceed 24 hours..
Cubano, Kathryn	Change	Professional Development		\$47.09/hr.	DIST	6/22/22	6/30/22	Change Planning and Presenting Professional Development, "Harnessing Tech for More Engaging Student Presentations", from total program not to exceed 9 hours to total program not to exceed 18 hours.
Lowden, Kimberly	Change	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Change Planning and Presenting Professional Development, "Harnessing Tech for More Engaging Student Presentations", from total program not to exceed 9 hours to total program not to exceed 18 hours.
Agnella, Laura	Change	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Change Planning and Presenting Professional Development, "OsmoFest: Where Instruction Meets Interactive Learning", from total program not to exceed 9 hours to total program not to exceed 18 hours.
Cook, Jaime	Change	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Change Planning and Presenting Professional Development, "OsmoFest: Where Instruction Meets Interactive Learning", from total program not to exceed 9 hours to total program not to exceed 18 hours.
Lowden, Kimberly	Change	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Change Planning and Presenting Professional Development, "Student Choice in the 6-12 Classroom", from total program not to exceed 9 hours to total program not to exceed 18 hours.
Aconi, Fabio	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bader Roman, Amanda	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
Bissinger, Shayne	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
Burke, Anastasia	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
Jackson-Escogido, Jennifer	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
Kloutis, Kimberly	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
Kravis, Yuko	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
McCormick, Gabrielle	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
Nodong, Pema	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
Tran, Piao	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.
Zola, Anna	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change end date from 8/31/22 to 6/30/23 for K-12 ESL Testing. Change total program from not to exceed 250 hours to not to exceed 300 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rescind								
Mansfield, Mildred	Rescind	Title III ESL Summer Camp		\$1,648.15	DIST	7/11/22	7/22/22	Rescind Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2022-2023 funds.)
E. Stipend Athletic								
Athletic Coordinator								
O'Shea, Owen	Stipend- Athletic	Athletic Coordinator		\$4,425.86	GMS	Fall 2022	Fall 2022	Athletic Coordinator, 6 yrs. exp., paid in FULL in Dec.
Cross Country								
Pegues, Stephanie	Stipend- Athletic	Cross Country- Assistant Coach		\$4,024.27	HSS	Fall 2022	Fall 2022	Cross Country - Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Drascher, Annie	Stipend- Athletic	Cross Country- Coach		\$3,018.20	CMS	Fall 2022	Fall 2022	Cross Country - Coach, 0 yrs. exp., paid in FULL in Dec.
Maloney, William	Stipend- Athletic	Cross Country- Coach		\$3,772.49	GMS	Fall 2022	Fall 2022	Cross Country - Coach, 15 yrs. exp., paid in FULL in Dec.
McGurney, Brian	Stipend- Athletic	Cross Country- Coach		\$3,018.20	GMS	Fall 2022	Fall 2022	Cross Country - Coach, 0 yrs. exp., paid in FULL in Dec.
Scupp, Rachel	Stipend- Athletic	Cross Country- Coach		\$3,169.06	GMS	Fall 2022	Fall 2022	Cross Country - Coach, 3 yrs. exp., paid in FULL in Dec.
Field Hockey								
Murphy, Jessica	Stipend- Athletic	Field Hockey- Coach		\$3,470.77	GMS	Fall 2022	Fall 2022	Field Hockey - Coach, 8 yrs. exp., paid in FULL in Dec.
Robinson, Todd	Stipend- Athletic	Field Hockey- Coach		\$3,169.06	GMS	Fall 2022	Fall 2022	Field Hockey - Coach, 3 yrs. exp., paid in FULL in Dec.
Soccer								
Mastropasqua, Taylor	Stipend- Athletic	Soccer- Girls Assistant Coach		\$4,024.27	HSN	Fall 2022	Fall 2022	Soccer - Girls Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
DelSignore, Glenn	Stipend- Athletic	Soccer- Boys Coach		\$3,772.49	GMS	Fall 2022	Fall 2022	Soccer - Boys Coach, 14 yrs. exp., paid in FULL in Dec.
Henry, David	Stipend- Athletic	Soccer- Boys Coach		\$3,018.20	GMS	Fall 2022	Fall 2022	Soccer - Boys Coach, 1 yr. exp., paid in FULL in Dec.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gautieri, Alyssa	Stipend- Athletic	Soccer- Girls Coach		\$3,018.20	GMS	Fall 2022	Fall 2022	Soccer - Girls Coach, 1 yr. exp., paid in FULL in Dec.
Warn, Brooke	Stipend- Athletic	Soccer- Girls Coach		\$3,320.96	GMS	Fall 2022	Fall 2022	Soccer - Girls Coach, 5 yrs. exp., paid in FULL in Dec.
Volleyball								
Kumar, Nithin	Stipend- Athletic	Volunteer Volleyball		\$0.00	HSN/HSS	TBD	6/30/23	Volunteer Volleyball.
Change								
Finkelstein, Vadim	Change	Volunteer Volleyball		\$0.00	HSN/HSS	7/1/22	6/30/23	Change start date from TBD to 7/1/22.
E. Stipend Non-Athletic								
District Evaluation Advisory Committee								
Eggert, David	Stipend Non-Athletic	District Evaluation Advisory Committee		\$1,000.00	DIST	9/1/22	6/30/23	District Evaluation Advisory Committee member, paid 1/2 in Dec. & 1/2 in June.
Giordano, Julia	Stipend Non-Athletic	District Evaluation Advisory Committee		\$1,000.00	DIST	9/1/22	6/30/23	District Evaluation Advisory Committee member, paid 1/2 in Dec. & 1/2 in June.
Haley, Kaitlyn	Stipend Non-Athletic	District Evaluation Advisory Committee		\$1,000.00	DIST	9/1/22	6/30/23	District Evaluation Advisory Committee member, paid 1/2 in Dec. & 1/2 in June.
Leventhal, Nathan	Stipend Non-Athletic	District Evaluation Advisory Committee		\$1,000.00	DIST	9/1/22	6/30/23	District Evaluation Advisory Committee member, paid 1/2 in Dec. & 1/2 in June.
Lowden, Kimberly	Stipend Non-Athletic	District Evaluation Advisory Committee		\$1,000.00	DIST	9/1/22	6/30/23	District Evaluation Advisory Committee member, paid 1/2 in Dec. & 1/2 in June.
Stevenson, Shaundrika	Stipend Non-Athletic	District Evaluation Advisory Committee		\$1,000.00	DIST	9/1/22	6/30/23	District Evaluation Advisory Committee member, paid 1/2 in Dec. & 1/2 in June.
Wray, Kara	Stipend Non-Athletic	District Evaluation Advisory Committee		\$1,000.00	DIST	9/1/22	6/30/23	District Evaluation Advisory Committee member, paid 1/2 in Dec. & 1/2 in June.
Mentor								
Baskin, Alexandra	Stipend Non-Athletic	Mentor		\$2,010.00	MR	9/1/22	6/30/23	Mentor for Madeline Lee, paid 1/2 in Dec. & 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hipple, Tara	Stipend Non-Athletic	Mentor		\$2,010.00	GMS	9/1/22	6/30/23	Mentor for Travis Strominger, paid 1/2 in Dec. & 1/2 in June.
Change								
Hancock, Melissa	Change	Title III ESL Summer Camp		\$824.08	DIST	7/11/22	7/15/22	Change end date from 7/22/22 to 7/15/22 for Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2022-2023 funds.) Change salary from \$1,648.15 to \$824.08.
F. Community Education								
Appoint								
Ballurkar, Aishwarya	Appoint	EDP Group Leader		\$14.50/hr.	TBD	9/1/22	6/30/23	Appoint as an EDP Group Leader.
Sharma, Madhu	Appoint	EDP Group Leader		\$14.50/hr.	TBD	9/1/22	6/30/23	Appoint as an EDP Group Leader.
Srinivasan, Sujatha	Appoint	EDP Group Leader		\$14.50/hr.	TC	9/1/22	6/30/23	Appoint as an EDP Group Leader.
Kraft, Janey	Appoint	CE Summer Nurse		\$47.09/hr.	GMS	7/14/22	8/12/22	Appoint as a CE Summer Nurse.
Masawi, Crystal	Appoint	CE Summer Assistant		\$15.00/hr.	GMS	6/23/22	8/12/22	Appoint as a CE Summer Assistant.
Change								
Seals, Kimberly	Change	KE Instructor		\$47,502.00	TC	9/1/22	6/30/23	Change salary from \$41,300.35 to \$47,502.00.
Mitra, Sharmistha	Change	KE Assistant		\$30,018.63	TC	9/1/22	6/30/23	Change position from part-time EDP Group Leader to full-time KE Assistant.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Daily, Jenna	Appoint	Athletic Trainer-80%	OBA	\$47,600.00 (prorated)	HSN	TBD	6/30/23	Appoint as Athletic Trainer - 80%, certification pending, pending employment verification, replacing Patricia Middlemiss, who transferred. (Tenure date: TBD)
Grumet, Amanda	Appoint	Speech Language Specialist	OMA	\$61,500.00	TC	TBD	6/30/23	Appoint as Speech Language Specialist, certification pending, pending employment verification, replacing Julie Barry, who resigned. (Tenure date: TBD)
Change								
Gerstacker, Kaitlyn	Change Location	Teacher Resource Specialist- Reading Intervention		N/C	VIL	9/1/22	6/30/23	Change location from TC to VIL for change from Special Education Teacher to teacher Teacher Resource Specialist - Reading Intervention.
Grygiel, Donna	Change Location	Teacher Special Education		N/C	HSN/HSS	9/1/22	6/30/23	Change location from 60% HSN, 40% to 40% HSN, 60% HSS.
Kravis, Yuko	Change Location	Teacher ESL		N/C	WIC	9/1/22	6/30/23	Change location to 100% WIC.
Tran, Piao	Change Location	Teacher ESL		N/C	MR/MH	9/1/22	6/30/23	Change location to 50% MR, 50% MH.
West, Noreen	Change Location	Teacher Basic Skills Reading		N/C	WIC/MR	9/1/22	6/30/23	Change location to 75% WIC, 25% MR.
Fanning, Kathleen	Change Location	Teacher Basic Skills Reading		N/C	TC/VIL	9/1/22	6/30/23	Change location to 75% TC, 25% VIL.
Resignation								
Goodstein, Amanda	Resign	School Psychologist		N/A	TC	9/23/22	9/23/22	Resign from position.
C. Non Certificated Staff								
Appoint								
Farreny, Erin	Appoint	Board Certified Behavior Analyst		\$65,550.00	DIST	TBD	6/30/23	Appoint as Board Certified Behavior Analyst - Special Education, pending employment verification.
Rodriguez, Hector	Appoint	Operations Lead		\$60,000.00 (prorated)	MH	TBD	6/30/23	Appoint as Operations Lead, pending employment verification, replacing Elijah Bowers, who resigned.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Paul, Tincy	Appoint	Cafeteria Aide	0	\$14.79/hr.	MR	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Anna Santiago, who resigned, not to exceed 2.5 hrs/day.
Dixon, Audrey	Appoint	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	TBD	6/30/23	Appoint as security officer - "Eyes on the Door", pending employment verification, replacing Livingston Vargas Pena, who resigned.
Jones, Siaya	Appoint	Security Officer "Eyes on the Door"-Substitute		\$15.00/hr.	DIST	TBD	6/30/22	Appoint as substitute security officer - "Eyes on the Door", pending employment verification, as needed.
Change								
Hanyecz, Louis	Change	Plumber		\$90,000.00	DIST	7/1/22	6/30/23	Change salary from \$85,000.00 to \$90,000.00.
Hyland, Michael	Change	HVAC Foreman		\$75,000.00	DIST	7/1/22	6/30/23	Change salary from \$65,000.00 to \$75,000.00.
Ibrahim Khalil, Sameh	Change	Operations Lead		\$65,000.00	DIST	7/1/22	6/30/23	Change salary from \$63,038.00 to \$65,000.00.
Minckler, Michael	Change	HVAC Foreman		\$90,000.00	DIST	7/1/22	6/30/23	Change salary from \$80,000.00 to \$90,000.00.
Urena, Bryan	Change	Security Officer "Eyes on the Door"-Substitute		\$15.00/hr.	DIST	7/27/22	7/27/22	Change from Security Officer - "Eyes on the Door" to substitute Security Officer - "Eyes on the Door", as needed.
Resignation								
Johnston, Tina	Resign	Secretary To		N/A	CO	10/31/22	10/31/22	Resign, after 5 years in the district, for the purpose of retirement.
Burby, Cindy	Resign	Cafeteria Aide		N/A	TC	6/30/22	6/30/22	Resign, after 1 year in the district, for the purpose of retirement.
E. Stipend Athletic								
Athletic Trainer								
Daily, Jenna	Stipend-Athletic	Athletic Trainer		\$15,091.00	HSN	TBD	Fall 2022 Winter 2022-2023 Spring 2023	Stipend for Athletic Trainer, 0 yrs. exp., \$15,091.00; \$5,030.33 (Fall 2022), \$6,036.40 (Winter 2022-2023), \$4,024.27 (Spring 2023) added to annual salary.
Football								
Mongelluzzo, Anthony	Stipend-Athletic	Volunteer Football		\$0.00	HSN/HSS	7/1/22	6/30/23	Volunteer Football.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Volunteer								
Gambino, Dominick	Stipend-Athletic	Volunteer Soccer/ Basketball/ Baseball		\$0.00	HSS	TBD	6/30/23	Volunteer Soccer/ Basketball/ Baseball.
D. Substitute / Other								
Resignation								
Bolotov, Christopher	Resign	Substitute Teacher		N/A	DIST	8/31/22	8/31/22	Resign from position.



PERSONNEL ADDENDUM #2

RECOMMENDATION

D. PERSONNEL

To be voted on 07/26/22: Recommend approval of the following resolution:

Increment Withholding and Last Chance Agreement

1. IT IS HEREBY RESOLVED, upon the recommendation of the Superintendent, that employee #7967's employment and adjustment increments for the 2022-2023 school year be withheld for good cause and that the salary of such employee be maintained at the same amount as the salary level for such employee for the 2021-2022 school year and that the Superintendent will provide employee #7967 with written notice of this action within ten (10) days pursuant to N.J.S.A. 18A:29-14.

IT IS FURTHER RESOLVED to approve a Last Chance Agreement between employee #7967 and the Board.

ADMINISTRATION ADDENDUM

RECOMMENDATION

A. ADMINISTRATION

To be voted on 07/26/22: Recommend approval of the following resolution:

Professional Development Consultant

1. Approve George Scott, EdS, of Center for Counseling Services, LLC to provide an in-person training session on August 9, 2022 to the District Administrative Team on supporting students who have experienced trauma, at a total cost not to exceed \$600.00.

FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 07/26/22: Recommend approval of the following resolutions:

Change Order – Referendum Projects

1. Approve Change Order No. 10 to the single overall contract of Dandrea Construction Co., Inc., West Berlin, New Jersey, originally awarded September 1, 2020, for Additions and Renovations to West Windsor-Plainsboro High School South, as recommended by Fraytak Veisz Hopkins Duthie, PC, (Architects/ Planners Project No. 5063L) for additional costs related to the following: Mechanical system changes at the Playhouse control room, power and data changes at the Culinary Lab and Technology classroom, site changes including grading and seeding, “Stop” signs and striping, and interior/exterior room and door signage, for a total not to exceed \$104,606. This change order increases the contract amount of \$22,347,261 to \$22,451,867.

Cooperative Purchase over the Bid Limit

Referendum Cooperative Purchases

2. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 21/22-41 to Open Systems Integrators, Hamilton, NJ as awarded through June 25, 2023, to furnish and install three additional monitor modules to supervise the dry sprinkler system that monitors the storage shed at Community Middle School, as an addition to the original Fire Alarm systems purchase approved on December 15, 2020, and as recommended by Fraytak Veisz Hopkins Duthie, PC, (Community Middle School Fire Alarm - Architect/ Planner FVHD Project 5063A1) at a not to exceed price of \$1,855.37.
3. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 20/21-13 to Open Systems Integrators, Hamilton, NJ as awarded through June 29, 2023 to furnish and install additional speakers in the Playhouse, as an addition to the original purchase for paging and clock equipment at West Windsor-Plainsboro High School South, originally approved on July 27, 2021, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/Planner Project No. 5063L) at a not to exceed price of \$24,088.53.
4. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 20/21-13 to Open Systems Integrators, Hamilton, NJ as awarded through June 29, 2023 to furnish and install new intercoms and clocks for the engineering and workshop areas at Community Middle School (Architects/Planners No. 5063N) at a not to exceed price of \$8,572.25.

5. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 20/21-13 to Open Systems Integrators, Hamilton, NJ as awarded through June 29, 2023 to furnish and install an audio system in the renovated Music/OT/PT Room B110 at Wicoff Elementary School (Architects/Planners No. 5063O) at a not to exceed price of \$20,461.56.

6. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 20/21-13 to Open Systems Integrators, Hamilton, NJ as awarded through June 29, 2023 to furnish and install Classroom Sound Enhancement Systems in the four new kindergarten rooms at Wicoff Elementary School (Architects/Planners No. 5063O) at a not to exceed price of \$24,088.53.

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WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

First Reading: July 26, 2022

1121 BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time.

The Board of Education may enter into individual employment contracts with any of the employees covered by this policy. The Board of Education shall approve all such individual contracts by resolution in public session and shall authorize the President of the Board of Education to execute any such agreement. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

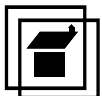
Titles:

Assistant Superintendent
Business Administrator
Comptroller
Director of Community Education
Director of Human Resources
Director of Communications
Director of Counseling/ Health and Wellness
Special Assistant for Labor Relations
Special Assistant for Strategic Initiatives

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory hospital pre-certification.



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WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.
 - b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.
 - c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
 3. Employees who have alternate medical/hospital, dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided by the Board by signing a waiver form. To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty five (25%) of the cost of the premium the Board would have paid had the employee not waived coverage. An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to the rules and regulations of the insurance carriers.
 4. Employees who are in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five (25) years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten (10) years from the effective date of retirement.
- B. Leave of Absence
1. Employees shall be credited with fourteen (14) days cumulative sick leave at the beginning of each school year. Three (3) additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.



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WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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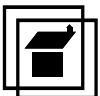
BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district, an employee shall be compensated at one and one half times the then highest current per diem substitute teacher's pay for his/her accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1, 1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.

3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;
 - e. Entering offspring in college;
 - f. Attending graduation of offspring or spouse;
 - g. Attending wedding of member of immediate family;
 - h. Marriage;
 - i. Adoption;
 - j. Other Emergency or Urgent Reason Not Listed Above.

An employee shall be granted up to three (3) days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen (15) sick days may be accumulated in any one year.

4. An employee shall be granted up to three (3) days of family illness per year with full pay. Immediate family shall include husband,



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.
6. Employees shall be granted up to five (5) days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one (1) day for relative not a member of the immediate family or close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three (3) years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:
 - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.
 - b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety (90) days prior to the requested commencement date of the leave. This ninety (90) day notification period may be reduced by agreement between the employee and the Superintendent.
 - c. Any tenured or non-tenured employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original



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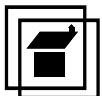
WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption or for other proper causes provided that such change will not substantially interfere with administration of the school.

8. Any tenured employee granted a leave of absence with a return date during the same school year, who wishes to extend said leave beyond the school year in which it commences, shall be permitted to do so if he/she makes application at least three weeks prior to the commencement date of his/her leave of absence.
 - a. An employee under tenure shall be granted a child care or adoption leave without pay for not more than three years from September of the school year in which he/she requests the leave. When the leave is granted, he/she shall return as a tenured employee.
 - b. The Board shall not be required to extend the leave on non-tenured employees beyond the school year for which they were hired. Non-tenured employees wishing to return for the following school year shall be considered by the Board for re-employment for the following year.
 - c. Any tenured employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six (6) months prior to the beginning of the school year in which he/she wishes to return.
 - d. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she has at least ninety one (91) or more working



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

- days (ten month employee) of service to the district in the year in which the leave commences.
- e. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor-Plainsboro Regional School District in the area of his/her competence.
 - f. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy:
 - (1) Medical/Hospital
 - (2) Prescription Plan
 - (3) Dental Plan
 - g. Return to Service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant or if not, to a substantially equivalent position.
9. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.
- a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise able to use sick leave, such leave of absence shall be without pay.
 - b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

- c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

- d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.
- e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:
 - (1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy.
 - (2) Physical Incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if;
 - (a) The employee fails to produce a certification from her physician that she is medically able to continue working, or
 - (b) The Board's physician and the employee's physician agree that she cannot continue working, or
 - (c) Following any difference of medical opinion between the Board's physician and the



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

- (3) Just Cause - Any other "just cause" as defined in N.J.S.A. Title 18A.
- f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.
- g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.
- h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may, at its discretion, require periodic physician certification of the employee's continued fitness to perform her duties.
- i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

- j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

C. Vacation

1. Effective July 1, 2005, an employee shall initially receive no less than fifteen (15) and no more than twenty-two (22) vacation days per year as recommended by the Superintendent of Schools with the approval of the Board of Education.
2. Effective July 1 of the new school year following two (2) full school years of employment, all employees covered by this policy shall receive twenty two (22) vacation days per year. For purposes of subparagraphs (1) and (2), in the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.
3. Vacation days shall be prorated upon employment and shall be posted on July 1 of each year in accordance with procedures established by the Superintendent/Designee.
4. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty two (22) vacation days who resigns effective December 31 would receive eleven (11) vacation days for his/her work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.



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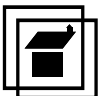
BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

5. To the extent permitted by law, upon retirement from the district, an employee shall be compensated for cumulative vacation days at his/her then current per diem rate of pay. Up to forty-five vacation days may be cumulative.
6. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.
7. Administrators may accumulate unused vacation time from one year to the next; however, the total number of accumulated days may not exceed forty five (45) as of August 31 of any school year. If, on July 1 of any year, the total number of accumulated vacation days exceeds forty five (45), the excess days must be used prior to August 31. Cumulative vacation days beyond forty five (45) days on August 31 of any school year shall be converted to sick leave; however, no person may increase his or her total accumulation of unused sick days by more than fifteen (15) days in any one year.
8. If circumstances interfere with the ability of an administrator to use vacation days prior to August 31 to comply with the 45-day limit set forth above in Paragraph 7, the Superintendent may approve, at his/her discretion when he/she deems it to be in the best interests of the district, the administrator's accumulation of up to an additional ten (10) unused vacation days in one year and thereby permit the administrator to have a maximum of fifty five (55) accumulated vacation days as of August 31 of any school year. Under no circumstances, however, shall the maximum permitted number of accumulated vacation days exceed fifty five (55).
9. For administrators employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at *N.J.S.A. 18A:30-9.1* and any other prevailing law.

D. Holidays

Employees shall receive the nineteen (19) holidays as listed in the annual holiday schedule.

E. Miscellaneous



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WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the rate established by state law or regulation .
2. Employees are eligible to receive reimbursement for the costs associated with the enrollment in and attendance at approved courses for professional improvement as follows:

Reimbursement shall cover 100% of the cost of tuition, registration, and lab fees of any college or university. A maximum of eighteen credits per year shall be covered by these regulations.

For employees hired after February 1, 1997, reimbursement shall not exceed the cost of twelve (12) credits of graduate study at Rutgers University, regardless of the number of credits taken. An employee can receive up to the maximum reimbursement rate of twelve Rutgers graduate credits even if he/she took fewer than twelve credits at a college or university with a higher tuition rate.

Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

3. Travel and expense reimbursement shall be governed by Board Policy 3440 or the individual's employment contract.

Adopted: 24 June 2003

Revised: 26 September 2006

Revised: 20 November 2018

Revised: 22 June 2021



First Reading: July 26, 2022

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BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

1122 BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

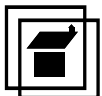
Titles:

Accountant
Administrative Assistant
Administrative Analyst
Assistant Director of Buildings and Grounds
Assistant Transportation Coordinator
Director of Buildings and Grounds
Diversity, Equity and Inclusivity Coordinator
Food Services Manager
Human Resources Specialist
Human Resources Manager
Payroll Supervisor
Program Administrator for Community Education
Program Analyst
Purchasing Specialist
Social Media Manager
Supervisor of Accounts
Support Specialist
Technology Manager
Transportation Coordinator
Visual Media Manager

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory pre-certification.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

Additionally, the eligible dependents of employees shall, if the employee so chooses, be covered under these plans subject to the terms and conditions for such coverage.

2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.
 - b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78 or, if applicable, P.L. 2020 c. 44.
 - c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
3. Employees who have alternate medical/hospital, dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided by the Board by signing a waiver form. To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty five percent of the cost of the premium the Board would have paid had the employee not waived coverage. An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to the rules and regulations of the insurance carriers.
4. Employees in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten years from the effective date of retirement.

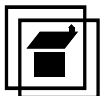
B. Leave of Absence



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

1. Employees shall be credited with fourteen days cumulative sick leave at the beginning of each school year. Three additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.
2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district, an employee shall be compensated at one and one half times the then highest current per diem substitute teacher's pay for his/her accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1, 1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;
 - e. Entering offspring in college;
 - f. Attending graduation of offspring or spouse;
 - f. Attending wedding of member of immediate family;
 - g. Marriage;
 - h. Adoption; and
 - i. Other emergency or urgent reason not listed above.

An employee shall be granted up to three days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen sick days may be accumulated in any one year.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

4. An employee shall be granted up to three days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.
6. Employees shall be granted up to five days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one day for a relative not a member of the immediate family or close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:
 - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.
 - b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety days prior to the requested commencement date of the leave. This ninety day notification period may be reduced by agreement between the employee and the Superintendent.
 - c. Any tenured or non-tenured employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption or for other proper causes provided that such change will not substantially interfere with administration of the school.

Any tenured employee granted a leave of absence with a return date during the same school year, who wishes to extend said leave beyond the school year in which it commences, shall be permitted to do so if he/she makes application at least three weeks prior to the commencement date of his/her leave of absence.

- d. An employee under tenure shall be granted a child care or adoption leave without pay for not more than three years from September of the school year in which he/she requests the leave. When the leave is granted, he/she shall return as a tenured employee.
- e. The Board shall not be required to extend the leave on non-tenured employees beyond the school year for which they were hired. Non-tenured employees wishing to return for the following school year shall be considered by the Board for re-employment for the following year.
- f. Any tenured employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six months prior to the beginning of the school year in which he/she wishes to return.
- g. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she is a 10 month employee and has ninety-one (91) or more working days of service to the district or he/she is a 12 month employee and has



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

- one hundred twenty one (121) or more working days of service to the district in the year in which the leave commences.
- h. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor- Plainsboro Regional School District in the area of his/her competence.
 - i. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy:
 - (1) Medical/hospital;
 - (2) Prescription plan; and
 - (3) Dental plan.
 - j. Return to service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant or if not, to a substantially equivalent position.
8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.
- a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise able to use sick leave, such leave of absence shall be without pay.
 - b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

- c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

- d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.
- e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:
- (1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy.
 - (2) Physical incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if:
 - (a) The employee fails to produce a certification from her physician that she is medically able to continue working; or
 - (b) The Board's physician and the employee's physician agree that she cannot continue working; or
 - (c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

- (3) Just cause - Any other "just cause" as defined in N.J.S.A. Title 18A.
- f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.
 - g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.
 - h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may, at its discretion require periodic physician certification of the employee's continued fitness to perform her duties.
 - i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.
 - j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return,

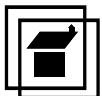


BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

D. Vacation

1. Employees shall receive vacation days in accordance with the following schedule:
 - a. Upon employment, fifteen vacation days per year (prorated in the first year if the start date is after July 1); and
 - b. On July 1 following five full school years of employment, twenty-two vacation days per year.
 - c. For purposes of subparagraphs (a) and (b), in the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.
2. Vacation days shall be prorated upon employment and shall be posted on July 1 of each year in accordance with procedures established by the Superintendent or designee.
3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty-two vacation days who resigns effective December 31 would receive eleven vacation days for his/her work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.
4. Upon retirement from the district, an employee shall be compensated for cumulative vacation days at his/her then current per diem rate of pay. To the extent permitted by law, up to forty-five vacation days may be cumulative.
5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

6. To the extent permitted by law, employees may accumulate unused vacation time from one year to the next; however, the total number of accumulated days may not exceed forty-five as of August 31 of any school year. If, on July 1 of any year, the total number of accumulated vacation days exceeds forty-five, the excess days must be used prior to August 31. Cumulative vacation days beyond forty-five days on August 31 of any school year shall be converted to sick leave; however, no person may increase his or her total accumulation of unused sick days by more than fifteen days in any one year.
7. For employees employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at N.J.S.A. 18A:30-9.1 and any other prevailing law.

E. Holidays

Employees shall receive the nineteen holidays as listed in the annual holiday schedule.

F. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the maximum rate permitted by State laws or regulation.
2. Employees are eligible to receive reimbursement for the costs associated with the enrollment in and attendance at approved courses for professional improvement as follows:
 - a. Reimbursement shall cover 100% of the cost of tuition, registration, and lab fees of any college or university. A maximum of twelve credits per year shall be covered by these regulations.
 - b. For employees hired after February 1, 1997, reimbursement shall not exceed the cost of twelve (12) credits of graduate study at Rutgers University, regardless of the number of credits taken. An employee can receive up to the maximum reimbursement rate of twelve Rutgers graduate credits even if he/she took fewer than twelve credits at a college or university with a higher tuition rate.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

- c. Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.
 - d. As a condition for reimbursement of tuition and costs, the employee shall continue in service of the Board for a period of at least two (2) years after the date of course completion. Upon failure to continue, the employee may be required to repay the Board a sum bearing the same ratio to the amount of reimbursement received that the unfulfilled portion of the two subsequent years' service bears to the full two years. However, the employee shall be released from such payment if his/her failure to serve the stipulated two years be due to his/her illness or disability or if he/she is discharged from his/her position. In addition, no repayment will be due from the employee's estate if he/she should expire before the end of the two year period. All requests for payment must be made within one year following completion of each course.
3. Travel and expense reimbursement shall be governed by Board Policy 3440.

Adopted: 24 June 2003

Revised: 26 September 2006

Revised: 20 November 2018

Revised: 22 June 2021



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: July 26, 2022

Administration
1124/Page 1 of 2

BENEFITS COVERING NON-AFFILIATED SCHOOL SECURITY OFFICERS ("EYES ON THE DOOR" OFFICERS) - CATEGORY D

1124 BENEFITS COVERING NON-AFFILIATED SCHOOL SECURITY OFFICERS ("EYES ON THE DOOR" OFFICERS) - CATEGORY D

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time. The West Windsor-Plainsboro Regional School District Board of Education may enter into individual employment contracts with any of the employees covered by this policy. The Board of Education shall approve all such individual contracts by resolution in public session and shall authorize the President of the Board of Education to execute any such agreement. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

Titles:

School Security Officer ("Eyes on the Door")
School Security Director

Benefits for these employees shall be as follows:

- A. Health Insurance
 - 1. The Board shall not provide employees covered by this policy with the district's group medical, dental and prescription insurance coverage.
- B. Leave of Absence
 - 1. Sick Days - Employees shall be credited with ten (10) days cumulative sick leave at the beginning of each school year.
 - 2. Employees are not eligible for compensation for unused sick days.
 - 3. Application for personal business leave may be requested to the Superintendent or designee. Any day granted for personnel business leave will not be paid.
 - 4. Employees shall be granted up to three (3) days leave per occurrence for a death in the immediate family, up to three days for other close relatives, and up to one (1) day for relative not a member of the immediate family or close friend.



BENEFITS COVERING NON-AFFILIATED SCHOOL SECURITY OFFICERS ("EYES ON THE DOOR" OFFICERS) - CATEGORY D

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household. Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law. Any day(s) granted for bereavement leave will not be paid.

5. The district will adhere to the Federal Family and Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA).
- C. Vacation
1. Employees are not eligible to receive or accrue vacation time.
- D. Miscellaneous
1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the current New Jersey OMB Rate.

Adopted: 24 July 2018



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: July 26, 2022

Administration
1126/Page 1 of 6

BENEFITS COVERING FOREMEN - CATEGORY F

1126 BENEFITS COVERING FOREMEN - CATEGORY F

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees. This policy shall be reviewed annually and can be revised at any time.

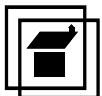
Titles:

Operation Lead
Electrical Foreman
HVAC Foreman
Tradesmen Foreman
Maintenance Foreman
Utility Foreman
Plumber
Auto Mechanic Foreman

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. For purposes of this policy, full time is defined as regularly scheduled to work thirty (30) hours or more in a week.
2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. Eligible employees will be provided coverage, at Board expense and subject to the contributions set forth in P.L. 2011, c. 78, at the lowest cost HMO plan (currently HMO 2035).
 - b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78.



BENEFITS COVERING FOREMEN - CATEGORY F

- c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
3. Employees who have alternate medical and/or dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided in this Article by signing a waiver form and providing the required documentation.

To the extent permitted by law, a full time employee who waives coverage shall receive payment equal to twenty-five percent (25%) of the cost of the premium the Board would have paid had the employee not waived coverage. Such payment will not exceed three thousand dollars (\$3,000).

An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to rules and regulations of the insurance carrier.

B. Leave of Absence

1. Employees shall be credited with ten (10) days cumulative sick leave at the beginning of each school year.
2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district an employee shall be compensated on a pro-rata basis; i.e. one day of their then current rate of pay for every four (4) days of accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Such compensation shall be capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;



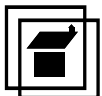
BENEFITS COVERING FOREMEN - CATEGORY F

- c. Moving day;
- d. Court appearance or other legal matters;
- e. Entering offspring in college;
- f. Attending graduation of offspring or spouse;
- g. Attending wedding of member of immediate family;
- h. Marriage;
- i. Adoption;
- j. Other Emergency or Urgent Reason Not Listed Above.

A full-time employee shall be granted up to three (3) days of personal leave per year with full pay. Personal business shall not be used to extend a school holiday or vacation period without approval of the Superintendent or his/her designee. A request for personal business leave made for a time occurring immediately preceding or following a vacation period or holiday will be decided based on necessity, therefore, require the reason for said leave be set forth in the application in order that the Superintendent's discretion may be exercised. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than (15) fifteen sick days may be accumulated in any one year.

- 4. A full-time employee shall be granted up to three (3) days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
- 5. Employees shall be granted up to five (5) days leave per occurrence without loss of pay for a death in the immediate family, up to three (3) days for other close relatives, and up to one (1) day per year for relative not a member of the immediate family.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.



BENEFITS COVERING FOREMEN - CATEGORY F

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, or daughter-in-law.

C. Vacation

1. Twelve-month employees shall receive vacation days based upon the following schedule:

Upon Employment	10 days per year
After four (4) full school years of employment	15 days per year
After nine (9) full school years of employment	20 days per year
After fourteen (14) full years of employment	22 days per year

2. Vacation days shall be prorated upon employment and shall be posted July 1 in accordance with procedures established by the Superintendent/designee.
3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty (22) vacation days who resigns effective December 31 would receive eleven (11) vacation days for the work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.
4. Upon retirement from the district, an employee will be compensated for cumulative vacation days at his/her then current per diem rate of pay.
5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.
6. Carryover of vacation days is limited to one year of accumulated vacation and is subject to the limitation of state law found at *N.J.S.A. 18A:30-9.1* and any other prevailing law.



D. Holidays

1. Employees shall receive the sixteen (16) holidays as listed in the annual holiday schedule.

E. Working Conditions

1. The Board shall supply operations employees with five uniforms per year. Employees shall receive a proper fitting jacket every three years and all employees required to work outdoors shall be provided with proper rain and foul weather gear.
2. There shall be one chemical apron available for use in each school.
3. Overalls shall be supplied for dirty work and ear and eye protection shall be provided as needed. These protections are required to be worn.
4. Employees shall be reimbursed an amount not to exceed \$225 per school year for the purchase of work shoes. All shoes must be steel toed and be approved by the Director of Building and Grounds. Receipts for shoe purchases must be submitted by October 30. New employees must submit receipts within two weeks of commencing employment.
5. No employee shall be expected to work in an unsafe or unhealthy condition. When an employee feels such a condition exists, the employee shall notify the Director of Buildings and Grounds. If the Director of Buildings and Grounds cannot resolve the problem, he/she shall notify the Superintendent who shall determine whether to alter the workday or workstation.
6. Employees called back to work shall be paid a minimum of two hours.
7. Snow Day/ Emergency Closing Provisions
 - a. During weather related school closings, employees are required to report to work unless otherwise notified by the Director of Building and Grounds.



BENEFITS COVERING FOREMEN - CATEGORY F

- b. Employees must report to work even when the state or municipality has declared a state of emergency unless the state of emergency declaration specifically bans their work attendance.
- c. During school closings, employees called to remove snow or perform other emergency services shall be paid time and a half for any hours worked beyond eight (8) hours in a day.
- d. Employees are required to bring in a medical note if they use a sick day during a weather related school closing or delayed opening.
- e. When there is a delayed opening or other emergent operational need, employees may be required to report to work earlier than their regular start time at the discretion of the Director of Building and Grounds. In such circumstances the employee shall be paid time and a half for any hours worked beyond eight (8) hours in a day.

E. Miscellaneous

- 1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the rate established by state law or regulation.

Adopted: 17 September 2019

Modified: 26 May 2020



POLICY GUIDE

First Reading: June 14, 2022
Second Reading: July 26, 2022

TEACHING STAFF MEMBERS
3161/page 1 of 2
Examination for Cause

3161 EXAMINATION FOR CAUSE

The Board of Education may require the physical and/or psychiatric examination of any teaching staff member who shows evidence of deviation from normal physical or mental health in accordance with N.J.A.C. 6A:32-6.3(b).

The Superintendent shall require a physical and/or psychiatric examination on a teaching staff member whenever, in the judgment of the Superintendent, a teaching staff member shows evidence of deviation from normal physical or mental health, to determine the teaching staff member's physical and mental fitness to perform with reasonable accommodation the position the teaching staff member currently holds, or to detect any health risks to students and other employees.

A teaching staff member that is required to undergo a physical and/or psychiatric examination shall be provided a written statement of reasons for the required examination(s) and notice the teaching staff member has the right to request a hearing with the Board. The hearing shall be conducted in accordance with the provisions of N.J.S.A. 18A:25-7 and will offer the teaching staff member the opportunity to appear before the Board to refute the reasons for the required examination(s), provided any such hearing is requested by the teaching staff member in writing within five working days of the teaching staff member's receipt of the written statement of reasons. A teaching staff member shall be ordered to submit to the appropriate examination(s) by the physician or institution designated by the Board if the teaching staff member failed to timely request a hearing before the Board or failed to persuade the Board at the hearing that the teaching staff member should not be required to submit to the appropriate examination(s). The Board's determination at the conclusion of such a hearing is appealable to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:4 – Appeals pursuant to N.J.A.C. 6A:32-6.3(b)2.

The Board shall bear the cost of the examination if the examination is performed by a physician or institution designated by the Board. The examination may be performed by a physician or institution of the teaching staff member's own choosing, approved by the Board, and at the teaching staff member's own expense in accordance with N.J.S.A. 18A:16-3 and N.J.A.C. 6A:32-6.3.



POLICY GUIDE

TEACHING STAFF MEMBERS 3161/page 2 of 2 Examination for Cause

If the teaching staff member submits names of physicians or institutions to the Board for consideration to complete the appropriate examination(s) the Board is not required to designate the physician or institution submitted for consideration by the teaching staff member, but shall not act unreasonably in withholding its approval of the physician or institution. The Board shall require the teaching staff member to authorize the release of the examination results to the Superintendent.

If the results of any such examination indicate mental abnormality or communicable disease, the teaching staff member shall be ineligible for further service until proof of recovery, satisfactory to the Board, is furnished, but if the teaching staff member is under contract or has tenure, they may be granted sick leave with compensation as provided by law and shall, upon satisfactory recovery, be permitted to complete the term of their contract, if they are under contract, or be reemployed with the same tenure as they possessed at the time their services were discontinued, if they have tenure, unless their absence shall exceed a period of two years in accordance with N.J.S.A. 18A:16-4.

In order to return to work, the teaching staff member must submit to an appropriate examination and submit the results of the examination to the Superintendent. The examination must be conducted by a physician or institution upon which the Board and teaching staff member confer and agree. If the physician or institution conducting the examination is conducted by the Board's choice, the cost shall be borne by the Board; if the physician or institution conducting the examination is conducted by the teaching staff member's choice, the cost shall be borne by the teaching staff member.

A teaching staff member who refuses to submit to the examination required by this Policy and has exhausted the hearing procedures established by law and this Policy shall be subject to discipline, which may include, but not limited to, termination or certification of tenure charges to the Commissioner of Education, as applicable.

42 U.S.C.A. 12101
N.J.S.A. 18A:6-10; 18A:16-2; 18A:16-3; 18A:16-4; 18A:25-7;
18A:28-5; 18A:30-1 et seq.
N.J.A.C. 6A:32-6.2; 6A:32-6.3

Adopted:



POLICY GUIDE

First Reading: June 14, 2022
Second Reading: July 26, 2022

SUPPORT STAFF MEMBERS
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Examination for Cause
Apr 22

4161 EXAMINATION FOR CAUSE

The Board of Education may require the physical and/or psychiatric examination of any support staff member who shows evidence of deviation from normal physical or mental health in accordance with N.J.A.C. 6A:32-6.3(b).

The Superintendent shall require a physical and/or psychiatric examination on a support staff member whenever, in the judgment of the Superintendent, a support staff member shows evidence of deviation from normal physical or mental health, to determine the support staff member's physical and mental fitness to perform with reasonable accommodation the position the support staff member currently holds, or to detect any health risks to students and other employees.

A support staff member that is required to undergo a physical and/or psychiatric examination shall be provided a written statement of reasons for the required examination(s) and notice the support staff member has the right to request a hearing with the Board. The hearing shall be conducted in accordance with the provisions of N.J.S.A. 18A:25-7 and will offer the support staff member the opportunity to appear before the Board to refute the reasons for the required examination(s), provided any such hearing is requested by the support staff member in writing within five working days of the support staff member's receipt of the written statement of reasons. A support staff member shall be ordered to submit to the appropriate examination(s) by the physician or institution designated by the Board if the support staff member failed to timely request a hearing before the Board or failed to persuade the Board at the hearing that the support staff member should not be required to submit to the appropriate examination(s). The Board's determination at the conclusion of such a hearing is appealable to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:4 – Appeals pursuant to N.J.A.C. 6A:32-6.3(b)2.

The Board shall bear the cost of the examination if the examination is performed by a physician or institution designated by the Board. The examination may be performed by a physician or institution of the support staff member's own choosing, approved by the Board, and at the support staff member's own expense in accordance with N.J.S.A. 18A:16-3 and N.J.A.C. 6A:32-6.3.



POLICY GUIDE

SUPPORT STAFF MEMBERS

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Examination for Cause

If the support staff member submits names of physicians or institutions to the Board for consideration to complete the appropriate examination(s) the Board is not required to designate the physician or institution submitted for consideration by the support staff member, but shall not act unreasonably in withholding its approval of the physician or institution. The Board shall require the support staff member to authorize the release of the examination results to the Superintendent.

If the results of any such examination indicate mental abnormality or communicable disease, the support staff member shall be ineligible for further service until proof of recovery, satisfactory to the Board, is furnished, but if the support staff member is under contract or has tenure, they may be granted sick leave with compensation as provided by law and shall, upon satisfactory recovery, be permitted to complete the term of their contract, if they are under contract, or be reemployed with the same tenure as they possessed at the time their services were discontinued, if they have tenure, unless their absence shall exceed a period of two years in accordance with N.J.S.A. 18A:16-4.

In order to return to work, the support staff member must submit to an appropriate examination and submit the results of the examination to the Superintendent. The examination must be conducted by a physician or institution upon which the Board and support staff member confer and agree. If the physician or institution conducting the examination is conducted by the Board's choice, the cost shall be borne by the Board; if the physician or institution conducting the examination is conducted by the support staff member's choice, the cost shall be borne by the support staff member.

A support staff member who refuses to submit to the examination required by this Policy and has exhausted the hearing procedures established by law and this Policy shall be subject to discipline, which may include, but not limited to, termination or certification of tenure charges to the Commissioner of Education, as applicable.

42 U.S.C.A. 12101

N.J.S.A. 18A:6-10; 18A:16-2; 18A:16-3; 18A:16-4; 18A:25-7;
18A:28-5; 18A:30-1 et seq.

N.J.A.C. 6A:32-6.2 ; 6A:32-6.3

Adopted:



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: July 26, 2022

Support Staff
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BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

4420 BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees. This policy shall be reviewed annually and can be revised at any time.

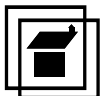
Titles:

Confidential Secretary
Extended Day Program Coordinator
Health Benefits Coordinator
Pool Operator
Security Aide
Sr. Computer Support Specialist
Technical Project Assistant

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory hospital pre-certification.
2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.
 - b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

- c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
3. Employees who have alternate medical and/or dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided in this Article by signing a waiver form.

To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty-five percent of the cost of the premium the Board would have paid had the employee not waived coverage.

An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to rules and regulations of the insurance carrier.

4. Employees in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten years from the effective date of retirement.
- B. Leave of Absence
 1. Employees shall be credited with fourteen days of cumulative sick leave at the beginning of each school year. Three additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.
 2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district an employee shall be compensated on a pro-rata basis; i.e. one day of their then current rate of pay for every four (4) days of accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1, 1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;
 - e. Entering offspring in college;
 - d. Attending graduation of offspring or spouse;
 - e. Attending wedding of member of immediate family;
 - f. Marriage;
 - g. Adoption; and
 - h. Other emergency or urgent reason not listed above.

An employee shall be granted up to three days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen sick days may be accumulated in any one year.

4. An employee shall be granted up to three days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.
6. Employees shall be granted up to five days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one day for a relative not a member of the immediate family or close friend.

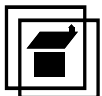


BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:
 - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.
 - b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety days prior to the requested commencement date of the leave. This ninety day notification period may be reduced by agreement between the employee and the Superintendent.
 - c. Any employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption, or for other proper causes provided that such change will not substantially interfere with administration of the school.
 - d. Any employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

employee has given the Board written notice of his/her intention to do so not less than six months prior to the beginning of the school year in which he/she wishes to return.

- e. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she has at least ninety-one or more working days (ten-month employee) of service to the district in the year in which the leave commences.
 - f. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor-Plainsboro Regional School District in the area of his/her competence.
 - g. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy.
 - (1) Medical/hospital;
 - (2) Prescription plan; and
 - (3) Dental plan.
 - h. Return to Service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant, or if not, to a substantially equivalent position.
8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.
- a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise unable to use sick leave, such leave of absence shall be without pay.



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- b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.
- c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

- d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.
- e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:
 - (1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy;
 - (2) Physical Incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if:
 - (a) The employee fails to produce a certification from her physician that she is medically able to continue working; or
 - (b) The Board's physician and the employee's physician agree that she cannot continue working; or



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- (c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

- (3) Just cause - Any other "just cause" as defined in N.J.S.A. Title 18A.

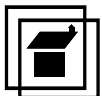
- f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.

- g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.

- h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may at its discretion, require periodic physician certification of the employee's continued fitness to perform her duties.

- i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.

- j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred



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from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

C. Vacation

1. Twelve-month employees shall receive vacation days based upon the following schedule:

Upon employment	10 days per year
After four full school years of employment	15 days per year
After nine full school years of employment	20 days per year
After fourteen full school years of employment	22 days per year

2. Vacation days shall be prorated upon employment and shall be posted July 1 in accordance with procedures established by the Superintendent or designee. In the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.
3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty vacation days who resigns effective December 31 would receive eleven vacation days for the work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.
4. Upon retirement from the district, an employee will be compensated for cumulative vacation days at his/her then current per diem rate of pay. Up to forty-five vacation days may be cumulative.



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5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.
6. To the extent permitted by law, cumulative vacation days beyond forty-five days shall be converted to sick leave. However, no person may increase his/her total accumulation of unused sick days by more than fifteen days in any one year.
7. For administrators employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at N.J.S.A. 18A:30-9.1 and any other prevailing law.

D. Holidays

Employees shall receive the nineteen holidays as listed in the annual holiday schedule.

E. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the maximum rate permitted by State laws and regulation.
2. The Board shall reimburse the employee for one hundred percent of the cost of tuition registration, lab fees and textbooks for courses taken at the graduate or undergraduate level. Such courses need not be a requirement of any program of study leading to a degree. Courses must be approved in advance by the employee's Principal and/or immediate supervisor, and the Superintendent. The courses must be related to the employee's job duties. No more than four courses shall be approved in any one year.

Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

N.J.S.A. 18A:6-6; 18A:16-12 et seq.



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WEST WINDSOR-PLAINSBORO REGIONAL
BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

Adopted: 24 June 2003
Revised: 26 September 2006
Revised: 20 November 2018
Revised: 26 May 2020
Revised: 22 June 2021



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First Reading: June 14, 2022
Second Reading: July 26, 2022

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5512 HARASSMENT, INTIMIDATION, AND BULLYING

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- A. Policy Statement

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. Harassment, intimidation, or bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Since students learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); ~~or~~ adoptive parent(s); legal guardian(s); foster parent(s); or parent surrogate(s) of a student. When parents are separated or divorced, "parent" means the person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided ~~such~~ parental rights have not been terminated by a court of appropriate jurisdiction.



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Harassment, Intimidation, and Bullying

B. Harassment, Intimidation, and Bullying Definition

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
 - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or
 - b. Has the effect of insulting or demeaning any student or group of students; or
 - c. Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.

Schools are required to address harassment, intimidation, and bullying occurring off school grounds, when there is a nexus between the harassment, intimidation, and bullying and the school (e.g., the harassment, intimidation, or bullying substantially disrupts or interferes with the orderly operation of the school or the rights of other students).



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Harassment, Intimidation, and Bullying

“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to: a telephone, cellular phone, computer, or pager.

C. Student Expectations

The Board expects students to conduct themselves in keeping with their levels of development, maturity and demonstrated capabilities with proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment consistent with the Code of Student Conduct.

The Board believes that standards for student behavior must be set cooperatively through interaction among the students, parents, school employees, school administrators, school volunteers, and community representatives, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities to help students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students’ abilities to grow in self-discipline.

The Board expects that students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, and bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;



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3. Student rights; and
4. Sanctions and due process for violations of the Code of Student Conduct.

Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, students, instructional staff, student support services staff, school administrators, and school volunteers, as well as community organizations, such as faith-based, health and human service, business and law enforcement, in the development of this Policy. Based on locally determined and accepted core ethical values adopted by the Board, pursuant to N.J.A.C. 6A:16-7.1(a)2, the Board must develop guidelines for student conduct pursuant to N.J.A.C. 6A:16-7.1. These guidelines for student conduct will take into consideration the developmental ages of students, the severity of the offenses and students' histories of inappropriate behaviors, and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent must annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. Students are encouraged to support other students who:

1. Walk away from acts of harassment, intimidation, and bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, and bullying to the designated school staff member.



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Harassment, Intimidation, and Bullying

D. Consequences and Appropriate Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct. The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

Consequences – Students

Consequences for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a student who commits an act of harassment, intimidation, or bullying are those that are varied and graded according to the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance consistent with the Board's approved Code of Student Conduct and N.J.A.C. 6A:16-7, Student Conduct. The use of negative consequences should occur in conjunction with remediation and not be relied upon as the sole intervention approach.

Factors for Determining Consequences – Student Considerations

1. Age, developmental and maturity levels of the parties involved and their relationship to the school district;
2. Degrees of harm;
3. Surrounding circumstances;
4. Nature and severity of the behavior(s);
5. Incidences of past or continuing patterns of behavior;
6. Relationships between the parties involved; and
7. Context in which the alleged incidents occurred.



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Harassment, Intimidation, and Bullying

Factors for Determining Consequences – School Considerations

1. School culture, climate, and general staff management of the learning environment;
2. Social, emotional, and behavioral supports;
3. Student-staff relationships and staff behavior toward the student;
4. Family, community, and neighborhood situation; and
5. Alignment with Board policy and regulations/procedures.

Examples of Consequences

1. Admonishment;
2. Temporary removal from the classroom;
3. Deprivation of privileges;
4. Classroom or administrative detention;
5. Referral to disciplinarian;
6. In-school suspension;
7. Out-of-school suspension (short-term or long-term);
8. Reports to law enforcement or other legal action; or
9. Expulsion.

In accordance with N.J.S.A. 18A:37-15.b.(4), the consequences for a student who commits an act of harassment, intimidation, or bullying may vary depending on whether it is the first act of harassment, intimidation, or bullying by a student, the second act, or third or subsequent acts. If it is the third or subsequent act of harassment, intimidation, or bullying by a student, the Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan which shall be approved by the Superintendent or designee, and may require the student, accompanied by a parent, to complete in a satisfactory manner a class or training program to reduce harassment, intimidation, or bullying behavior.

Appropriate Remedial Actions – Students

Appropriate remedial action for a student who commits an act of harassment, intimidation, or bullying that takes into account the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of



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problem behaviors and performance. The appropriate remedial action may also include a behavioral assessment or evaluation including, but not limited to, a referral to the Child Study Team as appropriate; and supportive interventions and referral services, including those at N.J.A.C. 6A:16-8.

Factors for Determining Remedial Measures

Personal

1. Life skill deficiencies;
2. Social relationships;
3. Strengths;
4. Talents;
5. Interests;
6. Hobbies;
7. Extra-curricular activities;
8. Classroom participation;
9. Academic performance; and
10. Relationship to students and the school district.

Environmental

1. School culture;
2. School climate;
3. Student-staff relationships and staff behavior toward the student;
4. General staff management of classrooms or other educational environments;
5. Staff ability to prevent and manage difficult or inflammatory situations;
6. Social-emotional and behavioral supports;
7. Social relationships;
8. Community activities;
9. Neighborhood situation; and
10. Family situation.

Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act, and take corrective action for documented systemic problems related to harassment, intimidation, or bullying. The consequences and remedial measures may include, but are not limited to, the examples listed below:



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Harassment, Intimidation, and Bullying

Examples of Remedial Measures

Personal – Student Exhibiting Bullying Behavior

1. Develop a behavioral contract with the student. Ensure the student has a voice in the outcome and can identify ways they can solve the problem and change behaviors;
2. Meet with parents to develop a family agreement to ensure the parent and the student understand school rules and expectations;
3. Explain the long-term negative consequences of harassment, intimidation, and bullying on all involved;
4. Ensure understanding of consequences, if harassment, intimidation, and bullying behavior continues;
5. Meet with school counselor, school social worker, or school psychologist to decipher mental health issues (e.g., what is happening and why?);
6. Develop a learning plan that includes consequences and skill building;
7. Consider wrap-around support services or after-school programs or services;
8. Provide social skill training, such as impulse control, anger management, developing empathy, and problem solving;
9. Arrange for an apology, preferably written;
10. Require a reflective essay to ensure the student understands the impact of their actions on others;
11. Have the student research and teach a lesson to the class about bullying, empathy, or a similar topic;
12. Arrange for restitution (i.e., compensation, reimbursement, amends, repayment), particularly when personal items were damaged or stolen;
13. Explore age-appropriate restorative (i.e., healing, curative, recuperative) practices; and
14. Schedule a follow-up conference with the student.



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Harassment, Intimidation, and Bullying

Personal – Target/Victim

1. Meet with a trusted staff member to explore the student's feelings about the incident;
2. Develop a plan to ensure the student's emotional and physical safety at school;
3. Have the student meet with the school counselor or school social worker to ensure they do not feel responsible for the bullying behavior;
4. Ask students to log behaviors in the future;
5. Help the student develop skills and strategies for resisting bullying; and
6. Schedule a follow-up conference with the student.

Parents, Family, and Community

1. Develop a family agreement;
2. Refer the family for family counseling; and
3. Offer parent education workshops related to bullying and social-emotional learning.

Examples of Remedial Measures – Environmental (Classroom, School Building, or School District)

1. Analysis of existing data to identify bullying issues and concerns;
2. Use of findings from school surveys (e.g., school climate surveys);
3. Focus groups;
4. Mailings – postal and email;
5. Cable access television;
6. School culture change;
7. School climate improvement;
8. Increased supervision in “hot spots” (e.g., locker rooms, hallways, playgrounds, cafeterias, school perimeters, buses);
9. Adoption of evidence-based systemic bullying prevention practices and programs;
10. Training for all certificated and non-certificated staff to teach effective prevention and intervention skills and strategies;
11. Professional development plans for involved staff;



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12. Participation of parents and other community members and organizations (e.g., Parent Teacher Associations, Parent Teacher Organizations) in the educational program and in problem-solving bullying issues;
13. Formation of professional learning communities to address bullying problems;
14. Small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions;
15. School policy and procedure revisions;
16. Modifications of schedules;
17. Adjustments in hallway traffic;
18. Examination and adoption of educational practices for actively engaging students in the learning process and in bonding students to pro-social institutions and people;
19. Modifications in student routes or patterns traveling to and from school;
20. Supervision of student victims before and after school, including school transportation;
21. Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
22. Targeted use of teacher aides;
23. Disciplinary action, including dismissal, for school staff who contributed to the problem;
24. Supportive institutional interventions, including participation in the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
25. Parent conferences;
26. Family counseling;
27. Development of a general harassment, intimidation, and bullying response plan;
28. Behavioral expectations communicated to students and parents;
29. Participation of the entire student body in problem-solving harassment, intimidation, and bullying issues;
30. Recommendations of a student behavior or ethics council;
31. Participation in peer support groups;
32. School transfers; and
33. Involvement of law enforcement officers, including school resource officers and juvenile officers or other appropriate legal action.



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Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

Target/Victim Support

Districts should identify a range of strategies and resources that will be available to individual victims of harassment, intimidation, and bullying, and respond in a manner that provides relief to victims and does not stigmatize victims or further their sense of persecution. The type, diversity, location, and degree of support are directly related to the student's perception of safety.

Sufficient safety measures should be undertaken to ensure the victim's physical and social-emotional well-being and their ability to learn in a safe, supportive, and civil educational environment.

Examples of support for student victims of harassment, intimidation, and bullying include:

1. Teacher aides;
2. Hallway and playground monitors;
3. Partnering with a school leader;
4. Provision of an adult mentor;
5. Assignment of an adult "shadow" to help protect the student;
6. Seating changes;
7. Schedule changes;
8. School transfers;
9. Before- and after-school supervision;
10. School transportation supervision;
11. Counseling; and
12. Treatment or therapy.



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E. Harassment, Intimidation, and Bullying Reporting Procedure

The Board of Education requires the Principal at each school to be responsible for receiving complaints alleging violations of this Policy. All Board members, school employees, and volunteers and contracted service providers who have contact with students are required to verbally report alleged violations of this Policy to the Principal or the Principal's designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, and volunteers and contracted service providers who have contact with students, also shall submit a report in writing to the Principal within two school days of the verbal report. The written report shall be on a numbered form developed by the New Jersey Department of Education in accordance with N.J.S.A. 18A:37-15.b.(5). A copy of the form shall be submitted promptly by the Principal to the Superintendent.

The Principal or designee will inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents. The Principal or designee shall take into account the circumstances of the incident when providing notification to parents of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense. The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged violations of this Policy to the Principal on the same day when the individual witnessed or received reliable information regarding any such incident.

A person may report, verbally or in writing, an act of harassment, intimidation, or bullying committed by an adult or youth against a student anonymously. The Board will not take formal disciplinary action based solely on the anonymous report. The district shall provide a means for a parent to complete an online numbered form developed by the New Jersey Department of Education to confidentially report an incident of harassment, intimidation, or bullying.



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A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

In accordance with the provisions of N.J.S.A. 18A:37-18, the harassment, intimidation, and bullying law does not prevent a victim from seeking redress under any other available law, either civil or criminal, nor does it create or alter any tort liability.

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, and bullying from a district employee, and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;



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- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
 - c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
 - d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
 - e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, and bullying in the district.
2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from among the currently employed staff in the school.

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
 - b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
 - c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.
3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address



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issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;
- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and



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- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

G. Harassment, Intimidation, and Bullying Investigation

The Board requires a thorough and complete investigation to be conducted for each report of violations and complaints which either identify harassment, intimidation, or bullying or describe behaviors that indicate harassment, intimidation, or bullying.

H. Range of Responses to an Incident of Harassment, Intimidation, or Bullying

The Board shall establish a range of responses to harassment, intimidation, and bullying incidents and the Principal and the Anti-Bullying Specialist shall appropriately apply these responses once an incident of harassment, intimidation, or bullying is confirmed. The Superintendent shall respond to confirmed harassment, intimidation, and bullying, according to the parameters described in this Policy. The range of ways in which school staff will respond shall include an appropriate combination of counseling, support services, intervention services, and other programs. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district level or by law enforcement officials.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the



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act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include consistent and appropriate positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) intended to remediate the problem behaviors.
2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays (when implemented with sensitivity to a student's situation or involvement with harassment, intimidation, and bullying), research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
3. School responses can include theme days, learning station programs, "acts of kindness" programs or awards, use of student survey data to plan prevention and intervention programs and activities, social norms campaigns, posters, public service announcements, "natural helper" or peer leadership programs, "upstander" programs, parent programs, the dissemination of information to students and parents explaining acceptable uses of electronic and wireless communication devices, and harassment, intimidation, and bullying prevention curricula or campaigns.
4. District-wide responses can comprise of adoption of school-wide programs, including enhancing the school climate, involving the community in policy review and development, providing professional development coordinating with community-based organizations (e.g., mental health, health services, health facilities, law enforcement, faith-based organizations), launching harassment, intimidation, and bullying prevention campaigns.

I. Reprisal or Retaliation Prohibited



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The Board prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, or one with reliable information, or any other person who has reliable information about an act of harassment, intimidation, or bullying or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures. All suspected acts of reprisal or retaliation will be taken seriously and appropriate responses will be made in accordance with the totality of the circumstances.

Examples of consequences and remedial measures for students who engage in reprisal or retaliation are listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.

Examples of consequences for a school employee or a contracted service provider who has contact with students who engage in reprisal or retaliation may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds.

Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

Examples of consequences for a Board member who engages in reprisal or retaliation may include, but not be limited to: reprimand, legal action, and other action authorized by statute or administrative code. Remedial measures may include, but not be limited to: counseling and professional development.

J. Consequences and Appropriate Remedial Action for False Accusation

The Board prohibits any person from falsely accusing another as a means of retaliation or as a means of harassment, intimidation, or bullying.



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1. Students - Consequences and appropriate remedial action for a student found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1 et seq., Discipline of Students and as set forth in N.J.A.C. 6A:16-7.2, Short-term Suspensions, N.J.A.C. 6A:16-7.3, Long-term Suspensions and N.J.A.C. 6A:16-7.4, Expulsions and those listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could entail discipline in accordance with district policies, procedures, and agreements which may include, but not be limited to: reprimand, suspension, increment withholding, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.
3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.



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K. Harassment, Intimidation, and Bullying Policy Publication and Dissemination

This Policy will be disseminated annually by the Superintendent to all school employees, contracted service providers who have contact with students, school volunteers, students, and parents who have children enrolled in a school in the district, along with a statement explaining the Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14 that occur on school property, at school-sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.

The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent or designee shall post a link to the district's Harassment, Intimidation, and Bullying Policy that is prominently displayed on the homepage of the school district's website. The district will notify students and parents this Harassment, Intimidation, and Bullying Policy is available on the school district's website.

The Superintendent shall post the name, school phone number, school address, and school email address of the district Anti-Bullying Coordinator on the home page of the school district's website. Each Principal shall post the name, school phone number, address, and school email address of both the Anti-Bullying Specialist and the district Anti-Bullying Coordinator on the home page of each school's website. The Superintendent or designee shall post the contact information for the New Jersey School Climate State Coordinator on the school district's and on each school's website in the same location as this Policy is posted.

The Superintendent or designee shall post on the school district's and each school's website the current version of "Guidance for Parents on the Anti-Bullying Bill of Rights Act" developed by the New Jersey Department of Education.



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L. Harassment, Intimidation, and Bullying Training and Prevention Programs

The Superintendent and Principal(s) shall provide training on the school district's Harassment, Intimidation, and Bullying Policy to current and new school employees; including administrators, instructors, student support services, administrative/office support, transportation, food service, facilities/maintenance; contracted service providers; and volunteers who have significant contact with students; and persons contracted by the district to provide services to students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying.

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction in harassment, intimidation, and bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member must complete, during the first year of the member's first term, a training program on harassment, intimidation, and bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

The school district shall provide time during the usual school schedule for the Anti-Bullying Coordinator and each school Anti-Bullying Specialist to participate in harassment, intimidation, and bullying training programs.

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, and bullying as required in N.J.S.A. 18A:26-8.2.

The school district shall annually observe a "Week of Respect" beginning with the first Monday in October. In order to recognize the importance of



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character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, and bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the Core Curriculum Content Standards, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district will annually establish, implement, document, and assess harassment, intimidation, and bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, and bullying in accordance with the provisions of N.J.S.A. 18A:37-17 *et seq.*

M. Harassment, Intimidation, and Bullying Policy Reevaluation, Reassessment, and Review

The Superintendent shall develop and implement a process for annually discussing the school district's Harassment, Intimidation, and Bullying Policy with students.

The Superintendent, Principal(s), and the Anti-Bullying Coordinator, with input from the schools' Anti-Bullying Specialists, shall annually conduct a reevaluation, reassessment, and review of the Harassment, Intimidation, and Bullying Policy, and any report(s) and/or finding(s) of the School Safety/School Climate Team(s). The Superintendent shall recommend to the Board necessary revisions and additions to the Policy consistent with N.J.S.A. 18A:37-15.c., as well as to harassment, intimidation, and bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.

N. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public



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hearing all acts of violence, vandalism, and harassment, intimidation, and bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.

O. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

P. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Some acts of harassment, intimidation, and bullying may be bias-related acts and school officials must report to law enforcement officials any bias related acts, in accordance with N.J.A.C. 6A:16-6.3(e), and pursuant to the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.

Q. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.



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The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

R. Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. may alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports. N.J.S.A. 18A:37-32.

S. Approved Private Schools for Students with Disabilities (APSSD)

In accordance with the provisions of N.J.A.C. 6A:16-7.7(a).2.ix.(2), the Board of Education shall investigate a complaint or report of harassment, intimidation, or bullying, pursuant to N.J.A.C. 6A:16-7.7(a).2.ix. and Section G. of this Policy, occurring on Board of Education school buses, at Board of Education school-sponsored functions, and off school grounds involving a student who attends an APSSD. The investigation shall be conducted by a Board of Education Anti-Bullying Specialist, in consultation with the APSSD.

The school district shall submit all subsequent amended Harassment, Intimidation, and Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.

N.J.S.A. 18A:37-13 through 18A:37-37

N.J.A.C. 6A:16-7.1 et seq.

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – April 2011 – New Jersey Department of Education

Memorandum – New Jersey Commissioner of Education – Guidance for Schools on Implementing the Anti-Bullying Bill of Rights Act – December 16, 2011

Adopted:



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First Reading: June 14, 2022
Second Reading: July 26, 2022

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8420 EMERGENCY AND CRISIS SITUATIONS

The Board of Education recognizes its responsibility to provide for the safety and security in each school building in the district. The district will develop and implement comprehensive written plans, procedures, and mechanisms to provide for the protection of health, safety, security, and welfare of the school population; the prevention of, intervention in, response to and recovery from emergency and crisis situations; the establishment and maintenance of a climate of civility; and support services for staff, students, and their families.

“School security drill” means an exercise, other than a fire drill, to practice procedures that respond to an emergency situation including, but not limited to, a bomb threat, non-fire evacuation, lockdown, or active shooter situation and that is similar in duration to a fire drill.

The Superintendent of Schools or designee shall consult with law enforcement agencies, health and social services provider agencies, emergency management planners, and school and community resources, as appropriate, in the development of the school district’s plans, procedures, and mechanisms for school safety and security. The plans, procedures, and mechanisms shall be consistent with the provisions of N.J.A.C. 6A:16-5.1 and the format and content established by the Domestic Security Preparedness Task Force, pursuant to N.J.S.A. App. A:9-64 et seq., and the Commissioner of Education and shall be reviewed annually, and updated as appropriate.

A copy of the school district’s school safety and security plan shall be disseminated to all school district employees. New employees shall receive a copy of the school district’s safety and security plan, as appropriate, within sixty days of the effective date of their employment. All employees shall be notified in writing, as appropriate, regarding updates and changes to the school safety and security plan.

The school district shall develop and provide an in-service training program for all school district employees to enable them to recognize and appropriately respond to safety and security concerns, including emergencies and crises, consistent with the school district’s plans, procedures, and mechanisms for school safety and security and the provisions of N.J.A.C. 6A:16-5.1. New employees



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shall receive this in-service training, as appropriate, within sixty days of the effective date of their employment. This in-service training program shall be reviewed annually and updated, as appropriate.

The Board shall ensure individuals employed in the district in a substitute capacity are provided with information and training on the district's practices and procedures on school safety and security including instruction on school security drills, evacuation procedures, and emergency response protocols in the district and the school building where the individuals are employed in accordance with the provisions of N.J.S.A. 18A:41-7.

Every Principal of a school of two or more rooms, or of a school of one room, when located above the first story of a building, shall have at least one fire drill and one school security drill each month within the school hours, including any summer months during which the school is open for instructional programs, and shall require all teachers of all schools, whether occupying buildings of one or more stories, to keep all doors and exits of their respective rooms and buildings unlocked during the school hours, except during an emergency lockdown or an emergency lockdown drill. Where school buildings have been provided with fire escapes, they shall be used by a part or all of the students performing every fire drill. An actual fire or school security emergency that occurs at a school during the month and that includes activities which are the equivalent of a drill shall be considered a drill for the purposes of meeting the requirements of N.J.S.A. 18A:41-1.

Every school in the district shall conduct a school security drill within the first fifteen days of the beginning of the school year. Notwithstanding any other provision of law to the contrary, the school district shall ensure that a school security drill that occurs when students are present:

1. Includes clear, developmentally and age-appropriate messaging to students and staff at the conclusion of the drill that the event is a drill and that no current danger exists;
2. Does not expose students to content or imaging that is not developmentally or age-appropriate;
3. Is paired with trauma-informed approaches to address any student inquiries or concerns which may arise as a result of a school security drill;



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4. Does not include the use of fake blood, real or prop firearms, or the simulations of gun shots, explosions, or other sounds or visuals that may induce panic or traumatic response from a student or school district employee;
5. Does not require a student to role play as a victim, but may include first aid training in which students participate; and
6. Is accessible to students with disabilities and mental health conditions, and provides all necessary accommodations for these students.

The Principal or designee shall provide written notification to the parent of a student enrolled in the school following completion of a school security drill, which notice shall be provided to the parent by no later than the end of the school day on which the school security drill is conducted.

The Principal or designee will provide local law enforcement or other emergency responders, as appropriate, with a friendly notification at least forty-eight hours prior to holding a school security drill. A law enforcement officer shall be present at a minimum of one school security drill in each school year in order to make recommendations on any improvements or changes to school security drill procedures that the officer may deem advisable in accordance with N.J.S.A. 18A:41-1. The school district may permit emergency personnel access to the buildings and grounds of its schools for school security drills that are scheduled outside of school hours and during such times as students are not present.

The school district shall review and update its school security drill procedures using a process that coincides with the review of the school safety and security plan developed pursuant to N.J.A.C. 6A:16-5.1 and collects input from emergency personnel; parents of students enrolled in the school district; teachers and staff employed in the district; mental health professionals; and student government representatives from multiple grade levels.

The school district shall annually track data on such measures and information as required by the Commissioner of Education, and shall report the data to the Commissioner.



POLICY GUIDE

OPERATIONS

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Emergency and Crisis Situations

Such drills and in-service training programs shall be conducted in accordance with a building security drill guide and training materials that educate school employees on proper evacuation and lockdown procedures in a variety of emergency situations on school grounds in accordance with N.J.A.C. 6A:16-5.1.

The school district will be required to annually submit a security drill statement of assurance to the New Jersey Department of Education by June 30 of each school year. Each school in the district will be required to complete a security drill record form as required by the New Jersey Department of Education.

N.J.S.A. 2C:33-3

N.J.S.A. 18A:41-1; 18A:41-2; 18A:41-6; 18A:41-7; 18A:41-7a.

N.J.A.C. 6A:16-5.1

Adopted:



POLICY GUIDE

First Reading: June 14, 2022
Second Reading: July 26, 2022

COMMUNITY
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Cooperation with Law Enforcement Agencies
Apr 22
M

9320 COOPERATION WITH LAW ENFORCEMENT AGENCIES

The Board of Education recognizes that keeping students and staff safe and helping children understand and respect the law is best served by a close and cooperative relationship with local law enforcement.

The Board adopts this Policy and Regulation 9320 in accordance with N.J.A.C. 6A:16-6.1. to ensure cooperation between school staff and law enforcement authorities in all matters relating to the unlawful possession, distribution and disposition of controlled dangerous substances, including anabolic steroids, as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2, drug paraphernalia as defined in N.J.S.A. 2C:36-1, alcoholic beverages; firearms, as defined in N.J.S.A. 2C:39-1.f.; and other deadly weapons as defined in N.J.S.A. 2C:39-1.r.

The Board adopts Policy and Regulation 9320 in accordance with N.J.A.C. 6A:16-6.1. to ensure cooperation between school district staff and law enforcement authorities in all matters relating to the planning and conduct of law enforcement activities and operations occurring on school grounds, including arrest procedures, undercover school operations, and mandatory reporting the offenses listed in the Memorandum of Agreement between Education and Law Enforcement Officials (MOA).

The Superintendent or designee shall institute a program of such communication and cooperation with law enforcement in accordance with N.J.A.C. 6A:16-6.1.

This Policy and Regulation 9320 shall be submitted for review and approval to the Executive County Superintendent in accordance with N.J.A.C. 6A:16-6.2(a)2.

The Superintendent or designee shall annually review the MOA as adopted by the Board to ensure this Policy and Regulation 9320 are in accordance with the requirements outlined therein.

N.J.A.C. 6A:16-6.1.; 6A:16-6.2; 6A:16-6.4.

Adopted:



REGULATION GUIDE

First Reading: June 14, 2022
Second Reading: July 26, 2022

COMMUNITY
R 9320/page 1 of 7
Cooperation with Law Enforcement Agencies
Apr 22
M

R 9320 COOPERATION WITH LAW ENFORCEMENT AGENCIES

- A. Policy 9320 and this Regulation shall be in accordance with the provisions of N.J.A.C. 6A:16-6.2, the Memorandum of Agreement between Education and Law Enforcement Officials (MOA), and shall be:
1. Developed, implemented, and revised, as necessary, in consultation with the county prosecutor and other law enforcement officials as may be designated by the county prosecutor;
 2. Reviewed and approved by the Executive County Superintendent;
 3. Made available annually to all school district staff, students, and parents;
 4. Consistent with reporting, notification, and examination procedures of students suspected of being under the influence of alcohol and other drugs pursuant to N.J.A.C. 6A:16-4.3; and
 5. Consistent with N.J.A.C. 6A:16-7, as appropriate.
- B. The school district's policies and procedures for cooperation with law enforcement agencies shall include the following components:
1. The Superintendent has designated school district staff as liaisons to law enforcement agencies in accordance with the MOA. The MOA includes a description of the liaisons' roles and responsibilities;
 2. Specific procedures for and responsibilities of school district staff in summoning appropriate law enforcement authorities onto school grounds, for the purpose of conducting law enforcement investigations, searches, seizures, or arrests shall be in accordance with the MOA;



REGULATION GUIDE

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Cooperation with Law Enforcement Agencies

3. Specific procedures and responsibilities of school district staff for notifying parents in instances of law enforcement interviews involving their children shall be consistent with the MOA and the following:
 - a. School officials shall not notify the student's parent(s) in instances of suspected child abuse or neglect;
 - b. School officials shall notify the student's parent(s) when the student is the target of the law enforcement investigation; and
 - c. In all other instances, school authorities shall permit law enforcement authorities to determine whether or when a student's parent should be contacted;
4. Specific procedures for and responsibilities of school district staff in cooperating with arrests made by law enforcement authorities on school grounds shall be in accordance with the MOA;
5. Specific procedures for and responsibilities of school district staff in initiating or conducting searches and seizures of students, their property, and their personal effects shall be in accordance with the MOA and the following:
 - a. All searches and seizures conducted by school district staff shall comply with the standards prescribed by the United States Supreme Court in *New Jersey v. T.L.O.*, 469 U.S. 325 (1985).
 - b. Questions concerning searches conducted by school officials shall be directed to the appropriate county prosecutor.
 - c. School officials may request that law enforcement authorities assume responsibility for conducting a search or seizure.



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Cooperation with Law Enforcement Agencies

- d. No school district staff member shall impede a law enforcement officer engaged in a lawful search, seizure, or arrest whether pursuant to a warrant or otherwise.
 - e. School district staff shall permit law enforcement authorities, upon their arrival, to assume responsibility for conducting a search or seizure.
 - f. All inspections of lockers, desks, or other objects or personal property on school grounds involving the use of law enforcement drug-detection canines may be undertaken with only the express permission of the county prosecutor or the Director of the Division of Criminal Justice or the Director's designee in the New Jersey Department of Law and Public Safety.
 - g. Questions concerning the legality of a contemplated or ongoing search, seizure, or arrest conducted by a law enforcement officer on school grounds shall be directed to the county prosecutor or in the case of a search, seizure, or arrest undertaken by the Division of Criminal Justice's designee in the New Jersey Department of Law and Public Safety, to the assigned Assistant Attorney General;
6. The procedures for and responsibilities of school district staff, with regard to interviews of students suspected of possessing or distributing a controlled dangerous substance; including anabolic steroids, drug paraphernalia; or a firearm or other deadly weapon shall be in accordance with Policy and Regulation 5530 and the MOA;
 7. Procedures for planning, approving, and conducting undercover school operations shall be in accordance with the MOA and the following:
 - a. The Superintendent and Principal shall cooperate with law enforcement authorities in the planning and conduct of undercover school operations. The Superintendent shall approve undercover operations without prior notification to the Board of Education.



REGULATION GUIDE

COMMUNITY

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Cooperation with Law Enforcement Agencies

- b. All information concerning requests to undertake an undercover school operation, information supplied by law enforcement authorities to justify the need for and explain a proposed undercover school operation, and all other information concerning an ongoing undercover school operation, including the identity of any undercover officer placed in a school, shall be kept strictly confidential by the Superintendent and Principal.
 - c. The Superintendent and Principal shall not divulge information concerning an undercover school operation to any person without the prior express approval of the county prosecutor or designee.
 - d. The Superintendent, Principal, or any other school district staff or Board member who may have been informed regarding the existence of the undercover school operation shall immediately communicate to the county prosecutor or designee if they subsequently learn of information that suggests the undercover officer's true identity has been revealed, the undercover officer's identity or status as a bona fide member of the school community has been questioned, or the integrity of the undercover school operation has been in any other way compromised;
8. The procedures for and responsibilities of school district staff concerning the safe and proper handling of a seized controlled dangerous substance, including anabolic steroids, drug paraphernalia, or a firearm or other deadly weapon, and the prompt delivery of the items to appropriate law enforcement authorities shall be in accordance with N.J.A.C. 6A:16-6.2, Policy and Regulation 5530, and the MOA;
 9. The procedures for and responsibilities of school district staff in notifying authorities of a suspected violation of laws prohibiting the possession; sale or other distribution of a controlled dangerous substance, including anabolic steroids; drug paraphernalia; or a firearm or other deadly weapon shall be in accordance with Policy and Regulation 5530 and the MOA;



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Cooperation with Law Enforcement Agencies

10. Provisions for requesting uniformed police attendance at extracurricular school events shall be in accordance with the MOA;
11. Provisions for notifying parents as soon as possible whenever a student is arrested for violating a law prohibiting the possession; sale or other distribution of a controlled dangerous substance, including anabolic steroids; drug paraphernalia; or a firearm or other deadly weapon shall be in accordance with Policy and Regulation 5530;
12. Provisions for in-service training of school district staff concerning policies and procedures established in this subchapter, and the exchange of information regarding the practices of the school district and law enforcement agencies shall be in accordance with the MOA;
13. A MOA with appropriate law enforcement authorities in accordance with N.J.A.C. 6A:16-6, Policy 9320, and this Regulation;
14. An annual process for the Superintendent and appropriate law enforcement officials to discuss the implementation and need for revising the MOA, and to review the effectiveness of policies and procedures implemented pursuant to N.J.A.C. 6A:16-6.2 and the MOA;
15. Provisions for contacting the Chief Executive Officer of the involved law enforcement agency, county prosecutor, and/or Division of Criminal Justice, as necessary, to resolve disputes concerning law enforcement activities occurring on school grounds shall be in accordance with the MOA; and
16. Provisions for directing inquiries or complaints received by school district staff regarding interviews, investigations, arrests, or other operations conducted by sworn law enforcement officers to the appropriate law enforcement agency shall be in accordance with the MOA.



REGULATION GUIDE

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Cooperation with Law Enforcement Agencies

C. Mandatory Reporting

1. There are seven offenses that must be reported to law enforcement if they qualify as mandatory reports, as set forth and explained in further detail in the MOA. These mandatory reports include:
 - a. Whenever any school district staff has reason to believe a student is in possession of a controlled dangerous substance or related paraphernalia, or is involved or implicated in distribution activities regarding controlled dangerous substances, pursuant to N.J.A.C. 6A:16-6.3;
 - b. Whenever any school district staff in the course of their employment develops reason to believe that a firearm or other dangerous weapon has unlawfully been possessed on or off school grounds, a weapon was used in an assault against a student or other school personnel, or that any student or other person has committed an offense with, or while in possession of, a firearm, whether or not such offense was committed on school grounds or during school operating hours, pursuant to N.J.A.C. 6A:16-5.5, 5.6(d)4 and 6.3(b);
 - c. Whenever any school district staff in the course of their employment develops reason to believe that anyone has threatened, is planning, or otherwise intends to cause death, serious bodily injury, or significant bodily injury to another person under circumstances in which a reasonable person would believe that the person genuinely intends at some time in the future to commit the violent act or to carry out the threat, pursuant to N.J.A.C. 6A:16-6.3(c) through (e);
 - d. Whenever any school district staff in the course of their employment develops reason to believe that a crime involving sexual penetration or criminal sexual contact has been committed on school grounds, or by or against a student during school operating hours or during school-related functions or activities, pursuant to N.J.A.C. 6A:16-6.3(d);



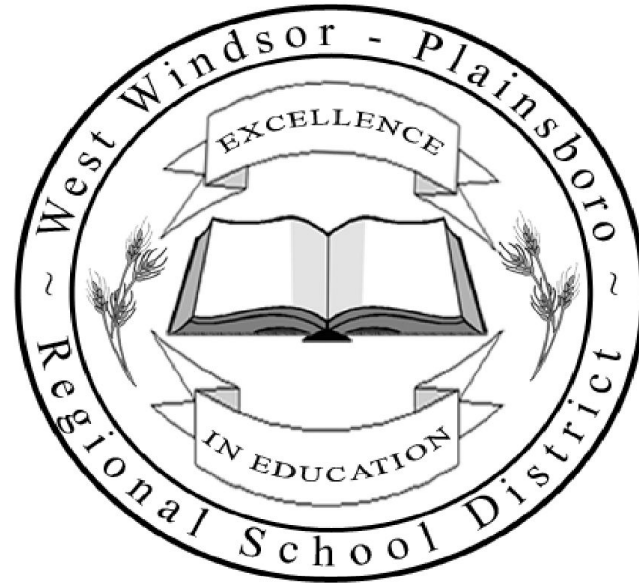
REGULATION GUIDE

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Cooperation with Law Enforcement Agencies

- e. Whenever any school district staff in the course of their employment develops reason to believe that an assault upon a teacher, administrator, other school Board employee, or district Board of Education member has been committed, with or without a weapon, pursuant to N.J.A.C. 6A:16-5.7(d)5;
 - f. Whenever any school district staff in the course of their employment develops reason to believe a “bias-related act” has been committed or is about to be committed on or off school grounds, pursuant to N.J.A.C. 6A:16-6.3(e); and
 - g. Whenever any school employee in the course of their employment develops reason to believe a student is potentially missing, abused, or neglected, pursuant to N.J.A.C. 6A:16-11.1(a)3i. through iii.
- D. Nothing in the policies and procedures required under N.J.A.C. 6A:16-6 and Policy 9320 and this Regulation shall be construed to prohibit school district staff from disclosing information, pursuant to N.J.A.C. 6A:32-7.2 and 7.5(f), if necessary, to protect the immediate health or safety of a student or other persons.
- E. The Superintendent or designee shall annually review Policy 9320 and this Regulation as adopted by the Board to ensure each are in accordance with the requirements outlined in the MOA.

Adopted:





Harassment, Intimidation & Bullying
Semi-Annual Report
January - July 2022

Mission Statement



Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character, and love of learning.

Whole Child, Every Child, Global Child

Strategic Goal 3



Recognizing that children need to balance physical, social, emotional and academic needs, we will maintain a supportive culture and build structures for the health, safety, and well-being of the Whole Child.

Whole Child, Every Child, Global Child

Definition of HIB



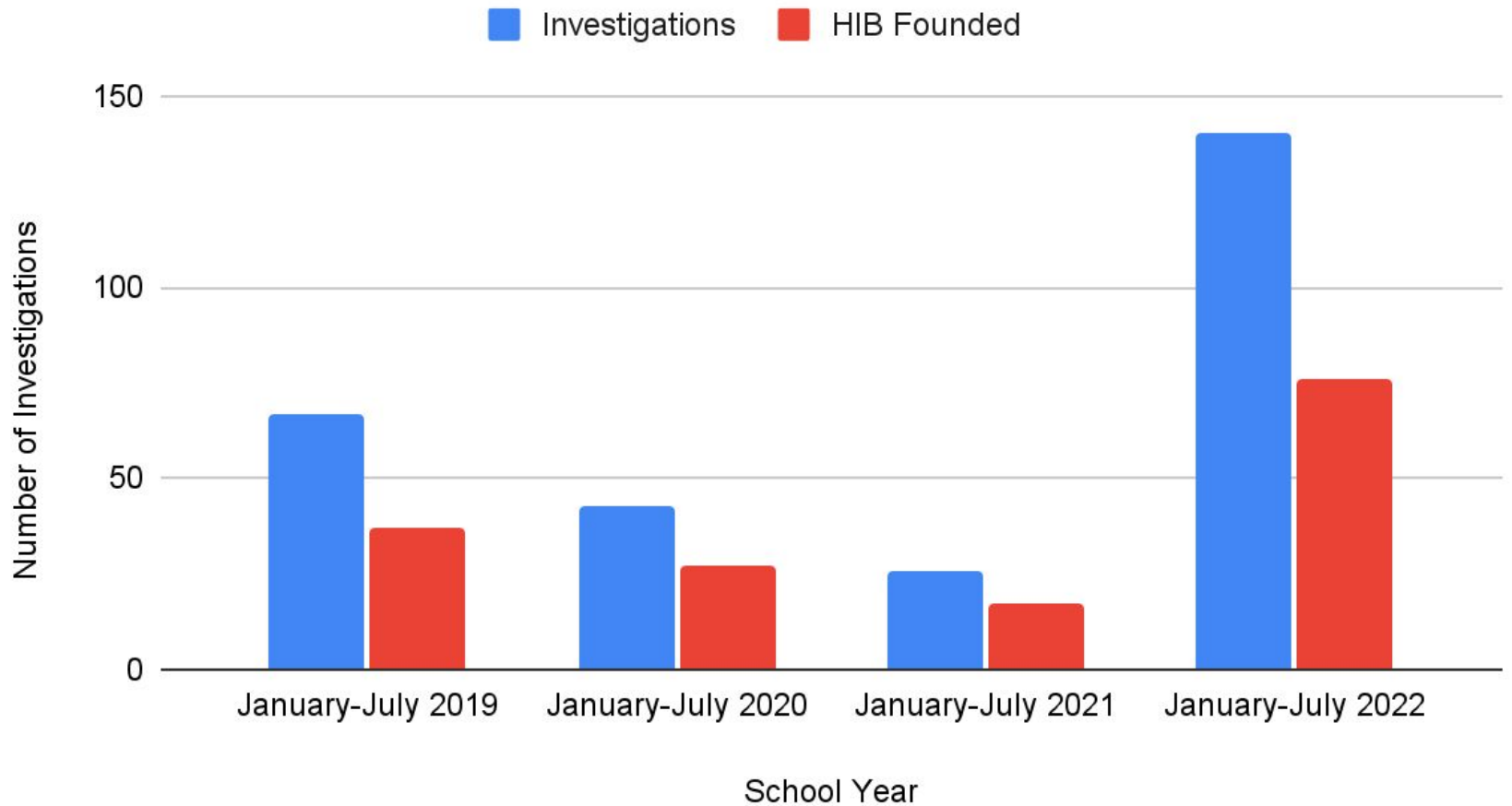
- Any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents
- Reasonably perceived as being motivated either by any actual or perceived characteristic
- That takes place on school property, at any school-sponsored function [or], on a school bus, or off school grounds
- Substantially disrupts or interferes with the orderly operation of the school or the rights of other students

WWPRSD HIB Data



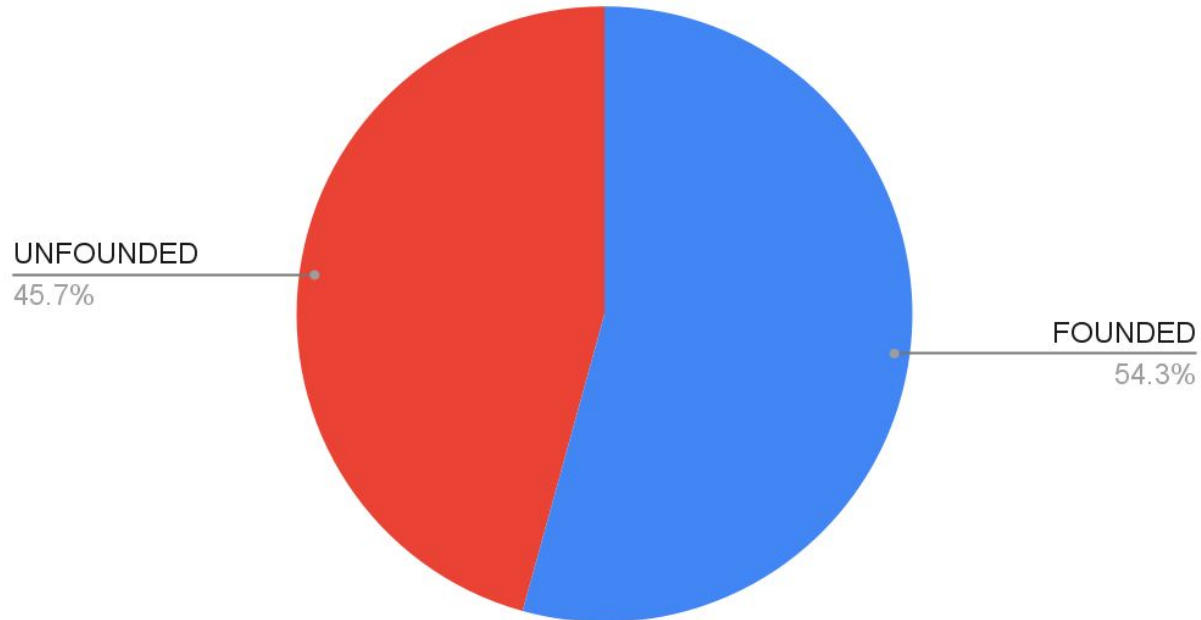
WWPRSD HIB Comparison By Year HIB Investigations / HIB Founded

COMPARISON JAN-JULY 2019, 2020, 2021, 2022



WWPRSD HIB Investigations January-July 2022 Founded/Unfounded

Jan.-July 2022 Investigations

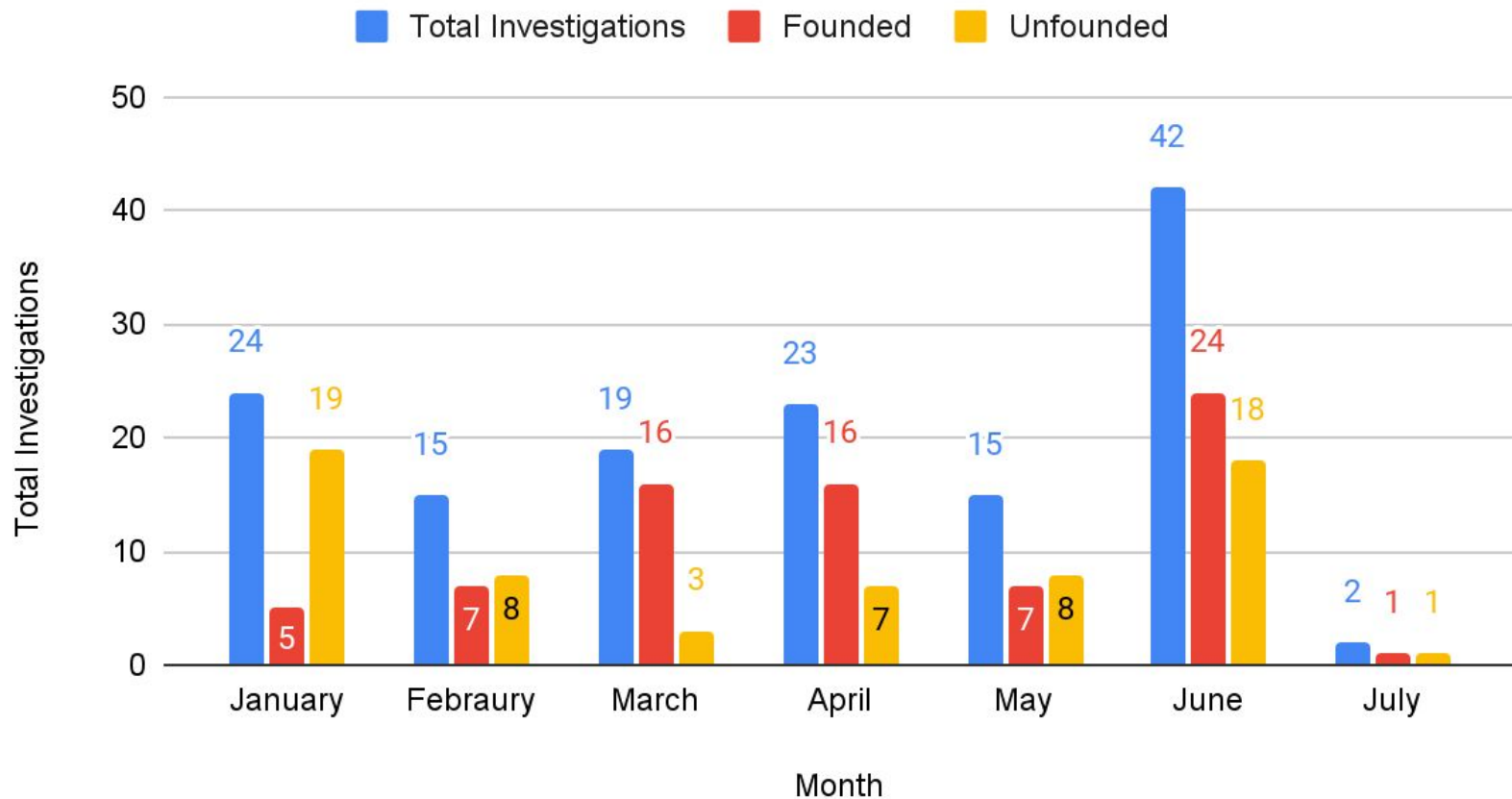


140 Investigations / 76 Founded / 64 Unfounded

WWPRSD HIB Investigations By Month January-July 2022

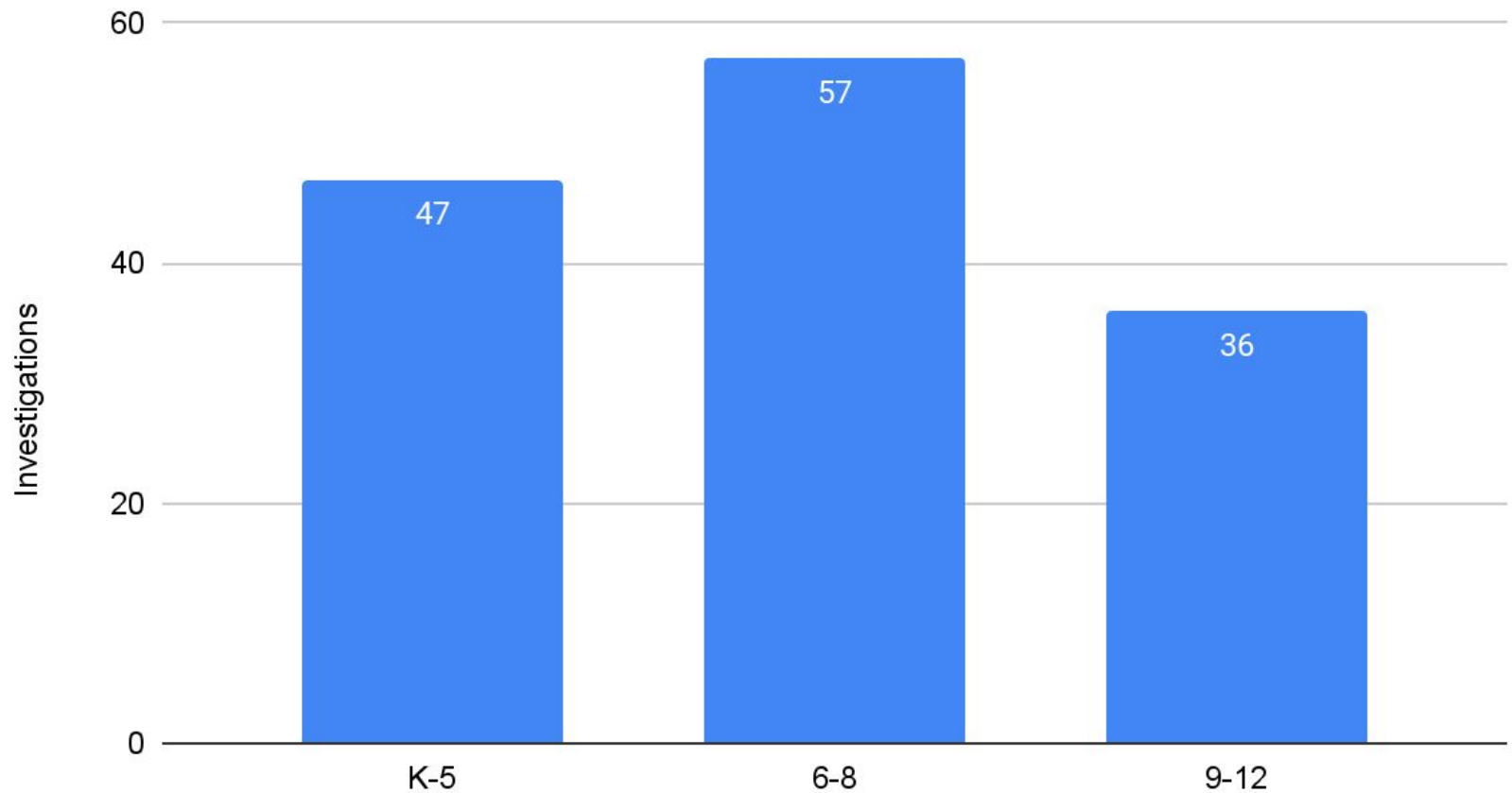
140 Investigations

Total Investigations: Founded/Unfounded by Month



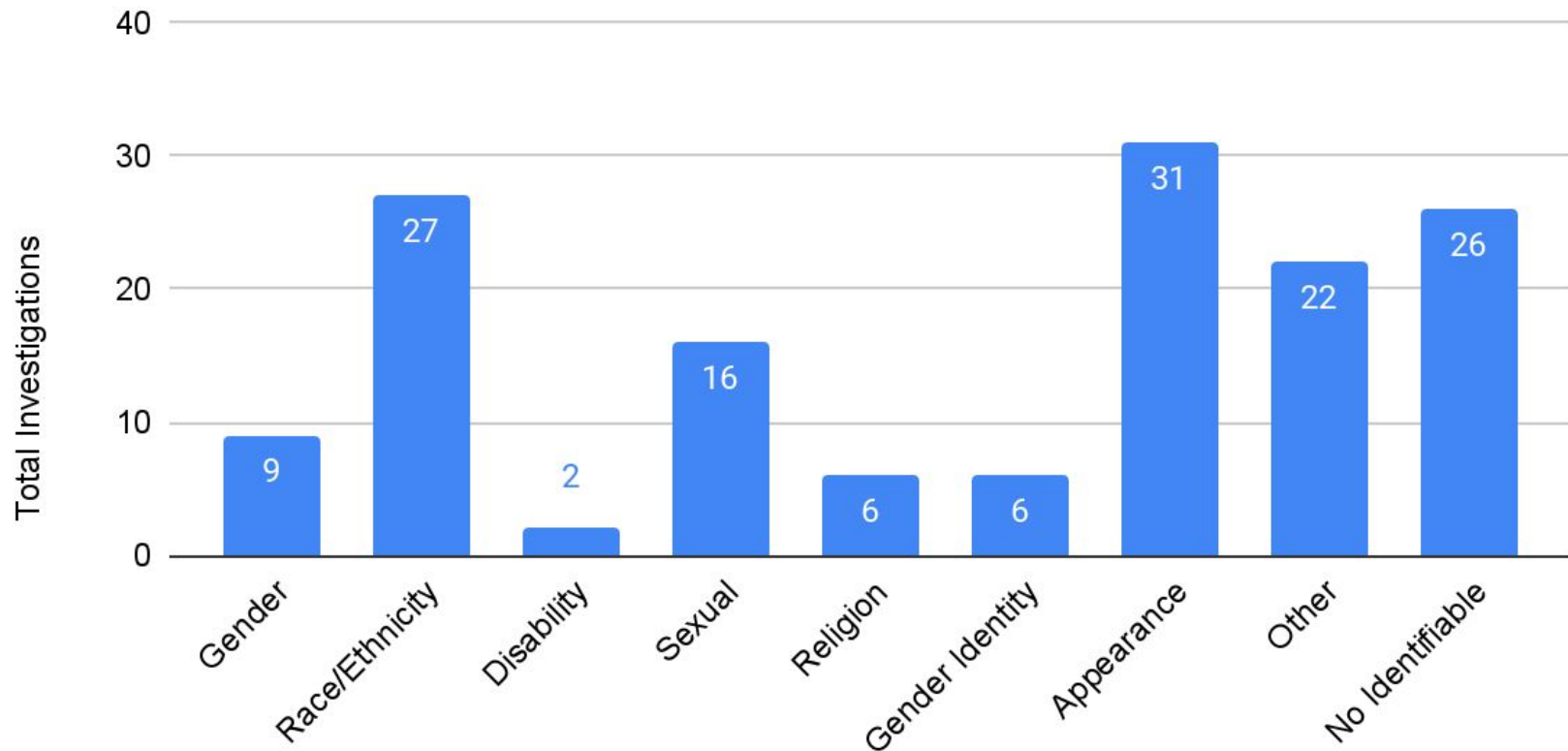
WWPRSD Grade Level Investigations January-July 2022 Total Investigations

Total Investigations by Grade Level Jan.-July 2022



WWPRSD HIB Investigations By Distinguishing Characteristics January-July 2022

Distinguishing Characteristics Total Investigations
Jan.-July 2022

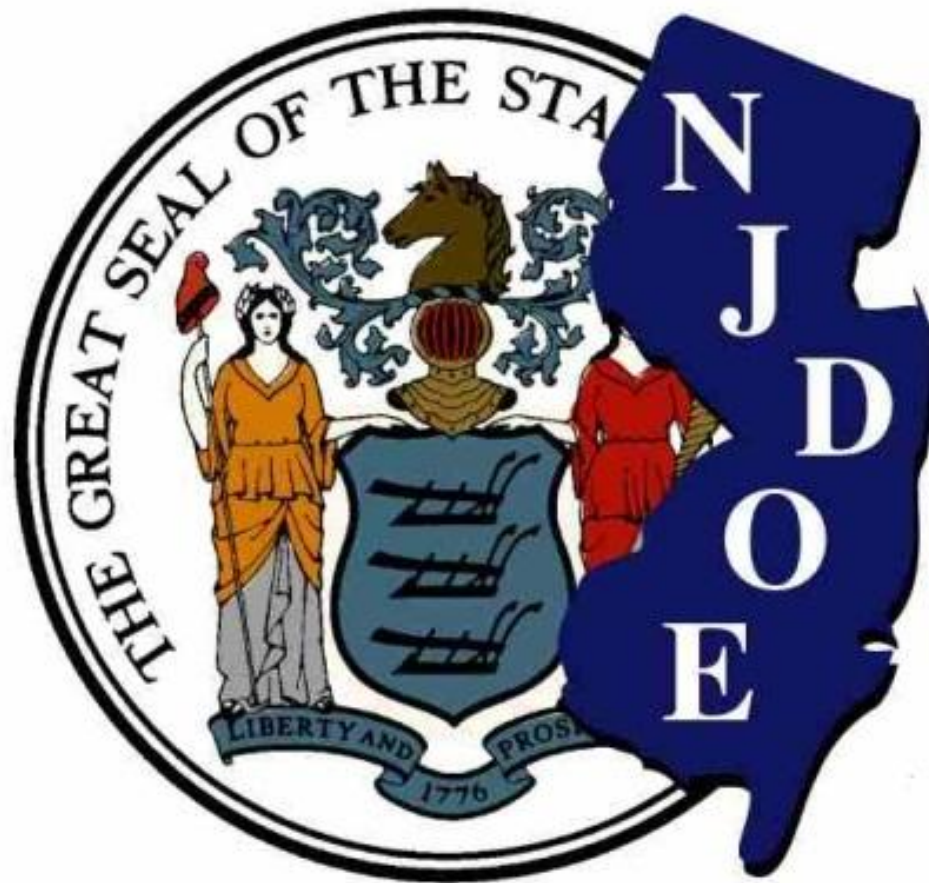


Patterns & Trends



- Overall increase in investigations and founded HIBs in comparison to the last three school years
- Increase in investigations during the month of June
- Middle School and Elementary had greater numbers of investigations and founded HIB
- Distinguishing characteristics most reported as potential HIB: appearance and race/ethnicity

Anti-Bullying Rubric (ABR)



Department of Education Anti-Bullying Rubric (ABR)

- 8 Core Element Rubric to be used as a guide in assigning school / district annual grades
- A means to educate school staff on best practices for implementing ABR
- Developed by Anti-Bullying experts and representatives from K-12 institutions, community agencies, child advocacy groups
- Applies to July 2021-July 2022

Anti-Bullying Rubric (ABR) School – District Grade

- Each Indicator Assigned a Maximum 3 Points
 - Does Not Meet Requirement – 0 Points
 - Partially Meets Requirements – 1 Point
 - Meets All Requirements – 2 Points
 - Exceeds Requirements – 3 Points
- Maximum School Grade is 78 Points
- School Grades determined through self-assessment by School Safety or School Climate Teams

WWPRSD Average Scores by Element

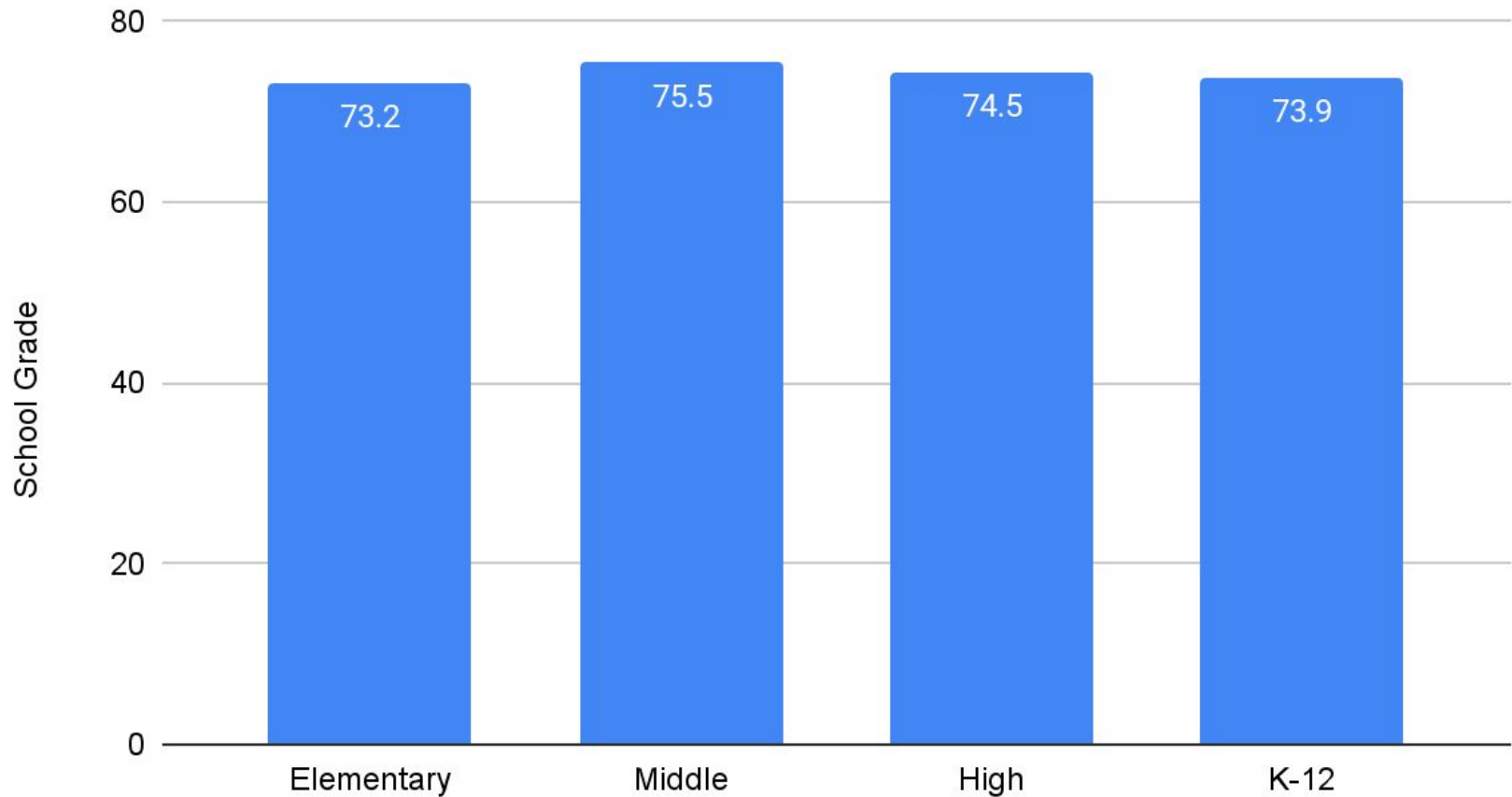
- **Core Element #1:** HIB Programs, Approaches or Other Initiatives
 - Avg. School Grade 13.4/15
- **Core Element #2:** Training on the BOE- approved HIB Policy
 - Avg. School Grade 8.8/9
- **Core Element #3:** Other Staff Instruction and Training Programs
 - Avg. School Grade 13.6/15
- **Core Element #4:** Curriculum & Instruction on HIB & Related Information & Skills
 - Avg. School Grade 6/6

WWPRSD Average Scores by Element

- **Core Element #5: HIB Personnel**
 - Avg. School Score 8.2/9
- **Core Element #6: School-Level HIB Incident Reporting Procedure**
 - Avg. School Score 5.9/6
- **Core Element #7: HIB Investigation Procedure**
 - Avg. School Score 12/12
- **Core Element #8: HIB Reporting**
 - Avg. School Score 6/6

2022 Average School Grades by Level

School Grade



Out of 78 Total Points

Proactive School Culture & Climate



- Ongoing district-wide professional development opportunities for staff related to Strategic Goals 3 & 4 (Social Emotional Learning and Equity and Inclusivity)
- Professional development & training from district attorneys for all counselors, ARBs, & administrators related to HIB processes & laws
- Training for all staff related to HIB processes & requirements
- Training for all students related to HIB
- School-based Equity teams met throughout the year
- District-wide Equity & Inclusivity goal stakeholder group met to create action plans
- School-wide assemblies and experiences for students to promote SEL
- Student-led webinars & lunch conversations (Equity & Inclusivity focused) at high schools & middle schools
- School counselor classroom lessons, small groups, 1:1 sessions
- BCBA's, SACs, UBHC clinicians in middle and high schools
- Team/Themed Days/Weeks at all schools
- SEL Day at the elementary schools
- SEL lessons during Morning Meeting at the elementary schools

K-12 School Climate Summit



- Building student, parent, and staff connections
- Teams reviewed the data from HIB report to inform next steps for Strategic Goals & building-based programs
- School Safety or Climate Teams reflected on students' experiences and set goals

Mission Statement

WWPRSD is committed to providing all students with a safe learning environment that is free from harassment, intimidation, and bullying (HIB). This commitment is an integral part of our comprehensive efforts to provide learning, and to prevent and eliminate all forms of HIB through the following practices:

Adhering to the 2011 New Jersey Anti-Bullying Bill of Rights legislation; training all staff to identify, report, and address HIB behaviors in a timely fashion; and proactively educating parents, students, Board of Education members, and the community to establish HIB expectations and the communication of our commitment to safety and respectful behavior for all.



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

AUGUST 30, 2022: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

TBD, High School North
TBD, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor-Plainsboro Education Foundation: Graelynn McKeown
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and August 26, 2022, to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Negotiations with the WWPSA; Sidebar with WWPEA; Negotiations with the WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	EDS 01763-22; EDS 07076-21; EDS 03375-22; Docket # 2021-003390
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session, if necessary.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. 2022-2023 Curriculum Review

III. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. **BOARD OF EDUCATION COMMITTEE REPORTS**

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

V. **MEETING**

A. **ADMINISTRATION**

To be voted on 08/30/22: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated July 26, 2022, for the following case numbers: 233849-HSS-06222022 and 233702-HSS-06152022.

Administrator Contracts – Merit Goal Submission

2. Authorize submission of the 2022–2023 merit goal action plans with the appropriate documentation for review and approval by the executive county superintendent for the following:
 - a) Christopher Russo, Ed.D, Assistant Superintendent for Finance
 - b) Pamela Nathan, Ed.D, Assistant Superintendent for Curriculum & Instruction

School Security Drills

3. Acknowledge the following fire and security drills were performed in July 2022 in compliance with *N.J.S.A. 18A:41-1*:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
7/13/22	7/20/22	Dutch Neck Elementary School
7/20/22	7/29/22	Maurice Hawk Elementary School
7/20/22	7/28/22	Town Center Elementary School
-	-	J.V.B. Wicoff Elementary School

-	-	Millstone River School
-	-	Village School
-	-	Community Middle School
7/13/22	7/14/22	Thomas Grover Middle School
7/11/22	7/12/22	WW-P High School North
7/18/22	7/29/22	WW-P High School South

4. Acknowledge the following fire and security drills were performed in August 2022 in compliance with *N.J.S.A. 18A:41-1*:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
-	-	Dutch Neck Elementary School
-	-	Maurice Hawk Elementary School
8/2/22	8/4/22	Town Center Elementary School
-	-	J.V.B. Wicoff Elementary School
-	-	Millstone River School
-	-	Village School
-	-	Community Middle School
8/4/22	8/3/22	Thomas Grover Middle School
8/2/22	8/3/22	WW-P High School North
8/23/22	8/19/22	WW-P High School South

Policies and Regulations

5. First reading of the following policies:

P0143 High School Student Representative to the Board of Education
P0163 Quorum
P1127 Benefits Covering Non-Affiliated Employees-Category G
P1511 Board of Education Website Accessibility
P2415 Every Student Succeeds Act

6. Second reading and approval of the following policies:

P1121 Benefits Covering Non-Affiliated Central Office Administrative Employees-
Category C
P1122 Benefits Covering Non-Affiliated Administrative Employees-Category A
P1124 Benefits Covering Non-Affiliated School Security Officers (“Eyes on the Door”
Officers)-Category D
P1126 Benefits Covering Foremen-Category F
P4420 Benefits Covering Non-Affiliated Support Staff-Category B

7. Emergency Adoption of the following policies and regulations:

P5600 Student Discipline/Code of Conduct
R5600 Student Discipline/Code of Conduct
P8468 Crisis Response

Nursing Plan – Submission

8. Submit the District’s 2022-2023 Nursing Services Plan to the County Superintendent of Schools as required by the State of New Jersey.

Nonpublic Grant - Nursing

9. To accept Nonpublic Grants from the State of New Jersey, Department of Education, Division of Finance, for Nonpublic Nursing Aid for fiscal year 2022-2023, as follows:

French American School of Princeton \$ 11,648.00

Nonpublic Grant - Security

10. Accept Nonpublic Grants from the State of New Jersey, Department of Education, Division of Finance, for Nonpublic Security Aid for fiscal year 2022-2023, as follows:

French American School of Princeton \$ 21,320.00

Social Media Management

11. Approve the renewal agreement with Sprout Social, a social media management and optimization platform, from September 2022-September 2023 at a cost not to exceed \$5,796.12.

Send Hunger Packing

12. Approve the Memorandum of Agreement with Mercer Street Friends for the 2022-2023 Send Hunger Packing Program. The program provides weekend meals for participating families.

Professional Services

13. Approve the rates for the following professional services for the 2022-2023 year:

Athletics (medical coverage for home football games)

- a) Dr. John Prodomo, \$285 per game (Princeton Orthopedic Associates)
- b) Dr. Mark Pressman, \$285 per game (Princeton Orthopedic Associates)

Special Services Consultants

- c) We Make, Autism at Work; not to exceed \$5,000 for up to 3 students; \$2,500 for each additional student and up to \$5,000 through June 30, 2023.

Special Services

Additional or Compensatory Special Education and Related Services (ACSERS)

14. Approval to accept additional/final funding for the 2021-2022 school year from the New Jersey Department of Education, Division of Finance and Business Services for Additional or Compensatory Special Education and Related Services (ACSERS) for Students with Disabilities who are 21 as of July 1, 2021, in the amount of \$194,543.00

Tuition Agreement

15. Authorize the execution of tuition agreement with the Ewing Board of Education for a student with a disability, through McKinney-Vento, in the amount of \$4,115.42, for April 2022-June 2022.

Settlement Agreement

16. Approve a settlement agreement for student #406216 dated August 19, 2022, as recommended by the Board attorney and discussed in Closed Executive Session.

B. CURRICULUM AND INSTRUCTION

To be voted on 08/30/22: Recommend approval of the following resolutions:

Curriculum

1. Adoption of the following new and revised curricula:

- a) Adaptive Life Skills
- b) Advanced Algebra 2
- c) Algebra 2
- d) American Studies I
- e) American Studies I Honors
- f) American Studies II
- g) American Studies II Honors
- h) AP American Government
- i) AP Calculus AB
- j) AP Calculus BC
- k) AP Chinese
- l) AP Comparative Government and Global Studies
- m) AP European History
- n) AP French Language and Culture
- o) AP Microeconomics
- p) AP Psychology
- q) AP Spanish Language & Culture
- r) AP Spanish Literature and Culture
- s) AP US History
- t) Chinese 1
- u) Chinese 2
- v) Chinese 3
- w) Chinese 4H
- x) Chinese 5H
- y) Chinese Grade 6
- z) Chinese Grade 7
- aa) Chinese Grade 8
- bb) Computer Applications Grade 7
- cc) Computer Cycle Grade 6
- dd) Computer Cycle Grade 7
- ee) Computer Graphics Grade 8
- ff) Conversations in Spanish
- gg) Cycle Art Grade 6

hh)	Cycle Art Grade 7
ii)	Cycle Art Grade 8
jj)	Dance I
kk)	Design and Engineering Grade 7
ll)	DLI Chinese Literacy & Culture Grade 4
mm)	DLI Spanish Literacy & Culture Grade 4
nn)	Economic and Social Problems in American Society
oo)	Elective Art Grade 7
pp)	Elective Art Grade 8
qq)	Emerging Financial Markets
rr)	Forensic Sciences
ss)	French 1
tt)	French 2
uu)	French 3
vv)	French 3H
ww)	French 4/5 A
xx)	French 4/5 B
yy)	French 4H
zz)	French Grade 6
aaa)	French Grade 7
bbb)	French Grade 8
ccc)	Geometry
ddd)	Geometry H&A
eee)	Geometry Honors
fff)	German 1
ggg)	German 2
hhh)	German 3
iii)	German A 4H/5H/AP
jjj)	German B 4H/5H/AP
kkk)	German Grade 6
lll)	German Grade 7
mmm)	German Grade 8
nnn)	Health and Drivers Education Grade 10
ooo)	Health Grade 1
ppp)	Health Grade 11
qqq)	Health Grade 12
rrr)	Health Grade 2
sss)	Health Grade 3
ttt)	Health Grade 4
uuu)	Health Grade 5
vvv)	Health Grade 6
www)	Health Grade 7
xxx)	Health Grade 8
yyy)	Health Grade 9
zzz)	Health Kindergarten
aaaa)	Human Behavior
bbbb)	Informational Writing Grade 4
cccc)	International Business and Culture
dddd)	Legal and Political Experiences (IPLE)
eeee)	Mathematics Grade 1
ffff)	Mathematics Grade 2
gggg)	Mathematics Grade 3

hhhh)	Mathematics Grade 4
iiii)	Mathematics Grade 5
jjjj)	Mathematics Kindergarten
kkkk)	Multivariable Calculus Honors
llll)	Performing Arts 7
mmmm)	Performing Arts 8
nnnn)	Photography I
oooo)	Photography II
pppp)	Physical Education Grade 1
qqqq)	Physical Education Grade 10 - 1
rrrr)	Physical Education Grade 10 - 2
ssss)	Physical Education Grade 11
tttt)	Physical Education Grade 12
uuuu)	Physical Education Grade 2
vvvv)	Physical Education Grade 3
wwww)	Physical Education Grade 4
xxxx)	Physical Education Grade 5
yyyy)	Physical Education Grade 6
zzzz)	Physical Education Grade 7
aaaaa)	Physical Education Grade 8
bbbbb)	Physical Education Grade 9
ccccc)	Physical Education Kindergarten
dddd)	Post Graduate TrACC
eeee)	Practical Science
ffff)	Pre-Calculus Honors
ggggg)	Science Grade 1
hhhhh)	Science Grade 3
iiii)	Science Grade 4
jjjj)	Science Grade 5
kkkkk)	Social Justice
lllll)	Social Sciences and the Community
mmmmm)	Social Studies Grade 1
nnnnn)	Social Studies Grade 2
ooooo)	Social Studies Grade 3
ppppp)	Social Studies Grade 4
qqqqq)	Social Studies Grade 5
rrrrr)	Social Studies Grade 6
sssss)	Social Studies Grade 7
ttttt)	Social Studies Grade 8
uuuuu)	Social Studies Kindergarten
vvvvv)	Spanish 1
wwwww)	Spanish 2
xxxxx)	Spanish 3 Honors
yyyyy)	Spanish 4
zzzzz)	Spanish 4 Honors
aaaaa)	Spanish 5
bbbbb)	Spanish Academy A Grades 9-12
ccccc)	Spanish Academy B Grades 9-12
dddd)	Spanish Communication and Culture
eeee)	Spanish Cultural Studies Honors
ffff)	Spanish Grade (beginning) 7-1
ggggg)	Spanish Grade (beginning) 8-1

hhhhh)	Spanish Grade (continuing) 8-2
iiiiii)	Spanish Grade 2
jjjjjj)	Spanish Grade 3
kkkkkk)	Spanish Grade 4
llllll)	Spanish Grade 5
mmmmmm)	Spanish Grade 6
nnnnnn)	Spanish Grade 7
oooooo)	Spanish Grade 8
pppppp)	Spanish Language and Cultural Studies
qqqqqq)	Student Research in Social Sciences Honors
rrrrrr)	Upstander Grade 3
ssssss)	Upstander Grade 4
tttttt)	Upstander Grade 5
uuuuuu)	World History
vvvvvv)	World History Honors

Statement of Assurance for District Professional Development Plan and District Mentoring Plan

- Submission of the West Windsor-Plainsboro Regional School District Board of Education’s District Professional Development Plan and District Mentoring Plan Statement of Assurance for the 2022-2023 school year to the New Jersey Department of Education, pursuant to *N.J.A.C. 6A:9C-4.2*.

Disposal of Instructional Materials

- Disposal of the following obsolete items in accordance with R7300.1:
 - 121 books from High School North Media Center
 - 2051 books from Town Center Elementary School Media Center

All items meet one or more of the following criteria:

- Are so worn and/or damaged as to preclude effective use and economical repair or restoration, OR
- Are so outdated as to no longer serve as worthy instructional tools.

Cable TV Interlocal Services

- Authorization of the fifth year of a five-year Shared Services Agreement between Plainsboro Township and the West Windsor-Plainsboro Regional School District for cable television.

Professional Development

- Entering into a contract with Flemington-Raritan Regional School District to provide 2022-2023 Reading Recovery professional development and technical support for eleven (11) reading recovery teachers at a cost of \$9,900.

High School Program

- Approval of one high school student to enroll in an online course, Environmental Science, at Educere, LLC, for the 2022-2023 school year, at a cost not to exceed \$195.

Grant

7. Submission of a grant application from Emily Saleh, Village School Visual Arts Teacher, to the National Education Association Foundation to support the WW-P Equity Goal, elevate student voice, and develop student engagement in civic and community life, in an amount not to exceed \$5,000. Funds will be used for the period November 15, 2022, through November 15, 2023, to purchase supplies, engage a contemporary teaching-artist, and design and create a site-specific ART-ivism Equity mural at Village Elementary School.

Professional Contracts

8. Entering into an agreement with Propio Language Services to provide professional translation services for the 2022-2023 school year in all languages, for a total amount not to exceed \$20,000 through June 30, 2023.

Overnight Field Trips

9. Approval of the following overnight field trips:

High School North

- a) Senior Class to Walt Disney World in Orlando, Florida, from March 21, 2023, to March 25, 2023. The cost of the trip is approximately \$1,600 per student.

High School South

- b) Senior Class to Walt Disney World in Orlando, Florida, from March 16, 2023, to March 20, 2023. The cost of the trip is approximately \$1,600 per student.

Thomas Grover Middle School

- c) 8th Grade German students to Washington D.C., from April 28, 2023, to April 29, 2023. The cost of the trip is approximately \$300 per student.
- d) 7th and 8th grade Choir students to Music in the Showcase festival at the University of Delaware and in Williamsburg Virginia, from May 5, 2023, to May 7, 2023. The cost of the trip is approximately \$425 per student.

Community Middle School

- e) 8th Grade German students to Washington D.C., from April 28, 2023, to April 29, 2023. The cost of the trip is approximately \$300 per student.

Community Education Fall 2022 Program

10. Approve the following Community Education Fall 2022 Youth and Adult programs:

Fall After School Enrichment

Adventures in Game Design
Bollywood Dance
Cardio Move & Groove
Chess Wizards

Cranium Contraptions- LEGO® Motorized Build
Creative Arts: Crafting
Crochet Fun
E3- Developing Engineers & Mechanical Masterminds
Fun with Pottery Painting
Game Bots
India Through Festivals
Interesting Invention- LEGO® Motorized Build
Junior Chef Box- No Bake Cooking
Mindful Movements with Jackie
Minecraft Basic & Advanced
On The Court Basketball X-perience
Real World Robotics
Roblox Game Design: Obstacle Courses
Scratch Game Design: Basic Games
Sockey Hockey
TGA Premier Tennis
Theatre Games
Young Rembrandts Elementary Drawing

Fall Adult & Youth

Better Sleep with Hypnosis
Financial Strategies for Successful Retirement
Getting Paid to Talk
How to Collaborate and Work in Teams
Introduction to Crochet
Lentz & Lentz SAT
Lose Weight with Hypnosis
On The Court Basketball X-perience
Robotics 2.0: Walker Bots
Stop Smoking with Hypnosis
TGA Premier Tennis

C. FINANCE

To be voted on 08/30/22: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for August 30, 2022 (run on 8-24-22) in the amount of \$7,653,618.64.
 - b) Bills List Capital for August 30, 2022 (run on 8-18-22) in the amount of \$1,714,771.78.
2. Budget adjustments as follows:
 - a) 2022-2023 school year as shown on the expense account adjustments for July 31, 2022 (run on 8-10-22) (Adjustment No. 001-100).

- Accept the following reports, which will become a permanent part of the Board Minutes:

A-148 Report of the Secretary to the Board of Education as of June 30, 2022, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district’s financial obligations for the remainder of the year.

A-149 Report of the Treasurer of School Monies to the Board of Education as of June 30, 2022.

Donation

- Acknowledge a donation, in lieu of property taxes, from Princeton Theological Seminary, in the amount of \$72,000.

Petty Cash

- Establish the following additional petty cash fund for the 2022-2023 school year:

<u>Petty Cash Account</u>	<u>Petty Cash/Checking</u>	<u>Petty Cash/Cash</u>
Special Services – PG	\$ 0	\$ 1,500

Other Capital Project Submission

- Approve the following resolution:

BE IT RESOLVED, that the West Windsor-Plainsboro Regional School District Board of Education approve the following projects:

<u>School Name</u>	<u>Project</u>	<u>FVHD #</u>	<u>DOE Number</u>
High School South	Walk-In Box Replacement	5433	21-5715-020-23-xxxx

BE IT FURTHER RESOLVED that the district’s architects, Fraytak Veisz Hopkins Duthie, P.C., be authorized to submit, on behalf of the Board of Education, the above project for approval by the New Jersey Department of Education.

BE IT FURTHER RESOLVED that the above project be approved as an Other Capital project as defined in N.J.A.C. 6A:26. The District will not seek State funding for the above project.

BE IT FURTHER RESOLVED that amendments to the Long-Range Facilities Plan by Fraytak Veisz Hopkins Duthie, P.C. to incorporate the above project be approved.

Bid Rejection & Bid Awards

Food Service Equipment and Supplies

- Reject a bid from the August 4, 2022, Bid #2022-04R, Touchscreens and Pin Pads, from CP-DBS, LLC (PaySchools), Nashville, Tennessee, per *N.J.S.A. 18A:18A-2.y*, as the bidder failed to submit a bid guarantee.

8. Award the August 4, 2022, Bid #2022-04R, Touchscreens and Pin Pads, from Bluum USA, Inc., Lumberton, New Jersey, for eleven 19.5” Widescreen Touchscreens at a unit cost of \$795, and a total cost of \$8,745.

Portable Restroom Trailer

9. Award the August 18, 2022, Bid #2022-05 for Portable Restroom Trailer to Ready2Go Restroom Trailers Sales, LLC, of Pittsburgh, Pennsylvania, for an amount not to exceed \$39,805. There were no other bids received.

Referendum Technology Equipment and Supplies

10. Approve additional quantities of items needed from the June 30, 2022 Bid #2022-03 for Technology Equipment and Supplies for Community Middle School (Architect/Planner Project Nos. 5063N) to Midwest Technology Products as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Price</u>	<u>Total</u>
2	Jet, JWBS-14DXPRO, 14" Deluxe Pro Bandsaw kit	\$1,778.00	\$3,556.00

Change Order - Referendum Project

11. Approve Change Order No. 02 to the July 20, 2021 Bid #2021-02 single overall contract of J.H. Williams Enterprises, Moorestown, New Jersey, for West Windsor-Plainsboro Regional School District Addition and Renovations to J.V.B. Wicoff Elementary School, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architects/Planners Project No. 5063O) for additional costs for steel deck supports, separate sound and paging wires, sidewalk demolition and replacement, furnish and install temporary electrical gear, remove temporary service equipment and install permanent PSE&G service equipment, and furnish and install acoustical ceiling soffits, at a total cost of \$112,609.45. This change order increases the total contract amount from \$5,763,469.06 to \$5,876,078.51.

Cooperative Purchases

12. Authorize the following purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 18/19-62 to Classic Floor Finishing, Inc., West Berlin, New Jersey, as awarded through May 13, 2023, for repair and refinishing of Gym Floors at High School South for the 2022-2023 School Year at a not to exceed price of \$44,257.36.
13. Authorize a purchase utilizing New Jersey approved Cooperative Pricing System #65MCESCCPS, ESCNJ #19/20-05 to The Gillespie Group, Dayton, NJ as awarded through August 31, 2023 for the repair and replacement of a portion of the gymnasium floor at Wicoff School at a not to exceed price of \$47,864.20.
14. Authorize the following purchase utilizing NJ Cooperative Bid – ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024, for High School North and High School South.

<u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
140	Cisco Meraki MR46 – wireless access point	\$815.00	\$114,100.00
27	Cisco Meraki MR57 – wireless access point	\$1,245.00	\$33,615.00
167	Cisco Meraki Enterprise Cloud Controller	\$229.00	\$38,243.00
	Total		\$185,958.00

15. Authorize the following purchase utilizing NJ Cooperative Bid – ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, Illinois, as awarded through June 30, 2024:

<u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
3000	COFENSE PHISHME ENT	\$8.25	\$24,750.00

State Contract Purchase Over the Bid Limit

16. Authorize a purchase utilizing NJ State Contract #T2989-Communications Wiring Services, to Millennium Communications Group, Inc., East Hanover, NJ, as awarded through March 19, 2023, for labor and materials to furnish and install Cat6 drops and mount customer supplied access points at 6 district school buildings (grade 4 -12), for a total amount not to exceed \$46,620.00

Equipment Disposal

17. Disposal of obsolete equipment that has met the district’s life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

Community Middle School

Computer, Chromebook
 Computer, laptop - 7
 Computer, monitor – 2
 Projector
 Receiver
 Telephone – 2
 VCR

District Office

Phone, IP - 16

Dutch Neck

Bookcase, metal - 3
 Bookcase, wood - 2
 Cart, book - 3
 Chairs, folding – 100
 Chairs, teacher - 3
 Desks, student – 150
 Projector
 Stools, art - 25
 Tables, art – 6
 Tables – 2
 Television

Grover Middle School

Battery, Apple
 Computer, desktop
 Computer, laptop
 Docking station, laptop
 Mixer, floor model

Monitor - 2
Printer - 2
Scanner
Server – 2

High School North

Cabinet – microfiche - 2
Cabinet, stainless steel – 4
Cart, Chromebook – 3
Computer, desktop – 8
Computer, laptop - 25
Copy Machine
Credenza - 8
Desk, wood – 2
Desk, student – 3
Drawer, map – 2
Mixer, floor model
Projector - 3
Safe
Shelves, wooden – 241
Table, Art - 18
Table, personal trainer
Wall, cubicle – 12

High School South

Bookshelf
Cabinet, stainless steel – 11
Chairs, desk – 8
Chairs, wood - 2
Desk, rolling – 5
Desk, student
Desk, teacher - 2
Easel – 2
Mat, fitness - 2
Mixer, table top
Screen, pitching
Screen, privacy
Score Board, flip
Shelves, stainless steel
Tables, wood – 17
Television
Whiteboard

Maurice Hawk

Camera, document - 3
Monitor – 2
Printer – 3
Projector
Smartboard
Television
VCR

Millstone River

Camera - 6
Computer, Chromebook
Computer, desktop
Computer, Macbook – 3
Computer, MacMini
Computer, laptop
DVD RW Drive
DVD/VHS Player
Hovercam
IPAD
Mixer, floor model
Monitor, computer
Printer - 3
Projector – 3
Scanner

Special Services

Charger, Ipad – 2
Charger, laptop -2
Computer, laptop - 2
Ipad - 13
Laminator

Town Center

Computer, desktop – 2
Computer, laptop
Cubby system, wood
Hovercam
Mixer, floor model
Projector
VCR – 2

Transportation

Shredder

Village

Microscope – 100
Mixer, floor model

Wicoff

Cubby system, wood - 4
Mixer, table top

Transportation

Addendum - Cancellation - Bid Award

18. Cancel 2022 – 2023 Student Transportation Contract – Multi Contract Number IR-PUB22-1, route MR53A awarded to Irvin Raphael, Inc. on June 14, 2022. Total route cost is \$0.00.

Agreements/Jointures

19. Approve 2022-2023 Joint Transportation Agreement; West Windsor-Plainsboro Regional School District Board of Education serving as host district to East Windsor Regional School District as follows:

<u>Route</u>	<u>Destination</u>	<u># Host Students</u>	<u># Joiner Students</u>	<u>Revenue</u>
SPND22A	St Paul School & Notre Dame	63	2	\$2,044.00

20. Approve 2022-2023 Joint Transportation Agreement; West Windsor-Plainsboro Regional School District Board of Education serving as host district to Robbinsville Schools as follows:

<u>Route</u>	<u>Destination</u>	<u># Host Students</u>	<u># Joiner Students</u>	<u>Revenue</u>
PSA22A	Princeton Academy of the Sacred Heart	72	1	\$1,022.00

Travel and Related Expenses Reimbursement

21. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) Two teachers to attend the Advancement via Individual Determination Digital XP Training, virtually, from August 1, 2022 though August 3, 2022, at a cost not to exceed \$995 per person.
- b) Change the cost for one district staff member to attend the GPANJ Symposium in Atlantic City, New Jersey, from September 14, 2022, through September 16, 2022, originally approved on July 26, 2022 at a cost not to exceed \$395, for an updated cost not to exceed \$425, including travel.
- c) Eleven Reading Recovery teachers to attend 2022-2023 Reading Recovery professional development at Flemington-Raritan Regional School District at a cost of \$9,900, plus mileage.
- d) Approve one Central Office administrator to attend the 2022 NJPSA/FEA Courageous Leadership Conference in Atlantic City, New Jersey from October 13, 2022 through October 14, 2022, at a cost not to exceed \$544, including travel.

Travel and Related Expenses – Board of Education

22. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and

limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. To approve the following travel for Board of Education members:

- a) Four Board of Education members representing West Windsor Township to attend the annual New Jersey School Boards Association Workshop in Atlantic City, New Jersey, between October 24 and October 26, 2022. Registration costs are included in a group registration fee for all attendees. Board members may be reimbursed for individual costs for travel and related expenses authorized in connection with this workshop in accordance with *N.J.A.C. 6A:23A-7.11(f)*, and not to exceed \$500 per person.
- b) Three Board of Education members representing Plainsboro Township to attend the annual New Jersey School Boards Association Workshop in Atlantic City, New Jersey, between October 24 and October 26, 2022. Registration costs are included in a group registration fee for all attendees. Board members may be reimbursed for individual costs for travel and related expenses authorized in connection with this workshop in accordance with *N.J.A.C. 6A:23A-7.11(f)*, and not to exceed \$500 per person.

D. PERSONNEL

To be voted on 08/30/22: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Intern

2. Approve the following Food Services intern for fall 2022:
 - a) Sarina Bialow (Hunter College, School of Urban Health)

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 08/30/22:

- A. July 26, 2022 Meeting
- B. July 26, 2022 Closed Executive Session

VII. BOARD LIAISON REPORTS

VIII. **NEW BUSINESS**

IX. **SECOND OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. **RECESS INTO CLOSED EXECUTIVE SESSION**

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	Personnel Issues
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BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will not return to open session to conduct business at the conclusion of the executive session.

XI. **ADJOURNMENT**



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 8/30/2022

Deadline for next Agenda: 9/2/2022

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Appoint								
Assini, Cynthia	Appoint	Supervisor of Social Studies		\$155,427.00 (prorated)	DIST	TBD	6/30/23	Appoint as Supervisor of Social Studies, pending employment verification, replacing Carl Cooper, who transferred. (Tenure date: TBD)
Bowes, Janet	Appoint	Acting Administrator		\$500.00/day	DIST	9/1/22	6/30/23	Appoint as Acting Administrator, for temporary assignments, as needed.
Gibbs-Nini, Donna	Appoint	Acting Administrator		\$500.00/day	DIST	9/1/22	6/30/23	Appoint as Acting Administrator, for temporary assignments, as needed.
Payment								
Buell, Patricia	Payment	Principal		\$88,124.60	MH	8/31/22	8/31/22	Payment for unused sick and vacation days, as per contract.
B. Certificated Staff								
Appoint								
Chen, Audrey	Appoint	Teacher Elementary	2BA	\$61,500.00	VIL	10/6/22	6/30/23	Appoint as 5th Grade Teacher, pending employment verification, replacing Rachel Ely, who transferred. (Tenure date: TBD)
Crawford, Nancy	Appoint	Speech Language Specialist	15MA	\$95,740.00	TC	9/1/22	6/30/23	Appoint as Speech Language Specialist, pending employment verification, replacing Erin Donohue, who resigned. (Tenure date: 9/2/26)
Flynn, Emily	Appoint	Teacher Dual Language Immersion- Language Arts	3MA	\$64,450.00	DN	9/1/22	6/30/23	Appoint as Dual Language Immersion - Language Arts Teacher (2nd Grade), replacing Nicole Larios, who transferred. (Tenure date: 9/2/26)
Fox, Kelly	Appoint	Teacher Special Education	15MA+30	\$97,975.00	TC	TBD	6/30/23	Appoint as Special Education Teacher, pending employment verification, replacing Jenna Lee, who transferred. (Tenure date: TBD)
Gialanella, Alicia	Appoint	School Psychologist	2MA+30	\$65,050.00	MH	TBD	6/30/23	Appoint as School Psychologist, pending employment verification, replacing Amanda Goodstein, who resigned. (Tenure date: TBD)
Goswami, Sukanya	Appoint	Teacher Special Education	0MA	\$61,500.00	VIL	9/1/22	6/30/23	Appoint as Special Education Teacher, replacing Kaitlyn Gerstacker, who transferred. (Tenure date: 9/2/26)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Klapsogorge, Peter	Appoint	Teacher Elementary	8BA	\$69,000.00 (prorated)	VIL	TBD	6/30/23	Appoint as 4th Grade Teacher, pending employment verification, replacing Kimberly Haines, who transferred. (Tenure date: TBD)
Miller, Karen	Appoint	Teacher Science	15MA	\$95,740.00	HSS	TBD	6/30/23	Appoint as Science Teacher, pending employment verification, replacing Christopher Trefz, who resigned. (Tenure date: TBD)
Smith, Mariah	Appoint	Speech Language Specialist	4MA	\$65,550.00	DN/WIC	9/1/22	6/30/23	Appoint as Speech Language Specialist, 80% DN, 20% WIC, pending employment verification, replacing Ilysa Rifkin, who resigned. (Tenure date: 9/2/26)
Toth, Alyssa	Appoint	Teacher Elementary	0BA	\$59,500.00	MR	9/1/22	6/30/23	Appoint as 3rd Grade Teacher, replacing Marisa Efstathios, who transferred. (Tenure date: 9/2/26)
Eccles, Matteline	Appoint- Repl.	Teacher Elementary- LR	1BA	\$60,500.00	MR	TBD	6/30/23	Appoint as leave replacement 5th Grade Teacher, pending employment verification, replacing Samantha Anclien, who is on leave.
Lehto, Gabriella	Appoint- Repl.	Teacher Elementary- LR	0BA	\$59,500.00	DN	9/1/22	6/30/23	Appoint as leave replacement 3rd Grade Teacher, replacing Nicole Larios, who is on leave.
Manolakos, Bryan	Appoint- Repl.	Teacher Mathematics- LR	1BA	\$60,500.00	CMS	9/1/22	6/30/23	Appoint as leave replacement Mathematics Teacher, replacing Matthew Hittesdorf, who is on leave.
Stevens, Tiffany	Appoint- Repl.	Teacher Elementary- LR	2MA	\$63,450.00	VIL	9/1/22	6/30/23	Appoint as leave replacement 5th Grade Teacher, pending employment verification, replacing Kathryn Kohl, who is on leave.
Tsao, Chingyun	Appoint- Repl.	Teacher Dual Language Immersion- Chinese- LR	0BA	\$59,500.00	VIL/MH	TBD	4/3/23	Appoint as leave replacement Dual Language Immersion Chinese Teacher, certification pending, pending employment verification, replacing Ying Gu, who is on leave.
Change								
Haines, Kimberly	Change	Teacher Intervention Support	9MA	\$74,150.00	DIST	9/1/22	6/30/23	Change from 4th Grade Teacher to Intervention Support Teacher, replacing Maryann McMahon-Nester, who retired.
Chapman, Gail	Change	Teacher Elementary	4BA	\$63,450.00	VIL	9/1/22	6/30/23	Change step from 1BA to 4BA. Change salary from \$60,500.00 to \$63,450.00



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gautieri, Alyssa	Change	Teacher Mathematics	5MA	\$66,600.00	GMS	9/1/22	6/30/23	Change salary from BA to MA as per contract.
Abbruzzese, Raneë	Change	Teacher Special Education	8MA+30	\$73,775.00	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Amato, Lori	Change	Speech Language Specialist	1MA	\$62,500.00	MH	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Chang, Ching-Lien	Change	Teacher Dual Language Immersion- Chinese	9MA	\$74,150.00	VIL	9/29/22	6/30/23	Change start date from TBD to 9/29/22. Change tenure date from TBD to 9/30/26.
Crome, Joshua	Change	Teacher Technology	0BA	\$59,500.00	HSN/HSS	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Daily, Jenna	Change	Athletic Trainer- 80%	0BA	\$47,600.00 (prorated)	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Grumet, Amanda	Change	Speech Language Specialist	0MA	\$61,500.00	TC	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Iannini, Lauren	Change	Teacher Dual Language Immersion- Spanish	1BA	\$60,500.00	DN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Mastropasqua, Taylor	Change	Teacher Health & Physical Education	0BA	\$59,500.00	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Moore, Jacob	Change	Teacher Music	2BA	\$61,500.00	HSN/HSS	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Murphy, Madison	Change	Teacher Music	1BA	\$60,500.00	CMS/GMS	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Oprysk, Michael	Change	Teacher Science	3BA	\$62,400.00	HSN	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Johnson, Kady	Change	Teacher Art- LR	0BA	\$59,500.00	MR	9/1/22	6/30/23	Change start date from TBD to 9/1/22.
Strominger, Travis	Change	Teacher Science- LR	1MA	\$62,500.00	GMS	9/1/22	6/30/23	Change start date from TBD to 9/1/22.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
OConnell, Alyssa	Change	Teacher Elementary		N/A	DN	9/6/22	11/25/22	Change FMLA/NJFLA/CC from 9/26/22-12/16/22 to 9/6/22-11/25/22 unpaid, with benefits. (RTW: 11/28/22)
Yaros, Gabrielle	Change	School Psychologist		N/A	CMS	9/15/22	12/7/22	Change FMLA/NJFLA/CC from 9/6/22-11/25/22 to 9/15/22-12/7/22 unpaid, with benefits. (RTW: 12/8/22)
Fiocco, James	Change %	Teacher Technology- 120%	3MA	\$77,340.00	CMS	9/1/22	6/30/23	Change salary from 100% to 120% for an additional section.
Biro, Monica	Change %	Teacher Mathematics- 120%		\$101.04/day	HSS	9/1/22	10/3/22	Additional per diem payment for an extra section.
Mastroianni, Elisa	Change %	Teacher Mathematics- 120%		\$63.45/day	HSS	9/1/22	10/3/22	Additional per diem payment for an extra section.
McDowell, Kathleen	Change %	Teacher Mathematics- 120%		\$98.15/day	HSS	9/1/22	10/3/22	Additional per diem payment for an extra section.
Pintimalli, Dawn	Change %	Teacher Resource Specialist Mathematics (Gr 7)- 100%; Teacher Mathematics- 20%		\$99.35/day	HSS	9/1/22	10/3/22	Additional per diem payment for an extra section.
Wilson, N'Talia	Change %	Teacher Dance- 90%	6MA	\$61,065.00 (prorated)	HSN/HSS	9/1/22	6/30/23	Change from Teacher Dance - 80% to Teacher Dance - 90%. Change salary from \$54,280.00 to \$61,065.00.
Bruno, Alexis	Change Location	Speech Language Specialist		N/C	CMS	9/1/22	6/30/23	Change location from 100% MR to 100% CMS.
Davis, Krista	Change Location	Teacher Mathematics Interventionist		N/C	MR/VIL	9/1/22	6/30/23	Change location to 75% MR, 25% VIL.
Fisher, Nicole	Change Location	Teacher Special Education		N/C	MH	9/1/22	6/30/23	Change location from 100% WIC to 100% MH.
Frankel, Jane	Change Location	School Social Worker		N/C	MH/TC	9/1/22	6/30/23	Change location to 60% MH, 40% TC.
Hill, Henry	Change Location	Teacher Mathematics		N/C	HSS	9/1/22	6/30/23	Change location from 100% CMS to 100% HSS.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hittesdorf, Matthew	Change Location	Teacher Mathematics		N/C	CMS	9/1/22	6/30/23	Change location from 100% HSS to 100% CMS.
King, L. Rebecca	Change Location	Teacher Mathematics Interventionist		N/C	WIC/MR	9/1/22	6/30/23	Change location to 75% WIC, 25% MR.
Krause, Alexander	Change Location	Teacher Mathematics		N/C	HSN/HSS	9/1/22	6/30/23	Change location from 100% HSN to 80% HSN, 20% HSS.
LaVoie, Amy	Change Location	Teacher Mathematics Interventionist		N/C	TC	9/1/22	6/30/23	Change location from 100% MR to 100% TC.
Lee, Jenna	Change Location	Teacher Special Education		N/C	CMS	9/1/22	6/30/23	Change location from 100% TC to 100% CMS.
O'Leary, Tara	Change Location	Teacher Special Education		N/C	MH	9/1/22	6/30/23	Change location from 100% WIC to 100% MH.
Robinson, Niccole	Change Location	Teacher Elementary		N/C	WIC	9/1/22	6/30/23	Change location from 100% DN to 100% WIC, replacing Joan Lewis, who resigned.
Seitz, Katherine	Change Location	Teacher Special Education		N/C	DN	9/1/22	6/30/23	Change location from 100% WIC to 100% DN.
Shields, Vanessa	Change Location	Teacher Special Education		N/C	MH	9/1/22	6/30/23	Change location from 100% WIC to 100% MH.
Leave of Absence								
Colon, David	Leave-FMLA/NJFLA/CC	Teacher Health & Physical Education		N/A	HSS	10/24/22	1/20/23	FMLA/NJFLA/CC: 10/24/22-1/20/23 unpaid, with benefits. (RTW: 1/23/23)
Gifford, Jennifer	Leave-FMLA/NJFLA/CC	School Psychologist		N/A	WIC	1/9/23	5/25/23	FMLA/NJFLA/CC: 1/9/23-3/31/23 unpaid, with benefits. CC: 4/3/23-5/24/23 unpaid, no benefits. (RTW: 5/25/23)
Godowski, Chelsea	Leave-FMLA/NJFLA/CC	School Counselor		N/A	HSN	2/1/23	6/6/23	FMLA/NJFLA/CC: 2/1/23-5/2/23 unpaid, with benefits. CC: 5/3/23-6/6/23 unpaid, no benefits. (RTW: 6/7/23)
Pacella, Rebecca	Leave-FMLA/NJFLA/CC	Teacher Music		N/A	WIC	3/7/23	6/5/23	FMLA/NJFLA/CC: 3/7/23-6/5/23 unpaid, with benefits. (RTW: 6/6/23)
Samuels, Scott	Leave-FMLA/CC	Teacher Art		N/A	HSN	11/28/22	2/24/23	FMLA/CC: 11/28/22-2/24/23 unpaid, with benefits. (RTW: 2/27/23)



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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Schiff, Mali	Leave-FMLA/NJFLA/CC	Teacher Special Education		N/A	MR	1/23/23	4/21/23	FMLA/NJFLA/CC: 1/23/23-4/21/23 unpaid, with benefits. (RTW: 4/24/23)
Solai, Sathukarasii	Leave-FMLA/NJFLA	Teacher Mathematics		N/A	GMS	9/1/22	6/30/23	Intermittent FMLA/NJFLA: 9/1/22-6/30/23 unpaid, with benefits.
Resignation								
Clements, Elizabeth	Resign	Speech Language Specialist		N/A	MR/CMS	10/21/22	10/21/22	Resign, after 15 years in the district, for the purpose of retirement.
Giddes, Danielle	Resign	Teacher Special Education		N/A	HSN	10/21/22	10/21/22	Resign from position.
Lewis, Joan	Resign	Teacher Elementary		N/A	WIC	10/7/22	10/7/22	Resign from position.
Rifkin, Ilysa	Resign	Speech Language Specialist		N/A	DN/HSN	9/30/22	9/30/22	Resign from position.
Storey, Jessica	Resign	School Nurse		N/A	MR/MH	10/13/22	10/13/22	Resign from position.
Trefz, Christopher	Resign	Teacher Science		N/A	HSS	8/3/22	8/3/22	Resign from position.
C. Non Certificated Staff								
Appoint								
Cunillera, Luis	Appoint	Assistant Director of Buildings and Grounds		\$100,000.00 (prorated)	DIST	9/1/22	6/30/22	Appoint as Assistant Director of Buildings and Grounds, pending employment verification, replacing Jose Santos, who resigned.
Martin, Ashley	Appoint	Secretary To	1	\$48,483.00 (prorated)	CO	TBD	6/30/23	Appoint as a Secretary To, pending employment authorization, replacing Jennifer Christiansen, who resigned. (Tenure date: TBD)
Beauchamp, Marissa	Appoint	Secretary 12 Months	1	\$46,155.00 (prorated)	GMS	8/16/22	6/30/23	Appoint as a Secretary 12 Months, replacing Kathleen Slothower, who transferred. (Tenure date: 8/17/25)
Klena, Shari	Appoint	Secretary 12 Months	1	\$46,155.00 (prorated)	GMS	TBD	6/30/23	Appoint as a Secretary 12 Months, pending employment authorization, replacing Orsela Cene, who transferred. (Tenure date: TBD)



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Coyne, Elizabeth	Appoint	Secretary 10 Months- 50%	1	\$19,393.00 (prorated)	VIL	TBD	6/30/23	Appoint as a Secretary 10 Months-50%, pending employment authorization, replacing Lisa Smith, who transferred. (Tenure date: TBD)
Shinde, Madhura	Appoint	Instructional Assistant	1	\$19.37/hr.	MH	9/1/22	6/30/23	Appoint as Instructional Assistant, pending employment verification, for 7.0 hrs/day.
Gopalakrishnan, Vinitha	Appoint	Cafeteria Aide	0	\$14.79/hr.	TC	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Cindy Burby, who resigned, not to exceed 2.5 hrs/day.
Kurt, Nevriye	Appoint	Cafeteria Aide	0	\$14.79/hr.	TC	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Ebru Domac, who resigned, not to exceed 2.5 hrs/day.
Sharma, Madhu	Appoint	Cafeteria Aide	0	\$14.79/hr.	DN	9/1/22	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Gayathri Chittibabu, who resigned, not to exceed 2.5 hrs/day.
Sharma, Subhash	Appoint	Cafeteria Aide	0	\$14.79/hr.	DN	9/1/22	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Bharti Khemani, who resigned, not to exceed 2.5 hrs/day.
All WWPSA Staff	Appoint	All 10 month, 12 month, Secretary To Staff and Instructional Assistants		As per contract	DIST	7/1/22	6/30/23	Appoint all WWPSA members for extra duty, as needed, as approved by the Supervisor.
Change								
Adamo, Jennifer	Change	Secretary To	4	\$50,983.00 (prorated)	CO	11/1/22	6/30/23	Change from Secretary 12 Months to Secretary To, replacing Tina Johnston, who retired.
Dutta, Pooja	Change	Secretary To	1	\$48,483.00 (prorated)	CO	8/24/22	6/30/23	Change from Instructional Assistant to Secretary To, replacing Rita Chow, who retired. (Tenure date: 8/25/25)
Farreny, Erin	Change	Board Certified Behavior Analyst		\$65,550.00	DIST	9/1/22	6/30/23	Change start date from TBD to 9/1/22.
McNerney, Andrew	Change	Electrical Foreman		\$90,000.00 (prorated)	DIST	8/15/22	6/30/23	Change start date from TBD to 8/15/22.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rodriguez, Hector	Change	Operations Lead		\$60,000.00 (prorated)	MH	8/15/22	6/30/23	Change start date from TBD to 8/15/22.
Markus, Maritza	Change	Secretary To	1	\$48,483.00 (prorated)	MH	8/1/22	6/30/23	Change start date from TBD to 8/1/22. Change tenure date from TBD to 8/2/25.
Badalamenti, Annmarie	Change	Secretary 12 Months	1	\$46,155.00 (prorated)	HSN/TC/ GMS	8/15/22	6/30/23	Change start date from TBD to 8/15/22. Change tenure date from TBD to 8/16/25.
D'Errico, Jennifer	Change	Secretary 12 Months		N/C	HSN	8/22/22	6/30/23	Change start date from TBD to 8/22/22 for location change from 40% HSN, 40% TC, 20% GMS to 100% HSN.
Faivre, Sandra	Change	Secretary 12 Months	1	\$46,155.00 (prorated)	HSS	8/15/22	6/30/23	Change start date from TBD to 8/15/22. Change tenure date from TBD to 8/16/25.
Slothower, Kathleen	Change	Secretary 12 Months		N/C	HSS	8/16/22	6/30/23	Change start date from TBD to 8/16/22 for location change from 100% GMS to 100% HSS.
Hanos, Jeanette	Change	Secretary 12 Months		\$23,567.49	HSS	7/27/22	7/27/22	Change payment from \$28,915.29 to \$23,567.49 for unused sick and vacation days, as per contract.
Perez, Genesis	Change	Instructional Assistant- Dual Language Immersion	1	\$20.58/hr.	VIL	9/1/22	6/30/23	Change start date from TBD to 9/1/22.
Paul, Tincy	Change	Cafeteria Aide	0	\$14.79/hr.	MR	9/1/22	6/30/23	Change start date from TBD to 9/1/22.
Brown, Judy	Change	Security Officer "Eyes on the Door"- Substitute		\$15.00/hr.	DIST	9/1/22	6/30/23	Change from Security Officer - "Eyes on the Door" to substitute Security Officer - "Eyes on the Door", as needed.
Thomas, Clifton	Change	Security Officer "Eyes on the Door"- Substitute		\$15.00/hr.	DIST	9/1/22	6/30/23	Change from Security Officer - "Eyes on the Door" to substitute Security Officer - "Eyes on the Door", as needed.
Adams, Loretta	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 5.75 hrs/day, not to exceed 40 hrs/wk.
Cassidy, Trinity	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.5 hrs/day, not to exceed 40 hrs/wk.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Cheesman, Susanne	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.8 hrs/day, not to exceed 40 hrs/wk.
Correa, Cheryl	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.8 hrs/day, not to exceed 40 hrs/wk.
Dimanche, Jean	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 6.5 hrs/day, not to exceed 40 hrs/wk.
Hill, Michael	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.0 hrs/day, not to exceed 40 hrs/wk.
Jones, Jeanette	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.0 hrs/day, not to exceed 40 hrs/wk.
Livingston, Osborn	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.0 hrs/day, not to exceed 40 hrs/wk.
Loius, Jean	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.8 hrs/day, not to exceed 40 hrs/wk.
Marcelin, Frito	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.8 hrs/day, not to exceed 40 hrs/wk.
Nixon, Brian	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.8 hrs/day, not to exceed 40 hrs/wk.
Nixon, Rashad	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.0 hrs/day, not to exceed 40 hrs/wk.
Perez, Myrna	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 6.5 hrs/day, not to exceed 40 hrs/wk.
Rice, Deborah	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.0 hrs/day, not to exceed 40 hrs/wk.
Sanic, Norma	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 7.0 hrs/day, not to exceed 40 hrs/wk.
Zimmermann, Laura	Change	Bus Driver		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 6.5 hrs/day, not to exceed 40 hrs/wk.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Carlisi, Tracy	Change	Bus Aide		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 6.5 hrs/day, not to exceed 40 hrs/wk.
Pender, Sheresa	Change	Bus Aide	0-Jan	\$14.79/hr.	TRAN	9/1/22	6/30/23	Change step from 1 to 0. Change salary from TBD to \$14.79/hr. for 5.0 hrs/day, not to exceed 40 hrs/wk.
Revolorio, Jason	Change	Bus Aide		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 6.5 hrs/day, not to exceed 40 hrs/wk.
Rundbaken, MaryAnn	Change	Bus Aide		N/C	TRAN	9/1/22	6/30/23	Change discussion to reappoint for 5.25 hrs/day, not to exceed 40 hrs/wk.
Abbas, Munira	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 7.0 hrs/day.
Agnello, Annmarie	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Aloi, Tina	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Ashokkumar, Shanthi	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Badrinarayanan, Revathi	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Bailin, Lori	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Banerjee, Oormimala	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.5 hrs/day.
Bhatia, Indu	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 3.5 hrs/day.
Bhatia, Samita	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 3.5 hrs/day.
Bist, Pooja	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 3.5 hrs/day.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Boehm, Ashley	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Buck, Holly	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Bugge, Michele	Change	Instructional Assistant		N/C	DN	9/1/22	6/30/23	Change location from DIST to DN for 6.5 hrs/day.
Burke, Thea	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.5 hrs/day.
Calotta, Cynthia	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 7.0 hrs/day.
Choudhury, Kishwar	Change	Instructional Assistant		N/C	HSS	9/1/22	6/30/23	Change location from DIST to HSS for 7.25 hrs/day.
Cohen, Gaye	Change	Instructional Assistant		N/C	GMS	9/1/22	6/30/23	Change location from DIST to GMS for 7.25 hrs/day.
Collins, Eileen	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.5 hrs/day.
Cushman, Kimberly	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Dauer, Adam	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
DeSilva, Dona	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Devine Horn, Patricia	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 7.0 hrs/day.
Dey, Sara	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Forst-Carlson, Linda	Change	Instructional Assistant		N/C	DN	9/1/22	6/30/23	Change location from DIST to DN for 3.75 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Franco, Monica	Change	Instructional Assistant/Bus Driver		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 8.25 hrs/day.
Frazier, Angela	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Gamarnik, Aleksandr	Change	Instructional Assistant		N/C	HSS	9/1/22	6/30/23	Change location from DIST to HSS for 7.5 hrs/day.
Ganesh, Padmavathy	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 3.5 hrs/day.
Garcia, Ramon	Change	Instructional Assistant		N/C	HSS	9/1/22	6/30/23	Change location from DIST to HSS for 7.25 hrs/day.
Ghosh, Sudipta	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Gorman, Elizabeth	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Graciani, Joel	Change	Instructional Assistant		N/C	VIL	9/1/22	6/30/23	Change location from DIST to VIL for 7.0 hrs/day.
Gupta, Anita	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.58 hrs/day.
Hvisdock, Diana	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day.
Jones, Maureen	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day.
Josephson, Emily	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Jothi, Jayanthi	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Kamath, Annapoorna	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Knott, Dorothea	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Kodali, Vasavi	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Konar, Jaba	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Kretzmann, Angela	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 3.5 hrs/day.
Krishnan, Rajeswari	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Lackey, Roxanne	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.5 hrs/day.
LaFemina, Christine	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Lapidus, Elsa	Change	Instructional Assistant		N/C	HSS	9/1/22	6/30/23	Change location from DIST to HSS for 7.25 hrs/day.
Lee, Kelly	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.5 hrs/day.
Lee, Tracey	Change	Instructional Assistant		N/C	WIC	9/1/22	6/30/23	Change location from DIST to WIC for 6.5 hrs/day.
Lincoln, Diane	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 3.5 hrs/day.
Lloyd, Regina	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Lora-Simon, Milagros	Change	Instructional Assistant		N/C	VIL	9/1/22	6/30/23	Change location from DIST to VIL for 4.0 hrs/day.
Lupo, Sandra	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Madasamy Ponniah, Vanitha	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Mani, Gayathri	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 7.0 hrs/day.
Mansfield, Maryann	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.5 hrs/day.
McPhail, Tracy	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Mehta, Kiran	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Mehta, Sweety	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day.
Mishra, Nandita	Change	Instructional Assistant		\$17.99/hr.	TC	9/12/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day. Change start date from TBD to 9/12/22. Change salary from TBD to \$17.99/hr.
Mitchell, Tina	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Mitra, Eshika	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Mohapatra, Simantini	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Moore, Franklin	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Morelli, Daneen	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.42 hrs/day.
Murray, Stacy	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Nadkarni, Neeta	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.5. hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Nikolaeva, Aneta	Change	Instructional Assistant		N/C	HSS	9/1/22	6/30/23	Change location from DIST to HSS for 7.25 hrs/day.
Nordstrom, Jocelyn	Change	Instructional Assistant		N/C	GMS	9/1/22	6/30/23	Change location from DIST to GMS for 7.25 hrs/day.
Oertel, Linette	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day.
O'Halloran, Josephine	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day.
Osadchuk, Anna	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day.
Pachas, Annette	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Paradkar, Kirti	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Patten, Catherine	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Perrine, Kimberley	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.5 hrs/day.
Peters, Frances	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Pettus, Evan	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Pherwani, Sunita	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.75 hrs/day.
Pitcherello, Lisa	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.5 hrs/day.
Prakash, Rekha	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.75 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ramesh, Shanmuga	Change	Instructional Assistant		N/C	VIL	9/1/22	6/30/23	Change location from DIST to VIL for 7.0 hrs/day.
Ranganathan, Ramya	Change	Instructional Assistant		\$19.37/hr.	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day. Change start date from TBD to 9/1/22. Change salary from TBD to \$19.37/hr.
Rosenbaum, Ellen	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Rosenthal, Wendy	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 7.0 hrs/day.
Rossi, Mary Lynn	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Samal, Smita	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 3.5 hrs/day.
Schanz, Jeanne	Change	Instructional Assistant		N/C	GMS	9/1/22	6/30/23	Change location from DIST to GMS for 7.25 hrs/day.
Schuster, Linda	Change	Instructional Assistant		N/C	HSS	9/1/22	6/30/23	Change location from DIST to HSS for 7.25 hrs/day.
Sen, Chandrani	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Shah, Dipika	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Shah, Hetal	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 7.0 hrs/day.
Shah, Netri	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Shankoff, Wonjoo	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.75 hrs/day.
Sharma, Ashoo	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.75 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Siano, Wendy	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Singh, Priyadarshini	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Smith, Lisa	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Sorensen, Karen	Change	Instructional Assistant		N/C	VIL	9/1/22	6/30/23	Change location from DIST to VIL for 7.0 hrs/day.
Stahura, Joanne	Change	Instructional Assistant		N/C	GMS	9/1/22	6/30/23	Change location from DIST to GMS for 7.25 hrs/day.
Stewart, Eric	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Surendran, Menaka	Change	Instructional Assistant		N/C	HSS	9/1/22	6/30/23	Change location from DIST to HSS for 7.5 hrs/day.
Suri, Nirmala	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 6.75 hrs/day.
Tejwani, Pooja	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Thompson, William	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Tindall, Bonnie	Change	Instructional Assistant		N/C	DN	9/1/22	6/30/23	Change location from DIST to DN for 6.75 hrs/day.
Todd, Bradley	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 4.5 hrs/day.
Tsui, Lelia-Allison	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change location from DIST to CMS for 7.25 hrs/day.
Tuan, Borying	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Uppuluri, Madhavi	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Vemulapalli, Bharathi	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Venkatachalam, Mangai	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Verdamanickam, Anitha	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day. Change start date from TBD to 9/1/22.
Waghulde, Bhagyashri	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change location from DIST to MH for 3.5 hrs/day.
Walsh, Gina	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Warner, Jean	Change	Instructional Assistant		N/C	TC	9/1/22	6/30/23	Change location from DIST to TC for 6.5 hrs/day.
Weinberger, Lovelyne	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Wilson, Caitlin	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Wilson, Nancy	Change	Instructional Assistant		N/C	MR	9/1/22	6/30/23	Change location from DIST to MR for 7.0 hrs/day.
Wonnell, Frances	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change location from DIST to HSN for 7.25 hrs/day.
Leave of Absence								
Nordstrom, Jocelyn	Leave- FMLA	Instructional Assistant		N/A	GMS	9/1/22	6/30/23	Intermittent FMLA/NJFLA: 9/1/22-6/30/23 unpaid, with benefits.
Resignation								
Chandra, Sujaya	Resign	Cafeteria Aide		N/A	DN	8/5/22	8/5/22	Resign from position.
Bossio, Alfred	Resign	Security Officer "Eyes on the Door"-Substitute		N/A	DIST	8/31/22	8/31/22	Resign from position.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
D. Substitute / Other								
Appoint								
Brace, Jeffrey	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Eggert, Sara	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Mintz, Clifford	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Rosenberg, Max	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Stanek, Shannen	Appoint	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Accetta, Megan	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Barton, Joseph	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Bethi, Pranitha	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Devpura, Smita	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ghandikota, Sumana	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Kretzmann, Angela	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Lackey, Roxanne	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Tsao, Chingyun	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Reappoint								
Dutta, Priti	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Change								
Tomasulo, Michael	Change	Substitute Teacher		\$115.00/day	DIST	9/1/22	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
Rescind								
Mehta, Kiran	Rescind	Substitute Teacher		\$105.00/day	DIST	8/22/22	8/22/22	Rescind reappointment as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Resignation								
Parlow, Donald	Resign	Substitute Teacher		N/A	DIST	7/27/22	7/27/22	Resign from position.
E. Extracurricular / Extra Pay								
AVID								
Allen, Arvid	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Bugge, Danielle	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Facchini, Antonella	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Fevola, Carol	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Giordano, Aleksandra	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Godowski, Chelsea	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Hankh, Nicolette	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Kratz, Emily	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Parrott, Brooke	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Pyle, Maria	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Riley, Theresa	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Silva, Samantha	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Walsh, Michelle	Extra Duty	AVID Planning		\$47.09/hr.	DIST	9/1/22	6/30/23	AVID exploration & planning meetings, not to exceed 8.5 hours.
Bugge, Danielle	Extra Duty	AVID Planning		\$47.09/hr.	DIST	8/30/22	8/30/22	AVID Team Building Day, not to exceed 4 hours each.
Facchini, Antonella	Extra Duty	AVID Planning		\$47.09/hr.	DIST	8/30/22	8/30/22	AVID Team Building Day, not to exceed 4 hours each.
Fevola, Carol	Extra Duty	AVID Planning		\$47.09/hr.	DIST	8/30/22	8/30/22	AVID Team Building Day, not to exceed 4 hours each.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Parrott, Brooke	Extra Duty	AVID Planning		\$47.09/hr.	DIST	8/30/22	8/30/22	AVID Team Building Day, not to exceed 4 hours each.
Silva, Samantha	Extra Duty	AVID Planning		\$47.09/hr.	DIST	8/30/22	8/30/22	AVID Team Building Day, not to exceed 4 hours each.
Walsh, Michelle	Extra Duty	AVID Planning		\$47.09/hr.	DIST	8/30/22	8/30/22	AVID Team Building Day, not to exceed 4 hours each.
Bus Duty								
Benezs, Brittney	Extra Duty	Bus Duty		\$15.84/hr.	CMS	9/1/22	6/30/23	Bus Duty (PM), not to exceed 2 hours per week.
Carbonaro, Cynthia	Extra Duty	Bus Duty		\$15.84/hr.	CMS	9/1/22	6/30/23	Bus Duty (PM), not to exceed 2 hours per week.
Staffieri, Monique	Extra Duty	Bus Duty		\$15.84/hr.	CMS	9/1/22	6/30/23	Bus Duty (PM), not to exceed 2 hours per week.
Cano, Edgar	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Eggert, David	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Engelhardt, Elizabeth	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Forkel, Meghan	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Gura, Elizabeth	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Jothi, Jayanthi	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Lalli, Barbara	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Petrone, Christopher	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pugh, Phillip	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Torralba, Jeffrey	Extra Duty	Bus Duty		\$15.84/hr.	MR	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Carter, Amy	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Dietler-Basta, Erica	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Horan, Heather	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Mallon, Dennis	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Saleh, Emily	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Samber, Elizabeth	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Wilush, Jenna	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Bores, Jenna	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Bower, Lauren	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Bugge, Michele	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Lee, Amanda	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
MacPhie, Michelle	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Nodong, Pema	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Stevens, Timothy	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Tindall, Bonnie	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Collins, Eileen	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Cunningham Marland, Eileen	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Jones, Nicole	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Marshall, Kelly	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Moore, Jessica	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Nadkarni, Neeta	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Pitcherello, Lisa	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Rosa, Michael	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Bowen, Elissa	Extra Duty	Bus Duty		\$15.84/hr.	TC	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Brown-Denson, Marcey	Extra Duty	Bus Duty		\$15.84/hr.	TC	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Dowling, Linda	Extra Duty	Bus Duty		\$15.84/hr.	TC	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kelly, Elaine	Extra Duty	Bus Duty		\$15.84/hr.	TC	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Simpson, Michael	Extra Duty	Bus Duty		\$15.84/hr.	TC	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Stergios-Cano, Stephanie	Extra Duty	Bus Duty		\$15.84/hr.	TC	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Waller, Suzanne	Extra Duty	Bus Duty		\$15.84/hr.	TC	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Frounfelker, Brenda	Extra Duty	Bus Duty		\$15.84/hr.	WIC	9/1/22	6/30/23	Bus Duty - Substitute, not to exceed 2.5 hours per week, as needed.
Incollingo, Ellen	Extra Duty	Bus Duty		\$15.84/hr.	WIC	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Pacella, Rebecca	Extra Duty	Bus Duty		\$15.84/hr.	WIC	9/1/22	6/30/23	Bus Duty - Substitute, not to exceed 2.5 hours per week, as needed.
Petrone, Jason	Extra Duty	Bus Duty		\$15.84/hr.	WIC	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Ronen, Pamela	Extra Duty	Bus Duty		\$15.84/hr.	WIC	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Taylor, Danica	Extra Duty	Bus Duty		\$15.84/hr.	WIC	9/1/22	6/30/23	Bus Duty, not to exceed 2.5 hours per week.
Chaperone								
Berrios, Roberta	Extra Duty	Chaperone		\$64.95/event	HSS	9/1/22	6/30/23	Chaperone, as needed.
Estwan, Christine	Extra Duty	Chaperone		\$64.95/event	HSS	9/1/22	6/30/23	Chaperone, as needed.
Oertel, Lloyd	Extra Duty	Chaperone		\$64.95/event	HSS	9/1/22	6/30/23	Chaperone, as needed.
Curriculum								
Bencivengo, Mark	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Dance Curriculum, <u>total program</u> not to exceed 40 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Wilson, N'Talia	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Dance Curriculum, total program not to exceed 40 hours.
Crome, Joshua	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Emerging Financial Markets Curriculum, total program not to exceed 120 hours.
Ely, Rachel	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Math Intervention Protocol and Processes Development, total program not to exceed 180 hours.
ESSER								
Andersen, Brittany	Extra Duty	ESSER		\$47.09/hr.	CMS	7/1/22	8/31/22	ESSER 2022 - Summer Open House, not to exceed 2.5 hours.
Efstathios, Ariana	Extra Duty	ESSER		\$47.09/hr.	CMS	7/1/22	8/31/22	ESSER 2022 - Summer Open House, not to exceed 2.5 hours.
Lepore, Patrick	Extra Duty	ESSER		\$47.09/hr.	CMS	7/1/22	8/31/22	ESSER 2022 - Summer Open House, not to exceed 2.5 hours.
Saba, Rebecca	Extra Duty	ESSER		\$47.09/hr.	CMS	7/1/22	8/31/22	ESSER 2022 - Summer Open House, not to exceed 2.5 hours.
Scibienski, Faith	Extra Duty	ESSER		\$47.09/hr.	CMS	7/1/22	8/31/22	ESSER 2022 - Summer Open House, not to exceed 2.5 hours.
Shapteban, Susan	Extra Duty	ESSER		\$47.09/hr.	CMS	7/1/22	8/31/22	ESSER 2022 - Summer Open House, not to exceed 2.5 hours.
Moving								
Beste, Steven	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Fisher, Nicole	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Gifford, Jennifer	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Greene, Megan	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Guidotti, Cathy-Ann	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Hyman, Joanne	Extra Duty	Moving		\$47.09/hr.	Dist	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Jarvis, Alexa	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Kelly, Laura	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
LaVoie, Amy	Extra Duty	Moving		\$47.09/hr.	TC	7/1/22	9/30/22	Moving, not to exceed 12 hours.
Levanduski, Karen	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Lucas, Kimberly	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Nash, Laura	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
O'Leary, Tara	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Pierce, Katherine	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Post, Ashley	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Rothschild, Amy	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Seitz, Katherine	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Woodward, Amy	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Professional Development								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hill, Gina,	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Planning and Presenting Professional Development, "Earth Science Concepts for Elementary Teachers", total program not to exceed 24 hours.
Lee, Kelly	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Planning and Presenting Professional Development, "Earth Science Concepts for Elementary Teachers", total program not to exceed 24 hours.
Aliseo, Brian	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Planning and Presenting Professional Development, "Life Science Concepts for Elementary Teachers", total program not to exceed 24 hours.
Hoeflinger, Kimberly	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Planning and Presenting Professional Development, "Life Science Concepts for Elementary Teachers", total program not to exceed 24 hours.
Ernst, Wayne	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Planning and Presenting Professional Development, "Physical Science Concepts for Elementary Teachers", total program not to exceed 24 hours.
Weinmann, Jeanne	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	8/31/22	Planning and Presenting Professional Development, "Physical Science Concepts for Elementary Teachers", total program not to exceed 24 hours.
Delre, Margaret	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care", initial and refresher workshop, total program not to exceed 100 hours.
Eagles, Melissa	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care", initial and refresher workshop, total program not to exceed 100 hours.
Kitson, Mary	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care", initial and refresher workshop, total program not to exceed 100 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pappano, Jennifer	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care", initial and refresher workshop, total program not to exceed 100 hours.
Woodward, Amy	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/1/22	6/30/23	Presenting Professional Development, "Handle with Care", initial and refresher workshop, total program not to exceed 100 hours.
Saturday Detention								
Bossio, Joseph	Extra Duty	Saturday Detention		\$51.42/hr.	HSN	9/1/22	6/30/23	Saturday Detention, as needed.
Cabarle, Christine	Extra Duty	Saturday Detention		\$51.42/hr.	HSN	9/1/22	6/30/23	Saturday Detention, as needed.
Constanza, Michelle	Extra Duty	Saturday Detention		\$51.42/hr.	HSN	9/1/22	6/30/23	Saturday Detention, as needed.
Corriveau, Robert	Extra Duty	Saturday Detention		\$51.42/hr.	HSN	9/1/22	6/30/23	Saturday Detention, as needed.
Julius, Chelsea	Extra Duty	Saturday Detention		\$51.42/hr.	HSN	9/1/22	6/30/23	Saturday Detention, as needed.
Lukacher, Alyson	Extra Duty	Saturday Detention		\$51.42/hr.	HSN	9/1/22	6/30/23	Saturday Detention, as needed.
Singh, Priyadarshini	Extra Duty	Saturday Detention		\$51.42/hr.	HSN	9/1/22	6/30/23	Saturday Detention, as needed.
Zarodnansky, Tracy	Extra Duty	Saturday Detention		\$51.42/hr.	HSN	9/1/22	6/30/23	Saturday Detention, as needed.
Supervision								
Bossio, Joseph	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	After School Supervision, Tutoring Society, as scheduled.
Ashokkumar, Shanthi	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Corriveau, Robert	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Cushman, Kimberly	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Lagomarsino, Ryan	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Lelinski, MaryPat	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Wood, Drew	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Shah, Dipika	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Singh, Priyadarshini	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Stewart, Eric	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Wonnell, Frances	Extra Duty	Supervision		\$19.48/hr.	HSN	9/1/22	6/30/23	Morning Supervision, as needed.
Buck, Alicia	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Supervision (AM), not to exceed 3 hours per week.
DeCasperis, Erin	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Supervision (AM), not to exceed 3 hours per week.
Efstathios, Ariana	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Supervision (AM), not to exceed 3 hours per week.
Natoli, Kimberly	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Supervision (PM), not to exceed 5 hours per week.
Salvador, Edward	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Supervision (AM), not to exceed 3 hours per week.
Shah, Hetal	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Supervision (PM), not to exceed 3 hours per week.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Siano, Deborah	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Supervision (AM), not to exceed 3 hours per week.
Staffieri, Monique	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Supervision (AM), not to exceed 3 hours per week.
Title I								
Efstathios, Marisa	Extra Duty	Title I- Open House and Prep		\$47.09/hr.	MH	8/1/22	8/31/22	Title I Open House and Prep, not to exceed 16 hours each.
Boyce, Patricia	Extra Duty	Title I Open House		\$47.09/hr.	TC	8/15/22	8/30/22	Title I Open House and Prep, not to exceed 16 hours each.
Lucas, Kimberly	Extra Duty	Title I Open House		\$47.09/hr.	TC	8/15/22	8/30/22	Title I Open House and Prep, not to exceed 16 hours each.
Summer - Peer Leader Advisors								
Godowski, Chelsea	Extra Duty	Peer Leader Advisor- Summer Hours		\$47.09/hr.	HSN	7/1/22	8/31/22	Summer Peer Leader Advisor, New Student Orientation and Prep, total program not to exceed 20 hours.
Pyle, Maria	Extra Duty	Peer Leader Advisor- Summer Hours		\$47.09/hr.	HSN	7/1/22	8/31/22	Summer Peer Leader Advisor, New Student Orientation and Prep, total program not to exceed 20 hours.
Summer - Weight Room Supervision								
Lynch, Kevin	Extra Duty	Summer Weight Room Supervision		\$19.48/hr.	HSS	Summer 2022	Summer 2022	Summer Weight Room supervision, as needed, total HSS program not to exceed 350 hours.
Change								
Bolotov, Christopher	Change	I&RS Toolkit Creation		\$47.09/hr.	DIST	8/16/22	8/31/22	Change end date from 12/31/22 to 8/31/22 for Intervention Toolkit creation (Intervention & Referral Services), total program not to exceed 300 hours.
Birrer, Denise	Change	Professional Development		\$47.09/hr.	DIST	7/18/22	7/22/22	Change start date from 7/18/22 to 8/1/22 and end date from 7/22/22 to 8/31/22 for Presenting Professional Development, "Co-Teaching Toolbox", total program not to exceed 12 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
De Souza, Nicole	Change	Professional Development		\$47.09/hr.	DIST	7/18/22	7/22/22	Change start date from 7/18/22 to 8/1/22 and end date from 7/22/22 to 8/31/22 for Presenting Professional Development, "Co-Teaching Toolbox", total program not to exceed 12 hours.
Goodkin, Deborah	Change	Professional Development		\$47.09/hr.	DIST	7/18/22	7/22/22	Change start date from 7/18/22 to 8/1/22 and end date from 7/22/22 to 8/31/22 for Presenting Professional Development, "Co-Teaching Toolbox", total program not to exceed 12 hours.
McCarthy, Tara	Change	Professional Development		\$47.09/hr.	DIST	7/18/22	7/22/22	Change start date from 7/18/22 to 8/1/22 and end date from 7/22/22 to 8/31/22 for Presenting Professional Development, "Co-Teaching Toolbox", total program not to exceed 12 hours.
Roder, Jamie	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change Biology Science Curriculum, from total program not to exceed 40 hours to total program not to exceed 56 hours.
Scully, Kevin	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change Biology Science Curriculum, from total program not to exceed 40 hours to total program not to exceed 56 hours.
Camacho, Leniz	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change DLI Spanish Grade 4 Curriculum, from total program not to exceed 120 hours to total program not to exceed 160 hours.
Crome, Cesia	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change DLI Spanish Grade 4 Curriculum, from total program not to exceed 120 hours to total program not to exceed 160 hours.
Piccini, Ines	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change DLI Spanish Grade 4 Curriculum, from total program not to exceed 120 hours to total program not to exceed 160 hours.
Miao, Tianran	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change DLI Target Language Grades K-5 Curriculum Revisions, from total program not to exceed 80 hours to total program not to exceed 120 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Spender, Maria	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change DLI Target Language Grades K-5 Curriculum Revisions, from total program not to exceed 80 hours to total program not to exceed 120 hours.
Zeng, Yi	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change DLI Target Language Grades K-5 Curriculum Revisions, from total program not to exceed 80 hours to total program not to exceed 120 hours.
Levine, Randi	Change	CST Scheduling-Summer Hours		\$47.09/hr.	HSS	6/23/22	8/31/22	Change Summer CST Scheduling, total HSS program from not to exceed 24 hours to not to exceed 30 hours.
Greene, Megan	Change	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Change Summer CST (LDTC) work, as approved by the Supervisor, from not to exceed 20 days each to not to exceed 30 days each.
Heiser, Diane	Change	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Change Summer CST (School Social Worker) work, as approved by the Supervisor, from not to exceed 20 days each to not to exceed 40 days each.
Hyman, Joanne	Change	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Change Summer CST (Speech Language Specialist) work, as approved by the Supervisor, from not to exceed 20 days each to not to exceed 40 days each.
Kelly, Laura	Change	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Change Summer CST (School Psychologist) work, as approved by the Supervisor, from not to exceed 20 days each to not to exceed 40 days each.
Lehman, Kristen	Change	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Change Summer CST (LDTC) work, as approved by the Supervisor, from not to exceed 20 days each to not to exceed 30 days each.
Pollard, Katie	Change	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Change Summer CST (LDTC) work, as approved by the Supervisor, from not to exceed 20 days each to not to exceed 30 days each.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Washington, Rosalyn	Change	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Change Summer CST (LDTC) work, as approved by the Supervisor, from not to exceed 20 days each to not to exceed 30 days each.
Williams, Desiree	Change	Child Study Team-Summer Hours		Per Diem Rate	DIST	6/23/22	8/31/22	Change Summer CST (School Social Worker) work, as approved by the Supervisor, from not to exceed 20 days each to not to exceed 30 days each.
E. Stipend Athletic								
Athletic Coordinator								
Juarez-Stucker, Telma	Stipend- Athletic	Athletic Coordinator		\$5,030.33	HSN	Fall 2022	Fall 2022	Athletic Coordinator, 1 yr. exp., paid in FULL in Dec.
Maggio, Vincent	Stipend- Athletic	Athletic Coordinator		\$4,828.50	CMS	Fall 2022	Fall 2022	Athletic Coordinator, 9 yrs. exp., paid in FULL in Dec.
Fitness Supervisor								
Brack, Daniel	Stipend- Athletic	Fitness Supervision-Shared		\$1,735.39	HSS	Fall 2022	Fall 2022	Fitness Supervisor - shared 50%, 7 yrs. exp., paid in FULL in Dec.
Garzio, Michael	Stipend- Athletic	Fitness Supervision-Shared		\$1,509.10	HSS	Fall 2022	Fall 2022	Fitness Supervisor - shared 50%, 2 yrs. exp., paid in FULL in Dec.
Volleyball								
Uematsu, Maki	Stipend- Athletic	Volleyball- Girls Assistant Coach		\$4,024.27	HSS	Fall 2022	Fall 2022	Volleyball - Girls Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Weight Room								
Moore, Franklin	Stipend- Athletic	Fitness Supervision		\$3,321.96	HSN	Fall 2022	Fall 2022	Fitness Supervisor (Weight Room), 6 yrs. exp., paid in FULL in Dec.
Change								
Daily, Jenna	Change	Athletic Trainer		\$15,091.00	HSN	Fall 2022 Winter 2022-2023 Spring 2023	Fall 2022 Winter 2022-2023 Spring 2023	Change start date from TBD to Fall 2022 for stipend for Athletic Trainer, 0 yrs. exp., \$15,091.00; \$5,030.33 (Fall 2022), \$6,036.40 (Winter 2022-2023), \$4,024.27 (Spring 2023) added to annual salary.
Breyta, Joseph	Change	Football- Assistant Coach		\$5,030.33	HSS	Fall 2022	Fall 2022	Change start date from TBD to Fall 2022 for Football - Assistant Coach, 0 yrs. exp., paid in FULL in Dec.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Puckett, Jeffery	Change	Football- Assistant Coach		\$5,030.33	HSS	Fall 2022	Fall 2022	Change start date from TBD to Fall 2022 for Football - Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
E. Stipend Non-Athletic								
Lunch Duty								
Afonso, Adam	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Biro, Monica	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Corriveau, Robert	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Gore, Matthew	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Lagomarsino, Ryan	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Lelinski, MaryPat	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
McCarthy, Tara	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Paulsson, Albert	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Serughetti, Beth	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Stubbs, Arthur	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Thyrum, Axel	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Aconi, Fabio	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Adams, Michael	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Coburn, Matthew	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Colon, David	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Costello, Kathleen	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Ferri, Jennifer	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Ferri, Robert	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Fevola, Carol	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Fisher, Bryan	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Gambino, Joseph	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Hawkins, Michael	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Hussong, Michael	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Kemo, Kerry	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Leonard, Rosemary	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Leonhardt, Gary	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Novak, Michael	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Schomburg, Erin	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Sharma, Sunila	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Wilson, Craig	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Benezs, Brittney	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Bhavsar, Priya	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Collins, Scott	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
DeCasperis, Erin	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Lynch, Kevin	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Maggio, Vincent	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Nemeroff, Catherine	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Pena, Jennifer	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Salvador, Edward	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Silvers, Lori	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.



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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Stein, Jacob	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Mentor								
Hancock, Melissa	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	TC	9/1/22	12/31/22	Mentor for Michelle Moore, paid in FULL in Dec.
Liput, Ashley	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	MR	9/1/22	12/31/22	Mentor for Matteline Eccles, paid in FULL in Dec.
Mato, Cristina	Stipend Non-Athletic	Mentor		\$2,010.00	VIL	9/1/22	6/30/23	Mentor for Sukanya Goswami, paid 1/2 in Dec. & 1/2 in June.
Monferrari, Kristy	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	MR	9/1/22	12/31/22	Mentor for Alyssa Toth, paid in FULL in Dec.
Saleh, Emily	Stipend Non-Athletic	Mentor		\$2,010.00	MR	9/1/22	6/30/23	Mentor for Kady Johnson, paid 1/2 in Dec. & 1/2 in June.
Tucker, Hillary	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	DN	9/1/22	12/19/22	Mentor for Gabriella Lehto, paid in FULL in Dec.
F. Community Education								
Appoint								
Lee, Amanda	Appoint	EDP After School Enrichment Instructor		\$21.00/hr.	DN	10/1/22	6/30/23	Appoint as an EDP After School Enrichment Instructor.
Ballurkar, Aishwarya	Appoint	EDP Group Leader		\$14.50/hr.	MH/TC	9/1/22	6/30/23	Appoint as an EDP Group Leader.
Desai, Suma	Appoint	EDP Assistant Group Leader		\$14.25/hr.	MH	9/1/22	6/30/23	Appoint as an EDP Assistant Group Leader.
Masawi, Crystal	Appoint	EDP Assistant Group Leader		\$14.00/hr.	MH	9/1/22	6/30/23	Appoint as an EDP Assistant Group Leader (part-time).
Walter, Julie	Appoint	EDP Assistant Group Leader		\$14.25/hr.	DN	9/1/22	6/30/23	Appoint as an EDP Assistant Group Leader (part-time).
Warner, Jean	Appoint	EDP 1-to-1 Assistant		As per Contract	MH	9/1/22	6/30/23	Appoint as an EDP 1-to-1 Assistant.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lapidus, Elsa	Appoint	CE Summer 1-to-1 Assistant		As per Contract	GMS	8/1/22	8/12/22	Appoint as a CE Summer 1-to-1 Assistant.
Osadchuk, Anna	Appoint	CE Summer 1-to-1 Assistant		As per Contract	GMS	8/1/22	8/12/22	Appoint as a CE Summer 1-to-1 Assistant.
Reappoint								
Singh, Priyadarshini	Change	EDP 1-to-1 Assistant		As per Contract	MR	9/1/22	6/30/23	Reappoint as an EDP 1-to-1 Assistant.
Change								
Kesavabhotla, Padmavathi	Change	EDP Site Supervisor		\$27,191.75	WIC	9/1/22	6/30/23	Change from EDP Group Leader (part-time) to EDP Site Supervisor (full-time). Change location from MR to WIC.
Mukopandhyay, Nandini	Change	EDP Site Supervisor		\$20.00/hr.	GMS	9/1/22	6/30/23	Change location from TBD to GMS. Change salary from \$18.00/hr. to \$20.00/hr.
Prabhakar, Girija	Change	EDP Site Supervisor		\$23,645.00	DN	9/1/22	6/30/23	Change location from TBD to DN. Change salary from \$21,280.50 to \$23,645.00.
Singh, Bandana	Change	EDP Site Supervisor		\$23,645.00	VIL	9/1/22	6/30/23	Change location from WIC to VIL. Change salary from \$21,280.50 to \$23,645.00.
Kaplan, Debbie	Change Location	EDP Site Supervisor		\$40,563.00	MR	9/1/22	6/30/23	Change location from TBD to MR.
Nita, Daniela	Change Location	EDP Site Supervisor		\$36,058.63	MH	9/1/22	6/30/23	Change location from TBD to MR.
Cohen, Michelle	Change Location	EDP Group Leader		\$14.50/hr.	MR	9/1/22	6/30/23	Change location from TBD to MR.
Devathala, Sujana	Change Location	EDP Group Leader		\$14.50/hr.	MR/ WIC	9/1/22	6/30/23	Change location from TBD to MR and WIC
Devine-Horn, Patricia	Change Location	EDP Group Leader		\$26.44/hr.	MH	9/1/22	6/30/23	Change location from TBD to MH.
Hughs, Dianna	Change Location	EDP Group Leader		\$20.61/hr.	MH	9/1/22	6/30/23	Change location from TBD to MH.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lackey, Roxanne	Change Location	EDP Group Leader		\$17.24/hr.	CE	9/1/22	6/30/23	Change location from TBD to CE.
Lapidus, Elsa	Change Location	EDP Group Leader		\$25.40/hr.	MH	9/1/22	6/30/23	Change location from TBD to MH.
Nabet, Arshid	Change Location	EDP Group Leader		\$15.38/hr.	VIL	9/1/22	6/30/23	Change location from TBD to VIL.
Nikolaeva, Aneta	Change Location	EDP Group Leader		\$14.50/hr.	MH	9/1/22	6/30/23	Change location from TBD to MH.
Oertel, Linette	Change Location	EDP Group Leader		\$17.47/hr.	MR/ MH	9/1/22	6/30/23	Change location from TBD to MR and MH.
Sanyal, Malini	Change Location	EDP Group Leader		\$14.50/hr.	MR	9/1/22	6/30/23	Change location from TBD to MR.
Shah, Hetal	Change Location	EDP Group Leader		\$14.58/hr.	TC	9/1/22	6/30/23	Change location from TBD to TC.
Vannatta, Donna	Change Location	EDP Group Leader		\$14.58/hr.	DN	9/1/22	6/30/23	Change location from TBD to DN.
Vuppala, Sree	Change Location	EDP Group Leader		\$14.50/hr.	TC	9/1/22	6/30/23	Change location from TBD to TC.
Baskin, Zackary	Change Location	EDP Assistant Group Leader		\$14.25/hr.	WIC	9/1/22	6/30/23	Change location from TBD to WIC.
Marino, Phyllis	Change Location	EDP Assistant Group Leader		\$14.25/hr.	DN	9/1/22	6/30/23	Change location from TBD to DN.
Steinberg, Alexander	Change Location	EDP Assistant Group Leader		\$14.25/hr.	DN	9/1/22	6/30/23	Change location from TBD to DN.
Lapidus, Elsa	Change Location	EDP 1-to-1 Assistant		As per contract.	CE	9/1/22	6/30/23	Change location from TBD to CE.
Lee, Kelly	Change Location	EDP 1-to-1 Assistant		As per contract.	MR	9/1/22	6/30/23	Change location from TBD to MR.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lupo, Sandra	Change Location	EDP 1-to-1 Assistant		As per contract.	VIL	9/1/22	6/30/23	Change location from TBD to VIL.
Mehta, Sweety	Change Location	EDP 1-to-1 Assistant		As per contract.	MR	9/1/22	6/30/23	Change location from TBD to MR.
Oertel, Linette	Change Location	EDP 1-to-1 Assistant		As per contract.	CE	9/1/22	6/30/22	Change location from TBD to CE.
Rescind								
Sharma, Madhu	Rescind	EDP Group Leader		\$14.50/hr.	TBD	9/1/22	6/30/23	Rescind appointment as an EDP Group Leader.
G. Emergent Hires								
None								



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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Murray, Leslie	Appoint- Repl.	Teacher Language Arts- LR	2BA	\$61,500.00 (prorated)	HSN	TBD	6/30/23	Appoint as leave replacement Language Arts Teacher, pending employment verification, replacing Nicolette Hankh, who is on leave.
Rosenberg, Max	Appoint- Repl.	Teacher Mathematics- LR	0BA	\$59,500.00 (prorated)	CMS	9/1/22	4/4/23	Appoint as leave replacement Mathematics Teacher, pending employment verification, replacing Cynthia Carbonaro and Stephanie Hornick, who are on leave.
Change								
Faulkner, Melanie	Change	Teacher Elementary- 50%; Teacher Interventionist- 50%		N/C	DN	9/1/22	6/30/23	Change from Kindergarten Teacher - 100% to Kindergarten Teacher - 50%, Teacher Interventionist - 50%.
Jinks, Melissa	Change	Teacher Elementary- 50%; Teacher Interventionist- 50%		N/C	TC	9/1/22	6/30/23	Change from Kindergarten Teacher - 100% to Kindergarten Teacher - 50%, Teacher Interventionist - 50%.
Eccles, Matteline	Change	Teacher Elementary- LR	1BA	\$60,500.00	MR	9/1/22	6/30/23	Change start date from TBD to 9/1/22.
Engel, Emma	Change	Teacher Music	0MA	\$61,500.00	TC/MH	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Klapsogorge, Peter	Change	Teacher Elementary	8BA	\$69,000.00	VIL	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Fox, Kelly	Change	Teacher Special Education	15MA+30	\$97,975.00 (prorated)	TC	10/6/22	6/30/23	Change start date from TBD to 10/6/22. Change tenure date from TBD to 10/7/26.
Miller, Karen	Change	Teacher Science	15MA	\$95,740.00	HSS	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Stanek, Shannen	Change	Teacher Special Education	0BA	\$59,500.00	TC	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Drascher, Annie	Change	Teacher Science	1MA	\$62,500.00	CMS	9/1/22	6/30/23	Change salary from BA to MA as per contract.
Hayden, Lisa	Change	Teacher Health & Physical Education- 120%	13BA	\$102,600.00 (prorated)	HSS	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.



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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kiernen-Stout, James	Change	Teacher Health & Physical Education- 120%	15BA	\$117,420.00 (prorated)	HSN	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Gautieri, Alyssa	Change %	Teacher Mathematics- 120%		\$66.60/day	GMS	9/1/22	11/22/22	Additional per diem payment for an extra section.
Gold, Steven	Change %	Teacher Mathematics- 120%		\$98.55/day	GMS	9/1/22	11/22/22	Additional per diem payment for an extra section.
Hoppe, Sherrie	Change %	Teacher Mathematics- 120%		\$80.80/day	GMS	9/1/22	11/22/22	Additional per diem payment for an extra section.
Pacifico, Lisa	Change %	Teacher Mathematics- 120%		\$104.68/day	GMS	9/1/22	11/22/22	Additional per diem payment for an extra section.
Lewis, Joan	Change Location	Teacher Elementary		N/C	TC	9/1/22	10/7/22	Change location from 100% WIC to 100% TC.
Resignation								
Hacker, Thomas	Resign	Teacher Health & Physical Education		N/A	HSN	12/31/22	12/31/22	Resign, after 37.5 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Appoint								
Khemani, Bharti	Appoint	Instructional Assistant	1	\$17.99/hr.	TC	9/1/22	6/30/23	Appoint as Instructional Assistant, pending employment authorization, for 6.75 hrs/day, replacing Stephanie Bimson, who resigned.
Sutradhar, Karuna	Appoint	Instructional Assistant	1	\$17.99/hr.	TC	9/1/22	6/30/23	Appoint as Instructional Assistant, pending employment authorization, for 3.5 hrs/day, replacing Chandrani Sen, who transferred.
Walter, Julie	Appoint	Cafeteria Aide	0	\$14.79/hr.	DN	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Sujaya Chandra, who resigned, not to exceed 2.5 hrs/day.
Jemal, Hamdi	Appoint	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	TBD	6/30/23	Appoint as security officer - "Eyes on the Door", pending employment verification, replacing Abdu Ives, who transferred.
Kocher, Susan	Appoint	Security Officer "Eyes on the Door"- Substitute		\$15.00/hr.	DIST	9/1/22	6/30/22	Appoint as substitute security officer - "Eyes on the Door", pending employment verification, as needed.
Change								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Coyne, Elizabeth	Change	Secretary 10 Months- 50%	1	\$19,393.00 (prorated)	VIL	9/1/22	6/30/23	Change start date from TBD to 9/1/22. Change tenure date from TBD to 9/2/26.
Knott, Dorothea	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change hours from 6.75 hrs/day at TC to 7.25 hrs/day at HSN.
Badalamenti, AnnMarie	Change Location	Secretary 12 Months		N/C	HSN/MH	8/15/22	6/30/23	Change location to 60% HSN, 40% MH.
Dzbenksi, Jackie	Change Location	Secretary 12 Months		N/C	CO/HSS/TC	9/1/22	6/30/23	Change location to 40% CO, 40% HSS and 20% TC.
Natoli, Kimberly	Change Location	Secretary 12 Months		N/C	CMS	8/3/22	6/30/23	Change location to 100% CMS.
Sherman, Annette	Change Location	Secretary 12 Months		N/C	GMS/MR/VIL	8/8/22	6/30/23	Change location to 40% GMS, 40% MR and 20% VIL.
D. Substitute / Other								
Appoint								
Hamren, Blair	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Reappoint								
Khot, Sheetal	Reappoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
E. Extracurricular / Extra Pay								
Moving								
Gill, Holly	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Heiser, Diane	Extra Duty	Moving		\$47.09/hr.	DIST	7/1/22	8/31/22	Moving, not to exceed 12 hours.
Title I								
Incollingo, Ellen	Extra Duty	Title I: Parent Programs		\$47.09/hr.	DIST	8/25/22	8/25/22	Planning and Presenting for Parent Link Program, not to exceed 3 hours.
E. Stipend Non-Athletic								
Mentor								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Haemmerle, Louise	Stipend Non-Athletic	Mentor		\$2,010.00	CMS	9/1/22	6/30/23	Mentor for Joseph Barton, paid 1/2 in Dec. & 1/2 in June.
F. Community Education								
Appoint								
Prakash, Rekha	Appoint	EDP Assistant Group Leader		\$14.25/hr.	MH	9/1/22	6/30/23	Appoint as an EDP Assistant Group Leader.
Shah, Hetal	Appoint	EDP 1-to-1 Assistant		As per Contract	TC	9/1/22	6/30/23	Appoint as an EDP 1-to-1 Assistant.
Patel, Maya	Appoint	EDP High School Assistant		\$13.00/hr.	MH	9/1/22	6/30/23	Appoint as an EDP High School Assistant.



PERSONNEL ADDENDUM #2

RECOMMENDATION

D. PERSONNEL

To be voted on 8/30/22: Recommend approval of the following resolution:

WWPEA – Sidebar Agreement

1. Approve a sidebar agreement with the West Windsor-Plainsboro Education Association whereby:
 - a) An AVID Coordinator position is established by the Board, and
 - b) Appendix D: Non-Athletic Extra-Curricular Activities, High School of the Collective Negotiations Agreement is modified to include index ratio factors for an AVID Coordinator stipend.

Personnel Addendum 3

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Leave of Absence								
Karbhari, Sanaea	Leave	School Psychologist		N/A	HSN	9/5/22	9/20/22	Leave of absence, unpaid, with benefits.



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0143.2 HIGH SCHOOL STUDENT REPRESENTATIVE TO THE BOARD OF EDUCATION

The Board of Education recognizes that experience gained by and input from students in the school district is a valued source for improving the operation of the school district. To this end, and in accordance with N.J.S.A. 18A:12-1.3 and N.J.S.A. 18A:36A-11.2, the Board authorizes the appointment of a minimum of one student selected by the student body to serve as a nonvoting student representative on the Board. The student representative must be selected from one of the grades nine through twelve.

The student body may elect or appoint the student representative to the Board in a process to be determined by the Superintendent or designee. When developing the process the Superintendent or designee shall consider input provided by the student body.

The student representative shall serve for a one school year term and their duties shall include:

1. Attending all Board meetings, excluding any discussions of the Board involving subjects which are confidential;
2. Representing all high school students within the district and presenting student proposals and concerns to the Board for its consideration; and
3. Keeping high school students informed of the business of the Board by providing a monthly report to the Student Council concerning the activities of the Board.

The student representative shall rotate each school year among the high schools in the district if the district has more than one high school.



BYLAW GUIDE

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High School Student Representative to the
Board of Education

Student representatives are expected to adhere to all bylaws, policies, and regulations of the Board in their role. The Board in no way relinquishes any of its authority, powers, prerogatives, or responsibilities, but rather adds to its membership a nonvoting student representative(s) for the mutual benefit of the Board, student body, and the school district.

N.J.S.A. 18A:12-1.3; 18A:36A-11.2

Adopted:



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First Reading: August 30, 2022

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Quorum

0163 QUORUM

A quorum of the **Board of Education** shall consist of a **minimum of** five Board members, and no business shall be conducted in the absence of a quorum, except when the Doctrine of Necessity is invoked.

All Board meetings shall be called to commence not later than 8:00 p.m. of the designated day but, if in the event a quorum is not present at the time for which the meeting is called, the Board member or Board members present hour of convening, the meeting may be recessed recess the meeting to a time not later than 9:00 p.m. of the same day; and, if a quorum be not present at that time, is not then present, the member or members present may adjourn the meeting to commence not later than 8:00 p.m. of another day, but not more than seven days following the date for which the original meeting was called, but no further recess or adjournment of the meeting shall be made a later date within seven days.

The Board of Education recognizes that there may be matters that come before the Board or acts required of Board members in their official capacity where the Board member may have a conflict of interest or the act **by a Board member** would be in violation of N.J.S.A. 18A:12-24. In these matters, the Board member(s) **shall will** remove **themselves himself/herself** from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter. The Board will consider this matter without the Board member(s) who has the conflict.

In the event a matter comes before the Board or an act is required of a Board member in **their his/her** official capacity that is a conflict or would be in violation of N.J.S.A. 18A:12-24, the Board would still be required to have a quorum to consider the matter. However, the New Jersey Department of Education and the School Ethics Commission ~~has~~ envisioned this prohibition could create a situation in which **the number of conflicted Board members would prevent so many Board members have a conflict, that the Board would be unable** to take action on a matter. Therefore, when more than a quorum of the Board members must abstain from voting on a matter **due to a conflict or the act would be in violation of N.J.S.A. 18A:12-24**, the Board will invoke the Doctrine of Necessity consistent with the New Jersey Department of Education and School Ethics Commission guidelines as follows:



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Quorum

A. Board Member(s) in Conflict - Less Than a Majority of The Board

1. In the event a Board member(s) has a conflict of interest where the Board member will act in **their his/her** official capacity, the Board member must remove **themselves himself/herself** from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.
2. In the event a Board member is unsure whether **they he/she** or any other Board member has a conflict of interest or whether the matter, if acted upon by a Board member(s) is in violation of N.J.S.A. 18A:12-24 - Prohibited Acts, the School Board Attorney will make a determination.
3. The School Board Attorney will provide the Board of Education an opinion on whether the matter is a conflict of interest or act prohibited by N.J.S.A. 18A:12-24 - Prohibited Acts.
4. If the Board member(s) believes **they he/she have has** a conflict of interest where **they he/she** will act in **their his/her** official capacity or if the School Board Attorney renders an opinion ~~that~~ the Board member has a conflict of interest where the Board member will act in **their his/her** official capacity, the Board member will remove **themselves himself/herself** from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.

B. Board Member(s) in Conflict - A Majority of Board Members in Conflict

1. In the event:
 - a. A Board member(s) believes **they he/she have has** a conflict of interest **or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24** ~~where he/she will act in his/her official capacity;~~ or
 - b. If the School Board Attorney renders an opinion ~~that the~~ a Board member(s) has a conflict of interest **or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24** ~~where the Board member will act in his/her official capacity;~~ and



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- c. The number of Board members that have a conflict would make it so the Board would be unable to take action on the matter, then the Board may invoke the “~~Rule [or Doctrine]~~ of Necessity.” (Citing U.S. v. Will, 449 U.S. 200 (1980)).

C. ~~Rule [Or Doctrine]~~ Of Necessity

1. The Doctrine of Necessity may be invoked when more than a quorum of the Board must abstain from voting on a matter.
2. There are three prerequisites necessary for a Board to invoke the Doctrine of Necessity:
 - a. The Board must be unable to act without the members in conflict taking part;
 - b. There must be a pressing need for action, i.e. the matter cannot be laid aside until another date; and
 - c. There can be no alternative forum that can grant the same relief.

~~(Allen v. Toms River Regional Board of Education, 233 N.J. Super 651 (Law Division 1989)).~~

3. When the School Board Attorney advises the Board the Doctrine of Necessity must be invoked in order to obtain a quorum on a vote, the Board must **publicly state: announce that it is invoking the Doctrine.**
 - a. ~~That it is invoking the Doctrine of Necessity; The announcement must include the reason the Board must invoke the Doctrine of Necessity including stating the nature of each Board members conflict.~~
 - b. **The specific reason/purpose for which the Doctrine of Necessity is being invoked; and** ~~The announcement will be in writing and should be recorded in the minutes of the meeting by the Board Secretary at the point when the vote takes place.~~



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Quorum

- c. **The specific nature of the conflict of interest for each Board member that has a conflict of interest: ~~It is enough for the Board to announce it is invoking the Doctrine and a Board Resolution is not required.~~**
 - (1) **The specific nature of the conflict of interest for each Board member should include the Board member's name; the name of the immediate family member or relative which is the basis for the conflict of interest, and the position that immediate family member or relative holds; or**
 - (2) **If the specific nature of the conflict of interest for a Board member is a conflict other than an immediate family member or relative, the announcement should include the conflict which is the basis for the conflict of interest.**

- 4. **When the Board invokes the Doctrine of Necessity, it will adopt a Resolution setting forth the same information as outlined in C.3. above.**

- 54. **When the Board invokes the Doctrine of Necessity, the Resolution will be:**
 - a. **Read at a regularly scheduled public meeting;**
 - b. **Posted in such places the Board posts public notices for thirty days; and**
 - c. **Provided to the School Ethics Commission ~~When the Board announces the Doctrine of Necessity is being invoked, the details, parameters and/or other pertinent facts of the matter to be voted should be revealed on an agenda for the public meeting in which the matter is to be voted upon.~~**



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65. The Board members who have a conflict in the matter are prohibited from:
- a. Participating in any discussions on the matter prior to the announcement **of the invocation of the Doctrine of Necessity at the** and public meeting; and
 - b. **Being present in an executive session when the matter is being discussed** ~~From entering an executive session in order to discuss the merits of the matter or contract; and~~
 - c. ~~From~~ **Offering** their opinions on the matter at any time prior to the announcement **or the invocation of the Doctrine of Necessity** and public meeting.
6. ~~The Board members who have a conflict in the matter may only participate to the extent they may vote after the motion to approve and/or ratify the matter has been made and seconded and the Doctrine of Necessity has been thoroughly explained to the public.~~
7. **The** Board members **who have a in** conflict may only ask questions regarding the matter to be voted on in public and after the Board has invoked the Doctrine of Necessity.
8. **The** Board members **who have a in** conflict may explain their reasons for not voting just before the vote.

N.J.S.A. **18A:10-6**; 18A:12-24

New Jersey School Ethics Commission – Advisory Opinions A10-93(b), and
A07-94, and **C07-96**

**New Jersey School Ethics Commission – Resolution on Invoking the Doctrine
of Necessity – June 25, 2018**

Adopted:



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

First Reading: July 26, 2022
Second Reading: August 30, 2022

1121 BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time.

The Board of Education may enter into individual employment contracts with any of the employees covered by this policy. The Board of Education shall approve all such individual contracts by resolution in public session and shall authorize the President of the Board of Education to execute any such agreement. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

Titles:

Assistant Superintendent
Business Administrator
Comptroller
Director of Community Education
Director of Human Resources
Director of Communications
Director of Counseling/ Health and Wellness
Special Assistant for Labor Relations
Special Assistant for Strategic Initiatives

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory hospital pre-certification.



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.
 - b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.
 - c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
 3. Employees who have alternate medical/hospital, dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided by the Board by signing a waiver form. To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty five (25%) of the cost of the premium the Board would have paid had the employee not waived coverage. An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to the rules and regulations of the insurance carriers.
 4. Employees who are in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five (25) years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten (10) years from the effective date of retirement.
- B. Leave of Absence
1. Employees shall be credited with fourteen (14) days cumulative sick leave at the beginning of each school year. Three (3) additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.



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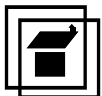
BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district, an employee shall be compensated at one and one half times the then highest current per diem substitute teacher's pay for his/her accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1, 1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.

3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;
 - e. Entering offspring in college;
 - f. Attending graduation of offspring or spouse;
 - g. Attending wedding of member of immediate family;
 - h. Marriage;
 - i. Adoption;
 - j. Other Emergency or Urgent Reason Not Listed Above.

An employee shall be granted up to three (3) days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen (15) sick days may be accumulated in any one year.

4. An employee shall be granted up to three (3) days of family illness per year with full pay. Immediate family shall include husband,



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

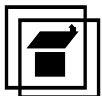
wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.
6. Employees shall be granted up to five (5) days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one (1) day for relative not a member of the immediate family or close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three (3) years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:
 - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.
 - b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety (90) days prior to the requested commencement date of the leave. This ninety (90) day notification period may be reduced by agreement between the employee and the Superintendent.
 - c. Any tenured or non-tenured employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original



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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption or for other proper causes provided that such change will not substantially interfere with administration of the school.

8. Any tenured employee granted a leave of absence with a return date during the same school year, who wishes to extend said leave beyond the school year in which it commences, shall be permitted to do so if he/she makes application at least three weeks prior to the commencement date of his/her leave of absence.
 - a. An employee under tenure shall be granted a child care or adoption leave without pay for not more than three years from September of the school year in which he/she requests the leave. When the leave is granted, he/she shall return as a tenured employee.
 - b. The Board shall not be required to extend the leave on non-tenured employees beyond the school year for which they were hired. Non-tenured employees wishing to return for the following school year shall be considered by the Board for re-employment for the following year.
 - c. Any tenured employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six (6) months prior to the beginning of the school year in which he/she wishes to return.
 - d. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she has at least ninety one (91) or more working



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- days (ten month employee) of service to the district in the year in which the leave commences.
- e. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor-Plainsboro Regional School District in the area of his/her competence.
 - f. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy:
 - (1) Medical/Hospital
 - (2) Prescription Plan
 - (3) Dental Plan
 - g. Return to Service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant or if not, to a substantially equivalent position.
9. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.
- a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise able to use sick leave, such leave of absence shall be without pay.
 - b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.



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- c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

- d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.
- e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:
 - (1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy.
 - (2) Physical Incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if;
 - (a) The employee fails to produce a certification from her physician that she is medically able to continue working, or
 - (b) The Board's physician and the employee's physician agree that she cannot continue working, or
 - (c) Following any difference of medical opinion between the Board's physician and the



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employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

- (3) Just Cause - Any other "just cause" as defined in N.J.S.A. Title 18A.
- f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.
- g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.
- h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may, at its discretion, require periodic physician certification of the employee's continued fitness to perform her duties.
- i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

- j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

C. Vacation

1. Effective July 1, 2005, an employee shall initially receive no less than fifteen (15) and no more than twenty-two (22) vacation days per year as recommended by the Superintendent of Schools with the approval of the Board of Education.
2. Effective July 1 of the new school year following two (2) full school years of employment, all employees covered by this policy shall receive twenty two (22) vacation days per year. For purposes of subparagraphs (1) and (2), in the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.
3. Vacation days shall be prorated upon employment and shall be posted on July 1 of each year in accordance with procedures established by the Superintendent/Designee.
4. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty two (22) vacation days who resigns effective December 31 would receive eleven (11) vacation days for his/her work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.



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WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

5. To the extent permitted by law, upon retirement from the district, an employee shall be compensated for cumulative vacation days at his/her then current per diem rate of pay. Up to forty-five vacation days may be cumulative.
6. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.
7. Administrators may accumulate unused vacation time from one year to the next; however, the total number of accumulated days may not exceed forty five (45) as of August 31 of any school year. If, on July 1 of any year, the total number of accumulated vacation days exceeds forty five (45), the excess days must be used prior to August 31. Cumulative vacation days beyond forty five (45) days on August 31 of any school year shall be converted to sick leave; however, no person may increase his or her total accumulation of unused sick days by more than fifteen (15) days in any one year.
8. If circumstances interfere with the ability of an administrator to use vacation days prior to August 31 to comply with the 45-day limit set forth above in Paragraph 7, the Superintendent may approve, at his/her discretion when he/she deems it to be in the best interests of the district, the administrator's accumulation of up to an additional ten (10) unused vacation days in one year and thereby permit the administrator to have a maximum of fifty five (55) accumulated vacation days as of August 31 of any school year. Under no circumstances, however, shall the maximum permitted number of accumulated vacation days exceed fifty five (55).
9. For administrators employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at *N.J.S.A. 18A:30-9.1* and any other prevailing law.

D. Holidays

Employees shall receive the nineteen (19) holidays as listed in the annual holiday schedule.

E. Miscellaneous



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED CENTRAL OFFICE ADMINISTRATIVE EMPLOYEES - CATEGORY C

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the rate established by state law or regulation .
2. Employees are eligible to receive reimbursement for the costs associated with the enrollment in and attendance at approved courses for professional improvement as follows:

Reimbursement shall cover 100% of the cost of tuition, registration, and lab fees of any college or university. A maximum of eighteen credits per year shall be covered by these regulations.

For employees hired after February 1, 1997, reimbursement shall not exceed the cost of twelve (12) credits of graduate study at Rutgers University, regardless of the number of credits taken. An employee can receive up to the maximum reimbursement rate of twelve Rutgers graduate credits even if he/she took fewer than twelve credits at a college or university with a higher tuition rate.

Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

3. Travel and expense reimbursement shall be governed by Board Policy 3440 or the individual's employment contract.

Adopted: 24 June 2003

Revised: 26 September 2006

Revised: 20 November 2018

Revised: 22 June 2021



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: July 26, 2022
Second Reading: August 30, 2022

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BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

1122 BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

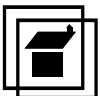
Titles:

Accountant
Administrative Assistant
Administrative Analyst
Assistant Director of Buildings and Grounds
Assistant Transportation Coordinator
Director of Buildings and Grounds
Diversity, Equity and Inclusivity Coordinator
Food Services Manager
Human Resources Specialist
Human Resources Manager
Payroll Supervisor
Program Administrator for Community Education
Program Analyst
Purchasing Specialist
Social Media Manager
Supervisor of Accounts
Support Specialist
Technology Manager
Transportation Coordinator
Visual Media Manager

Benefits for these employees shall be as follows:

A. Health Insurance

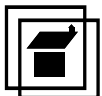
1. The Board shall provide full-time employees covered by this policy with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory pre-certification.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

Additionally, the eligible dependents of employees shall, if the employee so chooses, be covered under these plans subject to the terms and conditions for such coverage.

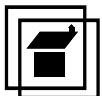
2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.
 - b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78 or, if applicable, P.L. 2020 c. 44.
 - c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
 3. Employees who have alternate medical/hospital, dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided by the Board by signing a waiver form. To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty five percent of the cost of the premium the Board would have paid had the employee not waived coverage. An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to the rules and regulations of the insurance carriers.
 4. Employees in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten years from the effective date of retirement.
- B. Leave of Absence



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

1. Employees shall be credited with fourteen days cumulative sick leave at the beginning of each school year. Three additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.
2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district, an employee shall be compensated at one and one half times the then highest current per diem substitute teacher's pay for his/her accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1, 1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;
 - e. Entering offspring in college;
 - f. Attending graduation of offspring or spouse;
 - f. Attending wedding of member of immediate family;
 - g. Marriage;
 - h. Adoption; and
 - i. Other emergency or urgent reason not listed above.

An employee shall be granted up to three days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen sick days may be accumulated in any one year.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

4. An employee shall be granted up to three days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.
6. Employees shall be granted up to five days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one day for a relative not a member of the immediate family or close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:
 - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.
 - b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety days prior to the requested commencement date of the leave. This ninety day notification period may be reduced by agreement between the employee and the Superintendent.
 - c. Any tenured or non-tenured employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any

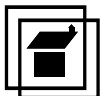


BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption or for other proper causes provided that such change will not substantially interfere with administration of the school.

Any tenured employee granted a leave of absence with a return date during the same school year, who wishes to extend said leave beyond the school year in which it commences, shall be permitted to do so if he/she makes application at least three weeks prior to the commencement date of his/her leave of absence.

- d. An employee under tenure shall be granted a child care or adoption leave without pay for not more than three years from September of the school year in which he/she requests the leave. When the leave is granted, he/she shall return as a tenured employee.
- e. The Board shall not be required to extend the leave on non-tenured employees beyond the school year for which they were hired. Non-tenured employees wishing to return for the following school year shall be considered by the Board for re-employment for the following year.
- f. Any tenured employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six months prior to the beginning of the school year in which he/she wishes to return.
- g. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she is a 10 month employee and has ninety-one (91) or more working days of service to the district or he/she is a 12 month employee and has



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

- one hundred twenty one (121) or more working days of service to the district in the year in which the leave commences.
- h. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor- Plainsboro Regional School District in the area of his/her competence.
 - i. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy:
 - (1) Medical/hospital;
 - (2) Prescription plan; and
 - (3) Dental plan.
 - j. Return to service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant or if not, to a substantially equivalent position.
8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.
- a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise able to use sick leave, such leave of absence shall be without pay.
 - b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

- c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

- d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.

- e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:

(1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy.

(2) Physical incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if:

(a) The employee fails to produce a certification from her physician that she is medically able to continue working; or

(b) The Board's physician and the employee's physician agree that she cannot continue working; or

(c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

- (3) Just cause - Any other "just cause" as defined in N.J.S.A. Title 18A.
- f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.
 - g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.
 - h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may, at its discretion require periodic physician certification of the employee's continued fitness to perform her duties.
 - i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.
 - j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return,



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

D. Vacation

1. Employees shall receive vacation days in accordance with the following schedule:
 - a. Upon employment, fifteen vacation days per year (prorated in the first year if the start date is after July 1); and
 - b. On July 1 following five full school years of employment, twenty-two vacation days per year.
 - c. For purposes of subparagraphs (a) and (b), in the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.
2. Vacation days shall be prorated upon employment and shall be posted on July 1 of each year in accordance with procedures established by the Superintendent or designee.
3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty-two vacation days who resigns effective December 31 would receive eleven vacation days for his/her work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.
4. Upon retirement from the district, an employee shall be compensated for cumulative vacation days at his/her then current per diem rate of pay. To the extent permitted by law, up to forty-five vacation days may be cumulative.
5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

6. To the extent permitted by law, employees may accumulate unused vacation time from one year to the next; however, the total number of accumulated days may not exceed forty-five as of August 31 of any school year. If, on July 1 of any year, the total number of accumulated vacation days exceeds forty-five, the excess days must be used prior to August 31. Cumulative vacation days beyond forty-five days on August 31 of any school year shall be converted to sick leave; however, no person may increase his or her total accumulation of unused sick days by more than fifteen days in any one year.
7. For employees employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at N.J.S.A. 18A:30-9.1 and any other prevailing law.

E. Holidays

Employees shall receive the nineteen holidays as listed in the annual holiday schedule.

F. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the maximum rate permitted by State laws or regulation.
2. Employees are eligible to receive reimbursement for the costs associated with the enrollment in and attendance at approved courses for professional improvement as follows:
 - a. Reimbursement shall cover 100% of the cost of tuition, registration, and lab fees of any college or university. A maximum of twelve credits per year shall be covered by these regulations.
 - b. For employees hired after February 1, 1997, reimbursement shall not exceed the cost of twelve (12) credits of graduate study at Rutgers University, regardless of the number of credits taken. An employee can receive up to the maximum reimbursement rate of twelve Rutgers graduate credits even if he/she took fewer than twelve credits at a college or university with a higher tuition rate.



BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

- c. Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.
 - d. As a condition for reimbursement of tuition and costs, the employee shall continue in service of the Board for a period of at least two (2) years after the date of course completion. Upon failure to continue, the employee may be required to repay the Board a sum bearing the same ratio to the amount of reimbursement received that the unfulfilled portion of the two subsequent years' service bears to the full two years. However, the employee shall be released from such payment if his/her failure to serve the stipulated two years be due to his/her illness or disability or if he/she is discharged from his/her position. In addition, no repayment will be due from the employee's estate if he/she should expire before the end of the two year period. All requests for payment must be made within one year following completion of each course.
3. Travel and expense reimbursement shall be governed by Board Policy 3440.

Adopted: 24 June 2003

Revised: 26 September 2006

Revised: 20 November 2018

Revised: 22 June 2021



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: July 26, 2022
Second Reading: August 30, 2022

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BENEFITS COVERING NON-AFFILIATED SCHOOL SECURITY OFFICERS ("EYES ON THE DOOR" OFFICERS) - CATEGORY D

1124 BENEFITS COVERING NON-AFFILIATED SCHOOL SECURITY OFFICERS ("EYES ON THE DOOR" OFFICERS) - CATEGORY D

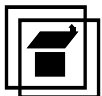
Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time. The West Windsor-Plainsboro Regional School District Board of Education may enter into individual employment contracts with any of the employees covered by this policy. The Board of Education shall approve all such individual contracts by resolution in public session and shall authorize the President of the Board of Education to execute any such agreement. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

Titles:

School Security Officer ("Eyes on the Door")
School Security Director

Benefits for these employees shall be as follows:

- A. Health Insurance
 - 1. The Board shall not provide employees covered by this policy with the district's group medical, dental and prescription insurance coverage.
- B. Leave of Absence
 - 1. Sick Days - Employees shall be credited with ten (10) days cumulative sick leave at the beginning of each school year.
 - 2. Employees are not eligible for compensation for unused sick days.
 - 3. Application for personal business leave may be requested to the Superintendent or designee. Any day granted for personnel business leave will not be paid.
 - 4. Employees shall be granted up to three (3) days leave per occurrence for a death in the immediate family, up to three days for other close relatives, and up to one (1) day for relative not a member of the immediate family or close friend.

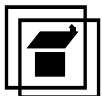


BENEFITS COVERING NON-AFFILIATED SCHOOL SECURITY OFFICERS ("EYES ON THE DOOR" OFFICERS) - CATEGORY D

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household. Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law. Any day(s) granted for bereavement leave will not be paid.

5. The district will adhere to the Federal Family and Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA).
- C. Vacation
1. Employees are not eligible to receive or accrue vacation time.
- D. Miscellaneous
1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the current New Jersey OMB Rate.

Adopted: 24 July 2018



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: July 26, 2022
Second Reading: August 30, 2022

Administration
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BENEFITS COVERING FOREMEN - CATEGORY F

1126 BENEFITS COVERING FOREMEN - CATEGORY F

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees. This policy shall be reviewed annually and can be revised at any time.

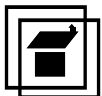
Titles:

Operations Lead
Electrical Foreman
HVAC Foreman
Tradesmen Foreman
Maintenance Foreman
Utility Foreman
Plumber
Auto Mechanic Foreman

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. For purposes of this policy, full time is defined as regularly scheduled to work thirty (30) hours or more in a week.
2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. Eligible employees will be provided coverage, at Board expense and subject to the contributions set forth in P.L. 2011, c. 78, at the lowest cost HMO plan (currently HMO 2035).
 - b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78.



BENEFITS COVERING FOREMEN - CATEGORY F

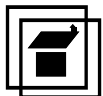
- c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
3. Employees who have alternate medical and/or dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided in this Article by signing a waiver form and providing the required documentation.

To the extent permitted by law, a full time employee who waives coverage shall receive payment equal to twenty-five percent (25%) of the cost of the premium the Board would have paid had the employee not waived coverage. Such payment will not exceed three thousand dollars (\$3,000).

An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to rules and regulations of the insurance carrier.

B. Leave of Absence

1. Employees shall be credited with ten (10) days cumulative sick leave at the beginning of each school year.
2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district an employee shall be compensated on a pro-rata basis; i.e. one day of their then current rate of pay for every four (4) days of accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Such compensation shall be capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;



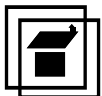
BENEFITS COVERING FOREMEN - CATEGORY F

- c. Moving day;
- d. Court appearance or other legal matters;
- e. Entering offspring in college;
- f. Attending graduation of offspring or spouse;
- g. Attending wedding of member of immediate family;
- h. Marriage;
- i. Adoption;
- j. Other Emergency or Urgent Reason Not Listed Above.

A full-time employee shall be granted up to three (3) days of personal leave per year with full pay. Personal business shall not be used to extend a school holiday or vacation period without approval of the Superintendent or his/her designee. A request for personal business leave made for a time occurring immediately preceding or following a vacation period or holiday will be decided based on necessity, therefore, require the reason for said leave be set forth in the application in order that the Superintendent's discretion may be exercised. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than (15) fifteen sick days may be accumulated in any one year.

- 4. A full-time employee shall be granted up to three (3) days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
- 5. Employees shall be granted up to five (5) days leave per occurrence without loss of pay for a death in the immediate family, up to three (3) days for other close relatives, and up to one (1) day per year for relative not a member of the immediate family.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.



BENEFITS COVERING FOREMEN - CATEGORY F

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, or daughter-in-law.

C. Vacation

1. Twelve-month employees shall receive vacation days based upon the following schedule:

Upon Employment	10 days per year
After four (4) full school years of employment	15 days per year
After nine (9) full school years of employment	20 days per year
After fourteen (14) full years of employment	22 days per year

2. Vacation days shall be prorated upon employment and shall be posted July 1 in accordance with procedures established by the Superintendent/designee.
3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty (22) vacation days who resigns effective December 31 would receive eleven (11) vacation days for the work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.
4. Upon retirement from the district, an employee will be compensated for cumulative vacation days at his/her then current per diem rate of pay.
5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.
6. Carryover of vacation days is limited to one year of accumulated vacation and is subject to the limitation of state law found at *N.J.S.A. 18A:30-9.1* and any other prevailing law.



D. Holidays

1. Employees shall receive the sixteen (16) holidays as listed in the annual holiday schedule.

E. Working Conditions

1. The Board shall supply operations employees with five uniforms per year. Employees shall receive a proper fitting jacket every three years and all employees required to work outdoors shall be provided with proper rain and foul weather gear.
2. There shall be one chemical apron available for use in each school.
3. Overalls shall be supplied for dirty work and ear and eye protection shall be provided as needed. These protections are required to be worn.
4. Employees shall be reimbursed an amount not to exceed \$225 per school year for the purchase of work shoes. All shoes must be steel toed and be approved by the Director of Building and Grounds. Receipts for shoe purchases must be submitted by October 30. New employees must submit receipts within two weeks of commencing employment.
5. No employee shall be expected to work in an unsafe or unhealthy condition. When an employee feels such a condition exists, the employee shall notify the Director of Buildings and Grounds. If the Director of Buildings and Grounds cannot resolve the problem, he/she shall notify the Superintendent who shall determine whether to alter the workday or workstation.
6. Employees called back to work shall be paid a minimum of two hours.
7. Snow Day/ Emergency Closing Provisions
 - a. During weather related school closings, employees are required to report to work unless otherwise notified by the Director of Building and Grounds.



BENEFITS COVERING FOREMEN - CATEGORY F

- b. Employees must report to work even when the state or municipality has declared a state of emergency unless the state of emergency declaration specifically bans their work attendance.
- c. During school closings, employees called to remove snow or perform other emergency services shall be paid time and a half for any hours worked beyond eight (8) hours in a day.
- d. Employees are required to bring in a medical note if they use a sick day during a weather related school closing or delayed opening.
- e. When there is a delayed opening or other emergent operational need, employees may be required to report to work earlier than their regular start time at the discretion of the Director of Building and Grounds. In such circumstances the employee shall be paid time and a half for any hours worked beyond eight (8) hours in a day.

E. Miscellaneous

- 1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the rate established by state law or regulation.

Adopted: 17 September 2019

Modified: 26 May 2020



First Reading: August 30, 2022

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BENEFITS COVERING NON-AFFILIATED EMPLOYEES– CATEGORY G

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Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

Title:

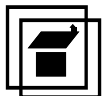
Board Certified Behavior Analyst (BCBA)
Board Certified Behavior Analyst (BCBA) General Education

(This policy does not cover “Teacher Resource Specialist – BCBA’s”. Teacher Resource Specialist – BCBA’s must have certifications issued by the New Jersey Department of Education and, thus, are subject to the provisions of the collective negotiations agreement between the West Windsor Plainsboro Regional School District and the West Windsor Plainsboro Education Association).

Benefits for BCBA’s shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy with the district’s group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory pre-certification. Additionally, the eligible dependents of employees shall, if the employee so chooses, be covered under these plans subject to the terms and conditions for such coverage.
2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78 and P.L. 2020, c. 44.



BENEFITS COVERING NON-AFFILIATED EMPLOYEES– CATEGORY G

- b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78 and P.L. 2020, c. 44.
 - c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
3. Employees who have alternate medical/hospital, dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided by the Board by signing a waiver form. To the extent permitted by law, a full time employee who waives coverage shall receive payment equal to twenty-five percent (25%) of the cost of the premium the Board would have paid had the employee not waived coverage. Such payment shall not exceed three thousand dollars (\$3,000). An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to the rules and regulations of the insurance carriers.

B. Leave of Absence

1. Employees shall be credited with twelve (12) days of cumulative sick leave at the beginning of each school year. Three (3) additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.
2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district, an employee shall be compensated at one and one half times the then highest current per diem substitute teacher's pay for his/her accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Compensation for unused sick days is capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;



BENEFITS COVERING NON-AFFILIATED EMPLOYEES– CATEGORY G

- b. Closing on the purchase of a home;
- c. Moving day;
- d. Court appearance or other legal matters;
- e. Entering offspring in college;
- f. Attending graduation of offspring or spouse;
- g. Attending wedding of member of immediate family;
- h. Marriage;
- i. Adoption;
- j. Other Emergency or Urgent Reason Not Listed Above.

An employee shall be granted up to three (3) days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen (15) sick days may be accumulated in any one year.

- 4. An employee shall be granted up to three (3) days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
- 5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.
- 6. Employees shall be granted up to five (5) days leave per occurrence without loss of pay for a death in the immediate family, up to three (3) days for other close relatives, and up to one (1) day for a relative who is not a member of the immediate family or is a close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.



BENEFITS COVERING NON-AFFILIATED EMPLOYEES – CATEGORY G

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three (3) years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:
 - a. Any employee may request an unpaid leave of absence to care for a newly born or adopted child.
 - b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety (90) days prior to the requested commencement date of the leave. This ninety (90) day notification period may be reduced by agreement between the employee and the Superintendent.
 - c. Any employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption or for other proper causes provided that such change will not substantially interfere with administration of the school. Any tenured employee granted a leave of absence with a return date during the same school year, who wishes to extend said leave beyond the school year in which it commences, shall be permitted to do so if he/she makes application at least three weeks prior to the commencement date of his/her leave of absence.
 - d. An employee with more than four (4) years of continuous service when the leave commences shall be granted a child care or adoption leave without pay for not more than three (3) years from September of the school year in which he/she requests the leave. When the leave is granted, he/she shall return as a tenured employee.



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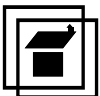
- e. The Board shall not be required to extend the leave of employees with less than four (4) years of continuous service beyond the school year for which they were hired. Employees with less than four (4) years of continuous service wishing to return for the following school year shall be considered by the Board for re-employment for the following year.

- f. Any employee with more than four (4) years of continuous service when the leave commences may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six (6) months prior to the beginning of the school year in which he/she wishes to return.

- g. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she is a 10 month employee and has ninety-one (91) or more working days of service to the district or he/she is a 12 month employee and has one hundred twenty one (121) or more working days of service to the district in the year in which the leave commences.

- h. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor-Plainsboro Regional School District in the area of his/her competence.

- i. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in Paragraph A of this policy:



BENEFITS COVERING NON-AFFILIATED EMPLOYEES– CATEGORY G

- (1) Medical/Hospital
 - (2) Prescription Plan
 - (3) Dental Plan
- j. Return to Service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant or if not, to a substantially equivalent position.
8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.
- a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise able to use sick leave, such leave of absence shall be without pay.
 - b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.
 - c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.
 - d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further



BENEFITS COVERING NON-AFFILIATED EMPLOYEES – CATEGORY G

reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.

- e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:
 - (1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy.
 - (2) Physical Incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if;
 - (a) The employee fails to produce a certification from her physician that she is medically able to continue working, or
 - (b) The Board's physician and the employee's physician agree that she cannot continue working, or
 - (c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.
 - (3) Just Cause - Any other "just cause" as defined in N.J.S.A. Title 18A.
- g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.



BENEFITS COVERING NON-AFFILIATED EMPLOYEES – CATEGORY G

- h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may, at its discretion require periodic physician certification of the employee's continued fitness to perform her duties.
- i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.
- j. Except as otherwise provided in this Article, no employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

D. Work Schedule

Employees shall work up to seven (7) hours and fifteen (15) minutes per day. The work year shall be coterminous with the student school year plus two (2) days for professional development each year. In the first year of employment, the work year shall include up to five (5) days for an orientation to the district.

E. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the rate established by state law or regulation.
2. Employees are eligible to receive reimbursement for the costs associated with the enrollment in and attendance at approved courses for professional improvement as follows:

Reimbursement shall cover 100% of the cost of tuition, registration, and lab



BENEFITS COVERING NON-AFFILIATED EMPLOYEES– CATEGORY G

fees of any college or university. A maximum of twelve credits per year shall be covered by these regulations.

Reimbursement shall not exceed the cost of twelve (12) credits of graduate study at Rutgers University, regardless of the number of credits taken. An employee can receive up to the maximum reimbursement rate of twelve Rutgers graduate credits even if he/she took fewer than twelve credits at a college or university with a higher tuition rate.

Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

As a condition for reimbursement of tuition and costs, the employee shall continue in service of the Board for a period of at least two (2) years after the date of course completion. Upon failure to continue, the employee may be required to repay the Board a sum bearing the same ratio to the amount of reimbursement received that the unfulfilled portion of the two subsequent years' service bears to the full two years. However, the employee shall be released from such payment if his/her failure to serve the stipulated two years be due to his/her illness or disability or if he/she is discharged from his/her position. In addition, no repayment will be due from the employee's estate if he/she should expire before the end of the two year period. All requests for payment must be made within one year following completion of each course.

3. BCBA's covered under this policy are not eligible for tenure.
4. Travel and expense reimbursement shall be governed by Board Policy 3440.
5. The work year for BCBA's covered under this policy shall be the same as the work year for ten (10) month certificated teaching staff. Employees covered under this policy who are new to the District must attend up to five (5) additional professional development days during the summer recess before and after their first year of service.



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL
BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED EMPLOYEES – CATEGORY G

Adopted:



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First Reading: August 30, 2022

ADMINISTRATION

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Board of Education Website Accessibility

June 22

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1511 BOARD OF EDUCATION WEBSITE ACCESSIBILITY

It is the goal of the Board of Education that the information on the school district's **internet websites are** ~~is~~ accessible to individuals with disabilities in compliance with the requirements of **Federal law** (Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35) **and New Jersey law (N.J.S.A. 18A:36-35.1)**.

A. **Federal Law – American with Disabilities Act (ADA)**

1. For the purposes of ~~this Policy~~ **the Federal law - Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35 and this Policy**, "school district website" includes, but is not limited to, the internet home page, all subordinate pages, school or school district department pages, intranet pages and sites, and includes online content and functionality, developed by, maintained by, or offered through a third-party vendor or by using open sources.
2. The accessibility of online content and functionality will be measured according to the **most up-to-date version of the** World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) ~~2.0 Level AA~~ and the Web Accessibility Initiative Accessible Rich Internet Application Suite (WAI-ARIA) 1.0 for web content (benchmarks for measuring accessibility).
3. By conforming to the benchmarks for measuring accessibility set forth above, the Board of Education will ensure that people with disabilities have an opportunity equal to that of their nondisabled peers to access the information on the district's website, ~~except where doing so would impose an undue burden or create a fundamental alteration of the district's website.~~ ~~When~~



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Board of Education Website Accessibility

~~fundamental alteration or undue burden defenses apply, the district will make reasonable modifications/accommodations for individuals with disabilities in order to provide equally effective alternate access. In providing such access, the district will ensure that to the maximum extent possible individuals with disabilities receive the same benefits or services as their nondisabled peers. To provide equally effective alternate access, alternates are not required to produce the identical result or level of achievement for persons with and without disabilities, but must afford persons with disabilities equal opportunity to obtain the same result, to gain the same benefit, or to reach the same level of achievement.~~

4. To ensure ~~that~~ the district's website conforms with the above benchmarks for measuring accessibility, ~~except where doing so would impose an undue burden or create a fundamental alteration of the district's website,~~ the Superintendent of Schools will designate a school staff member to act as the Website Accessibility Coordinator. The Coordinator will:
 - ~~a1.~~ Ensure that in-house staff and contractors responsible for webpages and webpage content development are properly trained on the Board of Education's website accessibility policy and procedures;
 - ~~b2.~~ Ensure that all new, newly added, and modified online content and functionality is accessible to people with disabilities as measured by conformance to the above benchmarks by, among other things:
 - ~~(1)a.~~ Checking the hypertext markup language (HTML) of all new webpages on the website to make sure that accessible elements are used, including "alt" tags, long descriptions, and captions, as needed;
 - ~~(2)b.~~ Ensuring that webpages are designed in a manner that allows them to be displayed using a visitor's own settings for color and fonts, and can be navigated with a keyboard;



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Board of Education Website Accessibility

- (3)e. If images are used, including photos, graphics, scanned images, or image maps, making sure to include text equivalents for them, using "alt" tags and/or long descriptions for each and ensuring the text equivalents convey the meaningful information presented visually by the image;
- (4)d. If online forms and tables are used, making those elements accessible;
- (5)e. Ensuring that videos appearing on the website include appropriately synchronized audio description and captions;
- (6)f. Ensuring when posting new documents on the website, the documents shall be provided in HTML or another text-based format (even if they are provided in another format, such as portable document format (PDF)). If documents are provided in both formats, provide both formats at the same time so people with disabilities have the same degree of access as others;
- (7)g. Periodically enlisting people with a variety of disabilities to test the Board of Education's webpages for accessibility and ease of use and use this information to increase the Board's website accessibility;
- (8)h. Periodically coordinating the audit of existing content and functionality of the website to identify online content or functionality that is inaccessible to persons with disabilities; and
- (9)i. Developing and carrying out a corrective action plan, when necessary, for making the district's existing web content accessible.



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Board of Education Website Accessibility

- c3. Ensure that alternative means are available for people with disabilities to access information, programs, and services that are normally provided on the Board's website.

B. New Jersey Law – N.J.S.A. 18A:36-35.1

1. **For the purpose of New Jersey law – N.J.S.A. 18A:36-35.1 and this Policy, “internet website or web service” includes any webpage, website, web service, online curriculum, or online third party or open educational resource product that is made available to enrolled students or the public by the school district.**
2. **Pursuant to N.J.S.A. 18A:36-35.1, no school district shall make available to the enrolled students of the district or school or to the public an Internet website or web service unless the Internet website or web service complies with the most up-to-date version of the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) if the Guidelines are approved by the Commissioner of Education, or any other applicable guidelines or requirements as may be designed or approved by the Commissioner of Education.**
3. **In accordance with N.J.S.A. 18A:36-35.1.a. and b., the school district is required to submit a statement of assurance attesting to compliance with N.J.S.A. 18A:36-35.1 as required by the Commissioner of Education.**

This Policy establishes minimum standards for the accessibility of web-based information and services considered necessary to meet the district's goals and ensure compliance with applicable **Federal and State** laws.

Section 504 of the Rehabilitation Act of 1973
Title II of the Americans with Disabilities Act of 1990
34 C.F.R. Part 104; 28 C.F.R. Part 35
N.J.S.A. 18A:36-35.1

Adopted:



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First Reading: August 30, 2022

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Every Student Succeeds Act
Jun 22
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2415 EVERY STUDENT SUCCEEDS ACT

The Every Student Succeeds Act (ESSA) is a reauthorization of the Elementary and Secondary Education Act (ESEA) of 1965 that provides Federal funds to help all New Jersey's school children achieve. The purpose of the ESSA is to ensure all students have equitable access to high-quality educational resources and opportunities and to close educational achievement gaps. The Board of Education elects to augment the instructional program of students by projects supported by Federal funds allocated under the ESSA and the district will comply with the requirements of all the programs authorized by the ESSA.

The district may be eligible for several grant programs funded through the ESSA, including, but not limited to, Title I through Title VII. Many of the Titles of the ESSA have several parts and subparts that provide a funding source for specific purposes.

Application Procedure

The district will submit an annual ESSA Consolidated Formula Subgrant Application to the New Jersey Department of Education (NJDOE). The school district's application shall include all information required by the NJDOE and the ESSA for the district to be considered for funding under the ESSA.

Covered Programs

Formula grants under the ESSA are non-competitive grants that school districts are eligible for based on the make-up of their student bodies. These formula grants for each Title are committed to different purposes and may be used to support different activities and programs.

Title I

The largest Federal program supporting elementary and secondary education is Title I. The ESSA strengthens Title I requirements for the State's assessments, accountability system, and support for school improvement. The law also requires minimum qualifications for teachers and paraprofessionals in Title I programs.



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Every Student Succeeds Act

The school district must use the best available measure for identifying children from low-income families to: identify eligible school attendance areas, determine the ranking of each area, and determine allocations as identified in the Title I guidelines and regulations.

The school district will offer Title I services to eligible children enrolled in private elementary and secondary schools. The services and benefits will be equitable in comparison to services and benefits for participating public school children.

The school district will provide the New Jersey Department of Education assurances it will provide the maximum coordination between the Title I program, the regular school program, and services provided by other programs for specialized populations. The Title I program will consider the special needs of homeless children, migrant children, children with disabilities and limited English Language Learner (ELL) children. Title I funds will be reserved so that migrant children who are otherwise eligible to receive Title I services, even if they arrive during the school year, are served.

Type of Title I Program

The school district will offer a _____ (**School-wide or Target Assistance or Public School Choice**) Title I program.

School-wide Program

High-poverty schools (a school with at least 40% poverty or any school below 40% poverty with a waiver issued by the New Jersey Department of Education) are eligible to adopt school-wide programs to raise the achievement of low-achieving students by improving instruction throughout the entire school, thus using Title I funds to serve all children in the school. A school-wide program must be established in accordance with the Title I guidelines and regulations and the New Jersey Department of Education.



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Every Student Succeeds Act

— Target Assistance Program

Schools that are not eligible for (or do not choose to operate) school-wide Title I programs must use Title I funds to provide targeted services to low-achieving students. A Target Assistance program must be established in accordance with the Title I guidelines and regulations and the New Jersey Department of Education.]

New Jersey Department of Education Accountability System

The district will comply with the accountability system established by the New Jersey Department of Education and outlined in the New Jersey State Plan and approved by the United States Department of Education.

Fiscal Responsibility

The district will comply with the requirements as outlined in Policy 2415.02 Title I – Fiscal Responsibilities in accordance with the NJDOE and the ESSA.

Staff

The district will comply with the staff certification requirements of the ESSA and the NJDOE. In addition, the district will ensure all paraprofessionals meet the requirements as established by the ESSA and as outlined in Policy 4125 – Employment of Support Staff Members.

Parent and Family Engagement ~~Parental Involvement~~

The district will comply with the requirements as outlined in Policy 2415.04 – **Title I – District-Wide Parent and Family Engagement** ~~Parental Involvement~~ and Policy 2415.50 – **Title I – School Parent and Family Engagement as applicable** in accordance with the NJDOE and the ESSA.

Student Surveys, Analysis, and/or Evaluations

The Protection of Pupil Rights Amendment (PPRA) applies to school districts that receive Federal funding from the United States Department of Education. The district will comply with the requirements as outlined in Policy 2415.05 - Student Surveys, Analysis, and/or Evaluations in accordance with the PPRA.



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Unsafe School Choice Option

In the event there is a school in the district designated as Persistently Dangerous in accordance with the Victims of Violent Criminal Offenses as outlined in the ESSA, the district will comply with the requirements of Policy 2415.06 – Unsafe School Choice Option in accordance with the NJDOE and the ESSA.

Property

Property acquired through Title I funds for use in public or private schools will be acquired in accordance with the Public School Contracts Law, will be held in title by the Board of Education, and will not be used for other purposes so long as it is required in the Title I program. Property no longer required for Title I purposes will be used for other, similarly funded projects or disposed of in accordance with State and Federal guidelines.

Capital Expenses

The Superintendent will assure the district abides by New Jersey's Public Contracts Law; consults appropriate private school officials prior to making any decisions regarding capital expenses; ensure funds that are received to cover capital expenses provide equitable Title I services to private school students; ensure accounts for any capital funding is separately maintained; and assure lease purchase agreements are consistent with applicable statute and administrative code.

Post-Award Requirements

The school district will maintain all project records for five years following the completion of the activity for which the funds were used. The school district will prepare and submit all reports as required by the State Department of Education in a timely manner.

Supplement, Not Supplant

Grant funds provided under Federal programs, including the ESEA of 1965 as amended by the ESSA, shall supplement, not supplant the funds that would, in the absence of such Federal funds, be made available from State and local sources for the education of students participating in programs assisted under the ESEA of 1965 as amended by the ESSA.



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Every Student Succeeds Act

Evaluation

The Superintendent or designee will evaluate the ESSA programs as required by the United States and the New Jersey Departments of Education.

Elementary and Secondary Education Act of 1965 (20 U.S.C. 2701 et seq.) as amended by the Every Student Succeeds Act.

Adopted:



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: July 26, 2022
Second Reading: August 30, 2022

Support Staff
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BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

4420 BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees. This policy shall be reviewed annually and can be revised at any time.

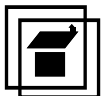
Titles:

Confidential Secretary
Extended Day Program Coordinator
Health Benefits Coordinator
Pool Operator
Security Aide
Sr. Computer Support Specialist
Technical Project Assistant

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory hospital pre-certification.
2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.
 - b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

- c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
3. Employees who have alternate medical and/or dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided in this Article by signing a waiver form.

To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty-five percent of the cost of the premium the Board would have paid had the employee not waived coverage.

An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to rules and regulations of the insurance carrier.

4. Employees in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten years from the effective date of retirement.
- B. Leave of Absence
 1. Employees shall be credited with fourteen days of cumulative sick leave at the beginning of each school year. Three additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.
 2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district an employee shall be compensated on a pro-rata basis; i.e. one day of their then current rate of pay for every four (4) days of accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1, 1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;
 - e. Entering offspring in college;
 - d. Attending graduation of offspring or spouse;
 - e. Attending wedding of member of immediate family;
 - f. Marriage;
 - g. Adoption; and
 - h. Other emergency or urgent reason not listed above.

An employee shall be granted up to three days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen sick days may be accumulated in any one year.

4. An employee shall be granted up to three days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.
6. Employees shall be granted up to five days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one day for a relative not a member of the immediate family or close friend.

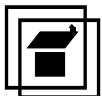


BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:
 - a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.
 - b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety days prior to the requested commencement date of the leave. This ninety day notification period may be reduced by agreement between the employee and the Superintendent.
 - c. Any employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption, or for other proper causes provided that such change will not substantially interfere with administration of the school.
 - d. Any employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

employee has given the Board written notice of his/her intention to do so not less than six months prior to the beginning of the school year in which he/she wishes to return.

- e. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she has at least ninety-one or more working days (ten-month employee) of service to the district in the year in which the leave commences.
 - f. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor-Plainsboro Regional School District in the area of his/her competence.
 - g. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy.
 - (1) Medical/hospital;
 - (2) Prescription plan; and
 - (3) Dental plan.
 - h. Return to Service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant, or if not, to a substantially equivalent position.
8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.
- a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise unable to use sick leave, such leave of absence shall be without pay.



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

- b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.
- c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

- d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.
- e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:
 - (1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy;
 - (2) Physical Incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if:
 - (a) The employee fails to produce a certification from her physician that she is medically able to continue working; or
 - (b) The Board's physician and the employee's physician agree that she cannot continue working; or



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

- (c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

- (3) Just cause - Any other "just cause" as defined in N.J.S.A. Title 18A.

- f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.

- g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.

- h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may at its discretion, require periodic physician certification of the employee's continued fitness to perform her duties.

- i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.

- j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

C. Vacation

1. Twelve-month employees shall receive vacation days based upon the following schedule:

Upon employment	10 days per year
After four full school years of employment	15 days per year
After nine full school years of employment	20 days per year
After fourteen full school years of employment	22 days per year

2. Vacation days shall be prorated upon employment and shall be posted July 1 in accordance with procedures established by the Superintendent or designee. In the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.
3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty vacation days who resigns effective December 31 would receive eleven vacation days for the work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.
4. Upon retirement from the district, an employee will be compensated for cumulative vacation days at his/her then current per diem rate of pay. Up to forty-five vacation days may be cumulative.



BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.
6. To the extent permitted by law, cumulative vacation days beyond forty-five days shall be converted to sick leave. However, no person may increase his/her total accumulation of unused sick days by more than fifteen days in any one year.
7. For administrators employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at N.J.S.A. 18A:30-9.1 and any other prevailing law.

D. Holidays

Employees shall receive the nineteen holidays as listed in the annual holiday schedule.

E. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the maximum rate permitted by State laws and regulation.
2. The Board shall reimburse the employee for one hundred percent of the cost of tuition registration, lab fees and textbooks for courses taken at the graduate or undergraduate level. Such courses need not be a requirement of any program of study leading to a degree. Courses must be approved in advance by the employee's Principal and/or immediate supervisor, and the Superintendent. The courses must be related to the employee's job duties. No more than four courses shall be approved in any one year.

Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

N.J.S.A. 18A:6-6; 18A:16-12 et seq.



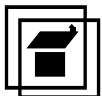
POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

Adopted: 24 June 2003
Revised: 26 September 2006
Revised: 20 November 2018
Revised: 26 May 2020
Revised: 22 June 2021



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: August 30, 2022
Emergency Adoption: August 30, 2022

Students
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STUDENT DISCIPLINE/CODE OF CONDUCT (M)

5600 STUDENT DISCIPLINE/CODE OF CONDUCT (M)

M

The West Windsor-Plainsboro Regional School District Board of Education adopts this Student Discipline/Code of Conduct Policy to establish standards and procedures for positive student development and behavioral expectations on school grounds, including on a school bus or at school-sponsored functions, and as appropriate, for conduct away from school grounds.

Every student enrolled in this district shall observe promulgated rules and regulations and submit to the discipline imposed for infraction of those rules. Regulation 5600 shall include a description of school responses and consequences to violations of the behavioral expectations established by the Board that, at a minimum, are graded according to the severity of the offenses, considering the developmental ages of the student offenders and students' histories of inappropriate behaviors pursuant to N.J.A.C. 6A:16-7.1(c)5.

The development, annual review, and update of this Policy shall involve parent, student, and community involvement which represents, where possible, the composition of the schools and community and shall be based on locally determined and accepted core ethical values.

The Board will review this Policy and Regulation after considering the findings of the annual reports of student conduct, including suspensions and expulsions, pursuant to N.J.A.C. 6A:16-7.1(a)5 and 6, and the incidences reported under the Student Safety Data System, in accordance with N.J.A.C. 6A:16-5.3.

The Superintendent shall report annually on the implementation of the Student Discipline/Code of Conduct Policy to the Board at a public meeting pursuant to N.J.A.C. 6A:16-7.1(a)5. The Superintendent shall submit a report annually to the New Jersey Department of Education on student conduct, including all student suspensions and expulsions, and the implementation of the Student Discipline/Code of Conduct Policy in accordance with the format prescribed by the Commissioner of Education and the Student Safety Data System, pursuant to N.J.A.C. 6A:16-5.3(e).

For students with disabilities, subject to Individualized Education Programs in accordance with 20 U.S.C. § 1400 et seq., the Individuals with Disabilities Education Improvement Act, and accommodation plans under 29 U.S.C. §§ 794 and 705(20), student discipline and the code of conduct shall be implemented in accordance with the components of the applicable plans.



STUDENT DISCIPLINE/CODE OF CONDUCT (M)

The Building Principal or designee shall have the authority to assign discipline to students. School authorities also have the right to impose a consequence on a student for conduct away from school grounds, including on a school bus or at a school-sponsored function pursuant to N.J.A.C. 6A:16-7.6. This authority shall be exercised only when it is reasonably necessary for the student's physical or emotional safety, security, and well-being or for reasons relating to the safety, security, and well-being of other students, staff, or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2. This authority shall be exercised only when the conduct which is the subject of the proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. Consequences shall be handled in accordance with Policy and Regulation 5600, pursuant to N.J.A.C. 6A:16-7.1, and as appropriate, in accordance with N.J.A.C. 6A:16-7-2, 6A:16-7.3, or 6A:16-7.5.

Consequences and appropriate remedial action for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion. The factors for determining consequences and remedial measures and examples of consequences and remedial measures are listed in Policy 5512 – Harassment, Intimidation, and Bullying.

Consequences for a student who commits an act of harassment, intimidation, or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the student and the student's history of problem behaviors and performance, and shall be consistent with this Policy and the school district's student discipline/code of conduct pursuant to N.J.A.C. 6A:16-7.1.

Remedial measures shall be designed to correct the problem behavior; prevent another occurrence of the problem; protect and provide support for the victim of the act; and take corrective action for documented systemic problems related to harassment, intimidation, or bullying.

Any student to be disciplined shall be provided the due process procedures for students and their families as set forth in N.J.A.C. 6A:16-7.2 through 7.6.

When a student transfers to a public school district from another public school district, all information in the student's record related to disciplinary actions taken against the student by the school district and any information the school district has obtained pursuant to N.J.S.A. 2A:4A-60, Disclosure of Juvenile Information, Penalties for Disclosure, shall be provided to the receiving public school district, in accordance with the provisions of N.J.S.A. 18A:36-19(a), N.J.A.C. 6A:32(e)10.iv., and N.J.A.C. 6A:16-7.10.



STUDENT DISCIPLINE/CODE OF CONDUCT (M)

Regulation 5600 shall include a description of student responsibilities that include expectations for academic achievement and behavior, a description of behaviors that will result in suspension or expulsion pursuant to N.J.S.A. 37-2, and a description of student rights pursuant to N.J.A.C. 6A:16-7.1(c)3.i through vii.

Comprehensive behavioral supports that promote positive student development and the student's abilities to fulfill the behavioral expectations established by the Board will include: positive reinforcement for good conduct and academic success including the programs as outlined in Policy 5440; supportive interventions and referral services including those services outlined in Policy 2417; remediation of problem behaviors that take into account the nature of the behaviors, the developmental ages of the students and the student's histories of problem behaviors and performance; and for students with disabilities, the behavior interventions and supports shall be determined and provided pursuant to the requirements of N.J.A.C. 6A:14.

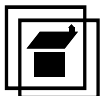
The Building Principal shall maintain a current list of community-based health and social service provider agencies available to support a student and the student's family, as appropriate, and a list of legal resources available to serve the community.

Student discipline and code of conduct in the district will be applied without regard to race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability or by any other distinguishing characteristic, pursuant to N.J.S.A. 10:5.

The Student Discipline/Code of Conduct Policy and Regulation shall be disseminated annually to all school staff, students, and parent(s) or legal guardian(s). School staff shall be trained annually on the Student Discipline/Code of Conduct Policy and Regulation, which shall include training on the prevention, intervention, and remediation of student conduct in violation of the district's Policy and Regulation. Information on this Policy and Regulation shall be incorporated into the orientation program for new employees.

N.J.S.A. 18A:6-1; 18A:36-25.1; 18A:25-2; 18A:36-19a;
18A:37-1 et seq.; 18A:37-13.1 et seq.
N.J.A.C. 6A:16-7.1 et seq.; 6A:14-1.1 et seq.

Adopted: 9 November 2010
Revised: 28 June 2011
Revised: 27 August 2019



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL
BOARD OF EDUCATION

Students
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STUDENT DISCIPLINE/CODE OF CONDUCT (M)



REGULATION

WEST WINDSOR-PLAINSBORO
REGIONAL

BOARD OF EDUCATION

First Reading: August 30, 2022
Emergency Adoption: August 30, 2022

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STUDENT DISCIPLINE/CODE OF CONDUCT (M)

R 5600 STUDENT DISCIPLINE/CODE OF CONDUCT (M)

M

A. Purpose

The purpose of these regulations is to achieve the following purposes:

1. Foster the health, safety, social, and emotional well-being of students;
2. Support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments conducive to learning;
3. Promote achievement of high academic standards;
4. Prevent the occurrence of problem behaviors;
5. Establish parameters for the intervention and remediation of student problem behaviors at all stages of identification; and
6. Establish parameters for school responses to violations of the student discipline/code of conduct that take into account, at a minimum, the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.

B. Rules of Conduct

1. All students are bound by law, policies of the Board of Education, and the administrative regulations of this school district.
2. In addition, students shall not:
 - a. Be insubordinate to teachers or other school staff members or disregard their instructions or demonstrate lack of respect for their authority;
 - b. Create disorder or disruptions on school premises;
 - c. Use, threaten, or incite the use of physical force against other students, staff members, or visitors to the school;



REGULATION

WEST WINDSOR-PLAINSBORO
REGIONAL

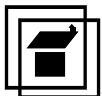
BOARD OF EDUCATION

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STUDENT DISCIPLINE/CODE OF CONDUCT (M)

- d. Steal, damage, or deface the property of other students, staff members, or the district;
- e. Engage in the sexual and/or other harassment of students or staff members;
- f. Violate codes of conduct adopted for organizations of students;
- g. Possess or use weapons or any implement intended to harm others;
- h. Use foul, abusive, derogatory, or demeaning language, including racial and ethnic remarks;
- i. Convey information about other students or staff members known to be false;
- j. Act so recklessly as to endanger the safety of others;
- k. Procure the property of others by threat or intimidation;
- l. Enter school premises or any specific portion of the premises without permission and without authority;
- m. Vandalize school property, real or personal;
- n. Create litter on school property;
- o. Be truant from school or class;
- p. Cheat or otherwise engage in academic dishonesty;
- q. Persistently refuse to complete homework and other assignments;
- r. Engage in illegal gambling;
- s. Smoke on school property;
- t. Falsify an excuse or any school document;



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- u. Set fire to or cause a fire in any way on school premises;
 - v. Possess or explode a firecracker or other explosive device on school premises;
 - w. Sound or cause to be sounded a false alarm for fire, bomb, or other condition or circumstance hazardous to others;
 - x. Possess, use, or distribute a substance in violation of Policy No. 5530;
 - y. Join a secret society prohibited by law; or
 - z. Commit an act of harassment, intimidation, or bullying; or
 - aa. Engage in any other activity expressly prohibited by a school staff member in authority.
3. Students assigned to a school bus must obey all school rules, and
- a. Show respect for the driver at all times;
 - b. Enter and leave the bus in an orderly manner;
 - c. Ride only the bus to which they have been assigned;
 - d. Be and remain seated while the bus is in motion;
 - e. Avoid reckless and boisterous activity at all times, including during waits at pickup points;
 - f. Talk in a reasonable tone of voice and avoid loud noises;
 - g. Extend no portion of the body or other object out a bus window;
 - h. Keep aisles clear at all times;
 - i. Refrain from bringing animals or bulky items such as sports equipment or musical instruments that would interfere with seating for others;



- j. Refrain from smoking, eating, and drinking on the bus; and
 - k. Possess, use, or distribute no substance in violation of Policy No. 5530.
4. The Building Principal or designee has the right to impose a consequence on a student for conduct away from school grounds pursuant to N.J.A.C. 6A:16-7.6. This authority shall be exercised only when it is reasonably necessary for the student's physical or emotional safety, security, and well-being or for reasons relating to the safety, security, and well-being of other students, staff, or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2 or when the conduct which is the subject of the proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. Consequences shall be handled in accordance with Policy and Regulation 5600, pursuant to N.J.A.C. 6A:16-7.1, and as appropriate, in accordance with N.J.A.C. 6A:16-7-2, 6A:16-7.3, or 6A:16-7.5.

C. Disciplinary Measures

The following disciplinary measures may be applied as appropriate to the student's violation of school rules. The measures are sequential and are organized in order of severity.

1. Admonishment

A school staff member in authority may admonish the student for his/her unacceptable conduct and warn the student that additional misconduct may warrant a more severe penalty.

2. Temporary Removal from Classroom

- a. The classroom teacher may direct the student to report to the office of the administrator in charge of student discipline.
- b. The teacher will complete a form that indicates the student's name, homeroom, and the conduct that has caused the student's removal from the room.



- c. The administrator in charge of discipline will interview the student and determine which, if any, additional disciplinary steps are indicated.

3. Deprivation of Privileges

The student may be deprived of the privilege of:

- a. Moving freely about the school building,
- b. Participation in co-curricular or inter/intrascholastic activities,
- c. Attendance at a school-related social or sports activity,
- d. Participation in a graduation ceremony, or
- e. Transportation by school bus, or
- f. Any other privilege the Building Principal or designee determines may be appropriate and consistent with Policy 5600 and N.J.A.C. 6A:16-7.1 et seq.

4. Detention

- a. The student may be required to report before or after the school day to detention for a period of supervised study.
- b. Transportation will be the responsibility of the student's parent(s) or legal guardian(s).
- c. The student may be excused from detention only for an unavoidable commitment previously made; any such excused detention must be made up on another day.

5. Grading

A student who has cheated on a test or assignment, plagiarized material, falsified sources, refused to submit assignments, or otherwise indulged in academic dishonesty or negligence (paragraph B.2.p. and paragraph B.2.q.) may suffer a reduced grade by virtue of the disqualified work. In



no other instance may a student's grade be lowered as a direct penalty for misconduct.

6. In-school Suspension

- a. The student may be removed from his/her regular classes and required to report to an in-school suspension program for supervised study.
- b. In-school suspension is a deprivation of the student's right to a thorough and efficient education and will not be imposed without the due process set forth in Policy and Regulation 5610.

7. Suspension from School

- a. The student may be denied the right to attend school for a period of time pursuant to N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.2, and 6A:16-7.3, and Policy 5610.
- b. Suspension from school is a deprivation of the student's right to a thorough and efficient education and will not be imposed without the due process set forth in Policy and Regulation 5610.

8. Expulsion

- a. The Board may expel a general education student from school, pursuant to N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.5, and Policy 5620.
- b. Expulsion is an extremely serious disciplinary measure; it deprives the student of his/her right to a thorough and efficient education and will not be imposed without the due process set forth in Policies 5610 and 5620.

D. Remedial Measures

The following remedial measures may be taken to aid in correcting student conduct and to ensure that the student is properly placed in an appropriate educational environment and is not in need of special education and/or related services.



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1. Restitution and Restoration
 - a. The student may be required, to:
 - (1) Make restitution, in kind or cost or labor, for any loss he/she has caused; or
 - (2) Restore to its former condition, by his/her own labor, any property the student has damaged or defaced.
 - b. A student who refuses to make restitution or restoration as directed may be disciplined by one or more of the measures included at paragraph C.
2. Counseling
 - a. The student may be required to consult with school guidance counselors to determine the causes of his/her misconduct and to assess the need for a change in educational placement.
 - b. The counselor will explain:
 - (1) Why the student's conduct is unacceptable to the school and damaging to the student,
 - (2) What the consequences of continued misconduct are likely to be, and
 - (3) Appropriate alternate behaviors.
 - c. The counselor may refer the student, as appropriate, for additional counseling, evaluation, intervention, treatment, or therapy. Referrals may be made to:
 - (1) The Child Study Team,
 - (2) Intervention and Referral Team,
 - (3) A public or private social agency, or



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(4) A legal agency.

3. Parent Conferences

The student may be required to attend a meeting with his/her parent(s) and appropriate staff members to discuss the causes of the student's behavior, possible remediation, potential disciplinary measures, and alternative conduct.

4. Alternate Educational Program

The student may be assigned to an alternate educational program as recommended by the student's guidance counselor, classroom teacher, Child Study Team, and/or administration.

E. Consequences and Remedial Measures for Acts of Harassment, Intimidation, or Bullying

1. Consequences

Consequences for a student who commits an act of harassment, intimidation, or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors and performance.

a. The consequences may include, but are not limited to, the examples listed below:

- (1) Admonishment;
- (2) Temporary removal from the classroom;
- (3) Deprivation of privileges;
- (4) Classroom or administrative detention;
- (5) Referral to disciplinarian;



- (6) In-school suspension during the school week or the weekend;
- (7) After-school programs;
- (8) Out-of-school suspension (short-term or long-term);
- (9) Reports to law enforcement or other legal action;
- (10) Expulsion; and
- (11) Participating in school district-sponsored programs.

2. Remedial Measures

Remedial measures shall be designed to correct the problem behavior; prevent another occurrence of the problem; protect and provide support for the victim of the act; and take corrective action for documented systemic problems related to harassment, intimidation, or bullying.

F. Chart of Discipline

Below is a listing of student behaviors that are subject to student discipline including suspension or expulsion pursuant to N.J.S.A. 18A:37-2. The behaviors include, but are not limited to:

K – 5 Elementary Student Code of Conduct

The Code of Student Conduct has been developed to foster the health, safety, social, and emotional well-being of students, as well as support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments. The West Windsor-Plainsboro Regional School District promotes the achievement of high academic standards, and the prevention of problem behaviors that would impede the educational progress. Parameters for the intervention and remediation of student problem behaviors at all stages of identification have been established. School responses to violations of the code of student conduct will take into account the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.



Student Rights

Students have the right to:

- Be informed about expectations for their behavior;
- Be treated with respect and dignity;
- Attendance in safe and secure school environments;
- Express their opinions and feelings appropriately;
- Be taught constructive means to settle disagreements or problems;
- Have access to education that supports students' development into productive citizens;
- Due process and protections pursuant to law and code.

Student Responsibilities

- Exhibit self-control on school premises, on the school bus, and at school activities;
- Remain within the area assigned for a specific activity;
- Exhibit respect for the authority of all school personnel;
- Maintain and respect school and private property;
- Speak to and treat adults and other students with respect;
- Avoid placing themselves or others in danger of physical harm;
- Help keep the school clean and attractive; and
- Use constructive means to settle disagreements or problems.

Consequences

Students who choose not to comply with these responsibilities are subject to disciplinary action. School personnel will use a variety of measures including but not limited to: teacher/parent conferences, interventions through the student assistance committees, warnings, detentions, suspensions, or other strategies determined by the building administrator. Consequences will vary according to the developmental ages of the student offenders, student histories of inappropriate behaviors, frequency, severity and nature of the incident. At any time throughout the process, intervention by other school personnel may be recommended. School responses

shall provide for the equitable application of the code of student conduct without regard to race, color, religion, ancestry, nationality, origin, gender, sexual orientation, gender identity and expression or a mental, physical or sensory disability or by any other distinguishing characteristic. Corporal punishment of students is prohibited.



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Appropriate disciplinary action will be taken for misbehaviors that

1. Impede orderly classroom procedures or interfere with orderly operation of the school.
2. Disrupts the learning climate of the school.
3. Is directed against persons or property.
4. Result in violence to another person or property or poses a direct threat to the safety of others in the school.

For further detail, please see the guidelines on the pages below.

Behavioral Supports

The West Windsor-Plainsboro Regional School District elementary schools have building based teams which are designed to assist students who are experiencing learning, behavior or health difficulties and assist staff in addressing students' needs (Intervention and Referral Services/Student Assistance Committee). Character Education is an underlying theme of the school culture. Activities are infused into the school environment to encourage and promote responsible and respectful behaviors.

Bus Safety

Bus transportation is provided by the Board of Education. Each child has been assigned a bus stop. For the safety of your child and others please encourage proper conduct at the bus stop as well as on the bus. Any child who fails to conduct himself in a safe and courteous manner will be reported to the Principal. If the behavior does not improve, a Bus Conduct Form will be completed by the bus driver. The Principal will then meet with your child to discuss the inappropriate behavior. Upon receipt of the conduct report, the Principal will contact the parents to discuss strategies to improve behavior.

Below is a listing of student behaviors that are subject to student discipline including suspension or expulsion pursuant to N.J.A.C. 18A:37-2. The behaviors include, but are not limited to:

Student Misconduct	Procedures	Disciplinary Options/ Responses
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<p>1. Minor misbehavior on the part of the student that impedes orderly classroom procedures or interferes with the orderly operation of the school. The misbehavior can usually be handled by an individual staff member but sometimes requires school support personnel</p>	<p>There is immediate intervention by the staff member who is supervising the student or who observes the misbehavior. Repeated misbehavior requires a parent/teacher conference and a conference with the school counselor, child study team, and/or administrator. A proper and accurate record of the offenses and disciplinary action is maintained by the staff member</p>	<p>Verbal reprimand. Appropriate consequences directly related to misbehavior Special assignment Behavioral contract Counseling Withdrawal of privileges Supervised study Detention</p>
<p>2. Misbehavior whose frequency or seriousness tends to disrupt the learning climate of the school. These infractions, which usually result from the continuation of misbehaviors listed above, require the intervention of personnel on the administrative level because the execution of disciplinary options listed above has failed to correct the situation. Also, included in this level are misbehaviors that do not represent a direct threat to the health and safety of</p>	<p>The student is referred to an administrator for appropriate disciplinary action. The administrator meets with the student and staff to investigate the infraction, interviews the student, determines the extent of the consequences, to initiate the most appropriate responses: Referral to the guidance counselor, student assistance counselor and or child study team and/or outside agency with parental consent can be considered. The teacher is informed of the administrator's action; parental notification is necessary. A proper and accurate</p>	<p>Any of the above actions as appropriate: Detention Schedule change Modified day Extracurricular restriction In school suspension Out of school suspension, short-term suspension (one to ten days)</p>



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<p>others but whose educational consequences are serious enough to require corrective action on the part of administrative personnel</p>	<p>record of the offense and the disciplinary action is maintained by the administrator.</p>	
<p>3. Acts directed against persons or property whose consequences do not seriously endanger the health or safety of others in the school. Acts that are clearly criminal will be reported to the police. Disciplinary action will also be taken.</p>	<p>Following the investigation and verification of the infraction, the administrator meets with the student and parents (if unavailable, a telephone conference and/or written notification is required) to discuss the student's misconduct, explain the resulting administrative action, and review future expectations and timelines. Notification/referral to the child study team is made when appropriate. Notification of local law enforcement authorities is made when appropriate. Restitution of property and damages is required.</p>	<p>All of the above actions as appropriate Temporary removal from class Change in schedule/teacher Modified day Extracurricular restriction In school suspension Out of school suspension Disciplinary Board Hearing to consider long term suspension/possible expulsion Home instruction/program placement in alternative program</p>

6-8 Middle School Code of Conduct

The Code of Student Conduct has been developed to foster the health, safety, social, and emotional well-being of students, as well as support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments. The West Windsor-Plainsboro Regional School District promotes the achievement of high academic standards, and the prevention of problem behaviors that would impede the educational progress. Parameters for the intervention and remediation of student problem behaviors at all stages of identification have been established. School responses to



violations of the code of student conduct will take into account the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.

Student Rights

Students have the right to:

- Be informed about expectations for their behavior;
- Be treated with respect and dignity;
- Attendance in safe and secure school environments;
- Express their opinions and feelings appropriately;
- Be taught constructive means to settle disagreements or problems;
- Have access to education that supports students' development into productive citizens;
- Due process and protections pursuant to law and code.

Student Responsibilities

- Exhibit self-control on school premises, on the school bus, and at school activities;
- Remain within the area assigned for a specific activity;
- Exhibit respect for the authority of all school personnel;
- Maintain and respect school and private property;
- Speak to and treat adults and other students with respect;
- Avoid placing themselves or others in danger of physical harm;
- Help keep the school clean and attractive; and
- Use constructive means to settle disagreements or problems.

Consequences

Students who choose not to comply with these responsibilities are subject to disciplinary action. School personnel will use a variety of measures including but not limited to: teacher/parent conferences, interventions through the student assistance committees, warnings, detentions, suspensions, or other strategies determined by the building administrator. Consequences will vary according to the developmental ages of the student offenders, student histories of inappropriate behaviors, frequency, severity and nature of the incident. At any time throughout the process, intervention by other school personnel may be recommended. School responses shall provide for the equitable application of the code of student conduct without regard to race, color, religion,



ancestry, nationality, origin, gender, sexual orientation, gender identity and expression or a mental, physical or sensory disability or by any other distinguishing characteristic. Corporal punishment of students is prohibited.

Appropriate disciplinary action will be taken for misbehaviors that:

1. Impede orderly classroom procedures or interfere with orderly operation of the school.
2. Disrupts the learning climate of the school.
3. Is directed against persons or property.
4. Result in violence to another person or property or poses a direct threat to the safety of others in the school.

Behavioral Supports

The West Windsor-Plainsboro Regional School District have building based team which is designed to assist students who are experiencing learning, behavior or health difficulties and assist staff in addressing students' needs (Intervention and Referral Services/Student Assistance Committee). Character Education is an underlying theme of the school culture. Activities are infused into the school environment to encourage and promote responsible and respectful behaviors.

Below is a listing of student behaviors that are subject to student discipline including suspension or expulsion pursuant to N.J.A.C. 18A:37-2. The behaviors include, but are not limited to:

Prior to an office referral for the infractions mentioned below, the classroom teacher has made several attempts to correct misbehavior including teacher disciplinary action and parental notification. The exceptions to this procedure are infractions occurring outside a classroom situation such as the corridors, cafeteria and outside the school building.

Interventions:

1. Warning
2. Student/teacher conference
3. Parent contact via classroom citation slip sent home for home for parent signature (if not returned, go to #4)



4. Lunch detention or after school detention (Parent will be given notice)
5. Team meeting with student and counselor
6. Team meeting with parent, student, and counselor
7. Discipline referral to administration-conference/conference/after school detention

Restorative Practices

The aim of restorative practices is to develop community and to manage conflict and tensions by repairing harm and relationships. The fundamental hypothesis of restorative practices is that human beings are happier, more cooperative, more productive and more likely to make positive changes in their behavior when those in positions of authority do things *with* them rather than *to* them or *for* them. The goals of restorative practices that respond to wrongdoing include:

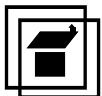
- Fostering understanding of the impact of the behavior
- Repairing the harm that was done to people and relationships
- Attending to the needs of the victims and others in the school
- Avoiding imposing on students intentional pain, embarrassment and discomfort
- Actively involving others as much as possible

Restorative practices allow for a dialogue to occur that encourages children not only to take responsibility for their behavior but see their role as integral to finding a solution that repairs the relationship through conflict resolution. Outcomes are optimal for everyone involved and provide the opportunity for reflection, repair, and positive growth. WWP is committed to ensuring students assume responsibility for their actions and providing strategies for students to repair, restore, and rebuild relationships within our learning community.

TIER 1: Ethics & Responsibility

These offenses generally include behaviors that do not comply with the WWPRD expectations of **ethics and responsibility**. Teachers are encouraged to provide interventions for first and second offenses unless initially perceived as egregious.

Behavior	Logical Consequences
<ul style="list-style-type: none">• Disrespect towards peers/staff (verbal)• Dress Code	<ul style="list-style-type: none">• Restorative Conference• Letter of Apology• Communication with parents, phone call



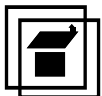
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<ul style="list-style-type: none"> • Misuse of Cell Phone • Tardiness to Class • Profane Language • WIN Cut 	<p>recommended</p> <ul style="list-style-type: none"> • Removal of technology use • Alternative Assignments • Restitution
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TIER 2: Social & Self-Awareness

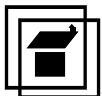
These offenses generally infer a lack of **self and/others**. All of the consequences below are to be considered minimal guidelines and may be modified depending on specific circumstances. Minor Infractions and Consequences

#	MINOR INFRACTIONS	1 st Offense	2 nd Offense	3 rd Offense
1	Insubordination to teachers or other school staff. Disregarding instructions or demonstrating lack of respect for their authority; (includes failure to report to administrative detention)	Administrative Detention(s)	Saturday Detention	One day ISS
2	Continued and willful disobedience: A repeated pattern of failing to abide by school rules	Administrative Detention(s) or Saturday Detention	One day ISS	One day OSS
3	Creating disorder or disruptions on school premises; (examples: attire, vocal expressions)	Administrative Conference and/or Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
4	Acting recklessly as to endanger the safety of others (example: chair pulling prank)	Administrative Conference and/or Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
5	Inappropriate behavior that violates established school-wide and classroom procedures and routines.	Administrative Conference and/or Administrative Detention(s)	Administrative or Saturday Detention	One day ISS/OSS



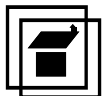
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6	Inappropriate contact that does not conform to reasonable standards of socially acceptable behavior	Administrative Conference and/or Administrative Detention(s)	One day ISS	1-3 days ISS/OSS
7	Use of foul, abusive, derogatory or demeaning language, including racial and ethnic remarks	Administrative Detention(s) or Saturday Detention	One day ISS	1-3 days ISS/OSS
8	Use of profanity directed toward a staff member	One day ISS	2 days ISS/OSS	4 days ISS/OSS
9	Engaging in illegal gambling - any activity or "game" with object of winning favors, money or other valuable	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS/OSS
10	Possession/Viewing of pornographic material	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS/OSS
11	Unauthorized use of electronic devices such as portable music players, mobile phones, or electronic games are prohibited. Laser pointers are prohibited.	Confiscation /Parental notification	Administrative Detention	Administrative or Saturday Detention
12	Convey information about other pupils or staff members known to be false (examples: rumors, slander, etc.)	Administrative Detention(s)	Administrative Detention(s)	Administrative or Saturday Detention
13	Video or picture taking without consent	Administrative Conference and/or Administrative Detention(s)	Administrative or Saturday detention and/or Police notification	One day ISS and/or Police notification
14	Be truant from school or cutting class(es)	Administrative Detention	Administrative or Saturday Detention	One day ISS
15	Leaving the building without permission of administration or school nurse	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS



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16	Enter school premises or any specific portion of the premises without permission and without authority (students found on district property other than his/her home school during the school day)	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
17	Unauthorized occupancy	Administrative or Saturday detention and Police notification	One day ISS and Police Notification	1-3 days ISS/OSS and police notification
18	Vandalize school property, real, personal, or digital; (destruction, marring, defacing, or rendering permanently or temporarily unusable school or personal property)	1-4 days OSS Restitution for damaged property and/or Police Notification		
19	Modifying computer hardware or software in any way, changing/tampering with any computer system settings and/or administrator accounts; <i>(See Basic Rules for Computer Use as described in the Technology section of the Student Handbook)</i>	1-2 days ISS, restitution, and police notification	1-3 days ISS/OSS, restitution, and police notification	4-10 days OSS, restitution, and Police notification
20	Installation of games or applications on any school computer or laptop <i>(See Basic Rules for Computer Use as described in the Technology section of the Student Handbook)</i>	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
21	Logging onto unauthorized computer websites <i>(See Basic Rules for</i>	Administrative Conference and/or	Administrative or Saturday Detention	One day ISS



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	<i>Computer Use as described in the Technology section of the Student Handbook)</i>	Administrative Detention(s)		
22	Inappropriate behavior on bus, including insubordinate responses to directions from bus driver	Administrative Conference and Verbal warning	Administrative Detention	Administrative or Saturday Detention and/or Suspension of bus privileges
23	Create litter on school property	Administrative Detention	Administrative or Saturday Detention	One day ISS
24	Falsify an excuse (Parental notes, hall passes, etc.)	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
25	Smoke (or use tobacco products) on school property	Saturday detention	1 day ISS or OSS and court fine	4 days ISS/OSS and court fine
26	Possession of tobacco-related products (lighters, pipes, etc.) Electronic smoking devices, vapor pens or other similar devices	Confiscation; 1 day ISS/OSS, Mandatory SAC referral	Confiscation; 2 day ISS/OSS, Mandatory SAC referral	Confiscation; 4 day ISS/OSS, Mandatory SAC referral
27	Violation of building rules or policies not specifically mentioned		Will be determined according to the seriousness of the offense	

TIER 3: Jeopardizing Safety of Self or Others

These offenses are of a serious nature, illegal and/or health threatening. These behaviors should be referred immediately to administration.

#	MAJOR INFRACTIONS	1 st Offense	2 nd Offense
1	Falsify any school document (official school documents or online records such as grades, report cards, transcripts, recommendations, etc.)	Up to 10 days OSS	
2	Possess or explode a firecracker or other explosive device on school	1-4 days ISS/OSS and Police notification	



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	premises	
3	Sound or cause to be sounded a false alarm for fire, bomb, or other condition or circumstance hazardous to others (terroristic threats)	Up to 10 days OSS, Referral to Superintendent for further disciplinary action Police notification
4	Assault	<u>First Offense:</u> up to 10 days OSS, Police notification, EXP/H <u>Second Offense:</u> OSS pending EXP/H, Police notification <u>Third Offense:</u> OSS pending, EXP/H, Police notification
5	Fighting	<u>First Offense:</u> 1-4 days OSS <u>Second Offense:</u> 10 days OSS <u>Third Offense:</u> OSS pending EXP/H, Police notification home
6	Inappropriate use of physical force	<u>First Offense:</u> 1-3 days OSS <u>Second Offense:</u> 3 days OSS <u>Third Offense:</u> 1-10 days OSS
	<u>Drugs, Alcohol and Illegal Substances:</u> Possess, use, or distribute (including look-alikes) a controlled dangerous substance, including but not limited to alcohol/drugs, in violation of Policy No. 5530	
7	<u>If a student is found to be UNDER THE INFLUENCE of alcohol or drugs:</u>	Four-day suspension; probation for remainder of school year; thirty calendar day suspension from school activities (as of student's return to school); behavioral contract; counseling (Policy No. 5530) Ten-day suspension; probation for remainder of school year; one-semester suspension from school activities (as of student's return to school); counseling <u>In the event of subsequent offense(s):</u>



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			Referral to the superintendent for further action, which may result in referral to the Board of Education to consider expulsion. (Policy No. 5530)
8	<u>If a student is found to be IN POSSESSION of alcohol or drugs:</u>	Ten-day suspension from school; probation for remainder of school year; sixty calendar day suspension from school activities (as of student's return to school); police notification; counseling (Policy No. 5530)	<u>In the event of subsequent offense(s):</u> Referral to the superintendent for further action, which may result in referral to the Board of Education to consider expulsion. (Policy No. 5530)
9	<u>If a student is found to be SELLING OR DISTRIBUTING alcohol or drugs:</u>	Ten-day suspension from school; probation for remainder of school year; referral to superintendent, which may lead to expulsion; suspension from all school-related activities for entire school year; police notification; counseling (Policy No. 5530)	
10	<u>Bias/hate actions:</u> Any unprovoked behavior designed to intimidate a person or a group via spoken/ written language or gestures. NJ law defines bias/hate crimes as those involving race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, or disability		1-4 days ISS/OSS and Police notification



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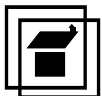
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11	<p><u>Theft:</u> Steal, damage, deface, or possess without permission the property of other pupils, staff members, or the district; (examples: theft of tests or other teacher property; items from dining hall; possessing stolen property; assuming another individual's identity).</p>	<p>1-4 days ISS/OSS Appropriate restitution for stolen/damaged property Police Notification as warranted.</p>
12	<p><u>Threatening of a staff member:</u> (statement, gesture, or action)Threaten or incite the use of physical force against staff members or visitors to the school; Procure the property of others by way of threat or extortion</p>	<p><u>First Offense:</u> 4-10 days suspension Police Notification as warranted.</p> <p><u>In the event of subsequent offenses:</u> 10 days suspension; police notification; referral to the superintendent for further action, which may result in a referral to the Board of Education to consider expulsion</p>
13	<p><u>Threatening of a student:</u> (statement, gesture, or action)Threaten or incite the use of physical force against a student of the school; Procure the property of others by way of threat or extortion</p>	<p><u>First Offense:</u> 1-4 days suspension</p> <p><u>Second Offense:</u> 5-10 days suspension</p> <p><u>In the event of subsequent offenses:</u> 10 days suspension; police notification; referral to the superintendent for further action, which may result in a referral to the Board of Education to consider expulsion</p>
14	<p><u>Harassment, Intimidation, Bullying:</u> engage in the sexual and/or other harassment, intimidation, bullying, or hazing of pupils or staff members; inappropriate touching; cyberbullying</p>	<p>1-4 days ISS/OSS; assault up to 10 days OSS with police notification as warranted</p>
15	<p><u>Weapons:</u> Possess or use weapons or any implement intended to harm others; (includes look-alikes)</p>	<p>Up to 10 days OSS and Police notification</p>
16	<p><u>Fire:</u> Sets a fire on school premises</p>	<p>Up to 10 days OSS and Police notification</p>



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17	<p><u>Gang Behavior:</u> A group or association of three or more persons who may have a common identifying sign, symbol, or name and who individually or collectively engage in, or have engaged in, criminal activity which creates an atmosphere of fear and intimidation. Criminal activity includes juvenile acts that if committed by an adult would be a crime.</p> <p>Actions by students that are designated to promote gang behavior or membership, loyalty, and/or activity are prohibited. Any person who solicits or recruits another to join or participate in a gang will be subject to school disciplinary action and possible criminal charges. Actions which are prohibited include but are not limited to, using gang hand signs, wearing gang affiliated apparel, colors or accessories, using gang slang and/or terminology, and/or producing gang graffiti on school district property. Taking pictures on school property and posting them on internet sites in a fashion that suggests gang affiliation is detrimental to the safety and security of students and staff and is prohibited.</p>	<p>Saturday detention Parental Conference Police notification</p>	<p>1-4 days ISS/OSS Parental Conference Police notification</p>
18	<p><u>Gang like actions:</u> Any activity, in which more than one person verbally or physically harms, threatens or intimidates another or others.</p>	<p>1-4 days ISS/OSS and Police notification</p>	



9 – 12 High School Student Code of Conduct

The Code of Student Conduct has been developed to foster the health, safety, social, and emotional well-being of students, as well as support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments. The West Windsor-Plainsboro Regional School District promotes the achievement of high academic standards, and the prevention of problem behaviors that would impede the educational progress.

Parameters for the intervention and remediation of student problem behaviors at all stages of identification have been established. School responses to violations of the code of student conduct will take into account the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.

Student Rights

Students have the right to:

- Be informed about expectations for their behavior;
- Be treated with respect and dignity;
- Attendance in safe and secure school environments;
- Express their opinions and feelings appropriately;
- Be taught constructive means to settle disagreements or problems;
- Have access to education that supports students' development into productive citizens; and Due process and protections pursuant to law and code.

Student Responsibilities

- Exhibit self-control on school premises, on the school bus, and at school activities; Remain within the area assigned for a specific activity;
- Exhibit respect for the authority of all school personnel;
- Maintain and respect school and private property;
- Speak to and treat adults and other students with respect;
- Avoid placing themselves or others in danger of physical harm;
- Help keep the school clean and attractive; and
- Use constructive means to settle disagreements or problems.

Consequences

Students who choose not to comply with these responsibilities are subject to disciplinary action. School personnel will use a variety of measures including but not limited to: teacher/parent conferences, interventions through the student assistance committees,



warnings, detentions, suspensions, or other strategies determined by the building administrator. Consequences will vary according to the developmental ages of the student offenders, student histories of inappropriate behaviors, frequency, severity and nature of the incident. At any time throughout the process, intervention by other school personnel may be recommended. School responses shall provide for the equitable application of the code of student conduct without regard to race, color, religion, ancestry, nationality, origin, gender, sexual orientation, gender identity and expression or a mental, physical or sensory disability or by any other distinguishing characteristic. Corporal punishment of students is prohibited.

Appropriate disciplinary action will be taken for misbehaviors that:

1. Impede orderly classroom procedures or interfere with orderly operation of the school.
2. Disrupts the learning climate of the school.
3. Is directed against persons or property.
4. Result in violence to another person or property or poses a direct threat to the safety of others in the school.

Behavioral Supports

The West Windsor-Plainsboro Regional School District have building based team which is designed to assist students who are experiencing learning, behavior or health difficulties and assist staff in addressing students' needs (Intervention and Referral Services/Student Assistance Committee). Character Education is an underlying theme of the school culture. Activities are infused into the school environment to encourage and promote responsible and respectful behaviors.

Restorative Practices

The aim of restorative practices is to develop community and to manage conflict and tensions by repairing harm and relationships. The fundamental hypothesis of restorative practices is that human beings are happier, more cooperative, more productive and more likely to make positive changes in their behavior when those in positions of authority do things *with* them rather than *to* them or *for* them. The goals of restorative practices that respond to wrong-doing include:



- Fostering understanding of the impact of the behavior
- Repairing the harm that was done to people and relationships
- Attending to the needs of the victims and others in the school
- Avoiding imposing on students intentional pain, embarrassment and discomfort
- Actively involving others as much as possible

Restorative practices allow for a dialogue to occur that encourages children not only to take responsibility for their behavior but see their role as integral to finding a solution that repairs the relationship through conflict resolution. Outcomes are optimal for everyone involved and provide the opportunity for reflection, repair, and positive growth. WWP is committed to ensuring students assume responsibility for their actions and providing strategies for students to repair, restore, and rebuild relationships within our learning community.

West Windsor-Plainsboro High School (WWPHS) School Rules

While WWPHS puts great emphasis on responsibility, it is necessary to specify certain behaviors and consequences. It is also understood that a variety of factors may be considered in determining consequences for some behaviors. Administrators are advised that consistency is important, however, they are directed to use their professional judgment in making decisions regarding corrective actions. The individual and the circumstances involved are to be considered.

The following disciplinary measures may be applied as appropriate to the student's violation of school rules. The measures are sequential and are organized in order of severity: admonishment; temporary removal from classroom; deprivation of privileges; detention; Saturday detention; suspension from school; expulsion.

The following remedial measures may be taken to aid in correcting student conduct and to ensure that the student is properly placed in an appropriate educational environment and is not in need of special education and/or related services: Restitution and restorations; counseling; parent conferences, alternate educational programs.

Behavior contracts and/or referral to counseling may be requested for any student infractions during the course of the school year.

Definitions:

Any person who commits a violent act on school grounds or during a school activity shall be subject to discipline and/or criminal charges under this policy as follows:



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1. Assault - Any middle or high school student who harms, injures, or recklessly strikes with intent to cause harm, or intends to harm or injure any person on school grounds or during a school activity shall be considered to have committed an assault.
2. Fighting - Any middle or high school student who engages in a physical confrontation with another party on school grounds or during a school activity in which both parties harm, injure, or strike with the intent to harm another, but in which instance both parties have substantial culpability for the physical confrontation, shall be considered to have committed an act of fighting.
3. Self Defense - A student who employs physical force only as a last resort, only after having been struck by another party without immediate and clear provocation, who had good reason to believe he or she was in danger of serious physical harm, and who ceases to strike, or harm, or otherwise employ physical force at the first opportunity, shall be considered to have acted in self-defense.

A student who is judged by the Principal or designee to have acted in self-defense under this strict definition of the term shall not be subject to punishment. A student who fails to meet any part of this definition shall be considered to have committed an act of fighting and shall be disciplined as outlined in the handbook.

To render a decision of self-defense, the school administrator will consider the following: 1) the student did not have sufficient time to remove himself/herself from the area or seek assistance, 2) the person was in imminent danger of injury, and 3) the only option for the person was to physically protect himself/herself with the minimum amount of force appropriate to the situation until assistance could be obtained.

4. Assault or Fighting by Party Other Than Student - Any person other than a student of the West Windsor-Plainsboro Regional School District who engages in an act of assault or fighting on school grounds or during a school activity shall be subject to criminal prosecution.
5. Gang Behavior: A group or association of three or more persons who may have a common identifying sign, symbol, or name and who individually or collectively engage in, or have engaged in, criminal activity which creates



an atmosphere of fear and intimidation. Criminal activity includes juvenile acts that if committed by an adult would be a crime. Actions by students that are designated to promote gang behavior or membership, loyalty, and/or activity are prohibited. Any person who solicits or recruits another to join or participate in a gang will be subject to school disciplinary action and possible criminal charges. Actions which are prohibited include but are not limited to, using gang hand signs, wearing gang affiliated apparel, colors or accessories, using gang slang and/or terminology, and/or producing gang graffiti on school district property. Taking pictures on school property and posting them on MySpace, Facebook, Twitter, Mindspring or other internet sites in a fashion that suggests gang affiliation is detrimental to the safety and security of students and staff and is prohibited.

6. Gang-Like Actions: Any activity, in which more than one person verbally or physically harms, threatens or intimidates another or others.
7. "Harassment, intimidation, or bullying" means any gesture, written, verbal or physical act, or any electronic communication, that takes place on school property, at any school-sponsored function or on a school bus and that:
 - a. Is motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or
 - b. By any other distinguishing characteristic; and
 - c. A reasonable person should know, under the circumstances, that the act(s) will have the effect of harming a student or damaging the student's property, or placing a student in reasonable fear of harm to his/her person or damage to his/her property;
 - d. Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school.



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8. "Hazing" means the performance of any act or the coercion of another to perform any act of initiation into any class, team, or organization that causes or creates a substantial risk of causing mental or physical harm.
9. "Cyber-Bullying" is the use of electronic information and communication devices, to include but not be limited to, e-mail messages, instant messaging, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings, and defamatory websites, that:
 - a. Deliberately threatens, harasses, intimidates an individual or group of individuals;
 - b. Places an individual in reasonable fear of harm to the individual or damage to the individual's property;
 - c. Has the effect of substantially disrupting the orderly operation of the school.

Disciplinary Procedures

Court Action

Students sixteen years and under are required to attend school (N.J.S.A. 18A:38-25). Students under sixteen years of age who are consistently truant will be referred for court action. Court action will be instituted for other violations such as trespassing, assault, inducing a person(s) to use a narcotic drug(s), smoking, malicious destruction or damage to property, carrying concealed weapons and any other violation of New Jersey statutes.

Teacher Assigned Detentions

Any teacher may assign detention to any student for the purpose of correcting a classroom or supervision issue. Teachers will use teacher assigned detentions as a first step in addressing discipline problems, rather than referring a student immediately to an administrator. When a teacher assigns a detention, the student will report to the location designated on the date assigned.



Administrative Detention (AD)

When students are assigned after school Administrative Detention, they must report to the detention room no later than 3:00 p.m. on the day assigned. Detention will be dismissed at 4:00 p.m. Failure to report to an Administrative Detention will result in one Saturday Detention.

When students are assigned an Administrative Detention, it is their responsibility to provide transportation. A 4:00 p.m. late bus is provided daily. If students work after school, it is their responsibility to notify their employers that they will be late. Work is not an acceptable reason for failing to report to an assigned detention. If students are ABSENT on the day they have detention, that detention will be rescheduled.

Saturday Detention (SD)

Certain infractions of the discipline rules and regulations result in Saturday Detention (SD). Saturday Detention is held at the high school from 8:30 a.m. to 11:30 a.m. Students who are absent or removed will be subject to further disciplinary action.

Detention Rules

All students must be in the room and seated on time for attendance. Students will remain quiet, will not talk or attempt to communicate with others, and will do school related work or read material approved by the proctor. Electronic devices are prohibited. Students are not permitted to bring food or drinks into the detention room. Any student dismissed from the room for disciplinary reasons will be referred to the grade level Assistant Principal.

Out of School Suspension (OSS)

A parent conference may be held before a student may be readmitted to school. Additional suspensions may result in a meeting with the Principal and the possibility of referral to the Board of Education for an expulsion hearing. Any violation of school rules that is also in violation of the law shall be referred to the police for prosecution. Students may not attend or participate in any school-related activity while suspended, nor are they permitted on school property. If the Out-of-School Suspension continues from a Friday to the following Monday, the student may not participate in any school activities over that weekend.



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Infractions

Legend to Disciplinary Guidelines

Administrative Detention	AD
Saturday Detention	SD
Out-of-School Suspension	OSS
Possible Expulsion Hearing before Board of Education	EXP/P
Expulsion Hearing before Board of Education	EXP/H
Grade of F (zero) for assignment	F
Loss of privileges	LP

Please Note: After the end of the school day, students may only remain in the building under the direct supervision of a staff member.

Below is a listing of student behaviors that are subject to student discipline including suspension or expulsion pursuant to N.J.A.C. 18A:37-2. All of the below are to be considered minimal guidelines and may be modified depending on specific circumstances. The behaviors include, but are not limited to:

Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
1. Assault	10 days OSS, Police notification, EXP/H	OSS pending EXP/H, Police notification	OSS pending EXP/H, Police notification
2. Assault or fighting by a party other than a student	Police notification		
3. Fighting	4 days OSS	10 days OSS	OSS pending EXP/P
4. Inappropriate use of physical force	1 – 3 days OSS	3 days OSS	4 – 10 days OSS



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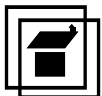
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5. Under the influence of alcohol, drugs or a controlled dangerous substance	4 days OSS, Police notification, Student privileges may be suspended for a period of 30 days or the remainder of the semester, counseling, and behavior contract.	10 days OSS, EXP/P, Police notification, student privileges will be suspended for a period of the remainder of the semester, counseling, behavior contract.	OSS pending EXP/H, Police notification
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Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
6. Possession of alcohol, drugs, or controlled dangerous substances or drug-related paraphernalia (including look-alikes)	4 days OSS/P, Police notification, student privileges may be suspended for a period of 30 days or the remainder of the semester, counseling and behavior contract	10 days OSS, EXP/P, Police notification, Student privileges will be suspended for a period of or for the remainder of the semester, counseling, behavior contract	OSS pending EXP/H, Police notification
7. Selling and/or intent to distribute alcohol, drugs, or controlled substances (including look-alikes)	10 days OSS, Police notification, 1 year suspension of school activities, counseling, behavior contract	OSS pending EXP/P Police notification Complaint filed	OSS pending EXP/H Police notification Complaint filed
8. Smoking/Vaping (all manners of inhaling)	1 OSS (automatic testing for vaping)	3 days OSS, Court Fine (local ordinance)	4 days OSS
9. Possession of tobacco products, matches and lighters, electronic vapor pens or other devices that could be used for drug paraphernalia may be considered as drug paraphernalia in application of policy	Confiscation, 1 day ISS/OSS, Mandatory SAC referral	Confiscation; 2 day ISS/OSS, Mandatory SAC referral	Confiscation; 4 day ISS/OSS, Mandatory SAC referral
10. Harassment/Bullying/Intimidation/Cyber-bullying/Hazing/Sexual Harassment	Will be determined according to the seriousness of the offense. May include but not limited to: verbal warning, parent conference, referral for appropriate services, AD,SD, OSS, referral to police, restitution & EXP/P		
11. Inappropriate physical contact/touching	4 days OSS, Police notification	5-10 days OSS, Police Notification	5-10 days OSS, Police notification EXP/H
12. Use of racial and/or ethnic remarks or language	1 day OSS	2 days OSS	4 days OSS
13. Threatening a staff member (statement, gesture, or action)	4 – 10 days OSS, EXP/P, Police notification	10 days OSS, EXP/H, Police notification	OSS pending EXP/H, Police notification
14. Threatening a student member (statement, gesture, or action)	1 – 4 days OSS, EXP/P	5 - 10 days OSS, EXP/P	OSS pending EXP/H
15. Use of profanity directed	1 day OSS	2 days OSS	4 days OSS



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toward a staff member			
16. Use of vulgar language or obscene gestures	Administrative or Saturday Detention	1 day OSS	2 days OSS
17. Gang Behavior	Saturday Detention, Parent conference, Police notification	1 day OSS, Parent conference, Police notification	3 – 5 days OSS, Parent conference, Police notification
18. Gang like actions	4 days OSS, Police notification	5 – 10 days OSS, Police notification	5 – 10 days OSS, Police notification

Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
19. Bias/Hate Actions: any unprovoked behavior designed to intimidate a person or a group	4 days OSS, Police notification	5 – 10 days OSS, Police notification	5 – 10 days OSS, Police notification, EXP/P
20. Possession and/or use of a weapon (and look-alikes)	10 days OSS, Police notification, EXP/H	OSS pending EXP/H, Police notification	OSS pending EXP/H, Police notification
21. Arson	10 days OSS, Police notification, EXP/P	OSS pending EXP/H, Police notification	OSS pending EXP/H, Police notification
22. False Alarm (sound or cause to be sounded a false alarm for fire, bomb or other hazardous condition)	10 days OSS, Police notification, EXP/P	OSS pending EXP/H, Police notification	OSS pending EXP/H, Police notification
23. Possession/Use of fireworks	4 days OSS, EXP/P	5 – 10 days OSS, EXP/P	OSS pending EXP/H
24. Vandalism of school property	4 days OSS, restitution, Police notification	5 – 10 days OSS, restitution, Police notification	5 – 10 days OSS, restitution, Police notification
25. Modifying computer hardware or software/installation of games/Changing or tampering with any computer system settings and/or administrative accounts	4 days OSS, restitution, Police notification	5 – 10 days OSS, restitution, Police notification	5 – 10 days OSS, restitution, Police notification
26. Logging onto unauthorized computer websites, or utilizing computers for something other than educational purposes	Administrative or Saturday Detention	Administrative or Saturday Detention	1 day OSS
27. Filming, audio recording or picture taking without consent	Confiscation, 1 day OSS, Police notification	Confiscation, 2 day OSS, Police notification	Confiscation, 4 days OSS, Police notification
28. Cheating/Plagiarism/Academic Dishonesty	F, SD, Parent Notification	F, SD, parent notification	F, 1 day OSS, Parent notification



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29. Falsify any school document (official school documents such as report cards, transcripts, college recommendations)	10 days OSS, EXP/P	OSS pending EXP/H	OSS pending EXP/H
30. Forgery/Altering Documents/ Providing False ID	SD 1 day OSS	2 day OSS	4 days OSS
31. Forgery/Altering documents/ Providing false ID/ Accessing accounts for which they are not owners	1 day OSS	2 day OSS	4 day OSS
32. Theft from dining hall	SD 1 day OSS	2 day OSS	4 days OSS, Police notification
33. Theft/Possession of stolen property	4 days OSS, Police notification, restitution	5 – 10 days OSS, Police notification, restitution	5 - 10 days OSS, Police notification, restitution

Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
34. Procure the property of others by threat or intimidation (extortion)	1 day OSS	2 days OSS	4 days OSS
35. Leaving class without permission	Administrative or Saturday Detention	2 days, Administrative or Saturday Detention	1 day OSS
36. Class Cutting	Administrative or Saturday Detention	Administrative or Saturday Detention	3rd in course = loss of course credit and 1 SD, may result in loss of co-curricular privileges
37. Leaving the building without permission	Administrative or Saturday Detention	1 day OSS	4 days OSS
38. Truancy	Administrative or Saturday Detention	1 day OSS	2 days OSS
39. Failure to attend Teacher Detention	Administrative or Saturday Detention	Administrative or Saturday Detention	2 days Administrative or Saturday Detention
40. Cutting Administrative Detention	Administrative or Saturday Detention	Administrative or Saturday Detention	1 day OSS
41. Cutting Saturday Detention	1 day OSS	2 days OSS	4 days OSS
42. Removal from Saturday Detention	1 day OSS	1 day OSS	1 day OSS



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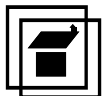
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43. Teacher disrespect	Administrative or Saturday Detention	Administrative or Saturday Detention	1 day OSS
44. Continued and willful disobedience	1 day OSS	2 days OSS	4 days OSS
45. Unauthorized use of electronic devices such as iPods, mobile phones or electronic games is prohibited. Laser pointers are prohibited.		Confiscation of device and SD, parent/guardian must pick up item	Confiscation of device and 2 days OSS, parent/guardian must retrieve
46. Insubordination/Defiance of authority	Administrative or Saturday Detention	1 day OSS	2 days OSS
47. Disruptive Behavior/Horse-play/ Unacceptable/ Inappropriate Behavior/ Reckless Endangerment	Administrative or Saturday Detention	1 day OSS	2 days OSS
48. Willfully supporting an offender while breaking school rules	SD	1 day OSS	2 days OSS
49. Being in an unauthorized area	Administrative or Saturday Detention	1 day OSS	3 days OSS
50. Trespassing (enter school premises or any specific portion of the premises without permission and without authority (students found on district property other than his/her home school during the school day)	Administrative or Saturday Detention Police notification	3 days OSS, Police notification	5 days OSS, Police Notification

Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
51. Inappropriate/Dangerous use of vehicle on school grounds	Verbal warning and/or LP	Administrative or Saturday Detention and/or LP	4 days OSS, Permanent LP
52. Inappropriate behavior on a school bus. (AM/PM transportation)	Verbal warning and/or LP	Administrative or Saturday Detention and/or LP	Loss of privileges for the remainder of school year
53. Possession of pornographic Material	Administrative or Saturday Detention HIB Investigation,	1 day OSS HIB Investigation,	2 days OSS HIB Investigation,



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Distribution of pornography	1 Day OSS Police notification	2 Day OSS Police notification	4 Day OSS Police notification
54. Distribution of any form of pornography	Police notification, HIB investigation, 1 day OSS	Police notification, HIB investigation, 2 days OSS	Police notification, HIB investigation, 4 days OSS
55. Littering on school property	Administrative or Saturday Detention	Administrative or Saturday Detention	1 day OSS
56. Gambling/Games of Chance	Administrative or Saturday Detention	1 day OSS	4 days OSS
57. Card playing	Confiscation	Administrative or Saturday Detention	Administrative or Saturday Detention
58. Violation of building rules or policies not specifically mentioned	Will be determined according to the seriousness of the offense.		

All of the above are to be considered minimal guidelines and may be modified depending on specific circumstances.

Law enforcement officials will be notified when required by law or at the discretion of the administration.

Obviously, all possible inappropriate behaviors cannot be listed. Repeated serious behavioral offenses will result in more severe punishments or penalties including referral to the Board of Education for an expulsion hearing. Therefore, the administration reserves the right to address each incident on an individual basis.

G. Disciplinary Procedures

1. The Student Discipline/Code of Conduct Policy and Regulation 5600 shall be disseminated annually to all school staff, students, and parent(s). Principals will distribute these documents to all students on the first day of each school year and to transferring students on the first day of their enrollment in this district.
2. Teachers and administrators in charge of student discipline shall make every effort to administer these rules consistently and fairly.
3. The staff member who disciplines a student for conduct shall, however minimal the offense or the discipline,
 - a. Orally inform the student of the conduct for which he/she is being disciplined; and



- b. Offer the student an opportunity to deny the charge or to present extenuating circumstances.
 4. Where the discipline is greater than an admonishment, the student's parent(s) or legal guardian(s) will be notified of the offense and of the discipline imposed and will be offered an opportunity to confer with the Building Principal.
 5. Where the offense is serious and the discipline greater than detention, every effort will be made to notify the parent(s) prior to the informal hearing conducted in accordance with paragraph F.3.
 6. An in-school suspension, suspension from school, or expulsion will be conducted in strict accordance with law and Policies 5610 and 5620.
 7. Violations of the rules regarding student conduct on school buses will be handled as follows.
 - a. The driver will report the offensive conduct to the Principal of the school in which the student is enrolled by submission of a completed written form that includes the name of the student, the school, and the specific offensive conduct.
 - b. The parent(s) or legal guardian(s) will be notified, by copy of the form, of the student's conduct.
 - c. The Principal or designee will determine the discipline to be administered, in accordance with the severity of the infraction.
 - d. When the misconduct is severe, the student may be summarily suspended from the bus pending a conference with the parent(s) or legal guardian(s) and further disciplinary action.
- H. Students with Disabilities

For students with disabilities, subject to Individualized Education Programs in accordance with 20 U.S.C. § 1400 et seq., the Individuals with Disabilities Educational Improvement Act, and accommodation plans under 29 U.S.C. §§ 794



and 705(20), student discipline and the code of conduct shall be implemented in accordance with the components of the applicable plans.

I. Student Rights

Students subject to the consequences of the Student Discipline/Code of Conduct Policy and Regulation shall be informed of their rights, pursuant to N.J.A.C. 6A:16-7.1(c)3.i. through vii., that include:

1. Advance notice of behaviors that will result in suspensions and expulsions that have been identified under authority of N.J.S.A. 18A:37-2;
2. Education that supports students' development into productive citizens;
3. Attendance in safe and secure school environments;
4. Attendance at school irrespective of students' marriage, pregnancy, or parenthood;
5. Due process and appeal procedures, pursuant to N.J.A.C. 6A:3-1.3 through 1.17, N.J.A.C. 6A:4 and, where applicable, N.J.A.C. 6A:14-2.7 and 2.8;
6. Parent notification consistent with the policies and procedures established pursuant to N.J.A.C. 6A:16-6.2(b)3; and
7. Protections pursuant to 20 U.S.C. § 1232g and 34 CFR Part 99, Family Educational Rights and Privacy Act; 20 U.S.C. § 1232h and 34 CFR Part 98, Protection of Student Rights Amendment; N.J.A.C. 6:3-6, Student Records; 45 CFR § 160, Health Insurance Portability and Accountability Act; 20 U.S.C. § 6301, Title IV(A)IV § 4155 of the Elementary and Secondary Education Act as reauthorized under the No Child Left Behind Act; 42 CFR Part 2, Confidentiality of Alcohol and Drug Abuse Patient Records; N.J.S.A. 18A:40A-7.1, School-based drug and alcohol abuse counseling; information from participants; disclosure; N.J.A.C. 6A:16-3.2, Confidentiality of student alcohol and other drug information; N.J.S.A. 18A:36-19, Creation; Student Records: Maintenance and Retention, Security and Access; Regulations; Non-Liability; N.J.A.C. 6A:14-2.9, Student Records; as well as other existing Federal and State laws pertaining to student protections.



J. Records

1. Instances of student discipline will be recorded in the student's file in strict compliance with N.J.A.C. 6A:32-7.1 et seq. and Policy No. 8330.
2. When a student transfers to a public school district from another public school district, all information in the student's record related to disciplinary actions taken against the student by the school district and any information the school district has obtained pursuant to N.J.S.A. 2A:4A-60, disclosure of juvenile information; penalties for disclosure, shall be provided to the receiving public school district, in accordance with the provisions of N.J.S.A. 18A:36-19(a), N.J.A.C. 6A:32-7.5(e)10.iv., and N.J.A.C. 6A:16-7.10.
 - a. The record shall be provided within two weeks of the date that the student enrolls in the receiving district.
 - b. Written consent of the parent or adult student shall not be required as a condition of the transfer of this information, however, written notice of the transfer shall be provided to the parent or the adult student.
 - c. When a student transfers to a private school, which includes all sectarian or nonsectarian nonprofit institutional day or residential schools that provide education for students placed by their parents and that are controlled by other than public authority, all student disciplinary records, with respect to suspensions or expulsions, shall be provided by the public school district of residence to the private school upon written request from the private school, in the same manner as such records would be provided by a public school district of residence to another public school district, pursuant to N.J.A.C. 6A:16-7.10(b).
 - d. The Board shall not use a student's past offenses on record to discriminate against that student.
 - e. All student disciplinary records maintained in the district shall conform with the requirements set forth in N.J.A.C. 6A:16-7.10(d).



K. Annual Report

The Superintendent of Schools shall report annually on the implementation of the Student Discipline/Code of Conduct Policy to the Board at a public meeting. The annual summary shall contain, at a minimum:

1. A numerical inventory of all violations of the student behavioral expectations in the Student Discipline/Code of Conduct Policy and Regulation;
2. Associated school responses to the violations of the student behavioral expectations;
3. An explanation and evidence of the effectiveness of the Student Discipline/Code of Conduct Policy and Regulation. The explanation and evidence, at a minimum, shall address:
 - a. The degree of effectiveness of the school district's activities in achieving the purposes of the Student Discipline/Code of Conduct Policy and Regulation, pursuant to the purposes as outlined in A. above; and
 - b. The degree and effectiveness of the implementation of the contents of the Student Discipline/Code of Conduct Policy and Regulation.
4. Any proposed changes to the school district's current policies, procedures, programs or initiatives, based on the annual report.

Adopted: 09 November 2010

Revised: 28 June 2011

Revised: 12 May 2015

Revised: 22 March 2016

Revised: 28 June 2016

Revised: 22 May 2018

Revised: 27 August 2019



First Reading: August 30, 2022
Emergency Adoption: August 30, 2022

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CRISIS RESPONSE

8468 CRISIS RESPONSE

The Board of Education recognizes its responsibility to be prepared to confront circumstances in which the physical and/or mental well-being of students, staff and other individuals on school grounds is threatened or overtly impacted upon by an individual or group of individuals. These situations include, but are not limited to, acts of terrorism, hostage situations and other threats or acts of a violent nature.

The Board further recognizes there is a need to deal with the aftermath of such events and circumstances, and to contend with the psychological trauma, pain and confusion which may ensue as the result of these events.

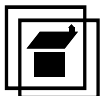
The Board establishes through the person of the Superintendent or his/her designee the development of a Crisis Management Plan. The Crisis Management Plan will be updated/revised as needed to respond to changing conditions and directives and/or alerts from Federal, State and local agencies.

The Board establishes through the person of the Superintendent or his/her designee, a Crisis Team whose responsibility it shall be to act:

1. As a source of information;
2. As a vehicle through which direct services may be delivered;
3. In an advisory capacity to the Superintendent, or his/her designee, and/or other agents or agencies dealing with the crisis situation.

The Crisis Team shall consist of the following membership:

1. The Superintendent of Schools, or his/her designee;
2. An administrator from each of the schools within the district;
3. School Psychologist(s);
4. Guidance Counselor(s);
5. School Social Worker(s);
6. Director of Special Services and/or Guidance;
7. Director of Buildings and Grounds;
8. Teacher representative(s);
9. A representative of local/State Police;
10. A representative of local medical facility/hospital;
11. School Nurse;
12. School Safety Specialist;
13. Others as deemed appropriate to the function of the Crisis Team; e.g., a fire



department representative, EMT specialist, other school or community representatives.

The Crisis Team shall be convened at least on an annual basis:

1. To review established policy and procedures;
2. To orient new members as to their responsibilities;
3. To maintain and reinforce lines of communication between the various disciplines and specialists who make up the Crisis Team.

SCHOOL CLEARANCE FOLLOWING STUDENT CRISIS SITUATION

The Board of Education is committed to protecting the health, safety and welfare of students during the school day, and will take action as necessary to provide for the safety and security of its students, staff and/or property. In "student crisis situations," the Board reserves the right to exclude (or remove) a student who has been determined to pose an imminent or potential threat to student or staff safety, pending appropriate mental health clearance.

I) Examples of "Student Crisis Situations" (non-exhaustive)

- A) Student exhibits actions creating an imminent danger to the student or others, e.g., suicidal or homicidal ideation(s) or attempt(s);
- B) Student engages in verbalization(s) or other action(s) threatening the health, safety or well-being of himself/herself, other students, or staff;
- C) Student engages in verbalization(s) or other action(s) reflecting an intent or plan to harm himself/herself, other students, or staff;
- D) Student engages in verbalization(s) or other action(s) indicating that the student may be at risk of causing harm to himself/herself, other students, or staff;
- E) Student engages in verbalization(s) or other action(s) indicating that the student poses a threat to the health, safety or well-being of himself/herself, other students, or staff;
- F) Student possesses object(s) or material(s) posing a threat to the health, safety or well-being of himself/herself, other students, or staff; or
- G) Student engages in any other action determined to be a potentially threatening or harmful activity.

II) Intersection with Student Discipline

- A) A student's exclusion (or removal) based upon a student crisis situation shall not be considered a disciplinary consequence.



- B) This Policy is intended to address mental health related issues only (i.e., to ensure that the student does not represent a danger to him/herself or others), and does not supersede the implementation of appropriate disciplinary action for violation of school regulations or actions required by N.J.S.A. 18A:40A-12 or N.J.A.C. 6A:16-4.3, as described in policies and explained in the Code of Student Conduct. Thus, depending on the nature of the incident, the student may also be subject to disciplinary consequences.

III) Procedures for Addressing a Student Crisis Situation

- A) In situations where a student presents as an imminent danger to himself/herself or others, school emergency procedures shall be followed.
- B) Staff members shall immediately notify the School Principal, or his/her designee, of any potential student crisis situation. Staff members should further maintain direct supervision of the student (where it is safe to do so) to ensure the student's safety.
- C) In response to each report of a potential student crisis situation, the School Principal (or designee) shall immediately notify:
- 1) The Student Crisis Intervention Team (or other designated team/individual), so that an Initial Assessment of the student may occur;
 - 2) The Superintendent of Schools; and
 - 3) The student's parent or legal guardian.
- D) The "Student Crisis Intervention Team" shall consist of the Principal, Vice-Principal, guidance counselor, school psychologist, student assistance coordinator, crisis counselor, social worker, and/or any other individual designated by the Principal.
- E) In response to each report, the Student Crisis Intervention Team shall conduct an Initial Assessment (for depression, suicidal ideation, intent to harm, and overall level of risk), which may include a student interview, to assess whether or not the student presents as a potential danger to himself/herself or others, and to determine whether or not the student requires a mental health assessment and clearance prior to reinstatement.
- F) Provisions shall be made for the appropriate care and supervision of the student pending either: (1) a determination by the Student Crisis Intervention Team that the student's exclusion is not required; (2) the student's release to his or her parent/guardian; or (3) the student's removal for medical care.

IV) Evaluation and Reinstatement

- A) If the Student Crisis Intervention Team determines that the student presents a potential danger to him/herself or others and requires a mental health assessment



- and clearance prior to reinstatement, the Principal shall notify the student's parent/guardian of this determination.
- B) The assessment must be completed by a licensed or certified mental health professional (e.g., psychologist, psychiatrist, social worker or psychiatric nurse) selected by the district or the parent/guardian.
- 1) Assessments completed by evaluators selected by the school district shall be at the expense of the school district.
 - 2) Assessments completed by evaluators selected by the student's parent/guardian shall be at the expense of the parent/guardian.
- C) For purposes of the assessment, it is necessary for the evaluator to have access to all relevant information regarding the student and the incident giving rise to the exclusion. The student's parent/guardian shall be asked to provide consent for a member of the Student Crisis Intervention Team to contact the professional completing the evaluation to provide necessary background information. However, if a parent/guardian cannot be reached and the student is screened and/or assessed by the appropriate school personnel as being in imminent danger of harming him/herself or others, the school may initiate an immediate assessment.
- D) The mental health assessment must, minimally, include the following:
- 1) Information identifying the student;
 - 2) Medical and family history;
 - 3) Review of presenting problem or incident;
 - 4) Mental status examination;
 - 5) Diagnosis, if relevant;
 - 6) Triggers for reoccurrence;
 - 7) Recommendations for follow-up services, as appropriate; and
 - 8) Other information deemed relevant by the evaluator.
- E) The clearance letter for the student's return to school must, minimally, include the following:
- 1) Evaluator's name and license number;
 - 2) Student's name and date of birth;
 - 3) Confirmation that the evaluator assessed the student in accordance with the standards set forth in Section IV.D of this Policy following and in connection with the precipitating school-based incident;
 - 4) The date of the assessment; and
 - 5) A specific statement that the student does not present as a danger to him/herself or others.
- F) If the parent/guardian assumes the cost of the assessment (by a provider of his/her own choosing), the resulting report is his/her property, and will require his/her consent before being released to the school district. However, the required information (see Section IV.E above) must still be included in the



clearance letter. The school district also reserves the right to obtain its own assessment by an evaluator of its choosing.

- G) Regardless of whether the school district obtains an assessment by an evaluator of its selection or relies upon the assessment and/or clearance letter by an evaluator the parent/guardian selects, the final determination as to the student's readiness to return to school rests with the school district.

V) Re-Entry to School

Following the District's receipt of the school clearance letter, the District shall schedule a reentry meeting with the child, his/her parent/guardian, and appropriate school district personnel. Reentry meeting discussion shall include, but is not limited to, the following:

- A) Consideration of CST referral;
- B) Discussion regarding follow-up treatment, as necessary;
- C) Discussion regarding school access to additional evaluative information (beyond clearance letter); and
- D) Discussion regarding the student's readiness to return to school.

VI) Instruction During Exclusion

Students will be provided with appropriate home or other out-of-school instruction in accordance with N.J.A.C. 6A:16-10.1 et seq. during any period of exclusion.

Legal References:

N.J.S.A. 18A:40A-12 (discussing student examination by medical professional)

N.J.A.C. 6A: 32-7.1 (discussing confidentiality of student record information)

N.J.A.C. 6A:16-4.3 (discussing student examination by a medical professional)

N.J.A.C. 6A: 16-10.1 et seq. (providing for student instruction during the exclusion period)

Kopera v. West Orange Bd. of Educ., 60 N.J. Super. 289 (App. Div. 1960) (outlining standard applied in review of Board actions in requiring medical assessment and clearance).

M.F. o/b/o S.L.T. v. Bd of Educ. of Neptune, OAL Dkt. No. EDU 8583-96, 97

N.J.A.R.2d (EDU) 578, initial decision (March 27, 1997) aff'd, Comm. Ed. (May 19,

1997), aff'd, St. Bd. (September 3, 1997) (upholding Board decision to require immediate psychiatric evaluation for student threatening and taking actions in furtherance of a suicide attempt).

T.L. o/b/o T.L. v. Bd. of Educ. of Middletown, OAL Dkt. No. EDU 6671-01, aff'd

Comm. Ed. (June 13, 2002) (upholding Board decision to require psychiatric or



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

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CRISIS RESPONSE

psychological examination of student suspended for developing a "hit-list" naming other students and teachers).

Adopted: 17 December 2013



WWP Curriculum Review 2022



Tonight I will share...

1. The amazing work of our curriculum writing teams
2. What curriculum looks like
3. Highlights from the work



Whole Child, Every Child, Global Child



We Begin with Story

ELA, Social Studies, & Health

*And the importance of
Inclusive Texts*

CRITERIA FOR CHOOSING DIVERSE BOOKS

Books that depict the variety of ethnic, racial, and cultural groups in the United States can both affirm the identities of diverse students and also provide opportunities for students to develop understandings about others. Here are four tips for choosing diverse books. For additional guidance on selecting and evaluating children's literature, access the QR codes below.

REPRESENTATION

Are characters portrayed in ways that reflect a full range of their lived experiences? Does this book affirm the cultural identities of characters without generalizing, stereotyping, or misrepresenting? Does it suggest a savior identity for a group?

AUTHORSHIP

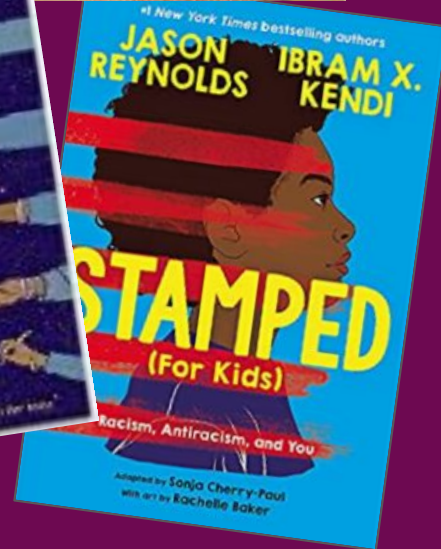
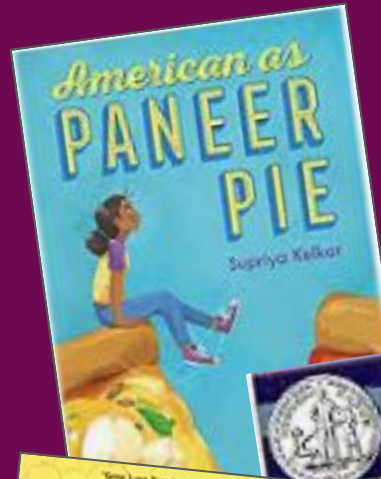
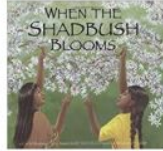
Who is the author? What makes the author uniquely positioned to tell this story with authenticity and care?

CONTEXT

Is the story relevant to the lives of students today? Or are books that feature diverse characters set only in the historical past?

CONTENT

Does the text have an authentic voice?
Will students want to read this book?



The Nuts and Bolts: *What Does Curriculum Look Like?*



Math Grade 2

Unit 1: Fact Fluency to 20	
Content Area: Elementary Mathematics	
Course & Grade Level: Mathematics, Grade 2	
Summary and Rationale	
Unit 1 works toward the establishment of classroom norms around mathematical inquiry and discourse. The mathematical focus rests primarily on the development of number sense, operations, and fact fluency to 20. Important mathematical models including the number rack, bead strings, and the number line are introduced during the unit, and students are expected to become proficient at using strategies that emerge from these models.	
Recommended Pacing	
20 days	
New Jersey Student Learning Standards for	
Standard: 2.OA.A Represent and solve problems involving addition and subtraction.	

CPI #	Cumulative Progress Indicator (CPI)
2.OA.A.1	Use addition and subtraction within 100 to solve one- and two-step word problems involving situations of adding to, taking from, putting together, taking apart, and comparing, with unknowns in all positions, e.g., by using drawings and equations with a symbol for the unknown number to represent the problem.
Standard: 2.OA.B Add and subtract within 20.	
CPI #	Cumulative Progress Indicator (CPI)
2.OA.B.2	Fluently add and subtract within 20 using mental strategies.2 By end of Grade 2, know from memory all sums of two one-digit numbers.
Standard: 2.OA.C Work with equal groups of objects to gain foundations for multiplication.	
CPI #	Cumulative Progress Indicator (CPI)
2.OA.C.3	Determine whether a group of objects (up to 20) has an odd or even number of members, e.g., by pairing objects or counting them by 2s; write an equation to express an even number as a sum of two equal addends.
2.OA.C.4	Use addition to find the total number of objects arranged in rectangular arrays with up to 5 rows and up to 5 columns; write an equation to express the total as a sum of equal addends.
Standard: 2.NBT.A Understand place value.	
CPI #	Cumulative Progress Indicator (CPI)
2.NBT.A.2	Count within 1000; skip-count by 5s, 10s, and 100s.
Standard: 2.NBT.B Use place value understanding and properties of operations to add and subtract.	
CPI #	Cumulative Progress Indicator (CPI)
2.NBT.B.5	Fluently add and subtract within 100 using strategies based on place value, properties of operations, and/or the relationship between addition and subtraction.

New Jersey Student Learning Standards for Career Readiness, Life Literacies, and Key Skills	
Standard: 9.4 Critical Thinking & Problem Solving: Critical thinkers must first identify a problem then develop a plan to address it to effectively solve the problem.	
CPI #	Cumulative Progress Indicator (CPI)
9.4.2.CT.2	Identify possible approaches and resources to execute a plan (e.g., 1.2.2.CR1b, 8.2.2.ED.3).
9.4.2.CT.3	Use a variety of types of thinking to solve problems (e.g., inductive, deductive).
Standard: 9.4 Life Literacies and Key Skills: Technology Literacy: Digital tools have a purpose.	
CPI #	Cumulative Progress Indicator (CPI)
9.4.2.L.6	Illustrate and communicate ideas and stories using multiple digital tools (e.g., SL.2.5.).
New Jersey Student Learning Standards for Computer Science and Design Thinking	
Standard: 8.1 Computer Science: Data & Analysis: Data can be used to make predictions about the world.	
CPI #	Cumulative Progress Indicator (CPI)
8.1.2.DA.3	Identify and describe patterns in data visualizations.
8.1.2.DA.4	Make predictions based on data using charts or graphs.
Standard: 8.2 Design Thinking: Engineering Design Engineering design is a creative process for meeting human needs or wants that can result in multiple solutions.	
CPI #	Cumulative Progress Indicator (CPI)
8.2.2.ED.2	Collaborate to solve a simple problem, or to illustrate how to build a product using the design process.
Interdisciplinary Standards	
English Language Arts	
CPI #	Cumulative Progress Indicator (CPI)
RI.2.1	Ask and answer such questions as who, what, where, when, why, and how to demonstrate understanding of key details in a text.
RI.2.4	Determine the meaning of words and phrases in a text relevant to a grade 2 topic or subject area.
RI.2.10	Read and comprehend informational texts, including history/social studies, science, and technical texts, at grade level text complexity proficiently with scaffolding as needed.
W.2.8	Recall information from experiences or gather information from provided sources to answer a question.
NJSLSA.SL1	Prepare for and participate effectively in a range of conversations and collaborations with diverse partners, building on others' ideas and expressing their own clearly and persuasively.
NJSLSA.SL5	Make strategic use of digital media and visual displays of data to express information and enhance understanding of presentations.

Math Grade 2 continued...

Instructional Focus

Unit Enduring Understandings

- We can use different operations when solving for an unknown.
- Computation involves taking apart and combining numbers using a variety of strategies.
- Flexible methods of computation involve grouping numbers in a variety of ways including regrouping.
- We use place value to help us solve number sentences.
- We try out strategies to find the most efficient and accurate method and represent the strategy using numbers and symbols.
- Numbers can be composed and decomposed to solve problems.

Unit Essential Questions

- How do we solve for the unknown number?
- How does knowing our facts help us to solve math problems?
- How does the position of a digit in a number affect its value?
- How do we use different strategies to help us add and subtract?

Objectives

We are learning to/that:

- Use a variety of strategies to solve basic facts with fluency (efficiency, flexibility, accuracy, and automaticity)
- Use the appropriate vocabulary for operations of addition and subtraction (plus, equals, sum, addends, difference, minuends, minus, compare, equals, greater than, less than, etc.)
- Represent math problems in numbers, pictures, and words
- Ten ones equals one ten
- Our number system is based on groups of 10.
- Solve simple put-together (addition), take-apart (subtraction), and comparison problems.
- Use the opposite relationship between addition and subtraction to solve problems
- Use a variety of strategies and models to represent word problems
- Use addition and subtraction strategies to solve one and two step word problems within 20
- Develop a variety of methods (pictures, words, numbers, manipulatives) to explain/show how to solve addition and subtraction problems
- Use manipulatives to solve addition and subtraction problems.
- Determine whether a group of objects up to 20 has an odd or even number of members
- Write an equation to represent an even number as a sum of two equal addends
- Write time using a.m. and p.m.
- Identify, describe, and extend number patterns
- Extend a growing pattern
- Tell and write time to the nearest 5 minutes on an analog and digital clock
- Find the total number of objects in an arrays in up to 5 rows and 5 columns
- Write an equation to represent the total number of objects in an array as the sum of equal addends
- Skip count by 5s, 10s and 100s

Evidence of Learning

Assessment

Assessment plan may include teacher designed formative and summative assessments and district common assessments. Throughout the unit, students will be engaged in activities that involve finding patterns, making generalizations, drawing conclusions, and communicating their ideas with others. Teachers will have many opportunities to observe students' growth in these areas, as well as with specific math skills and concepts throughout this unit.

Resources

Foundational text:

Bridges in Mathematics Grade 2 by The Math Learning Center

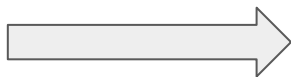
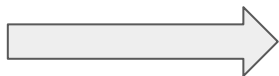
Instructional & Professional Resources:

- Exemplars, *Problem Solving for the 21st Century*
- K-5 Math Teaching Resources
- DreamBox Learning (Digital Tool)
- Better World Ed
- *Math in Practice: Teaching Second Grade Math* by Allison Peet, Susan O'Connell, & John SanGiovanni
- *Math Workshop: Five Steps to Implementing Guided Math, Learning Stations, Reflection, and More* by Jennifer Lemp
- *Mathematical Mindsets: Unleashing Students' Potential through Creative Math, Inspiring Messages and Innovative Teaching* by Jo Boaler
- *Teaching Student-Centered Mathematics: Developmentally Appropriate Instruction for Grades PreK-2 (Volume I)* by John A. Van de Walle, Karen S. Karp, LouAnn H. Lovin, & Jennifer M. Bay-Williams

Additional Supports

[WW-P Accommodations and Assessment](#) (Reference Tool and Glossary)

Forensic Science



Unit 2: Physical Evidence and Law	
Content Area: Science	
Course & Grade Level: Forensic Sciences, 11-12	
Summary and Rationale	
<p>Forensic science utilizes all levels of scientific inquiry to analyze physical evidence with the ultimate goal of recreating the events of the crime for a jury in a court of law. Hence, in this unit students will learn proper crime scene procedure and understand the necessity for establishing a chain of custody. They will detail the role that evidence plays in recreating the events of a crime. They will be able to describe the two types of evidence that can be found at a crime scene and differentiate between class and individual evidence. This lays the foundation for the upcoming units that delve into different pieces of evidence, such as hair, blood, and bones. They will understand the importance of following the principles of scientific method and the need for collecting control samples at every crime scene. They will define and demonstrate proper evidence collection procedure at a mock crime scene. This helps to explain the rationale for the laws around evidence collection and presentation in court.</p>	
Recommended Pacing	
24-28 days	
New Jersey Student Learning Standards for	
Standard: NGSS	
CPI #	Cumulative Progress Indicator (CPI)
HS-ETS1-2	Design a solution to a complex real-world problem by breaking it down into smaller, more manageable problems that can be solved through engineering
HS-ETS1-3	Evaluate a solution to a complex real-world problem based on prioritized criteria and trade-offs that account for a range of constraints, including cost, safety, reliability, and aesthetics as well as possible social, cultural, and environmental impacts.
Standard: Climate	
CPI #	Cumulative Progress Indicator (CPI)
HS-ESS3-1	Construct an explanation based on evidence for how the availability of natural resources, occurrence of natural hazards, and climate change have influenced human activity.
New Jersey Student Learning Standards for English Language Arts Companion Standards	
CPI #	Cumulative Progress Indicator (CPI)

Forensic Science continued...

ELA	Follow precisely a complex multistep procedure when carrying out experiments, taking measurements, or performing technical tasks, attending to special cases or exceptions defined in the text
ELA	Integrate and evaluate multiple sources of information presented in different media or formats (e.g., visually, quantitatively) as well as in words in order to address a question or solve a problem
New Jersey Student Learning Standards for Career Readiness, Life Literacies and Key Skills	
Cumulative Progress Indicator (CPI)	
9.4.12.CI.1	Demonstrate the ability to reflect, analyze, and use creative skills and ideas.
9.4.12.CT.1	Identify problem-solving strategies used in the development of an innovative product or practice.
9.4.12.CT.2	Explain the potential benefits of collaborating to enhance critical thinking and problem solving
9.4.12.IML.1	Compare search browsers and recognize features that allow for filtering of information.
9.4.12.IML.2	Evaluate digital sources for timeliness, accuracy, perspective, credibility of the source, and relevance of information, in media, data, or other resources.
9.4.12.IML.3	Analyze data using tools and models to make valid and reliable claims, or to determine optimal design solutions.
9.4.12.IML.4	Assess and critique the appropriateness and impact of existing data visualizations for an intended audience.
Interdisciplinary Standards (fill-in Science, or SS, or Math, etc..)	
Standard 6.1 U.S. History	America in the World. All students will acquire the knowledge and skills to think analytically about how past and present interactions of people, cultures, and the environment shape the American heritage. Such knowledge and skills enable students to make informed decisions that reflect fundamental rights and core democratic values as productive citizens in local, national, and global communities.
Standard 6.2 World History	Global Studies: All students will acquire the knowledge and skills to think analytically and systematically about how past interactions of people, cultures, and the environment affect issues across time and cultures. Such knowledge and skills enable students to make informed decisions as socially and ethically responsible world citizens in the 21st century.
Math	Reason abstractly and quantitatively
Math	Choose a level of accuracy appropriate to limitations on measurement when reporting quantities of the factors as applied to Forensic Science.
Math	Use units as a way to understand problems and to guide the solution of multi-step problems; choose and interpret units consistently in formulas; choose and interpret the scale and the origin in graphs and data displays
Math	Define appropriate quantities for the purpose of descriptive modeling.
Content Objectives	
<ul style="list-style-type: none"> Explain Locard's exchange principle. Describe examples of materials that could be transferred from a crime-scene to a suspect or vice versa . Discuss how the intensity, duration and nature of the materials in contact can affect the extent of the transfer. Distinguish between direct, circumstantial, biological, physical, trace, class, and individual evidence. Describe the role of each of the following people at a crime scene: Police officer, Crime Scene Investigator, Medical Examiner, Detective, Other specialists 	

Instructional Focus
Unit Enduring Understandings
<ul style="list-style-type: none"> It is impossible to determine the precise moment of death. The variety and stage of development of insects found at the scene build an estimated timeline. The decomposition of a corpse has different stages. Various environmental factors may influence the estimation of time of death.
Unit Essential Questions
<ul style="list-style-type: none"> What can insects tell us about a crime? What can we learn from a dead body?
Content Objectives
<ul style="list-style-type: none"> Describe and recognize the stages of decomposition. Know the 3 mortises and how they are used to determine time of death. Identify the conditions that exist to cause the different insects to arrive at the scene.
Ability Objectives
<ul style="list-style-type: none"> Identify and describe the four stages of a blowfly. List the different insects that can arrive at a crime scene and what stage they would be present. Given the proper tables students can identify the possible time of death for a given scenario using observations of the body and bug activity . Determine the manner, cause and mechanism of death.
Evidence of Learning
Sample Performance Task
<ul style="list-style-type: none"> Evaluate the merits and limitations of the insect-based time of death models that incorporate biotic and abiotic factors. (HS-LS4-5, HS-LS2-8, HS-LS2-6) Utilizing the algor mortis mathematical model, determine the time of death based on environmental factors. (HS-LS4-5, HS-ESS3-1, HS-PS1-5) Analyze data to construct an explanation for how climate change could affect using body decomposition and insect activity to determine time of death, now and in the future. (HS-LS4-5, HS-ESS3-1, HS-LS2-8)

Highlights:

- New Courses
- Revisions
- State Standards



New Courses:

Dance

Photography II

Emerging
Financial
Markets

Civics

DLI 4th Grade

Adaptive Life
Skills

Revisions and New Standards

Climate Change, Career Readiness, Life Literacies, Key Skills, and 2020 Standards

At a Glance

Adaptive Life Skills
Advanced Algebra 2
Algebra 2
American Studies I
American Studies I Honors
American Studies II
American Studies II Honors
AP American Government
AP Calculus AB
AP Calculus BC
AP Chinese
AP Comparative Government and Global Studies
AP European History
AP French Language and Culture
AP Microeconomics
AP Psychology
AP Spanish Language & Culture
AP Spanish Literature and Culture
AP US History
Chinese 1
Chinese 2
Chinese 3
Chinese 4H

Chinese 5H
Chinese Grade 6
Chinese Grade 7
Chinese Grade 8
Computer Applications Grade 7
Computer Cycle Grade 6
Computer Cycle Grade 7
Computer Graphics Grade 8
Conversations in Spanish
Cycle Art 6
Cycle Art 7
Cycle Art 8
Dance I
Design and Engineering Grade 7
Discrete Math
DLI Chinese Literacy & Culture Grade 4
DLI Spanish Literacy & Culture Grade 4
Economic and Social Problems in American Society
Elective Art 7
Elective Art 8
Emerging Financial Markets
Forces & Motion MD/Autism
Forensic Sciences

French 3
French 3H
French 4/5 A
French 4/5 B
French 4H
French Grade 6
French Grade 7
French Grade 8
Geometry
Geometry H&A
Geometry Honors
German 1
German 2
German 3
German A 4H/5H/AP
German B 4H/5H/AP
German Grade 6
German Grade 7
German Grade 8
Health and Drivers Education Grade 10
Health Grade 1

At a Glance continued...

Health Grade 11
Health Grade 12
Health Grade 2
Health Grade 3
Health Grade 4
Health Grade 5
Health Grade 6
Health Grade 7
Health Grade 8
Health Grade 9
Health Kindergarten
Human Behavior
Informational Writing Grade 4
International Business and Culture
Legal and Political Experiences
Mathematics Grade 1
Mathematics Grade 2
Mathematics Grade 3
Mathematics Grade 4
Mathematics Grade 5
Mathematics Kindergarten
Multivariable Calculus Honors

Performing Arts 7
Performing Arts 8
Photography I
Photography II
Physical Education Grade 1
Physical Education Grade 10 - 1
Physical Education Grade 10 - 2
Physical Education Grade 11
Physical Education Grade 12
Physical Education Grade 2
Physical Education Grade 3
Physical Education Grade 4
Physical Education Grade 5
Physical Education Grade 6
Physical Education Grade 7
Physical Education Grade 8
Physical Education Grade 9
Physical Education Kindergarten
Post Graduate TrACC
Practical Science
Pre-Calculus Honors
Science Grade 1 - Characteristics of Living Things

Science Grade 3 - Force, Motion & Magnets
Science Grade 4 - Forces & Motion & Engineering
Science Grade 4 - Transfer of Energy
Science Grade 4 - Waves & Information
Science Grade 5 - Energy & Matter in Ecosystems
Science Grade 5 - Interactions Earth, Sun and Moon
Science of Cooking MD/Autism
Science Properties MD/Autism
Social Justice
Social Sciences and the Community
Social Studies Grade 1
Social Studies Grade 2
Social Studies Grade 3
Social Studies Grade 4
Social Studies Grade 5
Social Studies Grade 6
Social Studies Grade 7
Social Studies Grade 8
Social Studies Kindergarten
Spanish 1
Spanish 2
Spanish 3

At a Glance continued...

Spanish 3 Honors
Spanish 4
Spanish 4 Honors
Spanish 5
Spanish Academy A Grades 9-12
Spanish Academy B Grades 9-12
Spanish Communication and Culture
Spanish Cultural Studies Honors
Spanish Grade (beginning) 7-1
Spanish Grade (beginning) 8-1
Spanish Grade (continuing) 8-2
Spanish Grade 2
Spanish Grade 3
Spanish Grade 4
Spanish Grade 5
Spanish Grade 6
Spanish Grade 7
Spanish Grade 8
Spanish Language and Cultural Studies
Student Research in Social Sciences Honors
Upstander Grade 3
Upstander Grade 4
Upstander Grade 5
World History
World History Honors

By September 2022

- Standard 1: [Visual and Performing Arts](#)
- Standard 2: [Comprehensive Health and Physical Education](#)
- Standard 5: [Science](#)
- Standard 6: [Social Studies](#)
- Standard 7: [World Languages](#)
- Standard 8: [Computer Science and Design Thinking](#)
- Standard 9: [Career Readiness, Life Literacies, and Key Skills](#)

World Language

Spanish, French, German, and Chinese were all aligned to the 2020 NJSL for World Language

Computer Science and Design Thinking

Updated all middle school curriculum to align to standards including :

Computer Graphics; Computer Applications, Computer Cycle, and Design & Engineering

Visual and Performing Arts

Revisions to Performing Arts, Art Cycle, and Elective Art in middle school to align with the new NJSL for Visual and Performing Arts

Key Summaries

Equity, Diversity and Inclusivity

All Curriculum Writers attend
Equity and Understanding by
Design (UbD) professional
development

**“Equity requires being intentional
about building curriculum in which the
standards are learned within the
context of our students’ lives.”
Chaunte Garrett**



We End with Story



Thank you!

WPA
Curriculum Review
August 2022
WPA

Credits

Presentation Template: SlidesMania

Images: Unsplash

Please keep this slide or mention us and the other resources used in the footer of a slide.



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

SEPTEMBER 20, 2022: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor-Plainsboro Education Foundation: Graelynn McKeown
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and September 16, 2022 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	MELLK CRIDGE LLC vs. WW-P BOE
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matter: 232615_GMS_05202002

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session, if necessary.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. Curriculum Presentation - Health
- D. Student Representatives' Reports

III. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. **BOARD OF EDUCATION COMMITTEE REPORTS**

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

V. **MEETING**

A. **ADMINISTRATION**

To be voted on 09/20/22: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated August 30, 2022, for the following case numbers: N/A.
2. Review the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated September 20, 2022, for the following case numbers: N/A.

Administrator Contracts - Merit Goals

3. Certify the following merit goal submission:
 - a) Acknowledge that Christopher Russo, EdD, Assistant Superintendent for Finance, has achieved his 2021-2022 quantitative merit goal 1; and
 - b) Authorize submission of the 2021-2022 goal attainment for Christopher Russo, EdD, Assistant Superintendent for Finance, with appropriate documentation for review and approval by the Executive County Superintendent.

Policies and Regulations

4. First reading of the following policies and regulations:

- P 3270 Professional Responsibilities
- R 3270 Lesson Plans and Plan Books

- P 5513 Care of School Property
- R 5513 Care of School Property
- P 5517 School District Issued Student Identification Cards
- P 5722 Student Journalism

5. Second reading and approval of the following policies and regulations:

- P 0143.2 High School Student Representative to the Board of Education
- P 0163 Quorum
- P 1127 Benefits Covering Non-Affiliated Staff-Category G
- P 1511 Board of Education Website Accessibility
- P 2415 Every Student Succeeds Act
- P 5600 Student Discipline/Code of Conduct
- R 5600 Student Discipline/Code of Conduct
- P 8468 Crisis Response

6. Abolish the following policies and regulations:

- P 2432 School Sponsored Publications
- R 2432 School Sponsored Publications

Professional Development

7. Approve Handle with Care to provide 8 hours of Instructor Certificate Training for up to ten staff members on September 19, 2022, at a total cost not to exceed \$2,750.

Special Services Consultants

8. Approve the rates for the following professional services for the 2022-2023 year:

- a) ASL Interpreter Referral Services, Inc., not to exceed \$ 105.00 per hour (2 hour minimum), \$107 per hour evenings/weekends, \$.47 per mile for travel and up to \$2,000 through June 30, 2023.
- b) Learnwell Educational Services; not to exceed \$60.50/hour and up to \$50,500 through June 30, 2023.
- c) Oxford Consulting Services; BCBA services not to exceed \$105/hour, RBT services \$70/hour and up to 200,000 through June 30, 2023.
- d) Family Resource Associates, Lifeworks; Project Search Vocational and Job Training not to exceed \$3,526 a month and up to \$35,260 through June 30, 2023.

B. CURRICULUM AND INSTRUCTION

To be voted on 09/20/22: Recommend approval of the following resolutions:

Professional Development Consultant

1. PEI Kids to present Teen Mental Health First Aid, an evidence-based training program that teaches teens how to identify, understand and respond to signs and symptoms of mental health and substance use challenges among friends and peers, to high school juniors throughout the 2022-2023 school year, at a cost not to exceed \$15,762.

Remote Instruction Plan

2. The 2022-2023 West Windsor-Plainsboro Regional School District's Remote Learning Plan dated July 1, 2022 through June 30, 2023, which will be submitted to the county office and posted on the district website.

Overnight Field Trip

3. A joint high school overnight field trip for the Swim Team to Coral Springs, Florida, from December 26, 2022 through December 31, 2022. The cost of the trip is approximately \$2,300 per student.

C. FINANCE

To be voted on 09/20/22: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for September 20, 2022 (run on 9-13-22) in the amount of \$17,033,435.85.
 - b) Bills List Capital for September 20, 2022 (run on 9-09-22) in the amount of \$385,416.21.
2. Budget adjustments as follows:
 - a) 2022-2023 school year as shown on the expense account adjustments for August 31, 2022 (run on 9-08-22) (Adjustment No. 101-128).
3. Accept the following reports, which will become a permanent part of the Board Minutes:

A-148 Report of the Secretary to the Board of Education as of July 31, 2022, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

A-149 Report of the Treasurer of School Monies to the Board of Education as of July 31, 2022.

Referendum Projects - Change Orders

4. Change Order No. 14 to the single overall contract of The Bennett Company, Inc., Passaic, New Jersey, originally awarded May 26, 2020, for Community Middle Bennett, for Addition & Renovations at Community Middle School, as recommended by Fraytak Veisz Hopkins Duthie, PC, (Architects/Planners Project No. 5063N) to provide all labor and materials for technology, engineering, and workshop equipment emergency power off, metal enclosure for heating element at room C134, Kiln exhaust in room E202A, ductwork changes for dust collector, remove and reinstall ductwork for ERU-9 and below ERU-9, assemble and install lumber racks, and install new interior room signage and exterior door numbering, at a cost not to exceed \$68,209.00. This change order increases the contract amount of \$36,207,851.42 to \$36,276,060.42.

Procurement of Goods and Services

5. Be it resolved by the Board of Education of the West Windsor-Plainsboro Regional School District pursuant to Title 18A: 18A-10, and N.J.A.C. 5:34-7.29(c), on timely basis, to procure goods and services utilizing state contract vendors to meet the needs of the school district who agree to sell goods and services to the Board of Education in accordance with all conditions of the individual state contract that may or may not exceed the bid threshold in the aggregate.

The duration of the contracts between the West Windsor-Plainsboro Regional School District and the referenced State Contract Vendors shall be for the **2022-2023** School Year as amended from time to time by the Division of Purchase and Property in the Department of the Treasury, Cooperative Purchasing Program.

Educational Services Commission of New Jersey (ESCNJ) Cooperative Bid

<u>Category/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
AMI- Water Meter Management Services Core & Main LP	RFP #ESCNJ 19/20-27	11/14/23
Automotive Parts & Supplies Parts Authority, LLC	ESCNJ 20/21-38	11/19/23
Vehicle Service Lifts and Accessories First Choice Automotive Parts & Equipment, Inc. Mohawk Lifts, LLC Steril-Koni USA, Inc.	ESCNJ 21/22-17	11/15/23
Fencing Purchase, Installation and Repair Fox Fence Enterprises, Inc.	ESCNJ 20/21-37	11/19/23
COVID Testing RCA Laboratory Services LLC dba GENETWORx	ESCNJ 21/22-25	10/07/23
Tent Rental and Purchase L&A Tent Rental, Inc.	ESCNJ 22/23-22	08/29/23

Equipment Disposal

6. Disposal of obsolete equipment that has met the district's life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

High School North
Cot, Nurse's Office

High School South
Bookshelves – 3
Cabinet, File - 2
Cabinet, Metal
Cabinet, Oak
Printer
Radio, Boombox
Speakers - 2
Table

Maurice Hawk

- Camera, Digital - 2
- Cassette Recorder – 2
- Headphones – 5
- Headphone Stand
- Microphone, USB
- Radio, Boombox

Special Services

- Chromebook – 15
- Laptop

Town Center

- Camera, Digital – 3
- Camera Dock Kit
- Camera, Flip - 5
- Camera, Video - 3
- Cassette Recorder – 4
- CD Player
- DVD Player
- VHS/DVD Player - 2

Transportation

Addendum - Cancellations - Renewal

- 7. Cancel 2022 – 2023 Student Transportation Contract – Multi Contract Number AB-PUB21-3, route TG28A awarded to ABC Trans Corp. on June 14, 2022. Total route cost is \$0.00.
- 8. Cancel 2022– 2023 Student Transportation Contract – Multi Contract Number AB-PUB21-2, route NEWGA awarded to ABC Trans Corp. on June 14, 2022. Total route cost is \$0.00.

Addendum - Cancellation - Bid Award

- 9. Cancel 2022 – 2023 Student Transportation Contract – Multi Contract Number IR-PUB22-1, route NR12A awarded to Irvin Raphael, Inc. on June 14, 2022. Total route cost is \$0.00.

Quotes – Special Education

- 10. Award the 2022-2023 Student Transportation Contract-Multi Contract Number MCCCTH1200 to R & M Transportation as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
MCCCTH1200	Mercer County College	\$ 98.00	14	N/A	\$0.50

- 11. Award the 2022-2023 Student Transportation Contract-Multi Contract Number SKMW320 to R & M Transportation as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
SKMW320	Mercer County College	\$ 89.00	27	N/A	\$ 0.50

12. Award the 2022-2023 Student Transportation Contract-Multi Contract Number SKTTH830 to R & M Transportation as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
SKTTH830	Mercer County College	\$ 89.00	29	N/A	\$ 0.50

13. Award the 2022-2023 Student Transportation Contract-Multi Contract Number NKCLUB23 to Garas Trans, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
NKCLUB23	High School South	\$191.00	25	\$ 50.00	\$ 0.00

14. Award the 2022-2023 Student Transportation Contract-Multi Contract Number TC56A to Rick Bus Company as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
TC56A	Town Center Elementary	\$460.00	33	\$150.00	\$ 4.00

15. Award the 2022-2023 Student Transportation Contract-Multi Contract Number HEPRSY to St. Mary Transportation LLC. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
HEPRSY	Hamilton Education	\$187.00	108	N/A	\$ 0.00

16. Award the 2022-2023 Student Transportation Contract-Multi Contract Number TATTLEPM to A1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
TATTLEPM	High School North	\$ 131.67	153	N/A	\$ 0.00

17. Award the 2022-2023 Student Transportation Contract-Multi Contract Number MHALL to St. Mary Transportation LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
MHALL	High School North or Morris Hall	\$ 98.00	170	N/A	\$ 0.00

Travel and Related Expenses Reimbursement

18. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require

the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) Two District administrators to attend the 2022 NJPSA/FEA Courageous Leadership Conference in Atlantic City, New Jersey from October 13, 2022 through October 14, 2022, at a cost not to exceed \$1,300 per person, including travel.
- c) One Central Office staff member to attend the 107th Annual New Jersey State League of Municipalities Conference from November 15, 2022, through November 17, 2022, in Atlantic City, New Jersey, at a cost not to exceed \$60 for registration only.
- d) One District administrator to attend the National Council of Teachers of English Conference in Anaheim, California, from November 17, 2022 through November 20, 2022, at a cost not to exceed \$1800, including travel.
- e) Three District teacher resource specialists to attend the National Council of Teachers of Mathematics Conference, from November 30, 2022 through December 2, 2022, at a cost not to exceed \$1,500 per person, including travel.

To be voted on 09/20/22: Recommend approval of the following resolutions that were tabled at the previous meeting:

Travel and Related Expenses – Board of Education

19. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. To approve the following travel for Board of Education members:

- a) Three Board of Education members representing West Windsor Township to attend the annual New Jersey School Boards Association Workshop in Atlantic City, New Jersey, between October 24 and October 26, 2022. Registration costs are included in a group registration fee for all attendees. Board members may be reimbursed for individual costs for travel and related expenses authorized in connection with this workshop in accordance with *N.J.A.C. 6A:23A-7.11(f)*, and not to exceed \$500 per person.
- b) Two Board of Education members representing West Windsor Township to attend the annual New Jersey School Boards Association Workshop in Atlantic City, New Jersey, between October 24 and October 26, 2022. Registration costs are included in a group registration fee for all attendees. Board members may be reimbursed for individual costs for travel and related expenses authorized in connection with this workshop in accordance with *N.J.A.C. 6A:23A-7.11(f)*, and not to exceed \$500 per person.
- c) Three Board of Education members representing Plainsboro Township to attend the annual New Jersey School Boards Association Workshop in Atlantic City, New Jersey, between October 24 and October 26, 2022. Registration costs are included in a group registration fee for all attendees. Board members may be reimbursed for individual costs for travel and related expenses authorized in connection with this workshop in accordance with *N.J.A.C. 6A:23A-7.11(f)*, and not to exceed \$500 per person.

D. PERSONNEL

To be voted on 09/20/22: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Non-Affiliate Overtime

2. Approve overtime rates of pay for hours worked in excess of 40 hours at time and one-half or double time for holidays, pursuant to FLSA, collective negotiations agreements, and/or district policies for employees in Non-Affiliate Policies A, B, and F. All hours worked must be pre-approved by a supervisor.

Interns

3. Approve the following Speech Language Pathologist intern for spring 2023:
 - a) Sami Schwalbe (James Madison University)
4. Approve the following Nurse intern for spring 2023:
 - a) Denise MacIsaac-Roteman

VI. APPROVAL OF BOARD OF EDUCATION MINUTES - (*NONE*)

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 9/20/2022

Deadline for next Agenda: 9/21/2022

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Appoint								
None								
B. Certificated Staff								
Appoint								
Mazon, Carissa	Appoint	School Nurse	4BA	\$63,450.00 (prorated)	MR/MH	TBD	6/30/23	Appoint as School Nurse, certificate pending, pending employment verification, replacing Jessica Storey, who transferred. (Tenure date: TBD)
Change								
Fox, Kelly	Change	Teacher Special Education	15MA+30	\$97,975.00 (prorated)	TC	9/9/22	6/30/23	Change start date from 10/6/22 to 9/9/22. Change tenure date from 10/7/26 to 9/10/26.
Lewis, Joan	Change	Teacher Elementary		N/A	WIC	9/8/22	9/8/22	Change resignation date from 10/7/22 to 9/8/22.
Bower, Lauren	Change	Teacher Reading Interventionist	6MA	\$67,850.00	DN	9/1/22	6/30/23	Change salary from BA to MA as per contract.
Ely, Rachel	Change	Teacher Mathematics Interventionist	5MA	\$66,600.00	VIL	9/1/22	6/30/23	Change salary from BA to MA as per contract.
Lukacher, Alyson	Change	Teacher Spanish	4MA	\$65,550.00	HSS	9/1/22	6/30/23	Change salary from BA to MA as per contract.
Warren, Matthew	Change	Teacher Social Studies	6PhD	\$70,650.00	HSN/HSS	9/1/22	6/30/23	Change salary from MA+30 to PhD as per contract.
Henry, David	Change %	Teacher Special Education- 104.9%	6MA	\$71,174.65	GMS	9/1/22	6/30/23	Change salary from 100% to 104.9% for an additional section.
Wilson, Craig	Change %	Teacher Special Education- 120%	15BA	\$117,420.00	HSS	9/1/22	6/30/23	Change salary from 100% to 120% for an additional section.
Hensperger, Genevieve	Change %	Teacher Social Studies- 120%	6MA	\$67.85/day	CMS	9/6/22	10/10/22	Additional per diem payment for an extra section.
Jackson, Michael	Change %	Teacher Social Studies- 120%	15MA	\$102.64/day	CMS	9/6/22	10/10/22	Additional per diem payment for an extra section.
Kotch, Raina	Change %	Teacher Social Studies- 120%	15MA	\$101.24/day	CMS	9/6/22	10/10/22	Additional per diem payment for an extra section.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Nemeroff, Catherine	Change %	Teacher Social Studies- 120%	4MA	\$65.55/day	CMS	9/6/22	10/10/22	Additional per diem payment for an extra section.
Curtis, Stephanie	Change %	Teacher Language Arts- 120%	15MA+30	\$125,610.00	HSN	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Leonard, Rosemary	Change %	Teacher Language Arts- 120%	15BA	\$119,700.00	HSS	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Novak, Michael	Change %	Teacher Language Arts- 120%	15BA	\$116,220.00	HSS	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Stanley, Adrienne	Change %	Teacher Language Arts- 120%	15MA	\$119,688.00	HSN	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Wong, Jessica	Change %	Teacher Language Arts- 120%	15MA	\$119,688.00	HSN	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Bryde, Jeanine	Change %	Teacher Business- 120%	15PhD	\$126,180.00	HSS	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Connolly, Thomas	Change %	Teacher Technology- 120%	15MA	\$123,168.00	HSN	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
McCann, Brendan	Change %	Teacher Computer Science- 120%	2BA	\$73,800.00	HSN	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Scarpitta, William	Change %	Teacher Computer Science- 120%	15MA	\$122,208.00	HSS	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Vostal, Kelly	Change %	Teacher Computer Science- 120%	10MA	\$93,570.00	HSN	9/1/22	1/27/23	Change salary from 100% to 120% for an additional section.
Rescind								
Murray, Leslie	Rescind	Teacher Language Arts- LR	2BA	\$61,500.00 (prorated)	HSN	8/31/22	8/31/22	Rescind appointment as leave replacement Language Arts Teacher.
Resignation								
Grillo, William	Resign	Teacher Music		N/A	HSS/HSN	10/28/22	10/28/22	Resign from position.
C. Non Certificated Staff								
Appoint								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Harrington, Ivy	Appoint	Social Media Manager		\$80,000.00 (prorated)	CO	TBD	6/30/23	Appoint as Social Media Manager, pending employment verification, replacing Carolyn Danielle Garske, who resigned.
Falkowski, Patrice	Appoint	Cafeteria Aide	0	\$14.79/hr.	TC	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Cindy Burby, who resigned, not to exceed 2.5 hrs/day.
Change								
Cene, Orsela	Change	Secretary To	6-7	\$54,358.00 (prorated)	HSN	9/12/22	6/30/23	Change start date from TBD to 9/12/22 for change from Secretary 12 Months, 100% GMS to Secretary To 100% HSN.
Klena, Shari	Change	Secretary 12 Months	1	\$46,155.00 (prorated)	GMS	9/12/22	6/30/23	Change start date from TBD to 9/12/22. Change tenure date from TBD to 9/13/25.
Martin, Ashley	Change	Secretary To	1	\$48,483.00 (prorated)	CO	9/6/22	6/30/23	Change start date from TBD to 9/6/22. Change tenure date from TBD to 9/7/25.
Tang, Wangyu	Change	Instructional Assistant- Dual Language Immersion	1	\$20.58/hr.	VIL	9/1/22	6/30/23	Change start date from TBD to 9/1/22.
Franco, Monica	Change	Instructional Assistant/Bus Driver		N/C	HSN	9/1/22	6/30/23	Change hours from 8.25 hrs/day to 8.0 hrs/day, not to exceed 40 hrs/wk at contract rate. Approve for additional 7.5 hrs/wk at overtime rate.
Mishra, Nandita	Change	Instructional Assistant	1	\$19.37/hr.	TC	9/12/22	6/30/23	Change salary from \$17.99/hr to \$19.37/hr.
Sutradhar, Karuna	Change	Instructional Assistant	1	\$17.99/hr.	TC	9/6/22	6/30/23	Change start date from 9/1/22 to 9/6/22.
Halder, Smita	Change	Cafeteria Aide	0	\$14.79/hr.	MR	9/2/22	6/30/23	Change start date from TBD to 9/2/22.
Kurt, Nevriye	Change	Cafeteria Aide	0	\$14.79/hr.	TC	9/13/22	6/30/23	Change start date from TBD to 9/13/22.
Rivera, Melinda	Change	Cafeteria Aide	0	\$14.79/hr.	MH	9/2/22	6/30/23	Change start date from TBD to 9/2/22.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Walter, Julia	Change	Cafeteria Aide	0	\$14.79/hr.	DN	9/13/22	6/30/23	Change start date from TBD to 9/13/22. Change first name from Julie to Julia.
Jones, Siaya	Change	Security Officer "Eyes on the Door"- Substitute		\$15.00/hr.	DIST	9/12/22	6/30/22	Change start date from TBD to 9/12/22.
Rescind								
Gopalakrishnan, Vinitha	Rescind	Cafeteria Aide	0	\$14.79/hr.	TC	9/6/22	9/6/22	Rescind appointment as Cafeteria Aide.
Resignation								
Wilson, Caitlin	Resign	Instructional Assistant		N/A	MR	8/31/22	8/31/22	Resign from position.
Bhatt, Jignesh	Resign	Cafeteria Aide		N/A	MH	8/31/22	8/31/22	Resign from position.
D. Substitute / Other								
Appoint								
Moore, Franklin	Appoint	Substitute Teacher		\$105.00/day	DIST	9/1/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
E. Extracurricular / Extra Pay								
Bus Duty								
McGuinness, Catherine	Extra Duty	Bus Duty		\$15.84/hr.	CMS	9/1/22	6/30/23	Bus Duty, not to exceed 2 hours per week.
Edwards, Sharon	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Supervision								
Kline, Deborah	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Morning Supervision, not to exceed 3 hrs/wk.
Massih, Devin	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Morning Supervision, not to exceed 2 hrs/wk.
McGuinness, Catherine	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Morning Supervision, not to exceed 3 hrs/wk.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Merkert, Ashley	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Morning Supervision, not to exceed 3 hrs/wk.
Saba, Rebecca	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Morning Supervision, not to exceed 3 hrs/wk.
Silvers, Lori	Extra Duty	Supervision		\$19.48/hr.	CMS	9/1/22	6/30/23	Morning Supervision, not to exceed 3 hrs/wk.
Title I								
Baer, Debra	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: FAST Program Coordinator, not to exceed 30 hours.
Anas, Erica	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Baer, Debra	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Davis, Krista	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Davison, Kristine	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Dewan, Megan	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Efstathios, Marisa	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Gura, Elizabeth	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Incollingo, Ellen	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Keenan, Beth	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Knoblock, Richard	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Stevenson, Shaundrika	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Valeriani, Lisa	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Planning and Presenting at FAST Family Fun Day, total program not to exceed 80 hours.
Anas, Erica	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Davis, Krista	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Davison, Kristine	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Dewan, Megan	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Efstathios, Marisa	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Gura, Elizabeth	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Incollingo, Ellen	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Keenan, Beth	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Knoblock, Richard	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Stevenson, Shaundrika	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Valeriani, Lisa	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Waller, Suzanne	Extra Duty	Title I: FAST		\$47.09/hr.	DIST	9/1/22	6/30/23	Title I: Workshop Presenter for FAST Grant Program, total program not to exceed 120 hours.
Change								
Castro-Verrault, Jessica	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change end date from 8/31/22 to 6/30/23 for Internal C&I Website Creation, total program not to exceed 100 hours.
Lindes, Stacey	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change end date from 8/31/22 to 6/30/23 for Internal C&I Website Creation, total program not to exceed 100 hours.
Lowden, Kimberly	Extra Duty	Curriculum		\$47.09/hr.	DIST	7/1/22	8/31/22	Change end date from 8/31/22 to 6/30/23 for Internal C&I Website Creation, total program not to exceed 100 hours.
Bond, Christopher	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	7/1/22	8/31/22	Change Planning and Presenting Professional Development, "High School World History Differentiation", from total program not to exceed 54 hours to not to exceed 75 hours.
Lowden, Kimberly	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/2/22	8/31/22	Change Planning and Presenting Professional Development, "High School World History Differentiation", from total program not to exceed 54 hours to not to exceed 75 hours.



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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pandolpho, Beth	Extra Duty	Professional Development		\$47.09/hr.	DIST	7/2/22	8/31/22	Change Planning and Presenting Professional Development, "High School World History Differentiation", from total program not to exceed 54 hours to not to exceed 75 hours.
E. Stipend Athletic								
Volunteer								
Lamarca, Ryan	Stipend- Athletic	Volunteer Basketball		\$0.00	HSS	TBD	6/30/23	Volunteer Basketball.
Van Dross, Curtis	Stipend- Athletic	Volunteer Cheerleading		\$0.00	HSN/HSS	9/1/22	6/30/23	Volunteer Cheerleading.
E. Stipend Non-Athletic								
Lunch Duty								
Crystal, Jamie	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Hannon, Christa	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSN	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Foret, Matthew	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Gero, Christopher	Stipend Non-Athletic	Lunch Duty		\$1,988.00	HSS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Ali, Sukaina	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Barbieri, Christopher	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Delasandro, Michael	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Diaz, Lauren	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Ditzel, Marina	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Frame, Craig	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Gandy, Heather	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Harrington, Honour	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Kinney, Bethann	Stipend Non-Athletic	Lunch Duty		\$1,988.00 (prorated)	GMS	9/1/22	10/14/22	Lunch Duty, paid in FULL in Dec.
Maggipinto, Gennifer	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Maloney, William	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Massih, Devin	Stipend Non-Athletic	Lunch Duty		\$1,988.00 (prorated)	GMS	9/1/22	6/30/23	Lunch Duty - 50%, paid 1/2 in Dec. and 1/2 in June (A days only).
Mueller, Devin	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Robinson, Todd	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Rodrigo, Jose	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Tummillo, Nancy	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Webb, Joseph	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Millstone River School								
Hart, Shannon	Stipend Non-Athletic	Character Education Coordinator		\$642.00	MR	7/1/22	6/30/23	Character Education / Social Emotional Learning Coordinator, paid 1/2 in Dec. and 1/2 in June.
Greene, Christopher	Stipend Non-Athletic	Coordinator Elementary Science		\$1,722.00	MR	9/1/22	6/30/23	Coordinator Elementary Science, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Liput, Ashley	Stipend Non-Athletic	Coordinator Elementary Science		\$1,722.00	MR	9/1/22	6/30/23	Coordinator Elementary Science, paid 1/2 in Dec. and 1/2 in June.
Pugh, Phillip	Stipend Non-Athletic	Elementary Instrumental Group		\$2,314.03	MR	9/1/22	6/30/23	Chamber Orchestra Advisor, 7 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Witmer, Barbara	Stipend Non-Athletic	Elementary Performing Band		\$2,213.42	MR	9/1/22	6/30/23	Band Advisor, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Gans, Samantha	Stipend Non-Athletic	Elementary Vocal		\$2,012.20	MR	9/1/22	6/30/23	Vocal Music Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Lynch, Kerrilyn	Stipend Non-Athletic	Grade Level Leader, 3rd-Shared		\$948.50	MR	9/1/22	6/30/23	Grade Level Leader, 3rd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Ozdonski, Paige	Stipend Non-Athletic	Grade Level Leader, 3rd-Shared		\$948.50	MR	9/1/22	6/30/23	Grade Level Leader, 3rd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Greene, Christopher	Stipend Non-Athletic	Grade Level Leader, 4th-Shared		\$1,292.50	MR	9/1/22	6/30/23	Grade Level Leader, 4th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Ross, Alexa	Stipend Non-Athletic	Grade Level Leader, 4th-Shared		\$1,292.50	MR	9/1/22	6/30/23	Grade Level Leader, 4th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Pellichero, Hannah	Stipend Non-Athletic	Grade Level Leader, 5th-Shared		\$1,292.50	MR	9/1/22	6/30/23	Grade Level Leader, 5th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Van Doren, Lauren	Stipend Non-Athletic	Grade Level Leader, 5th-Shared		\$1,292.50	MR	9/1/22	6/30/23	Grade Level Leader, 5th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Engelhardt, Elizabeth	Stipend Non-Athletic	Grade Level Leader, Special Areas		\$2,585.00	MR	9/1/22	6/30/23	Grade Level Leader, Special Areas, paid 1/2 in Dec. and 1/2 in June.
Valeriani, Lisa	Stipend Non-Athletic	Grade Level Leader, Special Areas		\$2,585.00	MR	9/1/22	6/30/23	Grade Level Leader, Special Areas, paid 1/2 in Dec. and 1/2 in June.
Collins, Donna	Stipend Non-Athletic	Human Relations Program Leader		\$844.00	MR	9/1/22	6/30/23	Human Relations Program Leader, paid 1/2 in Dec. and 1/2 in June.
Jones, Michael	Stipend Non-Athletic	Human Relations Program Leader		\$844.00	MR	9/1/22	6/30/23	Human Relations Program Leader, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Cicerale, Robyn	Stipend Non-Athletic	Safety Patrol		\$515.00	MR	9/1/22	6/30/23	Safety Patrol, paid 1/2 in Dec. and 1/2 in June.
McElrath, Larisa	Stipend Non-Athletic	Safety Patrol		\$515.00	MR	9/1/22	6/30/23	Safety Patrol, paid 1/2 in Dec. and 1/2 in June.
Birrer, Denise	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	MR	9/1/22	6/30/23	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Redelico, Rachel	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	MR	9/1/22	6/30/23	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Gura, Elizabeth	Stipend Non-Athletic	Student Human Relations Council Advisor- Shared		\$620.00	MR	9/1/22	6/30/23	Student Human Relations Council Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Valeriani, Lisa	Stipend Non-Athletic	Student Human Relations Council Advisor- Shared		\$620.00	MR	9/1/22	6/30/23	Student Human Relations Council Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Village School								
Greiner, Melissa	Stipend Non-Athletic	Character Education Coordinator- Shared		\$214.00	VIL	9/1/22	6/30/23	Character Education / Social Emotional Learning Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Khalifa, Melody	Stipend Non-Athletic	Character Education Coordinator- Shared		\$214.00	VIL	9/1/22	6/30/23	Character Education / Social Emotional Learning Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Sheffield, April	Stipend Non-Athletic	Character Education Coordinator- Shared		\$214.00	VIL	9/1/22	6/30/23	Character Education / Social Emotional Learning Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Mallon, Dennis	Stipend Non-Athletic	Coordinator Elementary Science- Shared		\$861.00	VIL	9/1/22	6/30/23	Coordinator Elementary Science - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Stevenson, Michael	Stipend Non-Athletic	Coordinator Elementary Science- Shared		\$861.00	VIL	9/1/22	6/30/23	Coordinator Elementary Science - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Dietler-Basta, Erica	Stipend Non-Athletic	Elementary Instrumental Group		\$2,213.42	VIL	9/1/22	6/30/23	Chamber Orchestra, K-5, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Gagliardi, Jill	Stipend Non-Athletic	Elementary Performing Band		\$2,213.42	VIL	1/1/23	6/30/23	Pops Band, K-5, 6 yrs. exp., paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Carter, Amy	Stipend Non-Athletic	Elementary Vocal		\$2,112.81	VIL	9/1/22	6/30/23	Vocal Ensemble, K-5, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Mucciarone, MaryJean	Stipend Non-Athletic	Grade Level Leader, 4th-Shared		\$1,292.50	VIL	9/1/22	6/30/23	Grade Level Leader, 4th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Sheffield, April	Stipend Non-Athletic	Grade Level Leader, 4th-Shared		\$1,292.50	VIL	9/1/22	6/30/23	Grade Level Leader, 4th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
DeLizzio, Danielle	Stipend Non-Athletic	Grade Level Leader, 5th-Shared		\$1,292.50	VIL	9/1/22	6/30/23	Grade Level Leader, 5th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Orlovsky, Karen	Stipend Non-Athletic	Grade Level Leader, 5th-Shared		\$1,292.50	VIL	9/1/22	6/30/23	Grade Level Leader, 5th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Carter, Amy	Stipend Non-Athletic	Grade Level Leader, Special Areas- Shared		\$1,292.50	VIL	9/1/22	6/30/23	Grade Level Leader, Special Areas - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Schoen, Kacie	Stipend Non-Athletic	Grade Level Leader, Special Areas- Shared		\$1,292.50	VIL	9/1/22	6/30/23	Grade Level Leader, Special Areas - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Arnold, Julia	Stipend Non-Athletic	Human Relations Program Leader		\$844.00	VIL	9/1/22	6/30/23	Human Relations Program Leader, paid 1/2 in Dec. and 1/2 in June.
Shute, Maria	Stipend Non-Athletic	Human Relations Program Leader		\$844.00	VIL	9/1/22	6/30/23	Human Relations Program Leader, paid 1/2 in Dec. and 1/2 in June.
Gagliardi, Jill	Stipend Non-Athletic	Student Human Relations Council Advisor- Shared		\$620.00	VIL	9/1/22	6/30/23	Student Human Relations Council Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Musso, Michael	Stipend Non-Athletic	Student Human Relations Council Advisor- Shared		\$620.00	VIL	9/1/22	6/30/23	Student Human Relations Council Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Dutch Neck Elementary								
Babcock, Kristen	Stipend Non-Athletic	Character Education Coordinator-Shared		\$321.00	DN	9/1/22	6/30/23	Character Education Coordinator - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Drummond, Alexis	Stipend Non-Athletic	Character Education Coordinator-Shared		\$321.00	DN	9/1/22	6/30/23	Character Education Coordinator - shared 50%, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
O'Connell, Sarah	Stipend Non-Athletic	Coordinator Elementary Science		\$1,722.00	DN	9/1/22	6/30/23	Coordinator Elementary Science, paid 1/2 in Dec. and 1/2 in June.
Dowling, Jennifer	Stipend Non-Athletic	Coordinator-Special Projects		\$1,550.00	DN	9/1/22	6/30/23	Coordinator, Special Projects - DN Garden, paid 1/2 in December and 1/2 in June.
Kieffer, Amy	Stipend Non-Athletic	Grade Level Leader, Kindergarten-Shared		\$775.00	DN	9/1/22	6/30/23	Grade Level Leader, Kindergarten - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Pagnani, Samantha	Stipend Non-Athletic	Grade Level Leader, Kindergarten-Shared		\$775.00	DN	9/1/22	6/30/23	Grade Level Leader, Kindergarten - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Drummond, Alexis	Stipend Non-Athletic	Grade Level Leader, 1st- Shared		\$1,119.50	DN	9/1/22	6/30/23	Grade Level Leader, 1st - shared 50%, paid 1/2 in Dec. and 1/2 in June.
O'Connell, Sarah	Stipend Non-Athletic	Grade Level Leader, 1st- Shared		\$1,119.50	DN	9/1/22	6/30/23	Grade Level Leader, 1st - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Babcock, Kristen	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared		\$1,119.50	DN	9/1/22	6/30/23	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Dowling, Jennifer	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared		\$1,119.50	DN	9/1/22	6/30/23	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Eikelberner, Jeffrey	Stipend Non-Athletic	Grade Level Leader, 3rd-Shared		\$1,119.50	DN	9/1/22	6/30/23	Grade Level Leader, 3rd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Passalacqua, Daniela	Stipend Non-Athletic	Grade Level Leader, 3rd-Shared		\$1,119.50	DN	9/1/22	6/30/23	Grade Level Leader, 3rd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Lavan, Brenda	Stipend Non-Athletic	Grade Level Leader, Special Areas- Shared		\$1,119.50	DN	9/1/22	6/30/23	Grade Level Leader, Special Areas - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Stevens, Timothy	Stipend Non-Athletic	Grade Level Leader, Special Areas- Shared		\$1,119.50	DN	9/1/22	6/30/23	Grade Level Leader, Special Areas - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Kovatch, Anthony	Stipend Non-Athletic	Safety Patrol		\$515.00	DN	9/1/22	6/30/23	Dexter Safety Patrol Coordinator, paid 1/2 in Dec. and 1/2 in June.
Bresnahan, Marie	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	DN	9/1/22	6/30/23	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hughes, Anne Marie	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	DN	9/1/22	6/30/23	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Walling, Barbra	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	DN	9/1/22	6/30/23	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Maurice Hawk Elementary								
McMullen, Alison	Stipend Non-Athletic	Character Education Coordinator		\$642.00	MH	9/1/22	6/30/23	Character Education Coordinator, paid 1/2 in Dec. and 1/2 in June.
Yi, Julie	Stipend Non-Athletic	Character Education Coordinator		\$642.00	MH	9/1/22	6/30/23	Character Education Coordinator, paid 1/2 in Dec. and 1/2 in June.
Stevens, Kayla	Stipend Non-Athletic	Coordinator Elementary Science-Shared		\$861.00	MH	9/1/22	6/30/23	Coordinator Elementary Science - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Yi, Julie	Stipend Non-Athletic	Coordinator Elementary Science-Shared		\$861.00	MH	9/1/22	6/30/23	Coordinator Elementary Science - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Holleran, Kimberlee	Stipend Non-Athletic	Evening Event Coordinator		\$643.00	MH	9/1/22	6/30/23	Evening Event Coordinator, paid 1/2 in Dec. and 1/2 in June.
Rizziello, Lisa	Stipend Non-Athletic	Evening Event Coordinator		\$643.00	MH	9/1/22	6/30/23	Evening Event Coordinator, paid 1/2 in Dec. and 1/2 in June.
Stevens, Kayla	Stipend Non-Athletic	Evening Event Coordinator		\$643.00	MH	9/1/22	6/30/23	Evening Event Coordinator, paid 1/2 in Dec. and 1/2 in June.
Yaeger, Shannon	Stipend Non-Athletic	Evening Event Coordinator		\$643.00	MH	9/1/22	6/30/23	Evening Event Coordinator, paid 1/2 in Dec. and 1/2 in June.
McMullen, Alison	Stipend Non-Athletic	Grade Level Leader, Kindergarten-Shared		\$1,119.50	MH	9/1/22	6/30/23	Grade Level Leader, Kindergarten - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Wriede, Michelle	Stipend Non-Athletic	Grade Level Leader, Kindergarten-Shared		\$1,119.50	MH	9/1/22	6/30/23	Grade Level Leader, Kindergarten - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Byrnes, Christy	Stipend Non-Athletic	Grade Level Leader, 1st- Shared		\$948.50	MH	9/1/22	6/30/23	Grade Level Leader, 1st - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Robinson, Christine	Stipend Non-Athletic	Grade Level Leader, 1st- Shared		\$948.50	MH	9/1/22	6/30/23	Grade Level Leader, 1st - shared 50%, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Barcess, Claire	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared		\$948.50	MH	9/1/22	6/30/23	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Ralston, Christine	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared		\$948.50	MH	9/1/22	6/30/23	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Davison, Kristine	Stipend Non-Athletic	Grade Level Leader, 3rd		\$2,239.00	MH	9/1/22	6/30/23	Grade Level Leader, 3rd, paid 1/2 in Dec. and 1/2 in June.
Carr, Tina	Stipend Non-Athletic	Grade Level Leader, Special Areas- Shared		\$1,292.50	MH	9/1/22	6/30/23	Grade Level Leader, Special Areas - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Massari, Nancy	Stipend Non-Athletic	Grade Level Leader, Special Areas- Shared		\$1,292.50	MH	9/1/22	6/30/23	Grade Level Leader, Special Areas - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Holleran, Kimberlee	Stipend Non-Athletic	Math Club		\$1,029.00	MH	9/1/22	6/30/23	Math Club Coordinator, paid 1/2 in Dec. and 1/2 in June.
Yeager, Shannon	Stipend Non-Athletic	Media Coordinator		\$1,722.00	MH	9/1/22	6/30/23	Hawk Happenings / Media Coordinator, paid 1/2 in Dec. & 1/2 in June.
Burke, Anastasia	Stipend Non-Athletic	Reading Club		\$1,029.00	MH	9/1/22	6/30/23	3rd Grade Reading Club Coordinator, paid 1/2 in Dec. and 1/2 in June.
Ralston, Christine	Stipend Non-Athletic	Reading Club		\$1,029.00	MH	9/1/22	6/30/23	2nd Grade Reading Club Coordinator, paid 1/2 in Dec. and 1/2 in June.
Jones, Nicole	Stipend Non-Athletic	Safety Patrol		\$515.00	MH	9/1/22	6/30/23	Hawk Patrol Coordinator, paid 1/2 in Dec. and 1/2 in June.
Marshall, Kelly	Stipend Non-Athletic	Safety Patrol		\$515.00	MH	9/1/22	6/30/23	Hawk Patrol Coordinator /Ambassador Coordinator, paid 1/2 in Dec. and 1/2 in June.
Hughes, Anne Marie	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	MH	9/1/22	6/30/23	School Day Event Coordinator, paid 1/2 in Dec. and 1/2 in June.
Moore, Jessica	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	MH	9/1/22	6/30/23	School Day Event Coordinator, paid 1/2 in Dec. and 1/2 in June.
Mulhall, Maureen	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	MH	9/1/22	6/30/23	School Day Event Coordinator, paid 1/2 in Dec. and 1/2 in June.
Town Center Elementary								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Anas, Erica	Stipend Non-Athletic	Character Education Coordinator		\$642.00	TC	9/1/22	6/30/23	Character Education Coordinator, paid 1/2 in Dec. and 1/2 in June.
Coleman, Bradford	Stipend Non-Athletic	Coordinator Elementary Science		\$1,722.00	TC	9/1/22	6/30/23	Coordinator Elementary Science, paid 1/2 in Dec. and 1/2 in June.
Mansfield, Mildred	Stipend Non-Athletic	Coordinator-Special Projects		\$1,550.00	TC	9/1/22	6/30/23	Coordinator, Special Projects - TC Garden, paid 1/2 in December and 1/2 in June.
Boyce, Patricia	Stipend Non-Athletic	Evening Event Coordinator-Shared		\$214.33	TC	9/1/22	6/30/23	Evening Event Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Hancock, Melissa	Stipend Non-Athletic	Evening Event Coordinator-Shared		\$214.33	TC	9/1/22	6/30/23	Evening Event Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Redelico, Rachel	Stipend Non-Athletic	Evening Event Coordinator-Shared		\$214.33	TC	9/1/22	6/30/23	Evening Event Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Curran, Jane	Stipend Non-Athletic	Grade Level Leader, Kindergarten		\$1,897.00	TC	9/1/22	6/30/23	Grade Level Leader, Kindergarten, paid 1/2 in Dec. and 1/2 in June.
Boyce, Patricia	Stipend Non-Athletic	Grade Level Leader, 1st-Shared		\$1,119.50	TC	9/1/22	6/30/23	Grade Level Leader, 1st - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Knoblock, Richard	Stipend Non-Athletic	Grade Level Leader, 1st-Shared		\$1,119.50	TC	9/1/22	6/30/23	Grade Level Leader, 1st - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Coleman, Bradford	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared		\$1,119.50	TC	9/1/22	6/30/23	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Hancock, Melissa	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared		\$1,119.50	TC	9/1/22	6/30/23	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Waller, Suzanne	Stipend Non-Athletic	Grade Level Leader, Special Areas		\$2,239.00	TC	9/1/22	6/30/23	Grade Level Leader, Special Areas, paid 1/2 in Dec. and 1/2 in June.
Hancock, Melissa	Stipend Non-Athletic	Media Coordinator-Shared		\$861.00	TC	9/1/22	6/30/23	Media Coordinator - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Rao, Shobha	Stipend Non-Athletic	Media Coordinator-Shared		\$861.00	TC	9/1/22	6/30/23	Media Coordinator - shared 50%, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Anand, Shagoon	Stipend Non-Athletic	School Day Event Coordinator-Shared		\$192.50	TC	9/1/22	6/30/23	School Day Event Coordinator - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Covucci, Amanda	Stipend Non-Athletic	School Day Event Coordinator-Shared		\$192.50	TC	9/1/22	6/30/23	School Day Event Coordinator - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Wicoff Elementary								
Incollingo, Ellen	Stipend Non-Athletic	Character Education Coordinator		\$642.00	WIC	9/1/22	6/30/23	Character Education Coordinator, paid 1/2 in Dec. and 1/2 in June.
Collins, Melissa	Stipend Non-Athletic	Coordinator Elementary Science		\$1,722.00	WIC	9/1/22	6/30/23	Coordinator Elementary Science, paid 1/2 in Dec. and 1/2 in June.
King, L. Rebecca	Stipend Non-Athletic	Evening Event Coordinator		\$1,286.00	WIC	9/1/22	6/30/23	Evening Event Coordinator, Family Math Evening - 2 sessions, paid 1/2 in Dec. and 1/2 in June.
Pinner, Gerald	Stipend Non-Athletic	Evening Event Coordinator		\$1,286.00	WIC	9/1/22	6/30/23	Evening Event Coordinator, Family Math Evening - 2 sessions, paid 1/2 in Dec. and 1/2 in June.
Wheeler, Rashmi	Stipend Non-Athletic	Evening Event Coordinator		\$1,286.00	WIC	9/1/22	6/30/23	Evening Event Coordinator, Family Math Evening - 2 sessions, paid 1/2 in Dec. and 1/2 in June.
Miller, Kristin	Stipend Non-Athletic	Grade Level Leader, Kindergarten-Shared		\$775.00	WIC	9/1/22	6/30/23	Grade Level Leader, Kindergarten - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Mulshine, Lindsay	Stipend Non-Athletic	Grade Level Leader, Kindergarten-Shared		\$775.00	WIC	9/1/22	6/30/23	Grade Level Leader, Kindergarten - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Shwom, Heather	Stipend Non-Athletic	Grade Level Leader, 1st		\$1,897.00	WIC	9/1/22	6/30/23	Grade Level Leader, 1st, paid 1/2 in Dec. and 1/2 in June.
Karpinski, Megan	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared		\$948.50	WIC	9/1/22	6/30/23	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Wheeler, Rashmi	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared		\$948.50	WIC	9/1/22	6/30/23	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Exler, Melissa	Stipend Non-Athletic	Grade Level Leader, 3rd		\$1,897.00	WIC	9/1/22	6/30/23	Grade Level Leader, 3rd, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Incollingo, Ellen	Stipend Non-Athletic	Grade Level Leader, Special Areas		\$1,897.00	WIC	9/1/22	6/30/23	Grade Level Leader, Special Areas, paid 1/2 in Dec. and 1/2 in June.
Incollingo, Ellen	Stipend Non-Athletic	Safety Patrol		\$515.00	WIC	9/1/22	6/30/23	Rainbow Patrol Coordinator, paid 1/2 in Dec. and 1/2 in June.
Piergrossi, Melinda	Stipend Non-Athletic	School Day Event Coordinator		\$577.50	WIC	9/1/22	6/30/23	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Redelico, Rachel	Stipend Non-Athletic	School Day Event Coordinator		\$577.50	WIC	9/1/22	6/30/23	STEAM Day Coordinator, paid 1/2 in Dec. and 1/2 in June.
Special Services								
MacPhie, Michelle	Stipend Non-Athletic	Grade Level Leader-Shared		\$775.00	DN	9/1/22	6/30/23	Grade Level Leader - shared 50%, paid 1/2 in Dec. and 1/2 in June.
McGowan, Elizabeth	Stipend Non-Athletic	Grade Level Leader-Shared		\$775.00	DN	9/1/22	6/30/23	Grade Level Leader - shared 50%, paid 1/2 in Dec. and 1/2 in June.
McCormick, Megan	Stipend Non-Athletic	Grade Level Leader-Shared		\$1,119.50	MH	9/1/22	6/30/23	Grade Level Leader - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Sullivan, Kristen	Stipend Non-Athletic	Grade Level Leader-Shared		\$1,119.50	MH	9/1/22	6/30/23	Grade Level Leader - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Covucci, Amanda	Stipend Non-Athletic	Grade Level Leader		\$2,239.00	TC	9/1/22	6/30/23	Grade Level Leader, paid 1/2 in Dec. and 1/2 in June.
Eggert, David	Stipend Non-Athletic	Grade Level Leader		\$2,239.00	MR	9/1/22	6/30/23	Grade Level Leader, paid 1/2 in Dec. and 1/2 in June.
Mato, Cristina	Stipend Non-Athletic	Grade Level Leader		\$2,239.00	VIL	9/1/22	6/30/23	Grade Level Leader, paid 1/2 in Dec. and 1/2 in June.
Bard, Jennifer	Stipend Non-Athletic	Head Teacher		\$1,420.00	HSN	9/1/22	6/30/23	Head Teacher, paid 1/2 in Dec. and 1/2 in June.
Kemo, Kerry	Stipend Non-Athletic	Head Teacher		\$1,420.00	HSS	9/1/22	6/30/23	Head Teacher, paid 1/2 in Dec. and 1/2 in June.
Keeney, Megan	Stipend Non-Athletic	Head Teacher-Shared		\$710.00	CMS	9/1/22	6/30/23	Head Teacher - shared 50%, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Keller, Elizabeth	Stipend Non-Athletic	Head Teacher-Shared		\$710.00	CMS	9/1/22	6/30/23	Head Teacher - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Hoeflinger, Kimberly	Stipend Non-Athletic	Head Teacher		\$1,420.00	GMS	9/1/22	6/30/23	Head Teacher, paid 1/2 in Dec. and 1/2 in June.
Keeney, Megan	Stipend Non-Athletic	Head Teacher-Shared		\$710.00	CMS	9/1/22	6/30/23	Head Teacher - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Keller, Elizabeth	Stipend Non-Athletic	Head Teacher-Shared		\$710.00	CMS	9/1/22	6/30/23	Head Teacher - shared 50%, paid 1/2 in Dec. and 1/2 in June.
F. Community Education								
Appoint								
Iyer, Usha	Appoint	EDP Group Leader		\$14.50/hr.	MH	9/12/22	6/30/23	Appoint as an EDP Group Leader.
George, Rachel	Appoint	EDP Group Leader		\$14.50/hr.	MH	9/6/22	6/30/22	Appoint as an EDP Group Leader.
Lerner, Kathryn	Appoint	EDP Group Leader		\$14.50/hr.	MR	9/12/22	6/30/23	Appoint as an EDP Group Leader.
Change								
Sampath, Usha	Change	EDP Site Supervisor		\$29,556.25	TC/WIC	9/1/22	6/30/23	Change salary from \$27,983.86 to \$29,556.25. Change location from TC to TC/WIC.
Baskin, Zackary	Change Location	EDP Assistant Group Leader		N/C	VIL	9/1/22	6/30/23	Change location from WIC to VIL.
Kesavabhotla, Padma	Change Location	EDP Site Supervisor		N/C	VIL	9/1/22	6/30/23	Change location from WIC to VIL.
Resignation								
Singh, Bandana	Resign	EDP Site Supervisor		N/A	VIL	9/14/22	9/14/22	Resign from position.
Devathala, Sujana	Resign	EDP Group Leader		N/A	MR	8/28/22	8/28/22	Resign from position.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Change								
Gialanella, Alicia	Change	School Psychologist	2MA+30	\$65,050.00	MH	10/31/22	6/30/23	Change start date from TBD to 10/31/22. Change tenure date from TBD to 11/1/26.
Rosenberg, Max	Appoint- Repl.	Teacher Mathematics- LR	0BA	\$59,500.00 (prorated)	CMS	9/1/22	6/30/23	Change end date from 4/4/23 to 6/30/23.
Yaros, Gabrielle	Change	School Psychologist		N/A	CMS	9/29/22	12/21/22	Change FMLA/NJFLA/CC from 9/15/22-12/7/22 to 9/29/22-12/21/22 unpaid, with benefits. (RTW: 12/22/22)
Iannelli, Matthew	Change %	Teacher Technology- 120%	6BA	\$78,600.00	HSN	9/1/22	6/30/23	Change salary from 100% to 120% for an additional section.
Juarez-Stucker, Telma	Change %	Teacher Family & Consumer Science- 120%	3BA	\$74,880.00	HSN	9/1/22	6/30/23	Change salary from 100% to 120% for an additional section.
Barabas, Martha	Change %	Teacher Language Arts- 120%	4MA	\$65.55/day	GMS	10/1/22	4/22/23	Additional per diem payment for an extra section.
Curbishley, Cheryl	Change %	Teacher Language Arts- 120%	12BA	\$81.40/day	GMS	10/1/22	4/22/23	Additional per diem payment for an extra section.
Kinney, Bethann	Change %	Teacher Language Arts- 120%	15MA	\$102.64/day	GMS	10/1/22	4/22/23	Additional per diem payment for an extra section.
Webb, Joseph	Change %	Teacher Language Arts- 120%	6BA	\$65.50/day	GMS	10/1/22	4/22/23	Additional per diem payment for an extra section.
Leave of Absence								
Cubano, Kathryn	Leave- FMLA/NJFLA/CC	Teacher Resource Specialist- Curriculum and Instruction (Gr 6-12)		N/A	DIST	1/10/23	6/4/23	FMLA/NJFLA/CC: 1/10/23-4/3/23 unpaid, with benefits. CC: 4/4/23-6/4/23 unpaid, no benefits. (RTW: 6/5/23)
Scanlon, Erin	Leave- FMLA/NJFLA/CC	Teacher Special Education		N/A	MR	3/23/23	6/20/23	FMLA/NJFLA/CC: 3/23/23-6/20/23 unpaid, with benefits. (RTW: 9/1/23)
C. Non Certificated Staff								
Appoint								
Leonard, Rosemary	Appoint	Security Officer "Eyes on the Door"- Substitute		\$15.00/hr.	DIST	9/21/22	6/30/23	Appoint as substitute security officer - "Eyes on the Door", as needed.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Vargo, Kimberly	Appoint	Security Officer "Eyes on the Door"- Substitute		\$15.00/hr.	DIST	TBD	6/30/23	Appoint as substitute security officer - "Eyes on the Door", pending employment verification, as needed.
Change								
Novick, Amanda	Change	Administrative Assistant		\$60,000.00 (prorated)	CO	9/21/22	6/30/23	Change from Secretary To to Administrative Assistant, replacing Catherine Arminio, who transferred.
Oormimala, Banerjee	Change	Instructional Assistant		N/C	MH	9/1/22	6/30/23	Change hours from 6.5 hrs/day to 7.0 hrs/day.
Leave of Absence								
Pachas, Annette	Leave- FMLA	Instructional Assistant		N/A	HSN	11/3/22	11/11/22	FMLA: 11/3/22-11/11/22 unpaid, with benefits. (RTW: 11/14/22)
Resignation								
Schanz, Jeanne	Resign	Instructional Assistant		N/A	GMS	11/30/22	11/30/22	Resign, after 21.5 years in the district, for the purpose of retirement.
D. Substitute / Other								
Appoint								
Lebron-Vashi, Katherine	Appoint	Substitute Nurse		\$210.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Nurse (County Cert.), pending employment verification, as needed for temporary assignments.
Carnevale, Mary Ann	Appoint	Substitute Teacher		\$115.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Kosar, Diane	Appoint	Substitute Teacher		\$115.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Perez, Genesis	Appoint	Substitute Teacher		\$115.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Kanarkowski, Kayla	Appoint	Substitute Teacher		\$105.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Nahid, Banu	Appoint	Substitute Teacher		\$105.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Palaniswamy, Archana Dhevi	Appoint	Substitute Teacher		\$105.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Pasupuleti, Manoja	Appoint	Substitute Teacher		\$105.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Shijin, Sharika	Appoint	Substitute Teacher		\$105.00/day	DIST	9/21/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Rescind								
Palmieri, Yuliy	Rescind	Substitute Nurse		\$210.00/day	DIST	9/7/22	9/7/22	Rescind appointment as a Substitute Nurse (County Cert.), pending employment verification, as needed for temporary assignments.
Resignation								
Simels, Kelli	Resign	Substitute Teacher		N/A	DIST	9/7/22	9/7/22	Resign from position.
Glynn, Shannon	Resign	Substitute Teacher		N/A	DIST	9/7/22	9/7/22	Resign from position.
Krajunus, Tricia	Resign	Substitute Teacher		N/A	DIST	9/14/22	9/14/22	Resign from position.
E. Extracurricular / Extra Pay								
Lighting and Sound Technician								
Collins, Scott	Extra Duty	Lighting and Sound Technician		\$50.00/hr.	DIST	9/1/22	6/30/23	Lighting and Sound event coverage, as needed.
Massih, Devin	Extra Duty	Lighting and Sound Technician		\$50.00/hr.	DIST	9/1/22	6/30/23	Lighting and Sound event coverage, as needed.
Mastrangeli, Pietro	Extra Duty	Lighting and Sound Technician		\$50.00/hr.	DIST	9/1/22	6/30/23	Lighting and Sound event coverage, as needed.
McGrady, Melissa	Extra Duty	Lighting and Sound Technician		\$50.00/hr.	DIST	9/1/22	6/30/23	Lighting and Sound event coverage, as needed.
O'Conne, Colleen	Extra Duty	Lighting and Sound Technician		\$50.00/hr.	DIST	9/1/22	6/30/23	Lighting and Sound event coverage, as needed.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Williams-Lewis, Joseph	Extra Duty	Lighting and Sound Technician		\$50.00/hr.	DIST	9/1/22	6/30/23	Lighting and Sound event coverage, as needed.
Change								
Crilly, Michelle	Change	Coordinator, School Nurses & Health Services- Summer Hours		\$47.09/hr.	DIST	7/1/22	8/31/22	Change Coordinator, School Nurses & Health Services- Summer Hours, from not to exceed 60 hours to not to exceed 72 hours.
E. Stipend Athletic								
Basketball								
Beesley, Lucas	Stipend-Athletic	Basketball- Boys Head Coach		\$8,049.57	HSN	Winter 2022- 2023	Winter 2022- 2023	Basketball - Boys Head Coach, 1 yr. exp., paid in FULL in March.
Lagomarsino, Ryan	Stipend-Athletic	Basketball- Boys Assistant Coach		\$5,282.11	HSN	Winter 2022- 2023	Winter 2022- 2023	Basketball - Boys Assistant Coach, 4 yrs. exp., paid in FULL in March.
Wendel, Wayne	Stipend-Athletic	Basketball- Boys Assistant Coach		\$6,288.18	HSN	Winter 2022- 2023	Winter 2022- 2023	Basketball - Boys Assistant Coach, 24 yrs. exp., paid in FULL in March.
Moore, Franklin	Stipend-Athletic	Basketball- Girls Head Coach		\$9,659.07	HSN	Winter 2022- 2023	Winter 2022- 2023	Basketball - Boys Head Coach, 10 yrs. exp., paid in FULL in March.
Kratz, Emily	Stipend-Athletic	Basketball- Girls Assistant Coach		\$5,282.11	HSN	Winter 2022- 2023	Winter 2022- 2023	Basketball - Girls Assistant Coach, 4 yrs. exp., paid in FULL in March.
Gambino, Joseph	Stipend-Athletic	Basketball- Boys Assistant Coach		\$5,282.11	HSS	Winter 2022- 2023	Winter 2022- 2023	Basketball - Boys Assistant Coach, 4 yrs. exp., paid in FULL in March.
Kinloch, Robert	Stipend-Athletic	Basketball- Boys Assistant Coach		\$5,030.33	HSS	Winter 2022- 2023	Winter 2022- 2023	Basketball - Boys Assistant Coach, 0 yrs. exp., paid in FULL in March.
Giordano, Julia	Stipend-Athletic	Basketball- Girls Assistant Coach		\$5,532.85	HSS	Winter 2022- 2023	Winter 2022- 2023	Basketball - Girls Assistant Coach, 6 yrs. exp., paid in FULL in March.
Mastroianni, Elisa	Stipend-Athletic	Basketball- Girls Assistant Coach		\$5,030.33	HSS	Winter 2022- 2023	Winter 2022- 2023	Basketball - Girls Assistant Coach, 1 yrs. exp., paid in FULL in March.
Cheerleading								
Matrale, Ashley	Stipend-Athletic	Cheerleading- Head Coach		\$4,778.56	HSN	Winter 2022- 2023	Winter 2022- 2023	Cheerleading - Head Coach, 1 yr. exp., paid in FULL in March.
Kitson, Mary	Stipend-Athletic	Cheerleading- Assistant Coach		\$4,401.93	HSN	Winter 2022- 2023	Winter 2022- 2023	Cheerleading - Assistant Coach, 12 yrs. exp., paid in FULL in March.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Palmer, Morgan	Stipend-Athletic	Cheerleading- Head Coach		\$4,778.56	HSS	Winter 2022-2023	Winter 2022-2023	Cheerleading - Head Coach, 2 yrs. exp., paid in FULL in March.
Ferrante, Julia	Stipend-Athletic	Cheerleading- Assistant Coach		\$3,520.71	HSS	Winter 2022-2023	Winter 2022-2023	Cheerleading - Assistant Coach, 1 yr. exp., paid in FULL in March.
Fencing								
Chang, Richard	Stipend-Athletic	Fencing- Head Coach		\$6,363.09	HSN	Winter 2022-2023	Winter 2022-2023	Fencing - Head Coach, 7 yrs. exp., paid in FULL in March.
Kwok, Tak Cheung	Stipend-Athletic	Fencing- Assistant Coach		\$3,520.71	HSN	Winter 2022-2023	Winter 2022-2023	Fencing - Assistant Coach, 0 yrs. exp., paid in FULL in March.
Fitness Supervisor								
Brack, Daniel	Stipend-Athletic	Fitness Supervision- Shared		\$1,660.48	HSS	Winter 2022-2023	Winter 2022-2023	Fitness Supervisor - shared 50%, 5 yrs. exp., paid in FULL in March.
Garzio, Michael	Stipend-Athletic	Fitness Supervision- Shared		\$1,509.10	HSS	Winter 2022-2023	Winter 2022-2023	Fitness Supervisor - shared 50%, 2 yrs. exp., paid in FULL in March.
Ice Hockey								
Borowsky, Andrew	Stipend-Athletic	Ice Hockey- Head Coach		\$5,784.62	HSS	Winter 2022-2023	Winter 2022-2023	Ice Hockey - Head Coach, 2 yrs. exp., paid in FULL in March.
McGurney, Brian	Stipend-Athletic	Ice Hockey- Assistant Coach		\$5,030.33	HSS	Winter 2022-2023	Winter 2022-2023	Ice Hockey - Assistant Coach, 12 yrs. exp., paid in FULL in March.
Indoor Track								
Warren, Matthew	Stipend-Athletic	Indoor Track- Head Coach		\$6,363.09	HSN	Winter 2022-2023	Winter 2022-2023	Indoor Track - Head Coach, 5 yrs. exp., paid in FULL in March.
Altwater, Deanna	Stipend-Athletic	Indoor Track- Assistant Coach		\$4,024.27	HSN	Winter 2022-2023	Winter 2022-2023	Indoor Track - Assistant Coach, 1 yr. exp., paid in FULL in March.
Barnes, Tyler	Stipend-Athletic	Indoor Track- Assistant Coach		\$4,226.10	HSN	Winter 2022-2023	Winter 2022-2023	Indoor Track - Assistant Coach, 4 yrs. exp., paid in FULL in March.
Coburn, Matthew	Stipend-Athletic	Indoor Track- Head Coach		\$6,073.86	HSS	Winter 2022-2023	Winter 2022-2023	Indoor Track - Head Coach, 4 yrs. exp., paid in FULL in March.
Muneer, Amirah	Stipend-Athletic	Indoor Track- Assistant Coach		\$4,226.10	HSS	Winter 2022-2023	Winter 2022-2023	Indoor Track - Assistant Coach, 3 yrs. exp., paid in FULL in March.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Murphy, Jessica	Stipend-Athletic	Indoor Track- Assistant Coach		\$4,627.70	HSS	Winter 2022- 2023	Winter 2022- 2023	Indoor Track - Assistant Coach, 7 yrs. exp., paid in FULL in March.
Soccer								
Thompson, Jay	Stipend-Athletic	Soccer- Boys Coach		\$3,018.20	GMS	Fall 2022	Fall 2022	Soccer - Boys Coach, 0 yrs. exp., paid in FULL in Dec.
Swimming								
Robinson, Todd	Stipend-Athletic	Swimming- Head Coach		\$10,061.71	HSN	Winter 2022- 2023	Winter 2022- 2023	Swimming - Head Coach, 13 yrs. exp., paid in FULL in March.
Markley, Kirk	Stipend-Athletic	Swimming- Assistant Coach		\$6,036.40	HSN	Winter 2022- 2023	Winter 2022- 2023	Swimming - Assistant Coach, 10 yrs. exp., paid in FULL in March.
Riley, Theresa	Stipend-Athletic	Swimming- Assistant Coach		\$6,036.40	HSN	Winter 2022- 2023	Winter 2022- 2023	Swimming - Assistant Coach, 9 yrs. exp., paid in FULL in March.
Bidwell, Jessica	Stipend-Athletic	Swimming- Head Coach		\$8,854.84	HSS	Winter 2022- 2023	Winter 2022- 2023	Swimming - Head Coach, 6 yrs. exp., paid in FULL in March.
Bower, Daniel	Stipend-Athletic	Swimming- Assistant Coach		\$5,282.11	HSS	Winter 2022- 2023	Winter 2022- 2023	Swimming - Assistant Coach, 3 yrs. exp., paid in FULL in March.
Reilly, Kathleen	Stipend-Athletic	Swimming- Assistant Coach		\$5,532.85	HSS	Winter 2022- 2023	Winter 2022- 2023	Swimming - Assistant Coach, 6 yrs. exp., paid in FULL in March.
Wrestling								
Furlong, William	Stipend-Athletic	Wrestling- Head Coach		\$6,036.40	HSN	Winter 2022- 2023	Winter 2022- 2023	Wrestling - Head Coach, 1 yr. exp., paid in FULL in March.
Stein, Jacob	Stipend-Athletic	Wrestling- Assistant Coach		\$4,024.27	HSN	Winter 2022- 2023	Winter 2022- 2023	Wrestling - Assistant Coach, 1 yr. exp., paid in FULL in March.
E. Stipend Non-Athletic								
CJ Pride								
Gagliardo, Theresa	Stipend Non-Athletic	CJ Pride Administrative Assistant		\$5,500.00	DIST	7/1/22	6/30/23	Administrative duties for CJ Pride, paid from CJ Pride Consortium funds, paid 1/2 in Dec. & 1/2 in June.
Mentor								
Serughetti, Beth	Stipend Non-Athletic	Mentor		\$2,010.00	HSN	9/1/22	6/30/23	Mentor for Taylor Mastropasqua, paid 1/2 in Dec. & 1/2 in June.
Special Services								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Solomon, Lori	Stipend Non-Athletic	Grade Level Leader-Shared		\$1,119.50	TC	9/1/22	6/30/23	Grade Level Leader - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Change								
Covucci, Amanda	Stipend Non-Athletic	Grade Level Leader-Shared		\$1,119.50	TC	9/1/22	6/30/23	Change from Grade Level Leader to shared 50%, paid 1/2 in Dec. and 1/2 in June. Change salary from \$2,239.00 to \$1,119.50.
F. Community Education								
Appoint								
Surendran, Menaka	Appoint	EDP 1-to-1 Assistant		As per Contract	MR	9/21/22	6/30/23	Appoint as an EDP 1-to-1 Assistant.
Resignation								
Srinivasan, Sujatha	Resign	EDP Group Leader		N/A	TC	9/21/22	9/21/22	Resign from position.



PERSONNEL ADDENDUM #2

RECOMMENDATION

D. PERSONNEL

To be voted on 09/20/22: Recommend approval of the following resolution:

Contract Termination

1. BE IT RESOLVED, pursuant to the terms of the employment contract between the Board and Employee Number 11793 and upon the recommendation of the Superintendent, the Board hereby terminates the employment contract of Employee Number 11793 effective October 14, 2022.

PERSONNEL ADDENDUM #3

RECOMMENDATION

D. PERSONNEL

To be voted on 9/20/22: Recommend approval of the following resolution:

Contract Termination

1. IT IS HEREBY RESOLVED, to approve a Separation Agreement and General Release of Claim with Employee Number 9337.
2. BE IT FURTHER RESOLVED to accept the resignation of Employee Number 9337.

Personnel Addendum 4

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Leave of Absence								
Karbhari, Sanaea	Leave	School Psychologist		N/A	HSN	9/21/22	11/1/22	Leave of absence, unpaid, with benefits.



CURRICULUM AND INSTRUCTION ADDENDUM

RECOMMENDATION

B. CURRICULUM AND INSTRUCTION

To be voted on 09/20/22: Recommend approval of the following resolution:

Academic Dual Enrollment

1. Enter into an agreement with The College of New Jersey for the purpose of dual enrollment, for the 2022-2023 school year, at a cost not to exceed \$550 for each 4-credit course, to be paid by the student.

FINANCE ADDENDUM

RECOMMENDATION

A. FINANCE

To be voted on 09/20/22: Recommend approval of the following resolutions:

Cooperative Purchase over the Bid Limit

Referendum Cooperative Purchases

1. Authorize a purchase utilizing New Jersey State Contract #19-GNSV1-00630 Spacesaver Storage Systems, Fort Atkinson, WI as awarded through December 31, 2022, to furnish and install steel library shelving at Dutch Neck Elementary School at a not to exceed price of \$31,489.05 and at Millstone River School at a not to exceed price of \$57,991.24.
2. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 22/23-08 to WB Manufacturing LLC, Thorp, WI as awarded through July 2, 2024 to furnish and install side panels and tops to library shelving at Dutch Neck Elementary School at a not to exceed price of \$18,269 and at Millstone River School at a not to exceed price of \$40,623.

BYLAW GUIDE

First Reading: August 30, 2022
Second Reading: September 20, 2022

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High School Student Representative to the
Board of Education
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0143.2 HIGH SCHOOL STUDENT REPRESENTATIVE TO THE BOARD OF EDUCATION

The Board of Education recognizes that experience gained by and input from students in the school district is a valued source for improving the operation of the school district. To this end, and in accordance with N.J.S.A. 18A:12-1.3 and N.J.S.A. 18A:36A-11.2, the Board authorizes the appointment of a minimum of one student selected by the student body to serve as a nonvoting student representative on the Board. The student representative must be selected from one of the grades nine through twelve.

The student body may elect or appoint the student representative to the Board in a process to be determined by the Superintendent or designee. When developing the process the Superintendent or designee shall consider input provided by the student body.

The student representative shall serve for a one school year term and their duties shall include:

1. Attending all Board meetings, excluding any discussions of the Board involving subjects which are confidential;
2. Representing all high school students within the district and presenting student proposals and concerns to the Board for its consideration; and
3. Keeping high school students informed of the business of the Board by providing a monthly report to the Student Council concerning the activities of the Board.

The student representative shall rotate each school year among the high schools in the district if the district has more than one high school.



BYLAW GUIDE

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High School Student Representative to the
Board of Education

Student representatives are expected to adhere to all bylaws, policies, and regulations of the Board in their role. The Board in no way relinquishes any of its authority, powers, prerogatives, or responsibilities, but rather adds to its membership a nonvoting student representative(s) for the mutual benefit of the Board, student body, and the school district.

N.J.S.A. 18A:12-1.3; 18A:36A-11.2

Adopted:



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First Reading: August 30, 2022
Second Reading: September 20, 2022

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Quorum

0163 QUORUM

A quorum of the Board of Education shall consist of a minimum of five Board members, and no business shall be conducted in the absence of a quorum, except when the Doctrine of Necessity is invoked.

All Board meetings shall be called to commence not later than 8:00 p.m. of the designated day but, if a quorum is not present at the time for which the meeting is called, the Board member or Board members present may recess the meeting to a time not later than 9:00 p.m. of the same day and, if a quorum be not present at that time, the member or members present may adjourn the meeting to commence not later than 8:00 p.m. of another day, but not more than seven days following the date for which the original meeting was called, but no further recess or adjournment of the meeting shall be made.

The Board of Education recognizes there may be matters that come before the Board or acts required of Board members in their official capacity where the Board member may have a conflict of interest or the act by a Board member would be in violation of N.J.S.A. 18A:12-24. In these matters, the Board member(s) shall remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter. The Board will consider this matter without the Board member(s) who has the conflict.

In the event a matter comes before the Board or an act is required of a Board member in their official capacity that is a conflict or would be in violation of N.J.S.A. 18A:12-24, the Board would still be required to have a quorum to consider the matter. However, the New Jersey Department of Education and the School Ethics Commission envisioned this prohibition could create a situation in which the number of conflicted Board members would prevent the Board to take action on a matter. Therefore, when more than a quorum of the Board members must abstain from voting on a matter due to a conflict or the act would be in violation of N.J.S.A. 18A:12-24, the Board will invoke the Doctrine of Necessity consistent with the New Jersey Department of Education and School Ethics Commission guidelines as follows:



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Quorum

A. Board Member(s) in Conflict - Less Than a Majority of The Board

1. In the event a Board member(s) has a conflict of interest where the Board member will act in their official capacity, the Board member must remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.
2. In the event a Board member is unsure whether they or any other Board member has a conflict of interest or whether the matter, if acted upon by a Board member(s) is in violation of N.J.S.A. 18A:12-24 - Prohibited Acts, the School Board Attorney will make a determination.
3. The School Board Attorney will provide the Board of Education an opinion on whether the matter is a conflict of interest or act prohibited by N.J.S.A. 18A:12-24 - Prohibited Acts.
4. If the Board member(s) believes they have a conflict of interest where they will act in their official capacity or if the School Board Attorney renders an opinion the Board member has a conflict of interest where the Board member will act in their official capacity, the Board member will remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.

B. Board Member(s) in Conflict - A Majority of Board Members in Conflict

1. In the event:
 - a. A Board member(s) believes they have a conflict of interest or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24; or
 - b. If the School Board Attorney renders an opinion a Board member(s) has a conflict of interest or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24; and



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Quorum

- c. The number of Board members that have a conflict would make it so the Board would be unable to take action on the matter, then the Board may invoke the Doctrine of Necessity.

C. Doctrine Of Necessity

1. The Doctrine of Necessity may be invoked when more than a quorum of the Board must abstain from voting on a matter.
2. There are three prerequisites necessary for a Board to invoke the Doctrine of Necessity:
 - a. The Board must be unable to act without the members in conflict taking part;
 - b. There must be a pressing need for action, i.e. the matter cannot be laid aside until another date; and
 - c. There can be no alternative forum that can grant the same relief.
3. When the School Board Attorney advises the Board the Doctrine of Necessity must be invoked in order to obtain a quorum on a vote, the Board must publicly state:
 - a. That it is invoking the Doctrine of Necessity;
 - b. The specific reason/purpose for which the Doctrine of Necessity is being invoked; and



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- c. The specific nature of the conflict of interest for each Board member that has a conflict of interest:
 - (1) The specific nature of the conflict of interest for each Board member should include the Board member's name; the name of the immediate family member or relative which is the basis for the conflict of interest, and the position that immediate family member or relative holds; or
 - (2) If the specific nature of the conflict of interest for a Board member is a conflict other than an immediate family member or relative, the announcement should include the conflict which is the basis for the conflict of interest.
- 4. When the Board invokes the Doctrine of Necessity, it will adopt a Resolution setting forth the same information as outlined in C.3. above.
- 54. When the Board invokes the Doctrine of Necessity, the Resolution will be:
 - a. Read at a regularly scheduled public meeting;
 - b. Posted in such places the Board posts public notices for thirty days; and
 - c. Provided to the School Ethics Commission



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6. The Board members who have a conflict in the matter are prohibited from:
 - a. Participating in any discussions on the matter prior to the announcement of the invocation of the Doctrine of Necessity at the public meeting;
 - b. Being present in an executive session when the matter is being discussed; and
 - c. Offering their opinions on the matter at any time prior to the announcement or the invocation of the Doctrine of Necessity.
7. The Board members who have a conflict may only ask questions regarding the matter to be voted on in public and after the Board has invoked the Doctrine of Necessity.
8. The Board members who have a conflict may explain their reasons for not voting just before the vote.

N.J.S.A. 18A:10-6; 18A:12-24

New Jersey School Ethics Commission – Advisory Opinions A10-93(b),
A07-94, and C07-96

New Jersey School Ethics Commission – Resolution on Invoking the Doctrine
of Necessity – June 25, 2018

Adopted:



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: August 30, 2022
Second Reading: September 20, 2022

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BENEFITS COVERING NON-AFFILIATED EMPLOYEES– CATEGORY G

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Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

Title:

Board Certified Behavior Analyst (BCBA)
Board Certified Behavior Analyst (BCBA) General Education

(This policy does not cover “Teacher Resource Specialist – BCBA’s”. Teacher Resource Specialist – BCBA’s must have certifications issued by the New Jersey Department of Education and, thus, are subject to the provisions of the collective negotiations agreement between the West Windsor Plainsboro Regional School District and the West Windsor Plainsboro Education Association).

Benefits for BCBA’s shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy with the district’s group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory pre-certification. Additionally, the eligible dependents of employees shall, if the employee so chooses, be covered under these plans subject to the terms and conditions for such coverage.
2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:
 - a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78 and P.L. 2020, c. 44.



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- b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78 and P.L. 2020, c. 44.
 - c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
3. Employees who have alternate medical/hospital, dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided by the Board by signing a waiver form. To the extent permitted by law, a full time employee who waives coverage shall receive payment equal to twenty-five percent (25%) of the cost of the premium the Board would have paid had the employee not waived coverage. Such payment shall not exceed three thousand dollars (\$3,000). An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to the rules and regulations of the insurance carriers.

B. Leave of Absence

1. Employees shall be credited with twelve (12) days of cumulative sick leave at the beginning of each school year. Three (3) additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.
2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district, an employee shall be compensated at one and one half times the then highest current per diem substitute teacher's pay for his/her accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Compensation for unused sick days is capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;



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- b. Closing on the purchase of a home;
- c. Moving day;
- d. Court appearance or other legal matters;
- e. Entering offspring in college;
- f. Attending graduation of offspring or spouse;
- g. Attending wedding of member of immediate family;
- h. Marriage;
- i. Adoption;
- j. Other Emergency or Urgent Reason Not Listed Above.

An employee shall be granted up to three (3) days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen (15) sick days may be accumulated in any one year.

- 4. An employee shall be granted up to three (3) days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
- 5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.
- 6. Employees shall be granted up to five (5) days leave per occurrence without loss of pay for a death in the immediate family, up to three (3) days for other close relatives, and up to one (1) day for a relative who is not a member of the immediate family or is a close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.



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Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three (3) years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:
 - a. Any employee may request an unpaid leave of absence to care for a newly born or adopted child.
 - b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety (90) days prior to the requested commencement date of the leave. This ninety (90) day notification period may be reduced by agreement between the employee and the Superintendent.
 - c. Any employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption or for other proper causes provided that such change will not substantially interfere with administration of the school. Any tenured employee granted a leave of absence with a return date during the same school year, who wishes to extend said leave beyond the school year in which it commences, shall be permitted to do so if he/she makes application at least three weeks prior to the commencement date of his/her leave of absence.
 - d. An employee with more than four (4) years of continuous service when the leave commences shall be granted a child care or adoption leave without pay for not more than three (3) years from September of the school year in which he/she requests the leave. When the leave is granted, he/she shall return as a tenured employee.



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- e. The Board shall not be required to extend the leave of employees with less than four (4) years of continuous service beyond the school year for which they were hired. Employees with less than four (4) years of continuous service wishing to return for the following school year shall be considered by the Board for re-employment for the following year.
- f. Any employee with more than four (4) years of continuous service when the leave commences may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six (6) months prior to the beginning of the school year in which he/she wishes to return.
- g. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she is a 10 month employee and has ninety-one (91) or more working days of service to the district or he/she is a 12 month employee and has one hundred twenty one (121) or more working days of service to the district in the year in which the leave commences.
- h. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor-Plainsboro Regional School District in the area of his/her competence.
- i. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in Paragraph A of this policy:



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- (1) Medical/Hospital
 - (2) Prescription Plan
 - (3) Dental Plan
- j. Return to Service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant or if not, to a substantially equivalent position.
8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.
- a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise able to use sick leave, such leave of absence shall be without pay.
 - b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.
 - c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.
 - d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further



BENEFITS COVERING NON-AFFILIATED EMPLOYEES – CATEGORY G

reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.

- e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:
 - (1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy.
 - (2) Physical Incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if;
 - (a) The employee fails to produce a certification from her physician that she is medically able to continue working, or
 - (b) The Board's physician and the employee's physician agree that she cannot continue working, or
 - (c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.
 - (3) Just Cause - Any other "just cause" as defined in N.J.S.A. Title 18A.
- g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.



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- h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may, at its discretion require periodic physician certification of the employee's continued fitness to perform her duties.
- i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.
- j. Except as otherwise provided in this Article, no employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

D. Work Schedule

Employees shall work up to seven (7) hours and fifteen (15) minutes per day. The work year shall be coterminous with the student school year plus two (2) days for professional development each year. In the first year of employment, the work year shall include up to five (5) days for an orientation to the district.

E. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the rate established by state law or regulation.
2. Employees are eligible to receive reimbursement for the costs associated with the enrollment in and attendance at approved courses for professional improvement as follows:

Reimbursement shall cover 100% of the cost of tuition, registration, and lab



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fees of any college or university. A maximum of twelve credits per year shall be covered by these regulations.

Reimbursement shall not exceed the cost of twelve (12) credits of graduate study at Rutgers University, regardless of the number of credits taken. An employee can receive up to the maximum reimbursement rate of twelve Rutgers graduate credits even if he/she took fewer than twelve credits at a college or university with a higher tuition rate.

Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

As a condition for reimbursement of tuition and costs, the employee shall continue in service of the Board for a period of at least two (2) years after the date of course completion. Upon failure to continue, the employee may be required to repay the Board a sum bearing the same ratio to the amount of reimbursement received that the unfulfilled portion of the two subsequent years' service bears to the full two years. However, the employee shall be released from such payment if his/her failure to serve the stipulated two years be due to his/her illness or disability or if he/she is discharged from his/her position. In addition, no repayment will be due from the employee's estate if he/she should expire before the end of the two year period. All requests for payment must be made within one year following completion of each course.

3. BCBA's covered under this policy are not eligible for tenure.
4. Travel and expense reimbursement shall be governed by Board Policy 3440.
5. The work year for BCBA's covered under this policy shall be the same as the work year for ten (10) month certificated teaching staff. Employees covered under this policy who are new to the District must attend up to five (5) additional professional development days during the summer recess before and after their first year of service.



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Adopted:



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First Reading: August 30, 2022
Second Reading: September 20, 2022

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1511 BOARD OF EDUCATION WEBSITE ACCESSIBILITY

It is the goal of the Board of Education that the information on the school district's internet websites are accessible to individuals with disabilities in compliance with the requirements of Federal law (Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35) and New Jersey law (N.J.S.A. 18A:36-35.1).

A. Federal Law – American with Disabilities Act (ADA)

1. For the purposes of the Federal law - Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35 and this Policy, "school district website" includes, but is not limited to, the internet home page, all subordinate pages, school or school district department pages, intranet pages and sites, and includes online content and functionality, developed by, maintained by, or offered through a third-party vendor or by using open sources.
2. The accessibility of online content and functionality will be measured according to the most up-to-date version of the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) and the Web Accessibility Initiative Accessible Rich Internet Application Suite (WAI-ARIA) 1.0 for web content (benchmarks for measuring accessibility).
3. By conforming to the benchmarks for measuring accessibility set forth above, the Board of Education will ensure that people with disabilities have an opportunity equal to that of their nondisabled peers to access the information on the district's website.



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Board of Education Website Accessibility

4. To ensure the district's website conforms with the above benchmarks for measuring accessibility, the Superintendent of Schools will designate a school staff member to act as the Website Accessibility Coordinator. The Coordinator will:
 - a. Ensure that in-house staff and contractors responsible for webpages and webpage content development are properly trained on the Board of Education's website accessibility policy and procedures;
 - b. Ensure that all new, newly added, and modified online content and functionality is accessible to people with disabilities as measured by conformance to the above benchmarks by, among other things:
 - (1) Checking the hypertext markup language (HTML) of all new webpages on the website to make sure that accessible elements are used, including "alt" tags, long descriptions, and captions, as needed;
 - (2) Ensuring that webpages are designed in a manner that allows them to be displayed using a visitor's own settings for color and fonts, and can be navigated with a keyboard;
 - (3) If images are used, including photos, graphics, scanned images, or image maps, making sure to include text equivalents for them, using "alt" tags and/or long descriptions for each and ensuring the text equivalents convey the meaningful information presented visually by the image;
 - (4) If online forms and tables are used, making those elements accessible;
 - (5) Ensuring that videos appearing on the website include appropriately synchronized audio description and captions;



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- (6) Ensuring when posting new documents on the website, the documents shall be provided in HTML or another text-based format (even if they are provided in another format, such as portable document format (PDF)). If documents are provided in both formats, provide both formats at the same time so people with disabilities have the same degree of access as others;
 - (7) Periodically enlisting people with a variety of disabilities to test the Board of Education's webpages for accessibility and ease of use and use this information to increase the Board's website accessibility;
 - (8) Periodically coordinating the audit of existing content and functionality of the website to identify online content or functionality that is inaccessible to persons with disabilities; and
 - (9) Developing and carrying out a corrective action plan, when necessary, for making the district's existing web content accessible.
- c. Ensure that alternative means are available for people with disabilities to access information, programs, and services that are normally provided on the Board's website.
- B. New Jersey Law – N.J.S.A. 18A:36-35.1
1. For the purpose of New Jersey law – N.J.S.A. 18A:36-35.1 and this Policy, "internet website or web service" includes any webpage, website, web service, online curriculum, or online third party or open educational resource product that is made available to enrolled students or the public by the school district.
 2. Pursuant to N.J.S.A. 18A:36-35.1, no school district shall make available to the enrolled students of the district or school or to the public an Internet website or web service unless the Internet



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website or web service complies with the most up-to-date version of the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) if the Guidelines are approved by the Commissioner of Education, or any other applicable guidelines or requirements as may be designed or approved by the Commissioner of Education.

3. In accordance with N.J.S.A. 18A:36-35.1.a. and b., the school district is required to submit a statement of assurance attesting to compliance with N.J.S.A. 18A:36-35.1 as required by the Commissioner of Education.

This Policy establishes minimum standards for the accessibility of web-based information and services considered necessary to meet the district's goals and ensure compliance with applicable Federal and State laws.

Section 504 of the Rehabilitation Act of 1973
Title II of the Americans with Disabilities Act of 1990
34 C.F.R. Part 104; 28 C.F.R. Part 35
N.J.S.A. 18A:36-35.1

Adopted:



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First Reading: August 30, 2022
Second Reading: September 20, 2022

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2415 EVERY STUDENT SUCCEEDS ACT

The Every Student Succeeds Act (ESSA) is a reauthorization of the Elementary and Secondary Education Act (ESEA) of 1965 that provides Federal funds to help all New Jersey's school children achieve. The purpose of the ESSA is to ensure all students have equitable access to high-quality educational resources and opportunities and to close educational achievement gaps. The Board of Education elects to augment the instructional program of students by projects supported by Federal funds allocated under the ESSA and the district will comply with the requirements of all the programs authorized by the ESSA.

The district may be eligible for several grant programs funded through the ESSA, including, but not limited to, Title I through Title VII. Many of the Titles of the ESSA have several parts and subparts that provide a funding source for specific purposes.

Application Procedure

The district will submit an annual ESSA Consolidated Formula Subgrant Application to the New Jersey Department of Education (NJDOE). The school district's application shall include all information required by the NJDOE and the ESSA for the district to be considered for funding under the ESSA.

Covered Programs

Formula grants under the ESSA are non-competitive grants that school districts are eligible for based on the make-up of their student bodies. These formula grants for each Title are committed to different purposes and may be used to support different activities and programs.

Title I

The largest Federal program supporting elementary and secondary education is Title I. The ESSA strengthens Title I requirements for the State's assessments, accountability system, and support for school improvement. The law also requires minimum qualifications for teachers and paraprofessionals in Title I programs.



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Every Student Succeeds Act

The school district must use the best available measure for identifying children from low-income families to: identify eligible school attendance areas, determine the ranking of each area, and determine allocations as identified in the Title I guidelines and regulations.

The school district will offer Title I services to eligible children enrolled in private elementary and secondary schools. The services and benefits will be equitable in comparison to services and benefits for participating public school children.

The school district will provide the New Jersey Department of Education assurances it will provide the maximum coordination between the Title I program, the regular school program, and services provided by other programs for specialized populations. The Title I program will consider the special needs of homeless children, migrant children, children with disabilities and limited English Language Learner (ELL) children. Title I funds will be reserved so that migrant children who are otherwise eligible to receive Title I services, even if they arrive during the school year, are served.

Type of Title I Program

The school district will offer a Target Assistance Title I program.

Target Assistance Program

Schools that are not eligible for (or do not choose to operate) school-wide Title I programs must use Title I funds to provide targeted services to low-achieving students. A Target Assistance program must be established in accordance with the Title I guidelines and regulations and the New Jersey Department of Education.

New Jersey Department of Education Accountability System

The district will comply with the accountability system established by the New Jersey Department of Education and outlined in the New Jersey State Plan and approved by the United States Department of Education.

Fiscal Responsibility



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The district will comply with the requirements as outlined in Policy 2415.02 Title I – Fiscal Responsibilities in accordance with the NJDOE and the ESSA.

Staff

The district will comply with the staff certification requirements of the ESSA and the NJDOE. In addition, the district will ensure all paraprofessionals meet the requirements as established by the ESSA and as outlined in Policy 4125 – Employment of Support Staff Members.

Parent and Family Engagement

The district will comply with the requirements as outlined in Policy 2415.04 – Title I – District-Wide Parent and Family Engagement ~~Parental Involvement~~ and Policy 2415.50 – Title I – School Parent and Family Engagement as applicable in accordance with the NJDOE and the ESSA.

Student Surveys, Analysis, and/or Evaluations

The Protection of Pupil Rights Amendment (PPRA) applies to school districts that receive Federal funding from the United States Department of Education. The district will comply with the requirements as outlined in Policy 2415.05 - Student Surveys, Analysis, and/or Evaluations in accordance with the PPRA.

Unsafe School Choice Option

In the event there is a school in the district designated as Persistently Dangerous in accordance with the Victims of Violent Criminal Offenses as outlined in the ESSA, the district will comply with the requirements of Policy 2415.06 – Unsafe School Choice Option in accordance with the NJDOE and the ESSA.

Property

Property acquired through Title I funds for use in public or private schools will be acquired in accordance with the Public School Contracts Law, will be held in title by the Board of Education, and will not be used for other purposes so long as it is required in the Title I program. Property no longer required for Title I purposes will be used for other, similarly funded projects or disposed of in accordance with State and Federal guidelines.



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Capital Expenses

The Superintendent will assure the district abides by New Jersey's Public Contracts Law; consults appropriate private school officials prior to making any decisions regarding capital expenses; ensure funds that are received to cover capital expenses provide equitable Title I services to private school students; ensure accounts for any capital funding is separately maintained; and assure lease purchase agreements are consistent with applicable statute and administrative code.

Post-Award Requirements

The school district will maintain all project records for five years following the completion of the activity for which the funds were used. The school district will prepare and submit all reports as required by the State Department of Education in a timely manner.

Supplement, Not Supplant

Grant funds provided under Federal programs, including the ESEA of 1965 as amended by the ESSA, shall supplement, not supplant the funds that would, in the absence of such Federal funds, be made available from State and local sources for the education of students participating in programs assisted under the ESEA of 1965 as amended by the ESSA.

Evaluation

The Superintendent or designee will evaluate the ESSA programs as required by the United States and the New Jersey Departments of Education.

Elementary and Secondary Education Act of 1965 (20 U.S.C. 2701 et seq.) as amended by the Every Student Succeeds Act.

Adopted:



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3270 PROFESSIONAL RESPONSIBILITIES

The Board of Education will establish and enforce rules for the assignment of specific duties to teaching staff members and for the conduct of teaching staff members during the work day.

Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans ~~The Board directs the Superintendent to requires the preparation of lesson plans each teacher that implement the goals and objectives of the educational program.~~ Teachers shall also be responsible for providing adequate direction and guidance to substitutes. Lesson plans ~~will~~ **shall** be subject to ~~periodic~~ review by _____ **the teaching staff member's Principal or designee and/or immediate supervisor as assigned by the Superintendent.**

~~The Superintendent shall apply uniformly throughout the district, except as may otherwise be provided in this policy, the following additional rules for teaching staff member conduct:~~

- ~~1. During the work day, teaching staff members may be assigned extra or alternative duties by the _____ in accordance with Board Policy No. 3134;~~
- ~~2. Teaching staff members are expected to attend every faculty meeting unless expressly excused by the _____;~~

During the work day, teaching staff members may be assigned extra or alternative duties by the Principal or designee in accordance with Policy 3134. Teaching staff members are to attend every faculty meeting unless expressly excused by the Principal or designee.

Optional

~~[A teaching staff member who is excused from attending a faculty meeting must meet with the _____ the following day to review the topics covered at the meeting;]~~



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Professional Responsibilities

- ~~3. Teaching staff members may not leave the school grounds during mealtime without the express permission of the _____.~~

~~Teaching staff members who are assigned as department heads or who are assigned to work on curriculum revision during the regular school day will be given an appropriate reduction in teaching assignments.~~

N.J.S.A. 18A:27-4

N.J.A.C. 6A:9-3.3

Adopted:



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First Reading: September 20, 2022

TEACHING STAFF MEMBERS
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R 3270 LESSON PLANS AND PLAN BOOKS

A. Lesson Plans

1. Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans.
2. Lesson plans must conform to the guidelines established by the Superintendent or designee. Plans may be reviewed and monitored by school district administrative staff as determined by the Superintendent.
3. The content of the lesson plan will be determined by the Superintendent or designee. The content of the lesson plan may include, but not be limited to:
 - a. Name of the unit or area of learning;
 - b. Goals and objectives;
 - c. Instructional planning that includes the applicable New Jersey Student Learning Standards (NJSLS);
 - d. Interdisciplinary connections;
 - e. Integration of technology;
 - f. Assessments, including, but not limited to formative, summative, benchmark, and alternative assessments;
 - g. List of core instructional and supplemental materials; and
 - h. Any other content as prescribed by the Superintendent, Principal, and/or immediate supervisor.
4. Lesson plans must be prepared in advance.



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Lesson Plans and Plan Books

5. Lesson plans will follow the format established by the Principal or designee.
 6. Lesson plans must be prepared with clarity and in sufficient detail to permit a substitute to conduct the lesson efficiently and effectively.
- B. Lesson Plan Books
1. Lesson plans shall be kept in an accessible electronic version or in a plan book.
 2. The plan book will permit administrators to monitor classroom instruction.
 3. Content of the lesson plan book shall be designated by the Superintendent and will be determined by the school district.
- C. Substitute Lesson Plans
1. Each teaching staff member shall submit a substitute folder to the Principal or designee that shall contain the following:
 - a. Lesson plans;
 - b. Emergency procedures; and
 - c. Any other content as prescribed by the Principal.
 2. To help a substitute and to provide meaningful work for the students in the event a teaching staff member is absent, subject related activities shall be provided.
 3. Every attempt shall be made to follow the lesson plans so that the student's education will not be interrupted during the teaching staff member's absence.

Issued:



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5513 CARE OF SCHOOL PROPERTY

The Board of Education believes ~~that~~ the schools **district** should help students learn to respect property and ~~instill to develop~~ feelings of pride in **their school community institutions**. The Board **requires** ~~charges~~ each student ~~enrolled in the~~ **this district to responsibly** ~~with responsibility for the proper care for of~~ school property and the school supplies and equipment entrusted to **the student** ~~his/her use by the school district~~.

Students who cause damage to **or lose** school property ~~may will~~ be subject to disciplinary measures. The Board authorizes the imposition of a fine for the loss, damage, or **destruction** ~~defacement~~ of a textbook and reserves the right to withhold a report card or diploma from any student whose payment of a fine is in arrears.

A student who demonstrates chronic and/or serious disregard for property may be referred to the Child Study Team.

The Superintendent shall develop rules for the safekeeping and accounting of textbooks and prepare a schedule of fines for lost, ~~and~~ damaged, **and destroyed** textbooks.

N.J.S.A. 18A:34-2; 18A:37-3

N.J.A.C. 6A:~~23A-20.623-6.6~~

~~Cross reference: Policy Guide Nos. 2520, 7610, 8461, 9260~~

Adopted:



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R 5513 CARE OF SCHOOL PROPERTY

A. **Teaching Staff Member** ~~Teachers~~' Responsibilities

1. ~~Teachers will exercise judgment in the entrustment of school property to students.~~

12. **Teaching staff members** ~~Teachers~~ will impress upon all students the importance of the proper care of school property and instruct students in the proper use of school facilities, equipment, instructional materials, and textbooks.

23. **Teaching staff members** ~~Teachers~~ will keep an accurate inventory of textbooks and other materials **in assigned to** ~~their classrooms.~~

B. General Rules Governing the Use of School Property

1. Students shall not deface the school building, furnishings, or equipment in any manner.

2. Students shall not use school furnishings or equipment for purposes other than those for which the furnishing or equipment was designed and intended.

3. Students will care for school textbooks in accordance with ~~paragraph D. below.~~

C. Distribution and Collection of Textbooks and Materials

1. ~~Each T~~textbooks will be **identified** ~~stamped~~ as the property of the Board of Education ~~and marked with a number unique to that book.~~

2. A label ~~shall will~~ be affixed to ~~the front of~~ each textbook and will include:

a. The name of the Board of Education; **and**



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Care of School Property

- b. The name of the school,
 - c. ~~The year in which the book was purchased, and~~
 - d. ~~The number assigned to the book.~~
3. The following information will also be entered on the label **or documented in another manner** each time the book is issued to a student:
 - a. The name of the student to whom the book is issued,
 - b. The date on which the book is issued to the student,
 - c. The condition of the book when it is issued, and
 - d. The condition of the book when it is returned.
4. Each classroom teacher will keep a permanent record of the textbooks used in **their his/her** classroom. The record will include all the information listed in ~~paragraph C.2. and paragraph C.3.~~ **above.**
5. A lost textbook must be promptly reported to the **teaching staff member teacher** who issued the book. A replacement textbook will be issued **to the student as soon as possible** ~~immediately.~~
6. Textbooks will be collected and inspected before the end of the school year or marking period, as appropriate. Once inspected, a textbook will be returned to inventory until it is again distributed to a student.
7. Students must remove covers, loose papers, and markings before returning any textbook.
8. Fines **may will** be assessed for lost and damaged textbooks in accordance with **a schedule as approved by the Superintendent or designee** ~~paragraph E.~~



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D. Care of Textbooks by Students

1. Students shall take care not to lose or misplace a textbook or expose a textbook to conditions or circumstances likely to destroy, damage, or degrade it.
2. All textbooks that will be taken home by students must be protected with an appropriate cover to be supplied by the student.
3. Students should not:
 - a. Use pens, pencils, or other implements to mark a place in a textbook;
 - b. Use a textbook to file bulky papers and notes;
 - c. Write in textbooks; or
 - d. Soil textbooks beyond normal use.

E. Fines and Penalties

1. ~~Fines will be assessed as follows for any lost textbook or textbook damaged beyond normal wear.~~

<u>Loss or damage</u>	<u>Fine</u>
Lost book issued in —————	80% of list price
— new condition	
Lost book issued in —————	60% of list price
— good condition	
Lost book issued in —————	40% of list price
— fair condition	
Lost book issued in —————	20% of list price
— poor condition	
Broken bindings —————	\$1
Defaced cover —————	50 cents
Missing pages —————	25 cents per page
Loose or torn pages —————	10 cents per page
Marks not damaging to text —————	5 cents per page



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Marks damaging to text	25 cents per page
Dog-eared pages	10 cents per page
Soil not damaging to text	5 cents per page
Soil damaging to text	25 cents per page
Book so damaged (by water or otherwise) as to be unusable	as for lost books

12. The **teaching staff member** ~~teacher~~ will inspect each textbook returned and **may will** assess a fine for ~~each~~ lost or damaged books. The teacher will prepare a **report form in triplicate to be submitted to the Principal or designee** that includes:
- The name and number of the textbook damaged or lost;
 - The name of the student **that lost or damaged a textbook**;
 - The loss or **extent of** damage to the textbook; and
 - The amount of the fine **assessed, if any**.
23. In setting fines the **teaching staff member** ~~teacher~~ may take into account verified extenuating circumstances.
4. ~~The student will take the form to the _____ and make payment of the fine assessed. The _____ will sign the form when payment is made.~~
35. **Teaching staff members** ~~Teachers~~ will not collect fines. **Textbook fines shall be submitted to the Principal or designee.**
6. ~~Copies of the form will be distributed as follows:~~
- ~~The _____ (same as ¶E4) will retain one copy for office records.~~
 - ~~The student will be given one copy as receipt for the fine.~~
 - ~~The teacher will be given one copy as evidence that the fine has been paid.~~



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47. A student who finds their lost textbook, **after being assessed and paying a fine**, will be reimbursed any fine paid for the lost textbook but **may** ~~will~~ be assessed a fine for any damage done to the book.
58. **The Board of Education may withhold** ~~A student who has not paid a fine owed will not receive~~ a diploma, transcript, transfer card, or report card until the fine has been **duly paid and acknowledged**. ~~A high school senior who has unpaid fines may participate in the graduation ceremony but will receive a blank diploma.~~
9. ~~If fines remain unpaid, the _____ may request payment from the parent(s) or legal guardian(s), notify the student's employer, or take such other steps as may be appropriate to ensure that moneys due the district are paid and that the importance of taking responsibility for the consequence of one's acts is instilled.~~

Adopted:



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School District Issued Student Identification Cards
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5517 SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building security measures are important for the safety and welfare of all students, staff, parents, and community members in school buildings. In recognizing this important responsibility, the Principal or designee may require students to carry a school district issued Identification Card.

An Identification Card will be issued to all students in

Choose one or more of the following:

- all school buildings,
- elementary schools,
- middle schools,
- high schools.

[Required For Any Grades Seven through Twelve

The Identification Card shall have printed on the back the telephone number for the New Jersey Suicide Prevention Hopeline (NJ Hopeline) and contact information for a crisis text line pursuant to N.J.S.A. 18A:6-113.1. The district may, in addition to the telephone number for the NJ Hopeline and contact information for a crisis text line, provide the contact information for the National Suicide Prevention Lifeline, a school district crisis center, or any other mental health support services pursuant to N.J.S.A. 18A:3B-73.2.]

The Principal or designee may require a student to present their Identification Card at any time during the school day or at any time during a school-sponsored activity on school grounds.



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School District Issued Student Identification Cards

Notwithstanding any provision of this Policy, the Principal or designee may also require students carry their Identification Card at any school-sponsored, off-campus activity, including but not limited to, field trips or interscholastic sports programs pursuant to N.J.S.A. 18A:36-43a. The provisions of this Policy shall not be construed to require a student to carry the Identification Card while participating in an athletic contest or competition, an activity involving fine arts or performing arts, or any other activity that the Commissioner of Education determines does not require the physical possession of an Identification Card. An Identification Card used in accordance with N.J.S.A. 18A:36-43a shall include, but need not be limited to, the following information: the student's name; an up-to-date photograph; and the current school year.

Any student who fails to have the Identification Card in their possession or fails to present it when required may be denied access to an event or activity and may be subject to appropriate discipline.

An Identification Card issued in accordance with this Policy shall not be considered a government record pursuant to P.L. 1963, c.73 (N.J.S.A. 47:1A-1 et seq.), P.L. 2001, c.404 (N.J.S.A. 47:1A-5), or the common law concerning access to government records.

N.J.S.A. **18A:3B-73.2**; **18A:6-113.1**; 18A:36-43

Adopted:



POLICY

WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION

First Reading: August 30, 2022
Second Reading: September 20, 2022

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STUDENT DISCIPLINE/CODE OF CONDUCT (M)

5600 STUDENT DISCIPLINE/CODE OF CONDUCT (M)

M

The West Windsor-Plainsboro Regional School District Board of Education adopts this Student Discipline/Code of Conduct Policy to establish standards and procedures for positive student development and behavioral expectations on school grounds, including on a school bus or at school-sponsored functions, and as appropriate, for conduct away from school grounds.

Every student enrolled in this district shall observe promulgated rules and regulations and submit to the discipline imposed for infraction of those rules. Regulation 5600 shall include a description of school responses and consequences to violations of the behavioral expectations established by the Board that, at a minimum, are graded according to the severity of the offenses, considering the developmental ages of the student offenders and students' histories of inappropriate behaviors pursuant to N.J.A.C. 6A:16-7.1(c)5.

The development, annual review, and update of this Policy shall involve parent, student, and community involvement which represents, where possible, the composition of the schools and community and shall be based on locally determined and accepted core ethical values.

The Board will review this Policy and Regulation after considering the findings of the annual reports of student conduct, including suspensions and expulsions, pursuant to N.J.A.C. 6A:16-7.1(a)5 and 6, and the incidences reported under the Student Safety Data System, in accordance with N.J.A.C. 6A:16-5.3.

The Superintendent shall report annually on the implementation of the Student Discipline/Code of Conduct Policy to the Board at a public meeting pursuant to N.J.A.C. 6A:16-7.1(a)5. The Superintendent shall submit a report annually to the New Jersey Department of Education on student conduct, including all student suspensions and expulsions, and the implementation of the Student Discipline/Code of Conduct Policy in accordance with the format prescribed by the Commissioner of Education and the Student Safety Data System, pursuant to N.J.A.C. 6A:16-5.3(e).

For students with disabilities, subject to Individualized Education Programs in accordance with 20 U.S.C. § 1400 et seq., the Individuals with Disabilities Education Improvement Act, and accommodation plans under 29 U.S.C. §§ 794 and 705(20), student discipline and the code of conduct shall be implemented in accordance with the components of the applicable plans.



STUDENT DISCIPLINE/CODE OF CONDUCT (M)

The Building Principal or designee shall have the authority to assign discipline to students. School authorities also have the right to impose a consequence on a student for conduct away from school grounds, including on a school bus or at a school-sponsored function pursuant to N.J.A.C. 6A:16-7.6. This authority shall be exercised only when it is reasonably necessary for the student's physical or emotional safety, security, and well-being or for reasons relating to the safety, security, and well-being of other students, staff, or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2. This authority shall be exercised only when the conduct which is the subject of the proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. Consequences shall be handled in accordance with Policy and Regulation 5600, pursuant to N.J.A.C. 6A:16-7.1, and as appropriate, in accordance with N.J.A.C. 6A:16-7.2, 6A:16-7.3, or 6A:16-7.5.

Consequences and appropriate remedial action for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion. The factors for determining consequences and remedial measures and examples of consequences and remedial measures are listed in Policy 5512 – Harassment, Intimidation, and Bullying.

Consequences for a student who commits an act of harassment, intimidation, or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the student and the student's history of problem behaviors and performance, and shall be consistent with this Policy and the school district's student discipline/code of conduct pursuant to N.J.A.C. 6A:16-7.1.

Remedial measures shall be designed to correct the problem behavior; prevent another occurrence of the problem; protect and provide support for the victim of the act; and take corrective action for documented systemic problems related to harassment, intimidation, or bullying.

Any student to be disciplined shall be provided the due process procedures for students and their families as set forth in N.J.A.C. 6A:16-7.2 through 7.6.

When a student transfers to a public school district from another public school district, all information in the student's record related to disciplinary actions taken against the student by the school district and any information the school district has obtained pursuant to N.J.S.A. 2A:4A-60, Disclosure of Juvenile Information, Penalties for Disclosure, shall be provided to the receiving public school district, in accordance with the provisions of N.J.S.A. 18A:36-19(a), N.J.A.C. 6A:32(e)10.iv., and N.J.A.C. 6A:16-7.10.



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Regulation 5600 shall include a description of student responsibilities that include expectations for academic achievement and behavior, a description of behaviors that will result in suspension or expulsion pursuant to N.J.S.A. 37-2, and a description of student rights pursuant to N.J.A.C. 6A:16-7.1(c)3.i through vii.

Comprehensive behavioral supports that promote positive student development and the student's abilities to fulfill the behavioral expectations established by the Board will include: positive reinforcement for good conduct and academic success including the programs as outlined in Policy 5440; supportive interventions and referral services including those services outlined in Policy 2417; remediation of problem behaviors that take into account the nature of the behaviors, the developmental ages of the students and the student's histories of problem behaviors and performance; and for students with disabilities, the behavior interventions and supports shall be determined and provided pursuant to the requirements of N.J.A.C. 6A:14.

The Building Principal shall maintain a current list of community-based health and social service provider agencies available to support a student and the student's family, as appropriate, and a list of legal resources available to serve the community.

Student discipline and code of conduct in the district will be applied without regard to race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability or by any other distinguishing characteristic, pursuant to N.J.S.A. 10:5.

The Student Discipline/Code of Conduct Policy and Regulation shall be disseminated annually to all school staff, students, and parent(s) or legal guardian(s). School staff shall be trained annually on the Student Discipline/Code of Conduct Policy and Regulation, which shall include training on the prevention, intervention, and remediation of student conduct in violation of the district's Policy and Regulation. Information on this Policy and Regulation shall be incorporated into the orientation program for new employees.

N.J.S.A. 18A:6-1; 18A:36-25.1; 18A:25-2; 18A:36-19a;
18A:37-1 et seq.; 18A:37-13.1 et seq.
N.J.A.C. 6A:16-7.1 et seq.; 6A:14-1.1 et seq.

Adopted: 9 November 2010
Revised: 28 June 2011
Revised: 27 August 2019



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WEST WINDSOR-PLAINSBORO REGIONAL
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STUDENT DISCIPLINE/CODE OF CONDUCT (M)

R 5600 STUDENT DISCIPLINE/CODE OF CONDUCT (M)

M

A. Purpose

The purpose of these regulations is to achieve the following purposes:

1. Foster the health, safety, social, and emotional well-being of students;
2. Support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments conducive to learning;
3. Promote achievement of high academic standards;
4. Prevent the occurrence of problem behaviors;
5. Establish parameters for the intervention and remediation of student problem behaviors at all stages of identification; and
6. Establish parameters for school responses to violations of the student discipline/code of conduct that take into account, at a minimum, the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.

B. Rules of Conduct

1. All students are bound by law, policies of the Board of Education, and the administrative regulations of this school district.
2. In addition, students shall not:
 - a. Be insubordinate to teachers or other school staff members or disregard their instructions or demonstrate lack of respect for their authority;
 - b. Create disorder or disruptions on school premises;
 - c. Use, threaten, or incite the use of physical force against other students, staff members, or visitors to the school;



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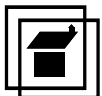
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- d. Steal, damage, or deface the property of other students, staff members, or the district;
- e. Engage in the sexual and/or other harassment of students or staff members;
- f. Violate codes of conduct adopted for organizations of students;
- g. Possess or use weapons or any implement intended to harm others;
- h. Use foul, abusive, derogatory, or demeaning language, including racial and ethnic remarks;
- i. Convey information about other students or staff members known to be false;
- j. Act so recklessly as to endanger the safety of others;
- k. Procure the property of others by threat or intimidation;
- l. Enter school premises or any specific portion of the premises without permission and without authority;
- m. Vandalize school property, real or personal;
- n. Create litter on school property;
- o. Be truant from school or class;
- p. Cheat or otherwise engage in academic dishonesty;
- q. Persistently refuse to complete homework and other assignments;
- r. Engage in illegal gambling;
- s. Smoke on school property;
- t. Falsify an excuse or any school document;



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- u. Set fire to or cause a fire in any way on school premises;
 - v. Possess or explode a firecracker or other explosive device on school premises;
 - w. Sound or cause to be sounded a false alarm for fire, bomb, or other condition or circumstance hazardous to others;
 - x. Possess, use, or distribute a substance in violation of Policy No. 5530;
 - y. Join a secret society prohibited by law; or
 - z. Commit an act of harassment, intimidation, or bullying; or
 - aa. Engage in any other activity expressly prohibited by a school staff member in authority.
3. Students assigned to a school bus must obey all school rules, and
- a. Show respect for the driver at all times;
 - b. Enter and leave the bus in an orderly manner;
 - c. Ride only the bus to which they have been assigned;
 - d. Be and remain seated while the bus is in motion;
 - e. Avoid reckless and boisterous activity at all times, including during waits at pickup points;
 - f. Talk in a reasonable tone of voice and avoid loud noises;
 - g. Extend no portion of the body or other object out a bus window;
 - h. Keep aisles clear at all times;
 - i. Refrain from bringing animals or bulky items such as sports equipment or musical instruments that would interfere with seating for others;



- j. Refrain from smoking, eating, and drinking on the bus; and
 - k. Possess, use, or distribute no substance in violation of Policy No. 5530.
4. The Building Principal or designee has the right to impose a consequence on a student for conduct away from school grounds pursuant to N.J.A.C. 6A:16-7.6. This authority shall be exercised only when it is reasonably necessary for the student's physical or emotional safety, security, and well-being or for reasons relating to the safety, security, and well-being of other students, staff, or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2 or when the conduct which is the subject of the proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. Consequences shall be handled in accordance with Policy and Regulation 5600, pursuant to N.J.A.C. 6A:16-7.1, and as appropriate, in accordance with N.J.A.C. 6A:16-7-2, 6A:16-7.3, or 6A:16-7.5.

C. Disciplinary Measures

The following disciplinary measures may be applied as appropriate to the student's violation of school rules. The measures are sequential and are organized in order of severity.

1. Admonishment

A school staff member in authority may admonish the student for his/her unacceptable conduct and warn the student that additional misconduct may warrant a more severe penalty.

2. Temporary Removal from Classroom

- a. The classroom teacher may direct the student to report to the office of the administrator in charge of student discipline.
- b. The teacher will complete a form that indicates the student's name, homeroom, and the conduct that has caused the student's removal from the room.



- c. The administrator in charge of discipline will interview the student and determine which, if any, additional disciplinary steps are indicated.

3. Deprivation of Privileges

The student may be deprived of the privilege of:

- a. Moving freely about the school building,
- b. Participation in co-curricular or inter/intrascholastic activities,
- c. Attendance at a school-related social or sports activity,
- d. Participation in a graduation ceremony, or
- e. Transportation by school bus, or
- f. Any other privilege the Building Principal or designee determines may be appropriate and consistent with Policy 5600 and N.J.A.C. 6A:16-7.1 et seq.

4. Detention

- a. The student may be required to report before or after the school day to detention for a period of supervised study.
- b. Transportation will be the responsibility of the student's parent(s) or legal guardian(s).
- c. The student may be excused from detention only for an unavoidable commitment previously made; any such excused detention must be made up on another day.

5. Grading

A student who has cheated on a test or assignment, plagiarized material, falsified sources, refused to submit assignments, or otherwise indulged in academic dishonesty or negligence (paragraph B.2.p. and paragraph B.2.q.) may suffer a reduced grade by virtue of the disqualified work. In



no other instance may a student's grade be lowered as a direct penalty for misconduct.

6. In-school Suspension

- a. The student may be removed from his/her regular classes and required to report to an in-school suspension program for supervised study.
- b. In-school suspension is a deprivation of the student's right to a thorough and efficient education and will not be imposed without the due process set forth in Policy and Regulation 5610.

7. Suspension from School

- a. The student may be denied the right to attend school for a period of time pursuant to N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.2, and 6A:16-7.3, and Policy 5610.
- b. Suspension from school is a deprivation of the student's right to a thorough and efficient education and will not be imposed without the due process set forth in Policy and Regulation 5610.

8. Expulsion

- a. The Board may expel a general education student from school, pursuant to N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.5, and Policy 5620.
- b. Expulsion is an extremely serious disciplinary measure; it deprives the student of his/her right to a thorough and efficient education and will not be imposed without the due process set forth in Policies 5610 and 5620.

D. Remedial Measures

The following remedial measures may be taken to aid in correcting student conduct and to ensure that the student is properly placed in an appropriate educational environment and is not in need of special education and/or related services.



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1. Restitution and Restoration
 - a. The student may be required, to:
 - (1) Make restitution, in kind or cost or labor, for any loss he/she has caused; or
 - (2) Restore to its former condition, by his/her own labor, any property the student has damaged or defaced.
 - b. A student who refuses to make restitution or restoration as directed may be disciplined by one or more of the measures included at paragraph C.
2. Counseling
 - a. The student may be required to consult with school guidance counselors to determine the causes of his/her misconduct and to assess the need for a change in educational placement.
 - b. The counselor will explain:
 - (1) Why the student's conduct is unacceptable to the school and damaging to the student,
 - (2) What the consequences of continued misconduct are likely to be, and
 - (3) Appropriate alternate behaviors.
 - c. The counselor may refer the student, as appropriate, for additional counseling, evaluation, intervention, treatment, or therapy. Referrals may be made to:
 - (1) The Child Study Team,
 - (2) Intervention and Referral Team,
 - (3) A public or private social agency, or



(4) A legal agency.

3. Parent Conferences

The student may be required to attend a meeting with his/her parent(s) and appropriate staff members to discuss the causes of the student's behavior, possible remediation, potential disciplinary measures, and alternative conduct.

4. Alternate Educational Program

The student may be assigned to an alternate educational program as recommended by the student's guidance counselor, classroom teacher, Child Study Team, and/or administration.

E. Consequences and Remedial Measures for Acts of Harassment, Intimidation, or Bullying

1. Consequences

Consequences for a student who commits an act of harassment, intimidation, or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors and performance.

a. The consequences may include, but are not limited to, the examples listed below:

- (1) Admonishment;
- (2) Temporary removal from the classroom;
- (3) Deprivation of privileges;
- (4) Classroom or administrative detention;
- (5) Referral to disciplinarian;



- (6) In-school suspension during the school week or the weekend;
- (7) After-school programs;
- (8) Out-of-school suspension (short-term or long-term);
- (9) Reports to law enforcement or other legal action;
- (10) Expulsion; and
- (11) Participating in school district-sponsored programs.

2. Remedial Measures

Remedial measures shall be designed to correct the problem behavior; prevent another occurrence of the problem; protect and provide support for the victim of the act; and take corrective action for documented systemic problems related to harassment, intimidation, or bullying.

F. Chart of Discipline

Below is a listing of student behaviors that are subject to student discipline including suspension or expulsion pursuant to N.J.S.A. 18A:37-2. The behaviors include, but are not limited to:

K – 5 Elementary Student Code of Conduct

The Code of Student Conduct has been developed to foster the health, safety, social, and emotional well-being of students, as well as support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments. The West Windsor-Plainsboro Regional School District promotes the achievement of high academic standards, and the prevention of problem behaviors that would impede the educational progress. Parameters for the intervention and remediation of student problem behaviors at all stages of identification have been established. School responses to violations of the code of student conduct will take into account the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.



Student Rights

Students have the right to:

- Be informed about expectations for their behavior;
- Be treated with respect and dignity;
- Attendance in safe and secure school environments;
- Express their opinions and feelings appropriately;
- Be taught constructive means to settle disagreements or problems;
- Have access to education that supports students' development into productive citizens;
- Due process and protections pursuant to law and code.

Student Responsibilities

- Exhibit self-control on school premises, on the school bus, and at school activities;
- Remain within the area assigned for a specific activity;
- Exhibit respect for the authority of all school personnel;
- Maintain and respect school and private property;
- Speak to and treat adults and other students with respect;
- Avoid placing themselves or others in danger of physical harm;
- Help keep the school clean and attractive; and
- Use constructive means to settle disagreements or problems.

Consequences

Students who choose not to comply with these responsibilities are subject to disciplinary action. School personnel will use a variety of measures including but not limited to: teacher/parent conferences, interventions through the student assistance committees, warnings, detentions, suspensions, or other strategies determined by the building administrator. Consequences will vary according to the developmental ages of the student offenders, student histories of inappropriate behaviors, frequency, severity and nature of the incident. At any time throughout the process, intervention by other school personnel may be recommended. School responses

shall provide for the equitable application of the code of student conduct without regard to race, color, religion, ancestry, nationality, origin, gender, sexual orientation, gender identity and expression or a mental, physical or sensory disability or by any other distinguishing characteristic. Corporal punishment of students is prohibited.



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Appropriate disciplinary action will be taken for misbehaviors that

1. Impede orderly classroom procedures or interfere with orderly operation of the school.
2. Disrupts the learning climate of the school.
3. Is directed against persons or property.
4. Result in violence to another person or property or poses a direct threat to the safety of others in the school.

For further detail, please see the guidelines on the pages below.

Behavioral Supports

The West Windsor-Plainsboro Regional School District elementary schools have building based teams which are designed to assist students who are experiencing learning, behavior or health difficulties and assist staff in addressing students' needs (Intervention and Referral Services/Student Assistance Committee). Character Education is an underlying theme of the school culture. Activities are infused into the school environment to encourage and promote responsible and respectful behaviors.

Bus Safety

Bus transportation is provided by the Board of Education. Each child has been assigned a bus stop. For the safety of your child and others please encourage proper conduct at the bus stop as well as on the bus. Any child who fails to conduct himself in a safe and courteous manner will be reported to the Principal. If the behavior does not improve, a Bus Conduct Form will be completed by the bus driver. The Principal will then meet with your child to discuss the inappropriate behavior. Upon receipt of the conduct report, the Principal will contact the parents to discuss strategies to improve behavior.

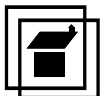
Below is a listing of student behaviors that are subject to student discipline including suspension or expulsion pursuant to N.J.A.C. 18A:37-2. The behaviors include, but are not limited to:

Student Misconduct	Procedures	Disciplinary Options/ Responses
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<p>1. Minor misbehavior on the part of the student that impedes orderly classroom procedures or interferes with the orderly operation of the school. The misbehavior can usually be handled by an individual staff member but sometimes requires school support personnel</p>	<p>There is immediate intervention by the staff member who is supervising the student or who observes the misbehavior. Repeated misbehavior requires a parent/teacher conference and a conference with the school counselor, child study team, and/or administrator. A proper and accurate record of the offenses and disciplinary action is maintained by the staff member</p>	<p>Verbal reprimand. Appropriate consequences directly related to misbehavior Special assignment Behavioral contract Counseling Withdrawal of privileges Supervised study Detention</p>
<p>2. Misbehavior whose frequency or seriousness tends to disrupt the learning climate of the school. These infractions, which usually result from the continuation of misbehaviors listed above, require the intervention of personnel on the administrative level because the execution of disciplinary options listed above has failed to correct the situation. Also, included in this level are misbehaviors that do not represent a direct threat to the health and safety of</p>	<p>The student is referred to an administrator for appropriate disciplinary action. The administrator meets with the student and staff to investigate the infraction, interviews the student, determines the extent of the consequences, to initiate the most appropriate responses: Referral to the guidance counselor, student assistance counselor and or child study team and/or outside agency with parental consent can be considered. The teacher is informed of the administrator's action; parental notification is necessary. A proper and accurate</p>	<p>Any of the above actions as appropriate: Detention Schedule change Modified day Extracurricular restriction In school suspension Out of school suspension, short-term suspension (one to ten days)</p>



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<p>others but whose educational consequences are serious enough to require corrective action on the part of administrative personnel</p>	<p>record of the offense and the disciplinary action is maintained by the administrator.</p>	
<p>3. Acts directed against persons or property whose consequences do not seriously endanger the health or safety of others in the school. Acts that are clearly criminal will be reported to the police. Disciplinary action will also be taken.</p>	<p>Following the investigation and verification of the infraction, the administrator meets with the student and parents (if unavailable, a telephone conference and/or written notification is required) to discuss the student's misconduct, explain the resulting administrative action, and review future expectations and timelines. Notification/referral to the child study team is made when appropriate. Notification of local law enforcement authorities is made when appropriate. Restitution of property and damages is required.</p>	<p>All of the above actions as appropriate Temporary removal from class Change in schedule/teacher Modified day Extracurricular restriction In school suspension Out of school suspension Disciplinary Board Hearing to consider long term suspension/possible expulsion Home instruction/program placement in alternative program</p>

6-8 Middle School Code of Conduct

The Code of Student Conduct has been developed to foster the health, safety, social, and emotional well-being of students, as well as support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments. The West Windsor-Plainsboro Regional School District promotes the achievement of high academic standards, and the prevention of problem behaviors that would impede the educational progress. Parameters for the intervention and remediation of student problem behaviors at all stages of identification have been established. School responses to



violations of the code of student conduct will take into account the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.

Student Rights

Students have the right to:

- Be informed about expectations for their behavior;
- Be treated with respect and dignity;
- Attendance in safe and secure school environments;
- Express their opinions and feelings appropriately;
- Be taught constructive means to settle disagreements or problems;
- Have access to education that supports students' development into productive citizens;
- Due process and protections pursuant to law and code.

Student Responsibilities

- Exhibit self-control on school premises, on the school bus, and at school activities;
- Remain within the area assigned for a specific activity;
- Exhibit respect for the authority of all school personnel;
- Maintain and respect school and private property;
- Speak to and treat adults and other students with respect;
- Avoid placing themselves or others in danger of physical harm;
- Help keep the school clean and attractive; and
- Use constructive means to settle disagreements or problems.

Consequences

Students who choose not to comply with these responsibilities are subject to disciplinary action. School personnel will use a variety of measures including but not limited to: teacher/parent conferences, interventions through the student assistance committees, warnings, detentions, suspensions, or other strategies determined by the building administrator. Consequences will vary according to the developmental ages of the student offenders, student histories of inappropriate behaviors, frequency, severity and nature of the incident. At any time throughout the process, intervention by other school personnel may be recommended. School responses shall provide for the equitable application of the code of student conduct without regard to race, color, religion,



ancestry, nationality, origin, gender, sexual orientation, gender identity and expression or a mental, physical or sensory disability or by any other distinguishing characteristic. Corporal punishment of students is prohibited.

Appropriate disciplinary action will be taken for misbehaviors that:

1. Impede orderly classroom procedures or interfere with orderly operation of the school.
2. Disrupts the learning climate of the school.
3. Is directed against persons or property.
4. Result in violence to another person or property or poses a direct threat to the safety of others in the school.

Behavioral Supports

The West Windsor-Plainsboro Regional School District have building based team which is designed to assist students who are experiencing learning, behavior or health difficulties and assist staff in addressing students' needs (Intervention and Referral Services/Student Assistance Committee). Character Education is an underlying theme of the school culture. Activities are infused into the school environment to encourage and promote responsible and respectful behaviors.

Below is a listing of student behaviors that are subject to student discipline including suspension or expulsion pursuant to N.J.A.C. 18A:37-2. The behaviors include, but are not limited to:

Prior to an office referral for the infractions mentioned below, the classroom teacher has made several attempts to correct misbehavior including teacher disciplinary action and parental notification. The exceptions to this procedure are infractions occurring outside a classroom situation such as the corridors, cafeteria and outside the school building.

Interventions:

1. Warning
2. Student/teacher conference
3. Parent contact via classroom citation slip sent home for home for parent signature (if not returned, go to #4)



4. Lunch detention or after school detention (Parent will be given notice)
5. Team meeting with student and counselor
6. Team meeting with parent, student, and counselor
7. Discipline referral to administration-conference/conference/after school detention

Restorative Practices

The aim of restorative practices is to develop community and to manage conflict and tensions by repairing harm and relationships. The fundamental hypothesis of restorative practices is that human beings are happier, more cooperative, more productive and more likely to make positive changes in their behavior when those in positions of authority do things *with* them rather than *to* them or *for* them. The goals of restorative practices that respond to wrongdoing include:

- Fostering understanding of the impact of the behavior
- Repairing the harm that was done to people and relationships
- Attending to the needs of the victims and others in the school
- Avoiding imposing on students intentional pain, embarrassment and discomfort
- Actively involving others as much as possible

Restorative practices allow for a dialogue to occur that encourages children not only to take responsibility for their behavior but see their role as integral to finding a solution that repairs the relationship through conflict resolution. Outcomes are optimal for everyone involved and provide the opportunity for reflection, repair, and positive growth. WWP is committed to ensuring students assume responsibility for their actions and providing strategies for students to repair, restore, and rebuild relationships within our learning community.

TIER 1: Ethics & Responsibility

These offenses generally include behaviors that do not comply with the WWPRD expectations of **ethics and responsibility**. Teachers are encouraged to provide interventions for first and second offenses unless initially perceived as egregious.

Behavior	Logical Consequences
<ul style="list-style-type: none">• Disrespect towards peers/staff (verbal)• Dress Code	<ul style="list-style-type: none">• Restorative Conference• Letter of Apology• Communication with parents, phone call



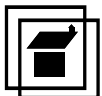
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<ul style="list-style-type: none"> • Misuse of Cell Phone • Tardiness to Class • Profane Language • WIN Cut 	<p>recommended</p> <ul style="list-style-type: none"> • Removal of technology use • Alternative Assignments • Restitution
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TIER 2: Social & Self-Awareness

These offenses generally infer a lack of **self and/others**. All of the consequences below are to be considered minimal guidelines and may be modified depending on specific circumstances. Minor Infractions and Consequences

#	MINOR INFRACTIONS	1 st Offense	2 nd Offense	3 rd Offense
1	Insubordination to teachers or other school staff. Disregarding instructions or demonstrating lack of respect for their authority; (includes failure to report to administrative detention)	Administrative Detention(s)	Saturday Detention	One day ISS
2	Continued and willful disobedience: A repeated pattern of failing to abide by school rules	Administrative Detention(s) or Saturday Detention	One day ISS	One day OSS
3	Creating disorder or disruptions on school premises; (examples: attire, vocal expressions)	Administrative Conference and/or Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
4	Acting recklessly as to endanger the safety of others (example: chair pulling prank)	Administrative Conference and/or Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
5	Inappropriate behavior that violates established school-wide and classroom procedures and routines.	Administrative Conference and/or Administrative Detention(s)	Administrative or Saturday Detention	One day ISS/OSS



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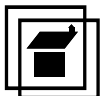
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6	Inappropriate contact that does not conform to reasonable standards of socially acceptable behavior	Administrative Conference and/or Administrative Detention(s)	One day ISS	1-3 days ISS/OSS
7	Use of foul, abusive, derogatory or demeaning language, including racial and ethnic remarks	Administrative Detention(s) or Saturday Detention	One day ISS	1-3 days ISS/OSS
8	Use of profanity directed toward a staff member	One day ISS	2 days ISS/OSS	4 days ISS/OSS
9	Engaging in illegal gambling - any activity or "game" with object of winning favors, money or other valuable	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS/OSS
10	Possession/Viewing of pornographic material	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS/OSS
11	Unauthorized use of electronic devices such as portable music players, mobile phones, or electronic games are prohibited. Laser pointers are prohibited.	Confiscation /Parental notification	Administrative Detention	Administrative or Saturday Detention
12	Convey information about other pupils or staff members known to be false (examples: rumors, slander, etc.)	Administrative Detention(s)	Administrative Detention(s)	Administrative or Saturday Detention
13	Video or picture taking without consent	Administrative Conference and/or Administrative Detention(s)	Administrative or Saturday detention and/or Police notification	One day ISS and/or Police notification
14	Be truant from school or cutting class(es)	Administrative Detention	Administrative or Saturday Detention	One day ISS
15	Leaving the building without permission of administration or school nurse	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS



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16	Enter school premises or any specific portion of the premises without permission and without authority (students found on district property other than his/her home school during the school day)	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
17	Unauthorized occupancy	Administrative or Saturday detention and Police notification	One day ISS and Police Notification	1-3 days ISS/OSS and police notification
18	Vandalize school property, real, personal, or digital; (destruction, marring, defacing, or rendering permanently or temporarily unusable school or personal property)	1-4 days OSS Restitution for damaged property and/or Police Notification		
19	Modifying computer hardware or software in any way, changing/tampering with any computer system settings and/or administrator accounts; <i>(See Basic Rules for Computer Use as described in the Technology section of the Student Handbook)</i>	1-2 days ISS, restitution, and police notification	1-3 days ISS/OSS, restitution, and police notification	4-10 days OSS, restitution, and Police notification
20	Installation of games or applications on any school computer or laptop <i>(See Basic Rules for Computer Use as described in the Technology section of the Student Handbook)</i>	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
21	Logging onto unauthorized computer websites <i>(See Basic Rules for</i>	Administrative Conference and/or	Administrative or Saturday Detention	One day ISS



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	<i>Computer Use as described in the Technology section of the Student Handbook)</i>	Administrative Detention(s)		
22	Inappropriate behavior on bus, including insubordinate responses to directions from bus driver	Administrative Conference and Verbal warning	Administrative Detention	Administrative or Saturday Detention and/or Suspension of bus privileges
23	Create litter on school property	Administrative Detention	Administrative or Saturday Detention	One day ISS
24	Falsify an excuse (Parental notes, hall passes, etc.)	Administrative Detention(s)	Administrative or Saturday Detention	One day ISS
25	Smoke (or use tobacco products) on school property	Saturday detention	1 day ISS or OSS and court fine	4 days ISS/OSS and court fine
26	Possession of tobacco-related products (lighters, pipes, etc.) Electronic smoking devices, vapor pens or other similar devices	Confiscation; 1 day ISS/OSS, Mandatory SAC referral	Confiscation; 2 day ISS/OSS, Mandatory SAC referral	Confiscation; 4 day ISS/OSS, Mandatory SAC referral
27	Violation of building rules or policies not specifically mentioned		Will be determined according to the seriousness of the offense	

TIER 3: Jeopardizing Safety of Self or Others

These offenses are of a serious nature, illegal and/or health threatening. These behaviors should be referred immediately to administration.

#	MAJOR INFRACTIONS	1 st Offense	2 nd Offense
1	Falsify any school document (official school documents or online records such as grades, report cards, transcripts, recommendations, etc.)	Up to 10 days OSS	
2	Possess or explode a firecracker or other explosive device on school	1-4 days ISS/OSS and Police notification	



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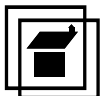
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	premises	
3	Sound or cause to be sounded a false alarm for fire, bomb, or other condition or circumstance hazardous to others (terroristic threats)	Up to 10 days OSS, Referral to Superintendent for further disciplinary action Police notification
4	Assault	<u>First Offense:</u> up to 10 days OSS, Police notification, EXP/H <u>Second Offense:</u> OSS pending EXP/H, Police notification <u>Third Offense:</u> OSS pending, EXP/H, Police notification
5	Fighting	<u>First Offense:</u> 1-4 days OSS <u>Second Offense:</u> 10 days OSS <u>Third Offense:</u> OSS pending EXP/H, Police notification home
6	Inappropriate use of physical force	<u>First Offense:</u> 1-3 days OSS <u>Second Offense:</u> 3 days OSS <u>Third Offense:</u> 1-10 days OSS
	<u>Drugs, Alcohol and Illegal Substances:</u> Possess, use, or distribute (including look-alikes) a controlled dangerous substance, including but not limited to alcohol/drugs, in violation of Policy No. 5530	
7	<u>If a student is found to be UNDER THE INFLUENCE of alcohol or drugs:</u>	Four-day suspension; probation for remainder of school year; thirty calendar day suspension from school activities (as of student's return to school); behavioral contract; counseling (Policy No. 5530) Ten-day suspension; probation for remainder of school year; one-semester suspension from school activities (as of student's return to school); counseling <u>In the event of subsequent offense(s):</u>



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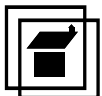
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			Referral to the superintendent for further action, which may result in referral to the Board of Education to consider expulsion. (Policy No. 5530)
8	<u>If a student is found to be IN POSSESSION of alcohol or drugs:</u>	Ten-day suspension from school; probation for remainder of school year; sixty calendar day suspension from school activities (as of student's return to school); police notification; counseling (Policy No. 5530)	<u>In the event of subsequent offense(s):</u> Referral to the superintendent for further action, which may result in referral to the Board of Education to consider expulsion. (Policy No. 5530)
9	<u>If a student is found to be SELLING OR DISTRIBUTING alcohol or drugs:</u>	Ten-day suspension from school; probation for remainder of school year; referral to superintendent, which may lead to expulsion; suspension from all school-related activities for entire school year; police notification; counseling (Policy No. 5530)	
10	<u>Bias/hate actions:</u> Any unprovoked behavior designed to intimidate a person or a group via spoken/ written language or gestures. NJ law defines bias/hate crimes as those involving race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, or disability		1-4 days ISS/OSS and Police notification



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11	<p><u>Theft:</u> Steal, damage, deface, or possess without permission the property of other pupils, staff members, or the district; (examples: theft of tests or other teacher property; items from dining hall; possessing stolen property; assuming another individual's identity).</p>	<p>1-4 days ISS/OSS Appropriate restitution for stolen/damaged property Police Notification as warranted.</p>
12	<p><u>Threatening of a staff member:</u> (statement, gesture, or action)Threaten or incite the use of physical force against staff members or visitors to the school; Procure the property of others by way of threat or extortion</p>	<p><u>First Offense:</u> 4-10 days suspension Police Notification as warranted.</p> <p><u>In the event of subsequent offenses:</u> 10 days suspension; police notification; referral to the superintendent for further action, which may result in a referral to the Board of Education to consider expulsion</p>
13	<p><u>Threatening of a student:</u> (statement, gesture, or action)Threaten or incite the use of physical force against a student of the school; Procure the property of others by way of threat or extortion</p>	<p><u>First Offense:</u> 1-4 days suspension</p> <p><u>Second Offense:</u> 5-10 days suspension</p> <p><u>In the event of subsequent offenses:</u> 10 days suspension; police notification; referral to the superintendent for further action, which may result in a referral to the Board of Education to consider expulsion</p>
14	<p><u>Harassment, Intimidation, Bullying:</u> engage in the sexual and/or other harassment, intimidation, bullying, or hazing of pupils or staff members; inappropriate touching; cyberbullying</p>	<p>1-4 days ISS/OSS; assault up to 10 days OSS with police notification as warranted</p>
15	<p><u>Weapons:</u> Possess or use weapons or any implement intended to harm others; (includes look-alikes)</p>	<p>Up to 10 days OSS and Police notification</p>
16	<p><u>Fire:</u> Sets a fire on school premises</p>	<p>Up to 10 days OSS and Police notification</p>



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17	<p><u>Gang Behavior:</u> A group or association of three or more persons who may have a common identifying sign, symbol, or name and who individually or collectively engage in, or have engaged in, criminal activity which creates an atmosphere of fear and intimidation. Criminal activity includes juvenile acts that if committed by an adult would be a crime.</p> <p>Actions by students that are designated to promote gang behavior or membership, loyalty, and/or activity are prohibited. Any person who solicits or recruits another to join or participate in a gang will be subject to school disciplinary action and possible criminal charges. Actions which are prohibited include but are not limited to, using gang hand signs, wearing gang affiliated apparel, colors or accessories, using gang slang and/or terminology, and/or producing gang graffiti on school district property. Taking pictures on school property and posting them on internet sites in a fashion that suggests gang affiliation is detrimental to the safety and security of students and staff and is prohibited.</p>	<p>Saturday detention Parental Conference Police notification</p>	<p>1-4 days ISS/OSS Parental Conference Police notification</p>
18	<p><u>Gang like actions:</u> Any activity, in which more than one person verbally or physically harms, threatens or intimidates another or others.</p>	<p>1-4 days ISS/OSS and Police notification</p>	



9 – 12 High School Student Code of Conduct

The Code of Student Conduct has been developed to foster the health, safety, social, and emotional well-being of students, as well as support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments. The West Windsor-Plainsboro Regional School District promotes the achievement of high academic standards, and the prevention of problem behaviors that would impede the educational progress.

Parameters for the intervention and remediation of student problem behaviors at all stages of identification have been established. School responses to violations of the code of student conduct will take into account the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.

Student Rights

Students have the right to:

- Be informed about expectations for their behavior;
- Be treated with respect and dignity;
- Attendance in safe and secure school environments;
- Express their opinions and feelings appropriately;
- Be taught constructive means to settle disagreements or problems;
- Have access to education that supports students' development into productive citizens; and Due process and protections pursuant to law and code.

Student Responsibilities

- Exhibit self-control on school premises, on the school bus, and at school activities; Remain within the area assigned for a specific activity;
- Exhibit respect for the authority of all school personnel;
- Maintain and respect school and private property;
- Speak to and treat adults and other students with respect;
- Avoid placing themselves or others in danger of physical harm;
- Help keep the school clean and attractive; and
- Use constructive means to settle disagreements or problems.

Consequences

Students who choose not to comply with these responsibilities are subject to disciplinary action. School personnel will use a variety of measures including but not limited to: teacher/parent conferences, interventions through the student assistance committees,



warnings, detentions, suspensions, or other strategies determined by the building administrator. Consequences will vary according to the developmental ages of the student offenders, student histories of inappropriate behaviors, frequency, severity and nature of the incident. At any time throughout the process, intervention by other school personnel may be recommended. School responses shall provide for the equitable application of the code of student conduct without regard to race, color, religion, ancestry, nationality, origin, gender, sexual orientation, gender identity and expression or a mental, physical or sensory disability or by any other distinguishing characteristic. Corporal punishment of students is prohibited.

Appropriate disciplinary action will be taken for misbehaviors that:

1. Impede orderly classroom procedures or interfere with orderly operation of the school.
2. Disrupts the learning climate of the school.
3. Is directed against persons or property.
4. Result in violence to another person or property or poses a direct threat to the safety of others in the school.

Behavioral Supports

The West Windsor-Plainsboro Regional School District have building based team which is designed to assist students who are experiencing learning, behavior or health difficulties and assist staff in addressing students' needs (Intervention and Referral Services/Student Assistance Committee). Character Education is an underlying theme of the school culture. Activities are infused into the school environment to encourage and promote responsible and respectful behaviors.

Restorative Practices

The aim of restorative practices is to develop community and to manage conflict and tensions by repairing harm and relationships. The fundamental hypothesis of restorative practices is that human beings are happier, more cooperative, more productive and more likely to make positive changes in their behavior when those in positions of authority do things *with* them rather than *to* them or *for* them. The goals of restorative practices that respond to wrong-doing include:



- Fostering understanding of the impact of the behavior
- Repairing the harm that was done to people and relationships
- Attending to the needs of the victims and others in the school
- Avoiding imposing on students intentional pain, embarrassment and discomfort
- Actively involving others as much as possible

Restorative practices allow for a dialogue to occur that encourages children not only to take responsibility for their behavior but see their role as integral to finding a solution that repairs the relationship through conflict resolution. Outcomes are optimal for everyone involved and provide the opportunity for reflection, repair, and positive growth. WWP is committed to ensuring students assume responsibility for their actions and providing strategies for students to repair, restore, and rebuild relationships within our learning community.

West Windsor-Plainsboro High School (WWPHS) School Rules

While WWPHS puts great emphasis on responsibility, it is necessary to specify certain behaviors and consequences. It is also understood that a variety of factors may be considered in determining consequences for some behaviors. Administrators are advised that consistency is important, however, they are directed to use their professional judgment in making decisions regarding corrective actions. The individual and the circumstances involved are to be considered.

The following disciplinary measures may be applied as appropriate to the student's violation of school rules. The measures are sequential and are organized in order of severity: admonishment; temporary removal from classroom; deprivation of privileges; detention; Saturday detention; suspension from school; expulsion.

The following remedial measures may be taken to aid in correcting student conduct and to ensure that the student is properly placed in an appropriate educational environment and is not in need of special education and/or related services: Restitution and restorations; counseling; parent conferences, alternate educational programs.

Behavior contracts and/or referral to counseling may be requested for any student infractions during the course of the school year.

Definitions:

Any person who commits a violent act on school grounds or during a school activity shall be subject to discipline and/or criminal charges under this policy as follows:



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1. Assault - Any middle or high school student who harms, injures, or recklessly strikes with intent to cause harm, or intends to harm or injure any person on school grounds or during a school activity shall be considered to have committed an assault.
2. Fighting - Any middle or high school student who engages in a physical confrontation with another party on school grounds or during a school activity in which both parties harm, injure, or strike with the intent to harm another, but in which instance both parties have substantial culpability for the physical confrontation, shall be considered to have committed an act of fighting.
3. Self Defense - A student who employs physical force only as a last resort, only after having been struck by another party without immediate and clear provocation, who had good reason to believe he or she was in danger of serious physical harm, and who ceases to strike, or harm, or otherwise employ physical force at the first opportunity, shall be considered to have acted in self-defense.

A student who is judged by the Principal or designee to have acted in self-defense under this strict definition of the term shall not be subject to punishment. A student who fails to meet any part of this definition shall be considered to have committed an act of fighting and shall be disciplined as outlined in the handbook.

To render a decision of self-defense, the school administrator will consider the following: 1) the student did not have sufficient time to remove himself/herself from the area or seek assistance, 2) the person was in imminent danger of injury, and 3) the only option for the person was to physically protect himself/herself with the minimum amount of force appropriate to the situation until assistance could be obtained.

4. Assault or Fighting by Party Other Than Student - Any person other than a student of the West Windsor-Plainsboro Regional School District who engages in an act of assault or fighting on school grounds or during a school activity shall be subject to criminal prosecution.
5. Gang Behavior: A group or association of three or more persons who may have a common identifying sign, symbol, or name and who individually or collectively engage in, or have engaged in, criminal activity which creates



an atmosphere of fear and intimidation. Criminal activity includes juvenile acts that if committed by an adult would be a crime. Actions by students that are designated to promote gang behavior or membership, loyalty, and/or activity are prohibited. Any person who solicits or recruits another to join or participate in a gang will be subject to school disciplinary action and possible criminal charges. Actions which are prohibited include but are not limited to, using gang hand signs, wearing gang affiliated apparel, colors or accessories, using gang slang and/or terminology, and/or producing gang graffiti on school district property. Taking pictures on school property and posting them on MySpace, Facebook, Twitter, Mindspring or other internet sites in a fashion that suggests gang affiliation is detrimental to the safety and security of students and staff and is prohibited.

6. Gang-Like Actions: Any activity, in which more than one person verbally or physically harms, threatens or intimidates another or others.
7. "Harassment, intimidation, or bullying" means any gesture, written, verbal or physical act, or any electronic communication, that takes place on school property, at any school-sponsored function or on a school bus and that:
 - a. Is motivated by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or
 - b. By any other distinguishing characteristic; and
 - c. A reasonable person should know, under the circumstances, that the act(s) will have the effect of harming a student or damaging the student's property, or placing a student in reasonable fear of harm to his/her person or damage to his/her property;
 - d. Has the effect of insulting or demeaning any student or group of students in such a way as to cause substantial disruption in, or substantial interference with, the orderly operation of the school.



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8. "Hazing" means the performance of any act or the coercion of another to perform any act of initiation into any class, team, or organization that causes or creates a substantial risk of causing mental or physical harm.
9. "Cyber-Bullying" is the use of electronic information and communication devices, to include but not be limited to, e-mail messages, instant messaging, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings, and defamatory websites, that:
 - a. Deliberately threatens, harasses, intimidates an individual or group of individuals;
 - b. Places an individual in reasonable fear of harm to the individual or damage to the individual's property;
 - c. Has the effect of substantially disrupting the orderly operation of the school.

Disciplinary Procedures

Court Action

Students sixteen years and under are required to attend school (N.J.S.A. 18A:38-25). Students under sixteen years of age who are consistently truant will be referred for court action. Court action will be instituted for other violations such as trespassing, assault, inducing a person(s) to use a narcotic drug(s), smoking, malicious destruction or damage to property, carrying concealed weapons and any other violation of New Jersey statutes.

Teacher Assigned Detentions

Any teacher may assign detention to any student for the purpose of correcting a classroom or supervision issue. Teachers will use teacher assigned detentions as a first step in addressing discipline problems, rather than referring a student immediately to an administrator. When a teacher assigns a detention, the student will report to the location designated on the date assigned.



Administrative Detention (AD)

When students are assigned after school Administrative Detention, they must report to the detention room no later than 3:00 p.m. on the day assigned. Detention will be dismissed at 4:00 p.m. Failure to report to an Administrative Detention will result in one Saturday Detention.

When students are assigned an Administrative Detention, it is their responsibility to provide transportation. A 4:00 p.m. late bus is provided daily. If students work after school, it is their responsibility to notify their employers that they will be late. Work is not an acceptable reason for failing to report to an assigned detention. If students are ABSENT on the day they have detention, that detention will be rescheduled.

Saturday Detention (SD)

Certain infractions of the discipline rules and regulations result in Saturday Detention (SD). Saturday Detention is held at the high school from 8:30 a.m. to 11:30 a.m. Students who are absent or removed will be subject to further disciplinary action.

Detention Rules

All students must be in the room and seated on time for attendance. Students will remain quiet, will not talk or attempt to communicate with others, and will do school related work or read material approved by the proctor. Electronic devices are prohibited. Students are not permitted to bring food or drinks into the detention room. Any student dismissed from the room for disciplinary reasons will be referred to the grade level Assistant Principal.

Out of School Suspension (OSS)

A parent conference may be held before a student may be readmitted to school. Additional suspensions may result in a meeting with the Principal and the possibility of referral to the Board of Education for an expulsion hearing. Any violation of school rules that is also in violation of the law shall be referred to the police for prosecution. Students may not attend or participate in any school-related activity while suspended, nor are they permitted on school property. If the Out-of-School Suspension continues from a Friday to the following Monday, the student may not participate in any school activities over that weekend.



REGULATION

Infractions

Legend to Disciplinary Guidelines

Administrative Detention	AD
Saturday Detention	SD
Out-of-School Suspension	OSS
Possible Expulsion Hearing before Board of Education	EXP/P
Expulsion Hearing before Board of Education	EXP/H
Grade of F (zero) for assignment	F
Loss of privileges	LP

Please Note: After the end of the school day, students may only remain in the building under the direct supervision of a staff member.

Below is a listing of student behaviors that are subject to student discipline including suspension or expulsion pursuant to N.J.A.C. 18A:37-2. All of the below are to be considered minimal guidelines and may be modified depending on specific circumstances. The behaviors include, but are not limited to:

Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
1. Assault	10 days OSS, Police notification, EXP/H	OSS pending EXP/H, Police notification	OSS pending EXP/H, Police notification
2. Assault or fighting by a party other than a student	Police notification		
3. Fighting	4 days OSS	10 days OSS	OSS pending EXP/P
4. Inappropriate use of physical force	1 – 3 days OSS	3 days OSS	4 – 10 days OSS



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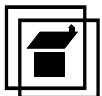
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5. Under the influence of alcohol, drugs or a controlled dangerous substance	4 days OSS, Police notification, Student privileges may be suspended for a period of 30 days or the remainder of the semester, counseling, and behavior contract.	10 days OSS, EXP/P, Police notification, student privileges will be suspended for a period of the remainder of the semester, counseling, behavior contract.	OSS pending EXP/H, Police notification
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Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
6. Possession of alcohol, drugs, or controlled dangerous substances or drug-related paraphernalia (including look-alikes)	4 days OSS/P, Police notification, student privileges may be suspended for a period of 30 days or the remainder of the semester, counseling and behavior contract	10 days OSS, EXP/P, Police notification, Student privileges will be suspended for a period of or for the remainder of the semester, counseling, behavior contract	OSS pending EXP/H, Police notification
7. Selling and/or intent to distribute alcohol, drugs, or controlled substances (including look-alikes)	10 days OSS, Police notification, 1 year suspension of school activities, counseling, behavior contract	OSS pending EXP/P Police notification Complaint filed	OSS pending EXP/H Police notification Complaint filed
8. Smoking/Vaping (all manners of inhaling)	1 OSS (automatic testing for vaping)	3 days OSS, Court Fine (local ordinance)	4 days OSS
9. Possession of tobacco products, matches and lighters, electronic vapor pens or other devices that could be used for drug paraphernalia may be considered as drug paraphernalia in application of policy	Confiscation, 1 day ISS/OSS, Mandatory SAC referral	Confiscation; 2 day ISS/OSS, Mandatory SAC referral	Confiscation; 4 day ISS/OSS, Mandatory SAC referral
10. Harassment/Bullying/Intimidation/Cyber-bullying/Hazing/Sexual Harassment	Will be determined according to the seriousness of the offense. May include but not limited to: verbal warning, parent conference, referral for appropriate services, AD,SD, OSS, referral to police, restitution & EXP/P		
11. Inappropriate physical contact/touching	4 days OSS, Police notification	5-10 days OSS, Police Notification	5-10 days OSS, Police notification EXP/H
12. Use of racial and/or ethnic remarks or language	1 day OSS	2 days OSS	4 days OSS
13. Threatening a staff member (statement, gesture, or action)	4 – 10 days OSS, EXP/P, Police notification	10 days OSS, EXP/H, Police notification	OSS pending EXP/H, Police notification
14. Threatening a student member (statement, gesture, or action)	1 – 4 days OSS, EXP/P	5 - 10 days OSS, EXP/P	OSS pending EXP/H
15. Use of profanity directed	1 day OSS	2 days OSS	4 days OSS



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STUDENT DISCIPLINE/CODE OF CONDUCT (M)

toward a staff member			
16. Use of vulgar language or obscene gestures	Administrative or Saturday Detention	1 day OSS	2 days OSS
17. Gang Behavior	Saturday Detention, Parent conference, Police notification	1 day OSS, Parent conference, Police notification	3 – 5 days OSS, Parent conference, Police notification
18. Gang like actions	4 days OSS, Police notification	5 – 10 days OSS, Police notification	5 – 10 days OSS, Police notification

Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
19. Bias/Hate Actions: any unprovoked behavior designed to intimidate a person or a group	4 days OSS, Police notification	5 – 10 days OSS, Police notification	5 – 10 days OSS, Police notification, EXP/P
20. Possession and/or use of a weapon (and look-alikes)	10 days OSS, Police notification, EXP/H	OSS pending EXP/H, Police notification	OSS pending EXP/H, Police notification
21. Arson	10 days OSS, Police notification, EXP/P	OSS pending EXP/H, Police notification	OSS pending EXP/H, Police notification
22. False Alarm (sound or cause to be sounded a false alarm for fire, bomb or other hazardous condition)	10 days OSS, Police notification, EXP/P	OSS pending EXP/H, Police notification	OSS pending EXP/H, Police notification
23. Possession/Use of fireworks	4 days OSS, EXP/P	5 – 10 days OSS, EXP/P	OSS pending EXP/H
24. Vandalism of school property	4 days OSS, restitution, Police notification	5 – 10 days OSS, restitution, Police notification	5 – 10 days OSS, restitution, Police notification
25. Modifying computer hardware or software/installation of games/Changing or tampering with any computer system settings and/or administrative accounts	4 days OSS, restitution, Police notification	5 – 10 days OSS, restitution, Police notification	5 – 10 days OSS, restitution, Police notification
26. Logging onto unauthorized computer websites, or utilizing computers for something other than educational purposes	Administrative or Saturday Detention	Administrative or Saturday Detention	1 day OSS
27. Filming, audio recording or picture taking without consent	Confiscation, 1 day OSS, Police notification	Confiscation, 2 day OSS, Police notification	Confiscation, 4 days OSS, Police notification
28. Cheating/Plagiarism/Academic Dishonesty	F, SD, Parent Notification	F, SD, parent notification	F, 1 day OSS, Parent notification



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29. Falsify any school document (official school documents such as report cards, transcripts, college recommendations)	10 days OSS, EXP/P	OSS pending EXP/H	OSS pending EXP/H
30. Forgery/Altering Documents/ Providing False ID	SD 1 day OSS	2 day OSS	4 days OSS
31. Forgery/Altering documents/ Providing false ID/ Accessing accounts for which they are not owners	1 day OSS	2 day OSS	4 day OSS
32. Theft from dining hall	SD 1 day OSS	2 day OSS	4 days OSS, Police notification
33. Theft/Possession of stolen property	4 days OSS, Police notification, restitution	5 – 10 days OSS, Police notification, restitution	5 - 10 days OSS, Police notification, restitution

Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
34. Procure the property of others by threat or intimidation (extortion)	1 day OSS	2 days OSS	4 days OSS
35. Leaving class without permission	Administrative or Saturday Detention	2 days, Administrative or Saturday Detention	1 day OSS
36. Class Cutting	Administrative or Saturday Detention	Administrative or Saturday Detention	3rd in course = loss of course credit and 1 SD, may result in loss of co-curricular privileges
37. Leaving the building without permission	Administrative or Saturday Detention	1 day OSS	4 days OSS
38. Truancy	Administrative or Saturday Detention	1 day OSS	2 days OSS
39. Failure to attend Teacher Detention	Administrative or Saturday Detention	Administrative or Saturday Detention	2 days Administrative or Saturday Detention
40. Cutting Administrative Detention	Administrative or Saturday Detention	Administrative or Saturday Detention	1 day OSS
41. Cutting Saturday Detention	1 day OSS	2 days OSS	4 days OSS
42. Removal from Saturday Detention	1 day OSS	1 day OSS	1 day OSS



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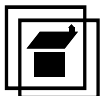
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43. Teacher disrespect	Administrative or Saturday Detention	Administrative or Saturday Detention	1 day OSS
44. Continued and willful disobedience	1 day OSS	2 days OSS	4 days OSS
45. Unauthorized use of electronic devices such as iPods, mobile phones or electronic games is prohibited. Laser pointers are prohibited.		Confiscation of device and SD, parent/guardian must pick up item	Confiscation of device and 2 days OSS, parent/guardian must retrieve
46. Insubordination/Defiance of authority	Administrative or Saturday Detention	1 day OSS	2 days OSS
47. Disruptive Behavior/Horse-play/ Unacceptable/ Inappropriate Behavior/ Reckless Endangerment	Administrative or Saturday Detention	1 day OSS	2 days OSS
48. Willfully supporting an offender while breaking school rules	SD	1 day OSS	2 days OSS
49. Being in an unauthorized area	Administrative or Saturday Detention	1 day OSS	3 days OSS
50. Trespassing (enter school premises or any specific portion of the premises without permission and without authority (students found on district property other than his/her home school during the school day)	Administrative or Saturday Detention Police notification	3 days OSS, Police notification	5 days OSS, Police Notification

Infraction	Minimum Consequence		
	1st Offense	2nd Offense	3rd Offense
51. Inappropriate/Dangerous use of vehicle on school grounds	Verbal warning and/or LP	Administrative or Saturday Detention and/or LP	4 days OSS, Permanent LP
52. Inappropriate behavior on a school bus. (AM/PM transportation)	Verbal warning and/or LP	Administrative or Saturday Detention and/or LP	Loss of privileges for the remainder of school year
53. Possession of pornographic Material	Administrative or Saturday Detention HIB Investigation,	1 day OSS HIB Investigation,	2 days OSS HIB Investigation,



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Distribution of pornography	1 Day OSS Police notification	2 Day OSS Police notification	4 Day OSS Police notification
54. Distribution of any form of pornography	Police notification, HIB investigation, 1 day OSS	Police notification, HIB investigation, 2 days OSS	Police notification, HIB investigation, 4 days OSS
55. Littering on school property	Administrative or Saturday Detention	Administrative or Saturday Detention	1 day OSS
56. Gambling/Games of Chance	Administrative or Saturday Detention	1 day OSS	4 days OSS
57. Card playing	Confiscation	Administrative or Saturday Detention	Administrative or Saturday Detention
58. Violation of building rules or policies not specifically mentioned	Will be determined according to the seriousness of the offense.		

All of the above are to be considered minimal guidelines and may be modified depending on specific circumstances.

Law enforcement officials will be notified when required by law or at the discretion of the administration.

Obviously, all possible inappropriate behaviors cannot be listed. Repeated serious behavioral offenses will result in more severe punishments or penalties including referral to the Board of Education for an expulsion hearing. Therefore, the administration reserves the right to address each incident on an individual basis.

G. Disciplinary Procedures

1. The Student Discipline/Code of Conduct Policy and Regulation 5600 shall be disseminated annually to all school staff, students, and parent(s). Principals will distribute these documents to all students on the first day of each school year and to transferring students on the first day of their enrollment in this district.
2. Teachers and administrators in charge of student discipline shall make every effort to administer these rules consistently and fairly.
3. The staff member who disciplines a student for conduct shall, however minimal the offense or the discipline,
 - a. Orally inform the student of the conduct for which he/she is being disciplined; and



- b. Offer the student an opportunity to deny the charge or to present extenuating circumstances.
4. Where the discipline is greater than an admonishment, the student's parent(s) or legal guardian(s) will be notified of the offense and of the discipline imposed and will be offered an opportunity to confer with the Building Principal.
5. Where the offense is serious and the discipline greater than detention, every effort will be made to notify the parent(s) prior to the informal hearing conducted in accordance with paragraph F.3.
6. An in-school suspension, suspension from school, or expulsion will be conducted in strict accordance with law and Policies 5610 and 5620.
7. Violations of the rules regarding student conduct on school buses will be handled as follows.
 - a. The driver will report the offensive conduct to the Principal of the school in which the student is enrolled by submission of a completed written form that includes the name of the student, the school, and the specific offensive conduct.
 - b. The parent(s) or legal guardian(s) will be notified, by copy of the form, of the student's conduct.
 - c. The Principal or designee will determine the discipline to be administered, in accordance with the severity of the infraction.
 - d. When the misconduct is severe, the student may be summarily suspended from the bus pending a conference with the parent(s) or legal guardian(s) and further disciplinary action.
- H. Students with Disabilities

For students with disabilities, subject to Individualized Education Programs in accordance with 20 U.S.C. § 1400 et seq., the Individuals with Disabilities Educational Improvement Act, and accommodation plans under 29 U.S.C. §§ 794



and 705(20), student discipline and the code of conduct shall be implemented in accordance with the components of the applicable plans.

I. Student Rights

Students subject to the consequences of the Student Discipline/Code of Conduct Policy and Regulation shall be informed of their rights, pursuant to N.J.A.C. 6A:16-7.1(c)3.i. through vii., that include:

1. Advance notice of behaviors that will result in suspensions and expulsions that have been identified under authority of N.J.S.A. 18A:37-2;
2. Education that supports students' development into productive citizens;
3. Attendance in safe and secure school environments;
4. Attendance at school irrespective of students' marriage, pregnancy, or parenthood;
5. Due process and appeal procedures, pursuant to N.J.A.C. 6A:3-1.3 through 1.17, N.J.A.C. 6A:4 and, where applicable, N.J.A.C. 6A:14-2.7 and 2.8;
6. Parent notification consistent with the policies and procedures established pursuant to N.J.A.C. 6A:16-6.2(b)3; and
7. Protections pursuant to 20 U.S.C. § 1232g and 34 CFR Part 99, Family Educational Rights and Privacy Act; 20 U.S.C. § 1232h and 34 CFR Part 98, Protection of Student Rights Amendment; N.J.A.C. 6:3-6, Student Records; 45 CFR § 160, Health Insurance Portability and Accountability Act; 20 U.S.C. § 6301, Title IV(A)IV § 4155 of the Elementary and Secondary Education Act as reauthorized under the No Child Left Behind Act; 42 CFR Part 2, Confidentiality of Alcohol and Drug Abuse Patient Records; N.J.S.A. 18A:40A-7.1, School-based drug and alcohol abuse counseling; information from participants; disclosure; N.J.A.C. 6A:16-3.2, Confidentiality of student alcohol and other drug information; N.J.S.A. 18A:36-19, Creation; Student Records: Maintenance and Retention, Security and Access; Regulations; Non-Liability; N.J.A.C. 6A:14-2.9, Student Records; as well as other existing Federal and State laws pertaining to student protections.



J. Records

1. Instances of student discipline will be recorded in the student's file in strict compliance with N.J.A.C. 6A:32-7.1 et seq. and Policy No. 8330.
2. When a student transfers to a public school district from another public school district, all information in the student's record related to disciplinary actions taken against the student by the school district and any information the school district has obtained pursuant to N.J.S.A. 2A:4A-60, disclosure of juvenile information; penalties for disclosure, shall be provided to the receiving public school district, in accordance with the provisions of N.J.S.A. 18A:36-19(a), N.J.A.C. 6A:32-7.5(e)10.iv., and N.J.A.C. 6A:16-7.10.
 - a. The record shall be provided within two weeks of the date that the student enrolls in the receiving district.
 - b. Written consent of the parent or adult student shall not be required as a condition of the transfer of this information, however, written notice of the transfer shall be provided to the parent or the adult student.
 - c. When a student transfers to a private school, which includes all sectarian or nonsectarian nonprofit institutional day or residential schools that provide education for students placed by their parents and that are controlled by other than public authority, all student disciplinary records, with respect to suspensions or expulsions, shall be provided by the public school district of residence to the private school upon written request from the private school, in the same manner as such records would be provided by a public school district of residence to another public school district, pursuant to N.J.A.C. 6A:16-7.10(b).
 - d. The Board shall not use a student's past offenses on record to discriminate against that student.
 - e. All student disciplinary records maintained in the district shall conform with the requirements set forth in N.J.A.C. 6A:16-7.10(d).



K. Annual Report

The Superintendent of Schools shall report annually on the implementation of the Student Discipline/Code of Conduct Policy to the Board at a public meeting. The annual summary shall contain, at a minimum:

1. A numerical inventory of all violations of the student behavioral expectations in the Student Discipline/Code of Conduct Policy and Regulation;
2. Associated school responses to the violations of the student behavioral expectations;
3. An explanation and evidence of the effectiveness of the Student Discipline/Code of Conduct Policy and Regulation. The explanation and evidence, at a minimum, shall address:
 - a. The degree of effectiveness of the school district's activities in achieving the purposes of the Student Discipline/Code of Conduct Policy and Regulation, pursuant to the purposes as outlined in A. above; and
 - b. The degree and effectiveness of the implementation of the contents of the Student Discipline/Code of Conduct Policy and Regulation.
4. Any proposed changes to the school district's current policies, procedures, programs or initiatives, based on the annual report.

Adopted: 09 November 2010

Revised: 28 June 2011

Revised: 12 May 2015

Revised: 22 March 2016

Revised: 28 June 2016

Revised: 22 May 2018

Revised: 27 August 2019



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First Reading: September 20, 2022

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5722 STUDENT JOURNALISM

The Board of Education believes it is important to afford students the opportunity to exercise their creativity, passion, and constitutionally-protected freedom of speech. However, the Board also believes this opportunity must be balanced between ensuring students have the right to speak freely while also preserving the ability of district staff to maintain the safe and orderly operation of the school district. The Board adopts this Policy granting students the right to exercise freedom of speech and of the press in accordance with N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45.

For the purpose of this Policy, the following terms shall mean:

“Prior restraint” means a school official informing a student journalist(s) the news, opinion, feature, and advertising content of school-sponsored media, subject to the restrictions listed in N.J.S.A. 18A:36-45.b., N.J.S.A. 18A:36-45.c., and the provisions of this Policy, cannot be published in school-sponsored media or a school official takes any action to prevent a student from doing so.

“Prior review” means a school official reviewing school sponsored media before it is published, broadcast by a student journalist at school or distributed, or generally made available to members of the student body.

“School official” means the Principal or designee or an administrative staff member designated by the Superintendent.

“School-sponsored media” means any material that is prepared, substantially written, published, or broadcast by a student journalist at school, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. School-sponsored media does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

“Student journalist” means a student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.



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Student Journalism

“Student media advisor” means an individual employed, appointed, or designated by the district to supervise or provide instruction relating to school-sponsored media.

Student journalists have the right to exercise freedom of speech and of the press in school-sponsored media, regardless of whether the media is supported financially by the district or by use of school district facilities, or produced in conjunction with a class in which the student is enrolled. Subject to 1. through 5. below, student journalists are responsible for determining the news, opinion, feature, and advertising content of school-sponsored media. N.J.S.A. 18A:36-45.b. and this Policy shall not be construed to prevent student media advisors from teaching professional standards of English and journalism to student journalists.

This Policy does not authorize or protect expression by a student that:

1. Is libelous or slanderous;
2. Constitutes an unwarranted invasion of privacy;
3. Is profane or obscene;
4. Violates Federal or State law; or
5. So incites students as to create a clear and present danger of the commission of an unlawful act, the violation of school district policies, or the material and substantial disruption of the orderly operation of the school.

The district shall not authorize any prior restraint of any school-sponsored media except for the types of expression prohibited under N.J.S.A. 18A:36-45.c. and as listed in 1. through 5. above.

A school official may implement a procedure for prior review of school-sponsored media. Any prior review of school-sponsored media required by the school official shall be communicated to the student journalist by the school official and be conducted within three school days after submission to the

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Student Journalism

school official by the student journalist. If the school official cannot show the school-sponsored media is prohibited under N.J.S.A. 18A:36-45.c. and 1. through 5. above, within the three school days, the student journalist may release the school-sponsored media.

When a school official determines the restraint of student expression is necessary, the school official shall simultaneously identify at least one of the five prohibitions listed in 1. through 5. above under N.J.S.A. 18A:36-45.c. and in this Policy under which the limitation of student expression is appropriate. This determination shall be provided to the student journalist in writing by the school official that made the determination.

A student journalist may appeal, to the Superintendent or designee, a determination by a school official that the restraint of student expression is necessary. An appeal must be submitted in writing to the Superintendent or designee within five school days of the written determination being communicated to the student journalist. The appeal must include a copy of the written determination and the reasons why the student journalist believes the limitation is not appropriate. The Superintendent or designee may, but is not required to, provide the student journalist an opportunity to present their written appeal in person. The Superintendent or designee will make a determination on the appeal within five school days of receiving the written appeal from the student journalist. The student journalist may appeal a decision of the Superintendent or designee to the Board of Education in writing. The Board of Education will make a decision on the appeal at the first Regular Board Meeting after receiving the written appeal or within ten school days after receiving the written appeal.

A student journalist that violates a provision of this Policy may be subject to appropriate discipline.

The school district shall not sanction a student operating as an independent journalist.

A staff member shall not be dismissed, suspended, disciplined, reassigned, transferred, or otherwise retaliated against solely for acting to protect a student engaged in the conduct authorized under N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45 and this Policy, or refusing to infringe upon conduct that is protected by this Policy, the First Amendment to the United States Constitution, or paragraph 6 of Article I of the New Jersey Constitution.

STUDENTS



POLICY GUIDE

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Student Journalism

The Superintendent or designee shall determine reasonable provisions for the time, place, and manner of student expression for the purposes of school-sponsored media.

N.J.S.A. 18A:36-44; 18A:36-45

Adopted:



First Reading: August 30, 2022
Second Reading: September 20, 2022

Operations
8468/Page 1 of 6
CRISIS RESPONSE

8468 CRISIS RESPONSE

The Board of Education recognizes its responsibility to be prepared to confront circumstances in which the physical and/or mental well-being of students, staff and other individuals on school grounds is threatened or overtly impacted upon by an individual or group of individuals. These situations include, but are not limited to, acts of terrorism, hostage situations and other threats or acts of a violent nature.

The Board further recognizes there is a need to deal with the aftermath of such events and circumstances, and to contend with the psychological trauma, pain and confusion which may ensue as the result of these events.

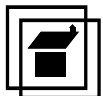
The Board establishes through the person of the Superintendent or his/her designee the development of a Crisis Management Plan. The Crisis Management Plan will be updated/revised as needed to respond to changing conditions and directives and/or alerts from Federal, State and local agencies.

The Board establishes through the person of the Superintendent or his/her designee, a Crisis Team whose responsibility it shall be to act:

1. As a source of information;
2. As a vehicle through which direct services may be delivered;
3. In an advisory capacity to the Superintendent, or his/her designee, and/or other agents or agencies dealing with the crisis situation.

The Crisis Team shall consist of the following membership:

1. The Superintendent of Schools, or his/her designee;
2. An administrator from each of the schools within the district;
3. School Psychologist(s);
4. Guidance Counselor(s);
5. School Social Worker(s);
6. Director of Special Services and/or Guidance;
7. Director of Buildings and Grounds;
8. Teacher representative(s);
9. A representative of local/State Police;
10. A representative of local medical facility/hospital;
11. School Nurse;
12. School Safety Specialist;
13. Others as deemed appropriate to the function of the Crisis Team; e.g., a fire



department representative, EMT specialist, other school or community representatives.

The Crisis Team shall be convened at least on an annual basis:

1. To review established policy and procedures;
2. To orient new members as to their responsibilities;
3. To maintain and reinforce lines of communication between the various disciplines and specialists who make up the Crisis Team.

SCHOOL CLEARANCE FOLLOWING STUDENT CRISIS SITUATION

The Board of Education is committed to protecting the health, safety and welfare of students during the school day, and will take action as necessary to provide for the safety and security of its students, staff and/or property. In "student crisis situations," the Board reserves the right to exclude (or remove) a student who has been determined to pose an imminent or potential threat to student or staff safety, pending appropriate mental health clearance.

I) Examples of "Student Crisis Situations" (non-exhaustive)

- A) Student exhibits actions creating an imminent danger to the student or others, e.g., suicidal or homicidal ideation(s) or attempt(s);
- B) Student engages in verbalization(s) or other action(s) threatening the health, safety or well-being of himself/herself, other students, or staff;
- C) Student engages in verbalization(s) or other action(s) reflecting an intent or plan to harm himself/herself, other students, or staff;
- D) Student engages in verbalization(s) or other action(s) indicating that the student may be at risk of causing harm to himself/herself, other students, or staff;
- E) Student engages in verbalization(s) or other action(s) indicating that the student poses a threat to the health, safety or well-being of himself/herself, other students, or staff;
- F) Student possesses object(s) or material(s) posing a threat to the health, safety or well-being of himself/herself, other students, or staff; or
- G) Student engages in any other action determined to be a potentially threatening or harmful activity.

II) Intersection with Student Discipline

- A) A student's exclusion (or removal) based upon a student crisis situation shall not be considered a disciplinary consequence.



- B) This Policy is intended to address mental health related issues only (i.e., to ensure that the student does not represent a danger to him/herself or others), and does not supersede the implementation of appropriate disciplinary action for violation of school regulations or actions required by N.J.S.A. 18A:40A-12 or N.J.A.C. 6A:16-4.3, as described in policies and explained in the Code of Student Conduct. Thus, depending on the nature of the incident, the student may also be subject to disciplinary consequences.

III) Procedures for Addressing a Student Crisis Situation

- A) In situations where a student presents as an imminent danger to himself/herself or others, school emergency procedures shall be followed.
- B) Staff members shall immediately notify the School Principal, or his/her designee, of any potential student crisis situation. Staff members should further maintain direct supervision of the student (where it is safe to do so) to ensure the student's safety.
- C) In response to each report of a potential student crisis situation, the School Principal (or designee) shall immediately notify:
- 1) The Student Crisis Intervention Team (or other designated team/individual), so that an Initial Assessment of the student may occur;
 - 2) The Superintendent of Schools; and
 - 3) The student's parent or legal guardian.
- D) The "Student Crisis Intervention Team" shall consist of the Principal, Vice-Principal, guidance counselor, school psychologist, student assistance coordinator, crisis counselor, social worker, and/or any other individual designated by the Principal.
- E) In response to each report, the Student Crisis Intervention Team shall conduct an Initial Assessment (for depression, suicidal ideation, intent to harm, and overall level of risk), which may include a student interview, to assess whether or not the student presents as a potential danger to himself/herself or others, and to determine whether or not the student requires a mental health assessment and clearance prior to reinstatement.
- F) Provisions shall be made for the appropriate care and supervision of the student pending either: (1) a determination by the Student Crisis Intervention Team that the student's exclusion is not required; (2) the student's release to his or her parent/guardian; or (3) the student's removal for medical care.

IV) Evaluation and Reinstatement

- A) If the Student Crisis Intervention Team determines that the student presents a potential danger to him/herself or others and requires a mental health assessment



- and clearance prior to reinstatement, the Principal shall notify the student's parent/guardian of this determination.
- B) The assessment must be completed by a licensed or certified mental health professional (e.g., psychologist, psychiatrist, social worker or psychiatric nurse) selected by the district or the parent/guardian.
- 1) Assessments completed by evaluators selected by the school district shall be at the expense of the school district.
 - 2) Assessments completed by evaluators selected by the student's parent/guardian shall be at the expense of the parent/guardian.
- C) For purposes of the assessment, it is necessary for the evaluator to have access to all relevant information regarding the student and the incident giving rise to the exclusion. The student's parent/guardian shall be asked to provide consent for a member of the Student Crisis Intervention Team to contact the professional completing the evaluation to provide necessary background information. However, if a parent/guardian cannot be reached and the student is screened and/or assessed by the appropriate school personnel as being in imminent danger of harming him/herself or others, the school may initiate an immediate assessment.
- D) The mental health assessment must, minimally, include the following:
- 1) Information identifying the student;
 - 2) Medical and family history;
 - 3) Review of presenting problem or incident;
 - 4) Mental status examination;
 - 5) Diagnosis, if relevant;
 - 6) Triggers for reoccurrence;
 - 7) Recommendations for follow-up services, as appropriate; and
 - 8) Other information deemed relevant by the evaluator.
- E) The clearance letter for the student's return to school must, minimally, include the following:
- 1) Evaluator's name and license number;
 - 2) Student's name and date of birth;
 - 3) Confirmation that the evaluator assessed the student in accordance with the standards set forth in Section IV.D of this Policy following and in connection with the precipitating school-based incident;
 - 4) The date of the assessment; and
 - 5) A specific statement that the student does not present as a danger to him/herself or others.
- F) If the parent/guardian assumes the cost of the assessment (by a provider of his/her own choosing), the resulting report is his/her property, and will require his/her consent before being released to the school district. However, the required information (see Section IV.E above) must still be included in the



clearance letter. The school district also reserves the right to obtain its own assessment by an evaluator of its choosing.

- G) Regardless of whether the school district obtains an assessment by an evaluator of its selection or relies upon the assessment and/or clearance letter by an evaluator the parent/guardian selects, the final determination as to the student's readiness to return to school rests with the school district.

V) Re-Entry to School

Following the District's receipt of the school clearance letter, the District shall schedule a reentry meeting with the child, his/her parent/guardian, and appropriate school district personnel. Reentry meeting discussion shall include, but is not limited to, the following:

- A) Consideration of CST referral;
- B) Discussion regarding follow-up treatment, as necessary;
- C) Discussion regarding school access to additional evaluative information (beyond clearance letter); and
- D) Discussion regarding the student's readiness to return to school.

VI) Instruction During Exclusion

Students will be provided with appropriate home or other out-of-school instruction in accordance with N.J.A.C. 6A:16-10.1 et seq. during any period of exclusion.

Legal References:

N.J.S.A. 18A:40A-12 (discussing student examination by medical professional)

N.J.A.C. 6A: 32-7.1 (discussing confidentiality of student record information)

N.J.A.C. 6A:16-4.3 (discussing student examination by a medical professional)

N.J.A.C. 6A: 16-10.1 et seq. (providing for student instruction during the exclusion period)

Kopera v. West Orange Bd. of Educ., 60 N.J. Super. 289 (App. Div. 1960) (outlining standard applied in review of Board actions in requiring medical assessment and clearance).

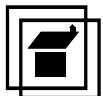
M.F. o/b/o S.L.T. v. Bd of Educ. of Neptune, OAL Dkt. No. EDU 8583-96, 97

N.J.A.R.2d (EDU) 578, initial decision (March 27, 1997) aff'd, Comm. Ed. (May 19,

1997), aff'd, St. Bd. (September 3, 1997) (upholding Board decision to require immediate psychiatric evaluation for student threatening and taking actions in furtherance of a suicide attempt).

T.L. o/b/o T.L. v. Bd. of Educ. of Middletown, OAL Dkt. No. EDU 6671-01, aff'd

Comm. Ed. (June 13, 2002) (upholding Board decision to require psychiatric or



POLICY

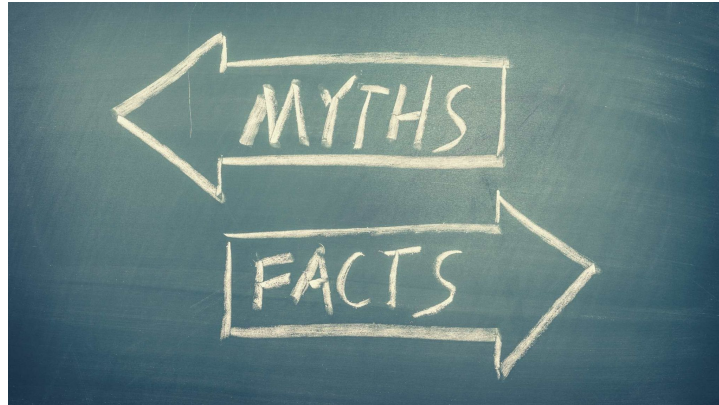
psychological examination of student suspended for developing a "hit-list" naming other students and teachers).

Adopted: 17 December 2013



2020 Comprehensive Health & Physical Education Standards

Breaking through the myths of the 2020 Health Curriculum



West Windsor-Plainsboro Health Education Program

K-2 Health Classes:

- Traditionally Health was taught by the classroom teacher.
- Starting this year we have a certified Health teacher rotating between all K-2 classrooms.
 - 1st Grade- September through November will receive 6 Health lessons
 - 2nd Grade- December through February will receive 9 Health lessons
 - Kindergarten- March through May will receive 6 Health lessons
- Parents will be notified of upcoming Family Life Lessons with resources that are going to be used.
- All standards that are covered per grade level are listed on the curriculum documents on the district website.

West Windsor-Plainsboro Health Education Program

3-5 Health Classes:

- Grades 3rd and 4th, our Physical Education classes will cover topics on Nutrition and Safety that are in NJ standards.
- 5th grade Health class covers all the other NJ Health and Physical Education standards with a certified Health education teacher.
- All standards that are covered per grade level are listed on the curriculum documents on the district website.

West Windsor-Plainsboro Health Education Program

6-8 Health Classes: ★

- Grades 6th, 7th and 8th have health class on a rotating 30 day cycle with a certified Health education teacher.

★ 9-12 Health Classes: ★

- 9th, 11th and 12th grade receive a Health education course for one marking period out of the school year taught by a certified Health teacher.
 - ★ ● 10th grade has Drivers Education that is taught by a teacher with the Drivers Education certificate. ★
- ★ ★

Facts or Myth?

The NJ Department of Education reduced the number of standards in the Health & Physical Education curriculum.

Facts

The previous state standards for Health and Physical Education had 6 standards. The NJDOE reorganized the previous standards into 3 standards for the 2020 Comprehensive Health & Physical Education Standards:

2014	2020
<ul style="list-style-type: none"> 2.1 Wellness <ul style="list-style-type: none"> A. Personal Growth and Development B. Nutrition C. Diseases and Health Conditions D. Safety E. Social and Emotional Health 2.2 Integrated Skills <ul style="list-style-type: none"> A. Interpersonal Communication B. Decision-Making and Goal Setting C. Character Development D. Advocacy and Service E. Health Services and Information 2.3 Drugs and Medicines <ul style="list-style-type: none"> A. Medicines B. Alcohol, Tobacco, and Other Drugs C. Dependency/Addiction and Treatment 2.4 Human Relationships and Sexuality <ul style="list-style-type: none"> A. Relationships B. Sexuality C. Pregnancy and Parenting 2.5 Motor Skill Development <ul style="list-style-type: none"> A. Movement Skills and Concepts B. Strategy C. Sportsmanship, Rules, and Safety 2.6 Fitness <ul style="list-style-type: none"> A. Fitness and Physical Activity 	<ul style="list-style-type: none"> 2.1 Personal and Mental Health <ul style="list-style-type: none"> A. Personal Growth and Development B. Pregnancy and Parenting C. Emotional Health D. Social and Sexual Health E. Community Health Services and Support 2.2 Physical Wellness <ul style="list-style-type: none"> A. Movement Skills and Concepts B. Physical Fitness C. Lifelong Fitness D. Nutrition E. Personal Safety 2.3 Safety <ul style="list-style-type: none"> A. Health Conditions, Diseases and Medicines B. Alcohol, Tobacco and other Drugs C. Dependency, Substance Disorder and Treatment

Facts or Myth?

Grade level performance expectations have changed from the previous NJ Health & Physical Education curriculum.

Facts

Students were expected to learn certain standards by the following grade levels:
Pre, 2, 4, 6, 8, 10 & 12

For the 2020 curriculum it has been reduced to the following: 2, 5, 8, & 12

Facts or Myth?

New Jersey will require that sexual orientation and gender identity needs to be taught by the end of 2nd grade.

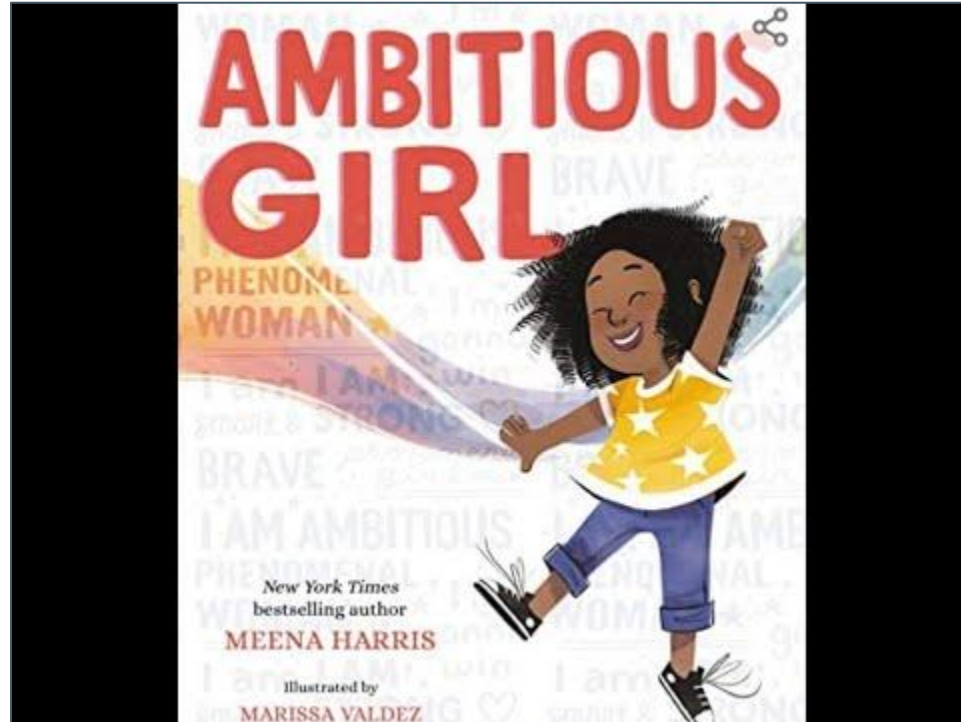
Myth

Here is the fact:

the state standards read that by 2nd grade the students will:

- Discuss how individuals make their own choices about how to express themselves.
- Discuss the range of ways people express their gender and how gender-role stereotypes may limit behavior.

Example Text:



Rationale

Students typically begin to develop an understanding of themselves and people around them in elementary school. This is also a time when implicit and explicit messages about gender and identity can become ingrained. For instance, girls may receive messages that math and science are “boy” subjects, and boys may be taught that arts are for girls. Gendered stereotypes are real and can have negative consequences for children’s academic growth, self-worth, and mental health as they get older. **These standards are designed to ensure that children understand that everyone has the ability to live their life in the way that suits them, no matter their gender. They should also help children to understand that every person deserves respect, no matter their identity or expression.** Children also initiate and develop relationships and navigate increasingly complex peer relationships in school settings. The inherent complexity in peer interactions can be challenging for students, from all backgrounds, and the rise in mental health concerns suggests a need to promote healthy relationships and positive self-worth at early ages. Beginning these conversations in early elementary school will help students develop empathy for a diverse group of people, and to learn about how to show respect to people no matter how they identify.

Facts or Myth?

★ Students will be taught about ★

★ sex at the lower elementary ★

★ level(K-2). ★

Myth

Here is the fact:

★ The state standards read that by
★ 2nd grade the students will:

- ★ Define reproduction.
- Explain the ways in which parents may care for their offspring (e.g., animals, people, fish). ★

Rationale

Reproduction before 2nd grade can simply be defined as all things reproduce- animals, plants and humans. This sets the stage for human reproduction that will be taught in the fifth grade.

Fact or Myth?

By the end of 2nd grade students will be learning about human sexual organs.

Myth

Here is the fact:

The state standards read that by
2nd grade the students will:

- List medically accurate names for body parts, including the genitals.

Rationale

When young people know the proper names of their genitals it reduces their risk for sexual abuse. Perpetrators are aware that young people who have this language also likely have trusted adults who they will discuss any abuse with and therefore the perpetrator is more likely to get caught. If a child has been abused and needs to testify, it is more likely for the abuser to be found guilty when the child can state exactly what behaviors occurred.



Fact or Myth?

By the end of 5th grade students
will learn about masturbation.

Myth

Here is the fact:

The state standards read that by 5th grade the students will:

- Explain common human sexual development and the role of hormones (e.g., romantic and sexual feelings, masturbation, mood swings, timing of pubertal onset).

Rationale

Best practice is to introduce students to information about puberty prior to its onset, so that children know what to expect (see, for example, World Health Organization 2021 and United Nations Educational, Scientific, and Cultural Organization [UNESCO] 2018). Waiting until after they have begun processing the feelings and emotions associated with puberty may leave children without the tools to appropriately process these changes. **This can be a challenging time, where students' rapid physical and emotional development can put them at risk for bullying, social isolation, and increased need for mental health support.** Instruction in upper elementary school focuses on the physical, emotional, and social changes that students may experience. The focus of instruction is to emphasize to students that developmental changes and feelings are normal. **It is important to note that the examples in parenthesis of the performance expectations are not required concepts that must be taught in classes.** These are merely examples and school district curricula does not need to include these specific words or concepts in order to meet the Core Ideas or Performance Expectations of these standards.

Fact or Myth?

★ Students will learn about
★ sexual intercourse during 5th
★ grade health. ★

Myth

Here is the fact:

★ The state standards read that ★
★ by ★ 5th grade the students will: ★

- ★ Explain the relationship between sexual ★
intercourse and human reproduction.
- ★ Explain the range of ways pregnancy ★
can occur (e.g., IVF, surrogacy).

Rationale

All children should be educated about assisted reproduction, because the number of IVF kids in their classroom is increasing every year. Students need to learn that other people may have been born through other means and that children within those means do not carry a stigma. These stigmas could cause mental and emotional stress.

Fact or Myth?

By 8th grade students will be able to define vaginal, oral and anal sex.


Reality

In the middle school(6-8) health curriculum the following was added to the state standards:

- Define vaginal, oral, and anal sex.
- Identify factors that can affect the ability to give or perceive consent to sexual activity (e.g., body image, self esteem, alcohol, other substances).
- Identify factors that are important in deciding whether and when to engage in sexual behaviors.

Rationale

Ensuring that students understand that they have agency over their own bodies is foundational to keeping them safe and protecting themselves from pressure, dating violence, and assault. It is important to provide students language for, and understanding of, specific acts, empowering them to stay safe, evaluate risks, make informed decisions, and communicate health issues or injuries if necessary. Further, youth who are unable to appropriately name sexual acts may not be able to accurately report instances of sexual harm or abuse if it occurs.



Our teams at West Windsor-Plainsboro have worked hard to ensure that our lessons are age appropriate and tailored for our students at WW-P.

**Reach out before
you opt out...**

jeff.reilly@wwprsd.org



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

OCTOBER 11, 2022: PUBLIC HEARING ON VIOLENCE, VANDALISM, AND HARASSMENT, INTIMIDATION, AND BULLYING& BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Hearing & Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor-Plainsboro Education Foundation: Graelynn McKeown
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. **OPENING/CALL TO ORDER**

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and October 7, 2022 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	WWPSA Contractual Agreement
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	MELLK CRIDGE LLC vs. WW-P BOE
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session, if necessary.

II. **SPECIAL PUBLIC HEARING ON THE 2021-2022 ANNUAL DISTRICT REPORT OF VIOLENCE, VANDALISM, AND HARASSMENT, INTIMIDATION, AND BULLYING (STUDENT SAFETY REPORT)**

III. **SPECIAL OPPORTUNITY FOR PUBLIC COMMENT ON THE 2021-2022 ANNUAL DISTRICT REPORT OF VIOLENCE, VANDALISM, AND HARASSMENT, INTIMIDATION, AND BULLYING (STUDENT SAFETY REPORT)**

The Board invites thoughts and reactions on the annual district report of violence, vandalism, and harassment, intimidation, and bullying from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

IV. **APPROVAL OF THE REPORT**

To be voted on 10/11/22: Recommend approval of the following resolution:

1. To accept the “2021-2022 Annual District Report of Violence, Vandalism and Harassment, Intimidation, and Bullying”, known also as the Student Safety Report, as required by the New Jersey State Department of Education (*N.J.S.A. 18A:17-46* and *N.J.A.C. 6A:16-5.3(f)*).

V. **ADJOURNMENT OF SPECIAL PUBLIC HEARING ON THE 2021-2022 ANNUAL DISTRICT REPORT OF VIOLENCE, VANDALISM, AND HARASSMENT, INTIMIDATION, AND BULLYING (STUDENT SAFETY REPORT)**

VI. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. Student Representatives' Reports

VII. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

VIII. **BOARD OF EDUCATION COMMITTEE REPORTS - (NONE)**

IX. **MEETING**

A. **ADMINISTRATION**

To be voted on 10/11/22: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated Sept. 20, 2022, for the following case numbers: N/A.
2. Review the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated Oct. 11, 2022, for the following case numbers: 235314-MRS-09302022; 235207-MHE-09292022; 235097-HSS-09282022; 235080-VS-09272022; 235012-VS-09262022; 234930-MRS-09232022; 234916-VS-09232022; 234907-MRS-09232022; 234889-MHE-09222022; 234878-MHE-09222022; 234873-GMS-09222022; 234857-HSS-09222022; 234853-MRS-09222022; 234821-MRS-09222022; 234814-MRS-09222022; 234707-MRS-09212022; 234679-VS-09202022; 234635-DNE-09202022; 234585-GMS-09192022; 234535-DNE-09192022; 234523-HSS-09162022; 234482-CMS-09162022; 234481-CMS-09162022; 234474-DNE-09162022; 234473-DNE-09162022; 234461-TCE-09162022; 234435-HSS-09152022; 234413-MRS-09152022; 234388-VS-09152022; 234366-HSS-09142022; 234332-VS-09142022; and 234150-CMS-09092022.

School Security Drills

3. Acknowledge the following fire and security drills were performed in September 2022 in compliance with *N.J.S.A. 18A:41-1*:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
9/13/22	9/21/22	Dutch Neck Elementary School
9/8/22	9/22/22	Maurice Hawk Elementary School
9/13/22	9/21/22	Town Center Elementary School
9/14/22	9/22/22	J.V.B. Wicoff Elementary School
9/12/22	9/14/22	Millstone River School
9/13/22	9/9/22	Village School
9/9/22	9/20/22	Community Middle School
9/19/22	9/16/22	Thomas Grover Middle School
9/15/22	9/14/22	WW-P High School North
9/15/22	9/22/22	WW-P High School South

Merit Goals - Payment Authorization

4. Certify the following:
 - a) The Executive County Superintendent has verified that Dr. Chris Russo, Assistant Superintendent for Finance, has achieved his 2021-2022 quantitative merit goal, which was submitted on September 21, 2022.
 - b) The West Windsor-Plainsboro Regional School District Board of Education authorizes payment to Assistant Superintendent for Finance for completion of merit goal 1.

Special Services Consultants

5. Approve the rates for the following professional services for the 2022-2023 year:
 - a) United Therapy Solutions, PT/OT/Speech/LDTC not to exceed \$90 per hour; OOD PT/OT/Speech/LDTC, OOD \$95 per 30 min.; PT/OT evaluations \$400, Speech and

language evaluations \$450, LDTC, Psychological & Social evaluations \$550, Bilingual Speech and language, LDTC, Psychological and Social evaluations \$650; and up to \$400,000 through June 30, 2023.

- b) Learning Tree Multicultural/Multilingual Evaluation & Consulting, Inc., not to exceed \$800 per evaluation Spanish, \$850 per evaluation other languages and up to \$20,000 through June 30, 2023.

B. CURRICULUM AND INSTRUCTION - NONE

C. FINANCE

To be voted on 10/11/22: Recommend approval of the following resolutions:

Business Services

- 1. Payment of bills as follows:

- a) Bills List General for October 11, 2022 (run on 10-04-22) in the amount of \$14,037,620.84.
- b) Bills List Capital for October 11, 2022 (run on 09-28-22) in the amount of \$765,961.03.

Referendum State Contract Purchases over the Bid Limit:

- 2. Authorize the following purchases utilizing New Jersey State Contract #88740 (T2989 – Communications Wiring Services) to Millennium Communications Group Inc., East Hanover, New Jersey, as awarded through March 19, 2023:
 - a) To provide and install (2) Axis A1601 Intelligent Controllers, (2) RDR, RP40 Multiclass readers, and (2) Genetec Advantage for Synergis Enterprise, at Wicoff Elementary (FVHD Project No. 5063O) at a not to exceed price of \$17,507.69.
 - b) To provide and install (1) 6F, 62.5mm armored fiber from MDF to new IDF, 2 corning CCH fiber hourinsg, and adapter panels and perform terminations and testing at Wicoff Elementary (FVHD Project No. 5063O) at a not to exceed price of \$9,192.50.

Referendum Cooperative Purchases over the Bid Limit:

- 3. Authorize the following purchases utilizing NJ Cooperative Bid – ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024 for Wicoff Elementary School Addition:

a) <u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
6	Cisco Meraki MR46 – wireless access point	\$815.00	\$4,890.00
6	Cisco Meraki Enterprise Cloud Controller	\$229.00	\$1,374.00
Total			\$6,264.00

b) <u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
1	Cisco Catalyst 9200L Switch – 24 ports	\$ 2,398.37	\$ 2,398.37
1	Cisco Digital Network Architecture Essentials	\$ 532.97	\$ 532.97
2	Cisco SFP Transceiver Module	\$ 398.21	\$ 796.42
2	Tripp Lite 1M Duplex Singlemode Fiber Cable	\$ 15.26	\$ 30.52
Total			\$ 3,758.28

Cooperative Purchases over the Bid Limit:

4. Authorize the following purchase utilizing NJ Cooperative Bid – ESCNJ/AAEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024, for the District.

<u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
9,400	Google Workspace EDU-PLUS	\$ 5.00	\$ 47,000.00

5. Recommend approval to authorize the following purchase utilizing NJ Cooperative Bid – ESCNJ 22/23-08, Furniture and Accessories to Hertz Furniture Systems, LLC of Ramsey, NJ, as awarded through July 2, 2024, for the EdCote Program Districtwide.

<u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
52	Armless Drafting Stool, Gr. 2	\$396.27	\$20,606.04
12	Sonic Chair w/ Casters	\$179.01	\$2,148.12
2	High Back Lounge Chair	\$1,097.52	\$2,195.04
2	Armless Task Chair	\$330.99	\$661.98
1	CITI Three-Seat Sofa	\$1,094.97	\$1,094.97
1	CITI Two-Seat Sofa	\$870.06	\$870.06
	Delivery and Set Up		\$5,505.00
		Total Cost	\$33,081.21

6. Recommend approval to authorize the following purchases utilizing NJ Cooperative Bid – #26 EDCP, MSRP Furniture #10430 to Hertz Furniture Systems, LLC of Ramsey, NJ as awarded through December 1, 2022, for the EdCote Program.

a) <u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
1	72x48 Adjustable Kidney Table	\$346.50	\$346.50
24	Hard Caster Kit	\$72.10	\$1,730.40
4	36x30 Steel Bookcase	\$291.75	\$1,167.00
7	72x36 Adjustable Kidney Table	\$346.50	\$2,425.50
1	60” Hercules Adjustable Activity Table	\$584.85	\$584.85
4	48x22x36 Mobile Storage Cabinet	\$1,413.60	\$5,654.40
56	16” Zed School Chair	\$102.55	\$5,742.80
2	Baltic Birch 12 Cubby Storage Unit	\$356.40	\$712.80
4	29-42” Surge Standing Student Desk	\$550.20	\$2,200.80
10	18 in. Squirele Active Seating	\$110.25	\$1,102.50
1	48” Hercules Adjustable Activity Table	\$308.35	\$308.35
1	Mod Soft Seating Sofa	\$1,394.40	\$1,394.40
33	Petal Collaborative Classroom Desk	\$273.35	\$9,020.55
5	30x60 Hercules Adjustable Activity Table	\$285.60	\$1,428.00
1	3’x4’ Mobile Steel Bookcase	\$477.00	\$477.00
1	30” Round Silica Mod Soft Seating	\$1,431.85	\$1,431.85
4	18” Semi-Round Silica Mod Soft Seating	\$533.00	\$2,212.00
16	16” Zed Cantilever School Chair	\$132.65	\$2,122.40
5	30x60 Hercules Adjustable Activity Table	\$294.00	\$1,470.00
4	Mobile Tote Bin Cabinet	\$2,799.65	\$11,198.60
25	Petal Junior Collaborative Student Desk	\$241.15	\$6,028.75
25	Petal Collaborative Classroom Desk	\$273.35	\$6,833.75
1	Deluxe Sand and Water Table with Lid	\$461.34	\$461.34
8	Squirele Active Seating Stool	\$180.25	\$1,442.00
1	Drawer for Teachers Desk	\$54.95	\$54.95

1	30x48 Hercules Rectangular Activity Table	\$306.25	\$306.25
10	Rhythm Collaborative Classroom Table	\$292.60	\$2,926.00
10	Chord Collaborative Classroom Table	\$322.00	\$3,220.00
6	Innovation Collaborative Classroom Desk	\$232.05	\$1,392.30
6	Book Basket for Innovation Classroom Desk	\$31.50	\$189.00
1	Freestanding Power Data Port	\$446.25	\$446.25
10	18 in. Squircle Active Seating	\$110.25	\$1,102.50
2	36" Boost Round Café Table	\$491.05	\$982.10
10	Mod Series Pebble Floor Cushion	\$221.90	\$2,219.00
2	30" Round Mod Series Soft Seating	\$1,059.45	\$2,118.90
10	19-27" Adjustable Padded Metal Lab Stool	\$58.52	\$585.20
1	30x40 Adjustable Vantage Standing Desk	\$854.00	\$854.00
10	18" Zed Cantilever School Chair	\$133.70	\$1,337.00
4	24" Zed Bar Stool	\$190.75	\$763.00
		Total Cost	\$85,992.99

b) <u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
101	29-42" Surge Standing Student Desk	\$542.85	\$54,827.85
48	18" Zed School Chair	\$104.65	\$5,023.20
9	18" Metal Lab Stool	\$47.85	\$430.65
8	30x60 Hercules Adjustable Activity Table	\$285.60	\$2,284.80
1	30x60 Dura Heavy Duty Classroom Table	\$548.80	\$548.80
16	Rhythm Collaborative Classroom Table	\$292.60	\$4,681.60
8	Chord Collaborative Classroom Table	\$285.25	\$2,282.00
12	17" Round Silica Mod Series Soft Seating	\$553.00	\$6,636.00
2	29x42 Providence Round Table	\$1,260.83	\$2,521.66
		Total Cost	\$79,236.56

c) <u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
30	18" Zed School Chair w/ Casters	\$151.20	\$4,536.00
10	Chord Collaborative Classroom Table	\$285.25	\$2,852.50
4	Rhythm Collaborative Classroom Table	\$292.60	\$1,170.40
12	Hard Caster Kit	\$61.25	\$735.00
1	36x72 High Pressure Laminate Bookcase	\$931.00	\$931.00
		Total Cost	\$10,224.90

d) <u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
16	Unity Petal Collaborative Combo Desk	\$272.30	\$4,356.80
4	Innovation Adjustable Stand-Up Desk	\$310.31	\$1,241.24
		Total Cost	\$5,598.04

Equipment Disposal

7. Disposal of obsolete equipment that has met the district's life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

Grover Middle School

Bed, exam (nurses') - 1
Bookshelf, wooden - 1

High School North

Chairs, student - 20

High School South

Chairs, student – 15

Maurice Hawk

CD player, portable - 2

DVD, video player – 6

Screen, movie - 1

TV - 2

Millstone River

Bass Clarinet - 1

Cello, 3/4 – 1

Clarinet - 3

Sax, Alto - 1

String Bass - 1/4 – 5

Trumpet - 3

Viola – 1

Violin – 3

Violin w/case – 3

Violin case – 1

Transportation

Quotes – School Related Activities

- 8. Award the 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number ST-PUB22-7 to Stout’s Charter Service, Inc. as follows:*

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Cost per hour OT</u>
25901	Washington DC, Maryland & Virginia	\$5,263.69	1	\$ 230.00
25902	Frogbridge Day Camp	\$2,076.67	8	\$ 230.00
25909	Six Flags	\$ 975.00	4	\$ 100.00
25928	The College of NJ,	\$ 575.00	1	\$ 100.00
25927	University of Delaware, Williamsburg, VA & Berkeley Middle School	\$5,550.00	2	\$ 230.00
25948	Rowan University	\$ 825.00	1	\$ 100.00
25950	Frogbridge Day Camp	\$ 950.00	8	\$ 250.00
FT-2	Various	\$1,840.00	1	\$ 230.00
FT-3	Various	\$1,840.00	1	\$ 230.00
FT-4	Various	\$1,840.00	1	\$ 230.00
FT-5	Various	\$1,840.00	1	\$ 230.00
FT-7	Various	\$1,650.00	1	\$ 230.00

*The following trips in the bid will be done utilizing district staff and will not be awarded:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Cost per hour OT</u>
25899	Dave & Buster’s	\$ 925.00	1	\$ 200.00
25903	Philadelphia Zoo	\$ 925.00	1	\$ 200.00
25949	Funzilla	\$ 675.00	1	\$ 300.00

9. Award the 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number 25725 to Irvin Raphael, Inc. as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Cost per hour OT</u>
25725	Pond Road Middle School	\$ 700.00	1	\$ 125.00

Quotes – Special Education

10. Award the 2022 - 2023 Student Transportation Contract-Multi Contract Number DSW1130 to Rick Bus Company as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
DSW1130	High School North	\$ 149.00	71	N/A	\$ 0.00

11. Award the 2022 - 2023 Student Transportation Contract-Multi Contract Number WILDFLOUR to St. Mary Transportation LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
WILDFLOUR	High School North	\$ 79.00	71	N/A	\$ 0.00

12. Award the 2022 - 2023 Student Transportation Contract-Multi Contract Number SPFALL to St. Mary Transportation LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
SPFALL	High School North	\$ 79.00	101	N/A	\$ 0.00

13. Award the 2022 - 2023 Student Transportation Contract-Multi Contract Number SKFALL to R & M Transportation as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
SKFALL	Mercer County Community College	\$ 85.00	34	N/A	\$ 0.00

14. Award the 2022 - 2023 Student Transportation Contract-Multi Contract Number DSW1230 to A-1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
DSW1230	High School North	\$ 133.00	31	N/A	\$ 0.00

15. Award the 2022 - 2023 Student Transportation Contract-Multi Contract Number PLAYSPACE to R & M Transportation LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
PLAYSPACE	High School North	\$ 85.00	64	N/A	\$ 0.00

16. Award the 2022 - 2023 Student Transportation Contract-Multi Contract Number HALLMARK to R & M Transportation LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
HALLMARK	High School North	\$ 88.00	34	N/A	\$ 0.00

Addendum – Cancellation - Bid Award

17. Cancel 2022 – 2023 Student Transportation Contract – Multi Contract Number IR-PUB18-5, route RBHCA awarded to Irvin Raphael, Inc. on June 14, 2022. Total route cost is \$5629.39
18. Cancel 2022 – 2023 Student Transportation Contract – Multi Contract Number IR-PUB21-4, route COLLIERA awarded to Irvin Raphael, Inc. on June 14, 2022. Total route cost is \$ 0.00

Travel and Related Expenses Reimbursement

19. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:
- a) One District staff member to attend the following virtual classes through Rutgers Online for Certified Educational Facilities Manager (CEFM) certification:
 - o Information Systems, online from October 18, 2022 through November 1, 2022, at a total cost of \$483.
 - o Structural and Mechanical Systems, online from November 3, 2022 through November 22, 2022, at a total cost of \$483,
 - o Energy Management, online from December 6, 2022 through December 8, 2022, at a total cost of \$205.
 - b) One BCBA Consultant to attend PECS Level 1 Online Training with Pyramid Education Consultants, virtually, from October 24, 2022 through October 25, 2022, at a total cost not to exceed \$429.
 - c) Three special services staff members to attend PECS Level 1 Online Training with Pyramid Education Consultants, virtually, from November 3, 2022 through November 4, 2022, at a total cost not to exceed \$429 each.
 - d) One district administrator to attend the New Jersey School Nutrition Association (NJSNA) Annual Conference in Atlantic City, New Jersey, from November 10, 2022 through November 11, 2022, at a total cost not to exceed \$500.
 - e) One special services teacher to attend PECS Level 1 Online Training with Pyramid Education Consultants, virtually, from November 14, 2022 through November 15, 2022, at a total cost not to exceed \$429.

- f) One Speech Therapist to attend PECS Level 1 Online Training with Pyramid Education Consultants, from December 5, 2022 through December 6, 2022, at a total cost of \$429.
- g) One Speech Therapist to attend PECS Level 1 Online Training with Pyramid Education Consultants, from December 12, 2022 through December 13, 2022, at a total cost not to exceed \$429.

D. PERSONNEL

To be voted on 10/11/22: Recommend approval of the following resolutions:

Personnel

- 1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Job Descriptions

- 2. Approve the following new job descriptions:
 - a) Assistant School Business Administrator
- 3. Approve the following revised job descriptions:
 - a) Administrative Assistant for the Assistant Superintendent for Curriculum and Instruction
 - b) Administrative Assistant for Central Office
 - c) Administrative Assistant for Finance
 - d) Comptroller/Assistant Board Secretary
 - e) Special Education Teacher

X. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 10/11/22:

- A. August 30, 2022 Meeting
- B. August 30, 2022 Closed Executive Session
- C. September 20, 2022 Meeting
- D. September 20, 2022 Closed Executive Session

XI. BOARD LIAISON REPORTS

XII. NEW BUSINESS

XIII. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

XIV. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 10/11/2022

Deadline for next Agenda: 10/14/2022

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Ketterer, Joseph	Appoint	Teacher Music	2MA	\$63,450.00 (prorated)	HSN/HSS	TBD	6/30/23	Appoint as Music Teacher, pending employment verification, replacing William Grillo, who resigned. (Tenure date: TBD)
Wallace, Betty	Appoint- Repl.	Teacher Mathematics- LR	10MA	\$77,975.00 (prorated)	GMS	TBD	6/30/23	Appoint as leave replacement Mathematics Teacher, pending employment verification, replacing Glenn DelSignore, who is on leave.
Change								
Karbhari, Sanaea	Change	School Psychologist		N/A	HSN	9/21/22	9/30/22	Change end date from 11/1/22 to 9/30/22 for leave of absence, unpaid, with benefits.
Kassel, Renee	Change	Speech Language Specialist- 60%		N/A	HSS	11/7/22	3/24/23	Change CC from 10/31/22-1/27/23 to 11/7/22-2/3/23 unpaid, with benefits. Change CC from 1/30/23-3/24/23 to 2/6/23-3/24/23 unpaid, no benefits. (RTW: 3/27/23)
Leibowitz, Jaclyn	Change %	Teacher Special Education- 120%	8MA	\$71.63/day	CMS	9/27/22	1/27/23	Additional per diem payment for an extra section.
Catizone, Heather	Change %	Teacher Special Education- 120%	9BA	\$71.40/day	CMS	9/27/22	1/27/23	Additional per diem payment for an extra section.
Post, Ashley	Change %	Teacher Special Education- 120%	6BA	\$65.50/day	CMS	9/27/22	1/27/23	Additional per diem payment for an extra section.
Pierce, Katherine	Change %	Teacher Special Education- 120%	15MA	\$99.74/day	CMS	9/27/22	1/27/23	Additional per diem payment for an extra section.
Leave of Absence								
Hittesdorf, Matthew	Leave	Teacher Mathematics		N/A	HSS	1/1/23	5/5/23	Leave of absence, paid, with benefits.
Hittesdorf, Matthew	Leave	Teacher Mathematics		N/A	HSS	5/6/23	6/30/23	Leave of absence, unpaid, without benefits.
Edore, Caitlin	Leave- FMLA/CC	Teacher Technology- 80%		N/A	HSS	3/3/23	6/1/23	FMLA/CC: 3/3/23-6/1/23 unpaid, with benefits. (RTW: 6/2/23)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
O'Connell, Sarah	Leave- FMLA/CC	Teacher Elementary		N/A	DN	4/17/23	1/1/24	FMLA/CC: 4/17/23-9/15/23 unpaid, with benefits. CC: 9/18/23-1/1/24 unpaid, no benefits. (RTW: 1/2/24)
Rego, Elizabeth	Leave- FMLA/NJFLA/CC	School Psychologist		N/A	MR	3/27/23	6/30/22	FMLA/NJFLA/CC: 3/27/23-6/30/23 unpaid, with benefits. (RTW: 9/1/23)
Payment								
Elliott, Janice	Payment	Teacher Special Education		\$2,609.65	VIL	10/12/22	10/12/22	Payment for unused sick days, as per contract.
C. Non Certificated Staff								
Appoint								
Dahdah, Kenneth	Appoint	Operations Lead		\$65,000.00 (prorated)	TC	TBD	6/30/23	Appoint as Operations Lead, pending employment verification, replacing Tonu Espenberg.
Kelly, Jamie	Appoint	Secretary 12 Months	1	\$46,155.00 (prorated)	CO	TBD	6/30/23	Appoint as Secretary 12 Months, pending employment verification, replacing Jennifer Adamo, who transferred. (Tenure date: TBD)
Husain, Ayesha	Appoint	Instructional Assistant	1	\$19.37/hr.	TC	TBD	6/30/23	Appoint as Instructional Assistant, for 7.0 hrs/day, growth position.
Jones, Mayleen	Appoint	Instructional Assistant	1	\$17.99/hr.	TC	TBD	6/30/23	Appoint as Instructional Assistant, for 7.0 hrs/day, pending employment verification, replacing Pooja Dutta, who transferred.
Del Toro, Damary	Appoint	Substitute Bus Driver		\$26.50/hr.	TRAN	9/1/22	6/30/22	Appoint as s Substitute Bus Driver, as assigned by Supervisor, as needed for temporary assignments.
Drago, Rose	Appoint	Substitute Bus Driver		\$26.50/hr.	TRAN	9/1/22	6/30/22	Appoint as s Substitute Bus Driver, as assigned by Supervisor, as needed for temporary assignments.
Change								
Harrington, Ivy	Change	Social Media Manager		\$80,000.00 (prorated)	CO	10/12/22	6/30/23	Change start date from TBD to 10/12/22.
Cene, Orsela	Change	Secretary To	6-7	\$54,358.00 (prorated)	HSN	7/27/22	6/30/23	Change start date from 9/12/22 to 7/27/22 for change from Secretary 12 Months, 100% GMS to Secretary To 100% HSN.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Choudhury, Monalisa	Change	Instructional Assistant	1	\$17.99/hr.	GMS	10/12/22	6/30/23	Change from Cafeteria Aide to Instructional Assistant for 7.25 hrs/day, replacing Sukanya Goswami, who transferred.
Gorman, Elizabeth	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change hours from 7.25 hrs/day to 7.58 hrs/day.
Gupta, Anita	Change	Instructional Assistant		N/C	CMS	10/12/22	6/30/23	Change hours from 7.58 hrs/day to 7.25 hrs/day.
Mehta, Kiran	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change hours from 7.25 hrs/day to 7.58 hrs/day.
Pettus, Evan	Change	Instructional Assistant		N/C	HSN	9/1/22	6/30/23	Change hours from 7.25 hrs/day to 7.58 hrs/day.
Leave of Absence								
Lloyd, Regina	Leave- NJFLA	Instructional Assistant		N/A	MR	9/26/22	9/26/23	Intermittent NJFLA: 9/26/22-9/26/23 unpaid, with benefits.
Resignation								
Milone, Alison	Resign	Human Resources Manager		N/A	CO	11/18/22	11/18/22	Resign from position.
D. Substitute / Other								
Appoint								
Holleran, Jacquelyn	Appoint	Substitute Nurse		\$210.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Nurse (County Cert.), pending employment verification, as needed for temporary assignments.
Bowditch, David	Appoint	Substitute Teacher		\$115.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Nallaseth, Ferez	Appoint	Substitute Teacher		\$115.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Aggarwal, Sonu	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Choudhury, Monalisa	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Conover, Meghan	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Coyne, Elizabeth	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Lienhard, Victoria	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Mehta, Kiran	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Patel, Bhavishaben	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Saravana Prakash, Hema	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Wani, Priyanka	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Yang, Endia	Appoint	Substitute Teacher		\$105.00/day	DIST	10/12/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Resignation								
Hamren, Blair	Resign	Substitute Teacher		N/A	DIST	10/2/22	10/2/22	Resign from position.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
E. Extracurricular / Extra Pay								
Bus Duty								
Feeley, Meghan	Extra Duty	Bus Duty		\$15.84/hr.	DN	9/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Dignan, Courtney	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Reil, Lizbeth	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Schoen, Kacie	Extra Duty	Bus Duty		\$15.84/hr.	VIL	9/1/22	6/30/23	Bus Duty, not to exceed 5 hours per week.
Intramural								
Coppola, Melissa	Extra Duty	Art Mural Intramural		\$19.48/hr.	CMS	9/6/22	6/30/23	Art Mural Intramural, not to exceed 3 hrs/wk.
Home Programming								
Delre, Margaret	Extra Duty	Home Programming		\$70.00/hr.	DIST	9/6/22	6/30/23	Home programming to address IEP goals, not to exceed 6 hours per student, up to 60 hours.
Learning Assistant								
Hamren, Blair	Extra Duty	Learning Assistant		\$19.00/hr.	HSN/HSS	10/12/22	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Headen, Robin	Extra Duty	Learning Assistant		\$19.00/hr.	HSN/HSS	TBD	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Srinivasan, Vidhya	Extra Duty	Learning Assistant		\$19.00/hr.	HSN/HSS	10/12/22	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Surti, Pooja	Extra Duty	Learning Assistant		\$19.00/hr.	HSN/HSS	TBD	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Vroom, Julia	Extra Duty	Learning Assistant		\$19.00/hr.	HSN/HSS	10/12/22	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Professional Development								



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Eggert, David	Extra Duty	Professional Development		\$47.09/hr.	DIST	10/1/2022	11/1/2022	Planning and Presenting Professional Development, "Lifeguard Certification to Physical Education Teachers and Coaches", total program not to exceed 24 hours.
Title I								
Al-Najjar, Anwar	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Costello, Kathleen	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Fevola, Carol	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Figueroa, Ivett	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Grygiel, Donna	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Hartmann, Patrick	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Hawkins, Michael	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Miller, Sydney	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Naud, Melissa	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Raveendran, Jaina	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Sharma, Sunila	Extra Duty	Title I: Academic Support Tutoring & Mentoring		\$47.09/hr.	HSS	10/12/22	6/24/23	Title I Academic Support Tutoring & Mentoring, as needed.
Coulter, Kristen	Extra Duty	Title I: FAST Grant		\$47.09/hr.	DIST	9/20/22	6/20/23	Title I: FAST Grant Parent Nights, total program not to exceed 100 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Verhoog, Brianne	Extra Duty	Title I: FAST Grant		\$47.09/hr.	DIST	9/20/22	6/20/23	Title I: FAST Grant Parent Nights, total program not to exceed 100 hours.
Callea, Natalie	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Cicerale, Robyn	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Dewan, Megan	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Eggert, David	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
James, Hannah	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Johnson, Lauren	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Liput, Ashley	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Nemeth, Ashley	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Paetow, Devin	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Ross, Alexa	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Savur, Rita	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Young, Janette	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
Zara, Alyssa	Extra Duty	Title I: Winter Committee		\$47.09/hr	MR	10/6/22	4/1/23	Title 1: Winter Committee, total program not to exceed 200 hours.
E. Stipend Athletic								
None								



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
E. Stipend Non-Athletic								
AVID								
Kratz, Emily	Stipend Non-Athletic	AVID Coordinator		\$2,515.25	HSN	9/1/22	6/30/23	AVID Coordinator, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Silva, Samantha	Stipend Non-Athletic	AVID Coordinator		\$2,515.25	HSS	9/1/22	6/30/23	AVID Coordinator, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Coordinator - ESL								
Jackson-Escogido, Jennifer	Stipend Non-Athletic	Coordinator- ESL District		\$1,688.00	DIST	9/1/22	6/30/23	Coordinator - ESL District, paid 1/2 in Dec. and 1/2 in June (Paid through Title III grant funds).
Learning Assistant								
Castro-Verrault, Jessica	Stipend Non-Athletic	Learning Assistant Facilitator		\$2,012.20	HSN	10/12/22	6/30/23	Learning Assistant Facilitator, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June. (Paid with CEIS funds.)
Rooney, Molly	Stipend Non-Athletic	Learning Assistant Facilitator		\$2,012.20	HSS	10/12/22	6/30/23	Learning Assistant Facilitator, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June. (Paid with CEIS funds.)
Lunch Duty								
Bower, Daniel	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Edwards, Quinn	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Elghazaly, Veronica	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Kline, Deborah	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Massih, Devin	Stipend Non-Athletic	Lunch Duty		\$1,988.00 (prorated)	CMS	9/1/22	6/30/23	Lunch Duty - 50%, paid 1/2 in Dec. and 1/2 in June.
McGuinness, Catherine	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Woodward, Brian	Stipend Non-Athletic	Lunch Duty		\$1,988.00	CMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Mentor								
Hipple, Tara	Stipend Non-Athletic	Mentor		\$2,010.00	GMS	9/1/22	6/30/23	Mentor for Travis Strominger, paid 1/2 in Dec. & 1/2 in June.
Scarpitta, William	Stipend Non-Athletic	Mentor		\$2,010.00	HSS	9/1/22	6/30/23	Mentor for Joshua Crome, paid 1/2 in Dec. & 1/2 in June.
High School North								
Carter, Kenneth	Stipend Non-Athletic	A Cappella		\$2,716.47	HSN	9/1/22	6/30/23	A Cappella Advisor, 10 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Mangieri, Haley	Stipend Non-Athletic	Academic Decathlon		\$4,489.72	HSN	9/1/22	6/30/23	Academic Decathlon Advisor, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Washington, Rosalyn	Stipend Non-Athletic	African American Awareness Club		\$1,006.10	HSN	9/1/22	6/30/23	African American Awareness Club Advisor (SHADES), 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Raveendran, Jaina	Stipend Non-Athletic	Chess Club		\$754.58	HSN	9/1/22	6/30/23	Chess Club Advisor, 0 yrs. Exp., paid 1/2 in Dec. and 1/2 in June.
Shen, Jume	Stipend Non-Athletic	Chinese Club-Shared		\$628.81	HSN	9/1/22	6/30/23	Chinese Club Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Yu, Teping	Stipend Non-Athletic	Chinese Club-Shared		\$628.81	HSN	9/1/22	6/30/23	Chinese Club Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Biro, Monica	Stipend Non-Athletic	Class Advisor, 9th Grade- Shared		\$1,383.39	HSN	9/1/22	6/30/23	9th Grade Class Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Carroll, Kathryn	Stipend Non-Athletic	Class Advisor, 9th Grade- Shared		\$1,383.39	HSN	9/1/22	6/30/23	9th Grade Class Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Campbell, Shannon	Stipend Non-Athletic	Class Advisor, 10th Grade- Shared		\$1,383.39	HSN	9/1/22	6/30/23	10th Grade Class Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Matrale, Ashley	Stipend Non-Athletic	Class Advisor, 10th Grade- Shared		\$1,383.39	HSN	9/1/22	6/30/23	10th Grade Class Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Valentin, Daniel	Stipend Non-Athletic	Class Advisor, 11th Grade- Shared		\$1,886.44	HSN	9/1/22	6/30/23	11th Grade Class Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Zarodnansky, Tracy	Stipend Non-Athletic	Class Advisor, 11th Grade- Shared		\$2,075.08	HSN	9/1/22	6/30/23	11th Grade Class Advisor - shared 50%, 6 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Mangieri, Haley	Stipend Non-Athletic	Class Advisor, 12th Grade- Shared		\$2,508.96	HSN	9/1/22	6/30/23	12th Grade Class Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Savas, Lisa	Stipend Non-Athletic	Class Advisor, 12th Grade- Shared		\$2,747.91	HSN	9/1/22	6/30/23	12th Grade Class Advisor - shared 50%, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Connolly, Thomas	Stipend Non-Athletic	Computer Club I		\$1,735.52	HSN	9/1/22	6/30/23	Computer Club Advisor, 7 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Fletcher, Christian	Stipend Non-Athletic	Debate League Advisor		\$2,012.20	HSN	9/1/22	6/30/23	Debate League Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
McCann, Brendan	Stipend Non-Athletic	eSports		\$1,509.15	HSN	9/1/22	6/30/23	eSports Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Goodkin, Deborah	Stipend Non-Athletic	Drama, Fall Play, Director		\$4,401.69	HSN	9/1/22	6/30/23	Fall Drama Director, 23 yrs. exp., paid in FULL in Dec.
Corriveau, Robert	Stipend Non-Athletic	Drama, Fall Play, Assistant Director		\$2,490.10	HSN	9/1/22	6/30/23	Fall Drama Assistant Director, 6 yrs. exp., paid in FULL in Dec.
Carter, Kenneth	Stipend Non-Athletic	First Edition		\$2,716.47	HSN	9/1/22	6/30/23	First Edition - Silver Lining Advisor, 10 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Washington, Rosalyn	Stipend Non-Athletic	Future Business Leaders of America		\$3,772.88	HSN	9/1/22	6/30/23	Future Business Leaders of America Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Afonso, Adam	Stipend Non-Athletic	Future Problem Solvers- Shared		\$1,886.44	HSN	9/1/22	6/30/23	Future Problem Solvers - shared 50%, 0 yrs. Exp., paid 1/2 in Dec. & 1/2 in June.
Shein, Courtney	Stipend Non-Athletic	Future Problem Solvers- Shared		\$1,886.44	HSN	9/1/22	6/30/23	Future Problem Solvers - shared 50%, 0 yrs. Exp., paid 1/2 in Dec. & 1/2 in June.
Crystal, Jamie	Stipend Non-Athletic	Gay Straight Student Alliance		\$754.58	HSN	9/1/22	6/30/23	Gay Straight Student Alliance Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Corriveau, Robert	Stipend Non-Athletic	Science Coordinator		\$1,509.15	HSN	9/1/22	6/30/23	High School Science Coordinator, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kocher, Susan	Stipend Non-Athletic	HOSA		\$2,515.25	HSN	9/1/22	6/30/23	HOSA Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June .
McCarthy, Tara	Stipend Non-Athletic	Interact		\$2,376.91	HSN	9/1/22	6/30/23	Interact Club Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bond, Christopher	Stipend Non-Athletic	Junior Statesmen of America		\$4,024.40	HSN	9/1/22	6/30/23	Junior Statesmen of America Club Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Lee, Kelly	Stipend Non-Athletic	Larkability		\$1,584.61	HSN	9/1/22	6/30/23	Larkability Advisor, 4 yrs., exp. paid 1/2 in Dec. and 1/2 in June.
Hannon, Christa	Stipend Non-Athletic	Lighting Booth		\$3,043.45	HSN	9/1/22	6/30/23	Lighting Booth, 5 yrs. exp., 50% stipend, paid 1/2 and 1/2 in June.
Hoyt, Carolyn	Stipend Non-Athletic	Literary Magazine		\$1,509.15	HSN	9/1/22	6/30/23	Literary Magazine Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Sreenivasan, Samhitha	Stipend Non-Athletic	Math League		\$3,169.22	HSN	9/1/22	6/30/23	Math League Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Costanza, Michelle	Stipend Non-Athletic	Model Congress-Shared		\$1,188.46	HSN	9/1/22	6/30/23	Model Congress Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Julius, Chelsea	Stipend Non-Athletic	Model Congress-Shared		\$1,188.46	HSN	9/1/22	6/30/23	Model Congress Advisor - shared 50%, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Lukacher, Alyson	Stipend Non-Athletic	Model United Nations		\$3,269.83	HSN	9/1/22	6/30/23	Model United Nations Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Massari, Francesca	Stipend Non-Athletic	Model United Nations, Assistant		\$1,509.15	HSN	9/1/22	6/30/23	Model United Nations Assistant Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bond, Christopher	Stipend Non-Athletic	National History Day		\$3,181.79	HSN	9/1/22	6/30/23	National History Day, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
McCann, Brendan	Stipend Non-Athletic	National Honor Society		\$1,257.63	HSN	9/1/22	6/30/23	National Honor Society, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Hoyt, Carolyn	Stipend Non-Athletic	Newspaper		\$5,533.55	HSN	9/1/22	6/30/23	Newspaper Advisor, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Goodkin, Deborah	Stipend Non-Athletic	Opening Knights		\$3,144.06	HSN	9/1/22	6/30/23	Opening Knights Advisor, 19 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Godowski, Chelsea	Stipend Non-Athletic	Peer Counseling-Shared		\$1,014.00	HSN	9/1/22	6/30/23	Peer Leaders Advisor - shared 50%, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Pyle, Maria	Stipend Non-Athletic	Peer Counseling-Shared		\$1,014.00	HSN	9/1/22	6/30/23	Peer Leaders Advisor - shared 50%, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Bencivengo, Mark	Stipend Non-Athletic	Percussion, Instructor		\$3,144.06	HSN	9/1/22	6/30/23	Percussion Instructor, 28 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Eggert, David	Stipend Non-Athletic	Pool Supervisor		\$995.00	HSN	9/1/22	6/30/23	Pool Supervisor, 0 yrs. Exp., paid 1/2 in Dec. and 1/2 in June.
Allison, Glenn	Stipend Non-Athletic	Radio Station		\$7,231.34	HSN	9/1/22	6/30/23	Radio Station Advisor, 29 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Romero, Carl	Stipend Non-Athletic	Red Cross Club		\$3,873.49	HSN	9/1/22	6/30/23	Red Cross Advisor, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Kamen, Libby	Stipend Non-Athletic	Robotics Club		\$4,703.52	HSN	TBD	6/30/23	Robotics Advisor, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Pross, Kerry	Stipend Non-Athletic	Science Chemical Inventory Technician		\$2,177.00	HSN	9/1/22	6/30/23	Science Chemical Inventory Technician, paid 1/2 in Dec. and 1/2 in June.
Pross, Kerry	Stipend Non-Athletic	Science Club		\$4,829.28	HSN	9/1/22	6/30/23	Science Club Advisor, 10 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Celin, Regina	Stipend Non-Athletic	Science Olympiad		\$4,703.52	HSN	9/1/22	6/30/23	Science Olympiad Advisor, 5 yrs. exp., paid 1/2 Dec. & 1/2 June.
Regal, Karina	Stipend Non-Athletic	South Asian American Student Association-Shared		\$754.58	HSN	9/1/22	6/30/23	SAASA Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Zarodnansky, Tracy	Stipend Non-Athletic	South Asian American Student Association-Shared		\$754.58	HSN	9/1/22	6/30/23	SAASA Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Corriveau, Robert	Stipend Non-Athletic	Spring Musical, Director		\$7,860.16	HSN	9/1/22	6/30/23	Spring Musical, Director, 22 yrs. exp., paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Carter, Kenneth	Stipend Non-Athletic	Spring Musical, Assistant Director		\$4,527.45	HSN	9/1/22	6/30/23	Spring Musical, Assistant Director, 10 yrs. exp., paid in FULL in June.
Goodkin, Deborah	Stipend Non-Athletic	Spring Musical, Assistant, Choreography		\$3,923.79	HSN	9/1/22	6/30/23	Spring Musical, Assistant - Choreography, 10 yrs. exp., paid in FULL in June.
Thyrum, Cherylanne	Stipend Non-Athletic	Spring Musical, Assistant, Costumes		\$4,087.28	HSN	9/1/22	6/30/23	Spring Musical, Assistant - Costumes, 22 yrs. exp., paid in FULL in June.
Bencivengo, Mark	Stipend Non-Athletic	Spring Musical, Assistant, Instrumental		\$3,458.47	HSN	9/1/22	6/30/23	Spring Musical, Assistant - Instrumental, 24 yrs. exp., paid in FULL in June.
Verblaauw, Jason	Stipend Non-Athletic	Stage Band/Jazz Band- Shared		\$498.02	HSN	9/1/22	6/30/23	Stage Band/Jazz Band Advisor - shared 20%, 5 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Bencivengo, Mark	Stipend Non-Athletic	Stage Band/Jazz Band- Shared		\$2,263.73	HSN	9/1/22	6/30/23	Stage Band/Jazz Band Advisor - shared 80%, 24 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Corriveau, Robert	Stipend Non-Athletic	Stage Crafts, All Productions		\$6,602.53	HSN	9/1/22	6/30/23	Stage Crafts - All Productions, 23 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Oettle, Colin	Stipend Non-Athletic	String Quartet		\$2,376.91	HSN	9/1/22	6/30/23	String Quartet Advisor, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Kocher, Susan	Stipend Non-Athletic	Student Activities, Monitor 1		\$2,892.54	HSN	9/1/22	6/30/23	Student Activities Monitor, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Shah, Dipika	Stipend Non-Athletic	Student Activities, Monitor 2		\$2,641.01	HSN	9/1/22	6/30/23	Student Activities Monitor, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Gore, Matthew	Stipend Non-Athletic	Student Council-Shared		\$3,326.42	HSN	9/1/22	6/30/23	Student Council Advisor - shared 50%, 7 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Taberero, Nicholas	Stipend Non-Athletic	Student Council-Shared		\$3,037.16	HSN	9/1/22	6/30/23	Student Council Advisor - shared 50%, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Gore, Matthew	Stipend Non-Athletic	Student Council, Assistant- Shared		\$2,458.66	HSN	9/1/22	6/30/23	Student Council Assistant Advisor - shared 50%, 7 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Taberero, Nicholas	Stipend Non-Athletic	Student Council, Assistant- Shared		\$2,244.86	HSN	9/1/22	6/30/23	Student Council Assistant Advisor - shared 50%, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Glass, Thomas	Stipend Non-Athletic	Ultimate Frisbee		\$2,515.25	HSN	9/1/22	6/30/23	Ultimate Frisbee Advisor, 2 yrs. Exp., paid 1/2 in Dec. & 1/2 in June.
Aliseo, Brian	Stipend Non-Athletic	Waksman Scientific Research Club		\$3,269.83	HSN	9/1/22	6/30/23	Waksman Scientific Research Club Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Julius, Chelsea	Stipend Non-Athletic	Washington Seminar, Director-Shared		\$1,656.25	HSN	9/1/22	6/30/23	Washington Seminar Director - shared 25%, paid 1/2 in Dec. and 1/2 in June.
Paulsson, Albert	Stipend Non-Athletic	Washington Seminar, Director-Shared		\$1,656.25	HSN	9/1/22	6/30/23	Washington Seminar Director - shared 25%, paid 1/2 in Dec. and 1/2 in June.
Julius, Chelsea	Stipend Non-Athletic	Washington Seminar, Coordinator 1		\$1,880.00	HSN	9/1/22	6/30/23	Washington Seminar Coordinator, 0 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Paulsson, Albert	Stipend Non-Athletic	Washington Seminar, Coordinator 2		\$1,880.00	HSN	9/1/22	6/30/23	Washington Seminar Coordinator, 17 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Wiley, Thomas	Stipend Non-Athletic	Yearbook Advisor		\$5,785.08	HSN	9/1/22	6/30/23	Yearbook Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Figuroa, Jessica	Stipend Non-Athletic	Yearbook Assistant Advisor		\$3,521.35	HSN	9/1/22	6/30/23	Yearbook Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Oettle, Colin	Stipend Non-Athletic	Volunteer Disabled Student Union		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Disabled Student Union.
Levine, Morton	Stipend Non-Athletic	Volunteer Future Business Leaders of America		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Future Business Leaders of America.
Julius, Chelsea	Stipend Non-Athletic	Volunteer Girls Lead International		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Girls Lead International Club.
Mahabeshwarkar, Suparna	Stipend Non-Athletic	Volunteer Girls Who Code		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Girls Who Code Club.
Carroll, Kathryn	Stipend Non-Athletic	Volunteer Morning Announcements		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Morning Announcements Club.
Jemal, Nabil	Stipend Non-Athletic	Volunteer Muslim Student Association		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Muslim Student Association.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kitson, Mary	Stipend Non-Athletic	Volunteer Relay for Life		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Relay for Life.
Bunca, Kaitlyn	Stipend Non-Athletic	Volunteer Robotics		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Robotics
Drost, Eric	Stipend Non-Athletic	Volunteer Robotics		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Robotics
Jaladi, Sarath	Stipend Non-Athletic	Volunteer Robotics		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Robotics
Kamen, Ruth	Stipend Non-Athletic	Volunteer Robotics		\$0.00	HSN	9/1/22	6/30/23	Volunteer for Robotics
Costanza, Michelle	Stipend Non-Athletic	Volunteer UNICEF		\$0.00	HSN	9/1/22	6/30/23	Volunteer for UNICEF.
High School South								
Westawski, David	Stipend Non-Athletic	A Cappella		\$1,736.39	HSS	9/1/22	6/30/23	A Cappella Advisor, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Villacres, Veronica	Stipend Non-Athletic	Academic Decathlon		\$4,489.72	HSS	9/1/22	6/30/23	Academic Decathlon Advisor, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Barnes, Tyler	Stipend Non-Athletic	African American Awareness Club-Shared		\$503.05	HSS	9/1/22	6/30/23	African American Awareness Club (formerly Black Student Union Club) - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Jackson-Escogido, Jennifer	Stipend Non-Athletic	African American Awareness Club-Shared		\$503.05	HSS	9/1/22	6/30/23	African American Awareness Club (formerly Black Student Union Club) - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Leventhal, Nathan	Stipend Non-Athletic	Art Club		\$2,515.25	HSS	9/1/22	6/30/23	Art Club Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Shen, Jume	Stipend Non-Athletic	Chinese Club-Shared		\$628.81	HSS	9/1/22	6/30/23	Chinese Club Advisor - shared 50%, 1 yr. exp., paid in FULL in June.
Yu, Teping	Stipend Non-Athletic	Chinese Club-Shared		\$628.81	HSS	9/1/22	6/30/23	Chinese Club Advisor - shared 50%, 1 yr. exp., paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bidwell, Jessica	Stipend Non-Athletic	Class Advisor, 9th Grade- Shared		\$1,452.56	HSS	9/1/22	6/30/23	9th Grade Class Advisor - shared 50%, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Randazzo, Gabriel	Stipend Non-Athletic	Class Advisor, 9th Grade- Shared		\$1,452.56	HSS	9/1/22	6/30/23	9th Grade Class Advisor - shared 50%, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Silva, Samantha	Stipend Non-Athletic	Class Advisor, 10th Grade- Shared		\$1,383.39	HSS	9/1/22	6/30/23	10th Grade Class Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Walsh, Michelle	Stipend Non-Athletic	Class Advisor, 10th Grade- Shared		\$1,590.90	HSS	9/1/22	6/30/23	10th Grade Class Advisor - shared 50%, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Coburn, Matthew	Stipend Non-Athletic	Class Advisor, 11th Grade- Shared		\$1,980.76	HSS	9/1/22	6/30/23	11th Grade Class Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Leventhal, Nathan	Stipend Non-Athletic	Class Advisor, 11th Grade- Shared		\$2,358.05	HSS	9/1/22	6/30/23	11th Grade Class Advisor - shared 50%, 14 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Moncada, Brandy	Stipend Non-Athletic	Class Advisor, 12th Grade- Shared		\$2,508.96	HSS	9/1/22	6/30/23	12th Grade Class Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Popowski, Kendall	Stipend Non-Athletic	Class Advisor, 12th Grade- Shared		\$2,508.96	HSS	9/1/22	6/30/23	12th Grade Class Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Sharma, Sunila	Stipend Non-Athletic	Computer Club I		\$1,509.15	HSS	9/1/22	6/30/23	Computer Club I Advisor, 1 yr. exp., paid in FULL in June.
Muneer, Amirah	Stipend Non-Athletic	Dance/Step Team		\$2,905.11	HSS	9/1/22	6/30/23	Dance/Step Team Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Shea, Riley	Stipend Non-Athletic	Debate League Advisor		\$2,012.20	HSS	9/1/22	6/30/23	Debate League Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Stoddard, Marilyn	Stipend Non-Athletic	Drama, Fall Play, Director		\$4,225.62	HSS	9/1/22	11/30/22	Drama, Fall Play, Director, 9 yrs. exp., paid in FULL in Dec.
Miller, Sydney	Stipend Non-Athletic	Drama, Fall Play, Assistant Director		\$2,263.73	HSS	9/1/22	11/30/22	Drama, Fall Play, Assistant Director, 1 yr. exp., paid in FULL in Dec.
Colon, David	Stipend Non-Athletic	e-Sports		\$1,509.15	HSS	9/1/22	6/30/23	e-Sports Club Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Westawski, David	Stipend Non-Athletic	First Edition		\$1,736.39	HSS	9/1/22	6/30/23	First Edition, 7 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Huelbig, Amanda	Stipend Non-Athletic	Future Problem Solvers		\$4,338.81	HSS	9/1/22	6/30/23	Future Problem Solvers, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Allen, Chelsea	Stipend Non-Athletic	Gay Straight Student Alliance		\$867.76	HSS	9/1/22	6/30/23	Gay Straight Student Alliance, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Sharma, Sunila	Stipend Non-Athletic	HOSA		\$2,515.25	HSS	9/1/22	6/30/23	HOSA Advisor, 1 yr. exp., paid in FULL in June.
Villanueva, Karel	Stipend Non-Athletic	Interact		\$2,376.91	HSS	9/1/22	6/30/23	Interact Club Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Silva, Samantha	Stipend Non-Athletic	Junior Statesmen of America- Shared		\$2,012.20	HSS	9/1/22	6/30/23	JSA Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec and 1/2 in June.
Swartz, Alexa	Stipend Non-Athletic	Junior Statesmen of America- Shared		\$2,012.20	HSS	9/1/22	6/30/23	JSA Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec and 1/2 in June.
Novak, Michael	Stipend Non-Athletic	Lighting Booth		\$3,458.47	HSS	9/1/22	6/30/23	Lighting Booth, 14 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bugge, Danielle	Stipend Non-Athletic	Literary Magazine-Shared		\$943.22	HSS	9/1/22	6/30/23	Literary Magazine: ECHOES Advisor - shared 50%, 12 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Leventhal, Nathan	Stipend Non-Athletic	Literary Magazine-Shared		\$943.22	HSS	9/1/22	6/30/23	Literary Magazine: ECHOES Advisor - shared 50%, 12 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bugher, Melanie	Stipend Non-Athletic	Marching Band, Color Guard Advisor		\$7,231.34	HSS	9/1/22	11/30/22	Marching Band, Color Guard Advisor, 13 yrs. exp., paid in FULL in Dec.
Williams-Lewis, Joseph	Stipend Non-Athletic	Marching Band, Director		\$6,791.18	HSS	9/1/22	11/30/22	Marching Band Director, 0 yrs. exp., paid in FULL in Dec.
Gambatese, John	Stipend Non-Athletic	Marching Band, Color Guard Assistant		\$2,515.25	HSS	TBD	11/30/22	Marching Band, Color Guard Assistant, 0 yrs. exp., paid in FULL in Dec.
Thomas, Tina	Stipend Non-Athletic	Math League		\$3,018.30	HSS	9/1/22	6/30/23	Math League Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kelley, Jennifer	Stipend Non-Athletic	Model Congress		\$2,376.91	HSS	9/1/22	6/30/23	Model Congress Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Leonard, Rosemary	Stipend Non-Athletic	Model United Nations		\$3,269.83	HSS	9/1/22	6/30/23	Model United Nations Advisor, 0 yrs. exp., paid 1/2 Dec 1/2 June.
Kim, Sung	Stipend Non-Athletic	Model United Nations, Assistant		\$1,509.15	HSS	9/1/22	6/30/23	Model United Nations, Assistant, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Garzio, Michael	Stipend Non-Athletic	National History Day		\$3,320.13	HSS	9/1/22	6/30/23	National History Day, 10 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Galazin, Nadra	Stipend Non-Athletic	National Honor Society		\$1,320.51	HSS	9/1/22	6/30/23	National Honor Society Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Kumar, Sima	Stipend Non-Athletic	Newspaper		\$5,785.08	HSS	9/1/22	6/30/23	Newspaper Advisor, Pirate's Eye, 7 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Parrott, Brooke	Stipend Non-Athletic	Peer Counseling-Shared		\$1,014.00	HSS	9/1/22	6/30/23	Peer Counseling - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Rooney, Molly	Stipend Non-Athletic	Peer Counseling-Shared		\$1,014.00	HSS	9/1/22	6/30/23	Peer Counseling - shared 50%, paid 1/2 in Dec. and 1/2 in June.
McFarland, Chelsea	Stipend Non-Athletic	Percussion, Instructor		\$3,018.30	HSS	9/1/22	6/30/23	Percussion Ensemble, 10 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Stoddard, Marilyn	Stipend Non-Athletic	Pirate Players, Director		\$7,243.92	HSS	9/1/22	6/30/23	Pirate Player Advisor, 9 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Spicer, Colleen	Stipend Non-Athletic	Pool Supervisor		\$995.00	HSS	9/1/22	6/30/23	Pool Supervisor, paid 1/2 in Dec. and 1/2 in June.
Allison, Glenn	Stipend Non-Athletic	Radio Station		\$7,231.34	HSS	9/1/22	6/30/23	Radio Station Advisor, 29 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Galazin, Nadra	Stipend Non-Athletic	Red Cross Club		\$3,873.49	HSS	9/1/22	6/30/23	Red Cross Advisor, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Kamen, Libby	Stipend Non-Athletic	Robotics Club		\$4,703.52	HSS	TBD	6/30/23	Robotics Advisor, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bunca, Jeffrey	Stipend Non-Athletic	Robotics Club, Assistant 1		\$3,772.88	HSS	9/1/22	6/30/23	Robotics Assistant, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Sharma, Sunila	Stipend Non-Athletic	Robotics Club, Assistant 2		\$3,772.88	HSS	9/1/22	6/30/23	Robotics Assistant, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Jaworsky, Cynthia	Stipend Non-Athletic	Science Chemical Inventory Technician		\$2,177.00	HSS	9/1/22	6/30/23	Science Chemical Inventory Technician, paid 1/2 in Dec. and 1/2 in June.
Villanueva, Karel	Stipend Non-Athletic	Science Club		\$4,225.62	HSS	9/1/22	6/30/23	Science Club Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Jaworsky, Cynthia	Stipend Non-Athletic	Science Coordinator		\$1,509.15	HSS	9/1/22	6/30/23	HS Science Coordinator, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Bhattacharya, Meenakshi	Stipend Non-Athletic	Science Olympiad		\$5,344.91	HSS	9/1/22	6/30/23	Science Olympiad Advisor, 18 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Leonard, Rosemary	Stipend Non-Athletic	South Asian American Student Association		\$1,509.15	HSS	9/1/22	6/30/23	SAASA Club Advisor, 1 yr. exp., paid in FULL in June.
Stoddard, Marilyn	Stipend Non-Athletic	Spring Musical, Director		\$7,545.75	HSS	9/1/22	6/30/23	Spring Musical, Director, 9 yrs. exp., paid in FULL in June.
Westawski, David	Stipend Non-Athletic	Spring Musical, Assistant Director		\$4,338.81	HSS	9/1/22	6/30/23	Spring Musical, Assistant Director - Voice, 8 yrs. exp., paid in FULL in June.
Stoddard, Marilyn	Stipend Non-Athletic	Spring Musical, Assistant, Choreography		\$4,087.28	HSS	9/1/22	6/30/23	Spring Musical, Assistant - Choreography, 28 yrs. exp., paid in FULL in June.
Picco, Amy	Stipend Non-Athletic	Spring Musical, Assistant, Costumes		\$3,596.81	HSS	9/1/22	6/30/23	Spring Musical, Assistant - Costumes, 5 yrs. exp., paid in FULL in June.
Miller, Sydney	Stipend Non-Athletic	Spring Musical, Producer		\$1,509.15	HSS	9/1/22	6/30/23	Spring Musical, Producer, 2 yrs. exp., paid in FULL in June.
Argenziano, Jesse	Stipend Non-Athletic	Stage Band/Jazz Band		\$2,603.28	HSS	9/1/22	6/30/23	Stage Band/Jazz Band, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Cantor, Jeffrey	Stipend Non-Athletic	Stage Crafts, All Productions		\$6,074.33	HSS	9/1/22	6/30/23	Stage Crafts - All Productions, 7 yrs. exp., paid 1/2 in Dec and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Peterson, Robert	Stipend Non-Athletic	String Quartet		\$2,603.28	HSS	9/1/22	6/30/23	String Quartet, 7 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Hayden, Lisa	Stipend Non-Athletic	Student Activities Monitor- Shared		\$1,676.83	HSS	9/1/22	6/30/23	Student Activities Monitor (1 of 3), 1 yr exp. paid 1/2 in Dec. and 1/2 in June.
Leonard, Rosemary	Stipend Non-Athletic	Student Activities Monitor- Shared		\$1,760.68	HSS	9/1/22	6/30/23	Student Activities Monitor (1 of 3), 4 yrs exp. paid 1/2 in Dec. and 1/2 in June.
Leventhal, Nathan	Stipend Non-Athletic	Student Activities Monitor- Shared		\$1,676.83	HSS	9/1/22	6/30/23	Student Activities Monitor (1 of 3), 1 yr exp. paid 1/2 in Dec. and 1/2 in June.
Coburn, Matthew	Stipend Non-Athletic	Student Council		\$6,652.84	HSS	9/1/22	6/30/23	Student Council Advisor, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bhattacharya, Meenakshi	Stipend Non-Athletic	Waksman Scientific Research Club		\$4,087.28	HSS	9/1/22	6/30/23	Waksman Scientific Research Club Advisor, 14 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Galazin, Nadra	Stipend Non-Athletic	Washington Seminar, Director-Shared		\$3,312.50	HSS	9/1/22	6/30/23	Washington Seminar Director - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Coburn, Matthew	Stipend Non-Athletic	Washington Seminar Coordinator		\$1,880.00	HSS	9/1/22	6/30/23	Washington Seminar Coordinator, paid 1/2 in Dec. and 1/2 in June.
Galazin, Nadra	Stipend Non-Athletic	Washington Seminar Coordinator		\$1,880.00	HSS	9/1/22	6/30/23	Washington Seminar Coordinator, paid 1/2 in Dec. and 1/2 in June.
Sobolewski, Karen	Stipend Non-Athletic	Yearbook		\$7,231.34	HSS	9/1/22	6/30/23	Yearbook Advisor, 12 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Chaussepied, Paula	Stipend Non-Athletic	Yearbook, Assistant		\$3,697.42	HSS	9/1/22	6/30/23	Yearbook Assistant Advisor, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Community Middle School								
Conover, Patricia	Stipend Non-Athletic	Drama, Assistant Director		\$2,263.73	CMS	9/1/22	6/30/23	Drama Assistant Director, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Massih, Devin	Stipend Non-Athletic	Drama, Director		\$3,018.30	CMS	9/1/22	6/30/23	Drama Director, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Massih, Devin	Stipend Non-Athletic	End of Year Video		\$3,521.35	CMS	9/1/22	6/30/23	End of Year Video, 2 yrs. exp., paid 1/2 in Dec and 1/2 June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Weinmann, Jeanne	Stipend Non-Athletic	First Lego Robotics League		\$5,131.11	CMS	9/1/22	6/30/23	First Lego Robotics League Advisor, 9 yrs. exp., paid 1/2 in Dec. & 1/2 in June.
DeCasperis, Erin	Stipend Non-Athletic	Math Counts		\$3,760.30	CMS	9/1/22	6/30/23	Math Counts Advisor, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
DeCasperis, Erin	Stipend Non-Athletic	Math League		\$2,263.73	CMS	9/1/22	6/30/23	Math League Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Marsch, Jill	Stipend Non-Athletic	Memory Book Advisor		\$6,288.13	CMS	9/1/22	6/30/23	Memory Book Advisor, 13 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Crome, Cesia	Stipend Non-Athletic	Memory Book Assistant Advisor		\$4,024.40	CMS	9/1/22	6/30/23	Memory Book Assistant Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Pierce, Katherine	Stipend Non-Athletic	Memory Book Assistant Advisor		\$4,829.28	CMS	9/1/22	6/30/23	Memory Book Assistant Advisor, 10 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Zhang, Hanfang	Stipend Non-Athletic	Orchestra		\$2,213.42	CMS	9/1/22	6/30/23	Chamber Orchestra Advisor, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Jones, Christopher	Stipend Non-Athletic	Orchestra		\$2,314.03	CMS	9/1/22	6/30/23	Chamber Orchestra Advisor, 7 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Lepore, Patrick	Stipend Non-Athletic	Outdoor Education Coordinator-Shared		\$1,894.33	CMS	9/1/22	6/30/23	Outdoor Education Coordinator - shared 1/3, paid in FULL in June.
Postlethwait, Brooke	Stipend Non-Athletic	Outdoor Education Coordinator-Shared		\$1,894.33	CMS	9/1/22	6/30/23	Outdoor Education Coordinator - shared 1/3, paid in FULL in June.
Saba, Rebecca	Stipend Non-Athletic	Outdoor Education Coordinator-Shared		\$1,894.33	CMS	9/1/22	6/30/23	Outdoor Education Coordinator - shared 1/3, paid in FULL in June.
Hornick, Stephanie	Stipend Non-Athletic	Science Olympiad Advisor		\$4,275.93	CMS	9/1/22	6/30/23	Science Olympiad Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Stein, Jacob	Stipend Non-Athletic	Science Olympiad Assistant Advisor		\$2,766.78	CMS	9/1/22	6/30/23	Science Olympiad Assistant Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Collins, Scott	Stipend Non-Athletic	Stage Band		\$2,515.25	CMS	9/1/22	6/30/23	Jazz Band Advisor, 16 yrs. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Woodward, Brian	Stipend Non-Athletic	Stage Band		\$2,515.25	CMS	9/1/22	6/30/23	Jazz Band Advisor, 21 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Nemeth, Ashley	Stipend Non-Athletic	Stage Crew		\$2,012.20	CMS	9/1/22	6/30/23	Stage Crew Advisor, 0 yrs. exp., paid in FULL in June.
Scibienski, Faith	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	CMS	9/1/22	6/30/23	AMIGOS Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Lepore, Patrick	Stipend Non-Athletic	Standard Club Advisor		\$1,886.44	CMS	9/1/22	6/30/23	AMIGOS Advisor, 15 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bhavsar, Priya	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	CMS	9/1/22	6/30/23	Bookworms Club Advisor, 2 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
DeCasperis, Erin	Stipend Non-Athletic	Standard Club Advisor		\$1,735.52	CMS	9/1/22	6/30/23	Community CARES Advisor, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Staffieri, Monique	Stipend Non-Athletic	Standard Club Advisor- Shared		\$754.58	CMS	9/1/22	6/30/23	Community CARES Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Hornick, Stephanie	Stipend Non-Athletic	Standard Club Advisor- Shared		\$754.58	CMS	9/1/22	6/30/23	Community CARES Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Hensperger, Genevieve	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	CMS	9/1/22	6/30/23	Debate Club Advisor , 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Silvers, Lori	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	CMS	9/1/22	6/30/23	Debate Club Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Lee, Kelly	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	CMS	9/1/22	6/30/23	Gamers United Club Advisor - 1 of 2, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Salvador, Edward	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	CMS	9/1/22	6/30/23	Gamers United Club Advisor - 1 of 2, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
DeVincentz, Jenna	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	CMS	9/1/22	6/30/23	Gourmet Club Advisor (Thursday), 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
DeVincentz, Jenna	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	CMS	9/1/22	6/30/23	Gourmet Club Advisor (Tuesday), 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lee, Kelly	Stipend Non-Athletic	Standard Club Advisor		\$1,584.61	CMS	9/1/22	6/30/23	Hands Across the Water Advisor, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Pena, Jennifer	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	CMS	9/1/22	6/30/23	The Doodlers Club Advisor, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Benezs, Brittney	Stipend Non-Athletic	Standard Club Advisor- Shared		\$754.58	CMS	9/1/22	6/30/23	Environmental Club Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bhame, Karen	Stipend Non-Athletic	Standard Club Advisor- Shared		\$792.30	CMS	9/1/22	6/30/23	Environmental Club Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Benezs, Brittney	Stipend Non-Athletic	Standard Club Advisor- Shared		\$754.58	CMS	9/1/22	6/30/23	Equity & Social Justice Club Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Bhavsar, Priya	Stipend Non-Athletic	Standard Club Advisor- Shared		\$754.58	CMS	9/1/22	6/30/23	Equity & Social Justice Club Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Benezs, Brittney	Stipend Non-Athletic	Standard Club Advisor- Shared		\$754.58	CMS	9/1/22	6/30/23	GSA Club Advisor - shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Efstathios, Ariana	Stipend Non-Athletic	Standard Club Advisor- Shared		\$792.30	CMS	9/1/22	6/30/23	GSA Club Advisor - shared 50%, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Dratch, Marnie	Stipend Non-Athletic	Standard Club Advisor- Shared		\$792.30	CMS	9/1/22	6/30/23	Panther Press Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Salvador, Edward	Stipend Non-Athletic	Standard Club Advisor- Shared		\$792.30	CMS	9/1/22	6/30/23	Panther Press Advisor - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Efstathios, Ariana	Stipend Non-Athletic	Student Council Advisor		\$3,433.32	CMS	9/1/22	6/30/23	Student Council Advisor, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Andersen, Brittany	Stipend Non-Athletic	Student Council Advisor		\$3,433.32	CMS	9/1/22	6/30/23	Student Council Advisor, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Shapteban, Susan	Stipend Non-Athletic	Student Council Assistant Advisor		\$2,515.25	CMS	9/1/22	6/30/23	Student Council Assistant Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Lepore, Patrick	Stipend Non-Athletic	TV Production Club		\$2,829.66	CMS	9/1/22	6/30/23	TV Production Wake Up Community Advisor, 14 year experience, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Efstathios, Ariana	Stipend Non-Athletic	TV Production Club-Shared		\$754.58	CMS	9/1/22	6/30/23	TV Production Pawsitive News Advisor - shared 1/3, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Keeney, Megan	Stipend Non-Athletic	TV Production Club-Shared		\$754.58	CMS	9/1/22	6/30/23	TV Production Pawsitive News Advisor - shared 1/3, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Massih, Devin	Stipend Non-Athletic	TV Production Club-Shared		\$754.58	CMS	9/1/22	6/30/23	TV Production Pawsitive News Advisor - shared 1/3, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Grover Middle School								
Keenan Johnston, Jodi	Stipend Non-Athletic	Choir		\$2,200.84	GMS	9/1/22	6/30/23	Choir Advisor, 23 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Haemmerle, Louise	Stipend Non-Athletic	Choir		\$2,200.84	GMS	9/1/22	6/30/23	Choir Advisor, 29 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Fitzpatrick, Beth	Stipend Non-Athletic	Eighth Grade Connection		\$2,200.84	GMS	9/1/22	6/30/23	Project Pride / Eighth Grade Connection, 12 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Coppola, Richard	Stipend Non-Athletic	End of Year Video		\$4,225.62	GMS	9/1/22	6/30/23	End of Year Video, 10 yrs. exp., paid 1/2 in Dec and 1/2 June.
Harrington, Honour	Stipend Non-Athletic	Future City Advisor		\$4,489.72	GMS	9/1/22	6/30/23	Future City Advisor, 4 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Zola, Anna	Stipend Non-Athletic	Future City Assistant		\$2,905.11	GMS	9/1/22	6/30/23	Future City Assistant, 4 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Frame, Craig	Stipend Non-Athletic	Math Counts		\$3,269.83	GMS	9/1/22	6/30/23	Math Counts, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Pacifico, Lisa	Stipend Non-Athletic	Math League		\$2,829.66	GMS	9/1/22	6/30/23	Math League, 16 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Lipman, Johanna	Stipend Non-Athletic	Memory Book Advisor		\$6,288.13	GMS	9/1/22	6/30/23	Memory Book Advisor, 20 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Nelson, Nicole	Stipend Non-Athletic	Memory Book Assistant		\$4,024.40	GMS	9/1/22	6/30/23	Memory Book Assistant, 0 yrs. exp., paid 1/2 in Dec and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Haley, Kaitlyn	Stipend Non-Athletic	Memory Book Assistant		\$4,024.40	GMS	9/1/22	6/30/23	Memory Book Assistant, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Vasiliu, Mariana	Stipend Non-Athletic	Orchestra		\$2,515.25	GMS	9/1/22	6/30/23	Chamber Orchestra, 19 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Caravaglio, Natalie	Stipend Non-Athletic	Orchestra		\$2,112.81	GMS	9/1/22	6/30/23	Chamber Orchestra, 3 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Haggag, Radwa	Stipend Non-Athletic	School Store-Shared		\$1,660.07	GMS	9/1/22	6/30/23	School Store - shared 50%, 5 yrs. exp., paid in FULL in Dec.
Hoeflinger, Kimberly	Stipend Non-Athletic	School Store-Shared		\$1,735.52	GMS	9/1/22	6/30/23	School Store - shared 50%, 7 yrs. exp., paid in FULL in Dec.
Per, Steven	Stipend Non-Athletic	Science Olympiad Advisor		\$4,489.72	GMS	9/1/22	6/30/23	Science Olympiad Advisor, 4 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Stevenson, Alysha	Stipend Non-Athletic	Science Olympiad Assistant		\$2,766.78	GMS	9/1/22	6/30/23	Science Olympiad Assistant, 1 yr. exp., paid 1/2 in Dec and 1/2 in June.
Fultz, James	Stipend Non-Athletic	Stage Band		\$2,515.25	GMS	9/1/22	6/30/23	Stage Band - Grover Pops, 19 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Ferrara, Shannon	Stipend Non-Athletic	Stage Band		\$2,314.03	GMS	9/1/22	6/30/23	Stage Band - Jazz Band, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Curbishley, Cheryl	Stipend Non-Athletic	Standard Club Advisor		\$1,584.61	GMS	9/1/22	6/30/23	Author Club, 4 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Johnson, Henry	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Black Student Union Club, 1 yr. exp., paid 1/2 in Dec and 1/2 in June.
Shaughnessy, Peter	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Board Games Club, 1 yr. exp., paid 1/2 in Dec and 1/2 in June.
Mueller, Devin	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Book Club, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June
Tumillo, Nancy	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	GMS	9/1/22	6/30/23	Chess Club, 5 yrs. exp., paid 1/2 in Dec. and 1/2 June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Haley, Kaitlyn	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	GMS	9/1/22	6/30/23	Debate Club, 6 yrs. exp., paid 1/2 in Dec and 1/2 June.
McGrath, Alexis	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Disney Club, 1 yr. exp., paid 1/2 in Dec and 1/2 in June
Ricciardi, Jason	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Film/Movie Club, 2 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Chiocca, Diane	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Hands Across the Water Club, 2 yrs. exp., paid 1/2 in Dec. and 1/2 June..
Haggag, Radwa	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	International Alliance Club (Fall Only), 2 yrs. exp. paid in FULL in Dec.
Santangelo, Regina	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Minds Matter, 0 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Rivero, Gabriella	Stipend Non-Athletic	Standard Club Advisor		\$1,584.61	GMS	9/1/22	6/30/23	Mural Art Club, 3 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Churinkas, Linda	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Passport Club, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Hoeflinger, Kimberly	Stipend Non-Athletic	Standard Club Advisor		\$1,886.44	GMS	9/1/22	6/30/23	Peer Leaders, 13 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Hipple, Tara	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	GMS	9/1/22	6/30/23	Peer Leaders, 6 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Harrington, Honour	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Project Pride, 1 yr. exp., paid 1/2 in Dec and 1/2 in June.
Kumor, Zachary	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	GMS	9/1/22	6/30/23	Project Pride, 5 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Gandy, Heather	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Scroll Saw Club, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Wachtin, Heidi	Stipend Non-Athletic	Standard Club Advisor		\$1,584.61	GMS	9/1/22	6/30/23	Shakespeare Club, 3 yrs. exp., paid 1/2 in Dec and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Siano, Valerie	Stipend Non-Athletic	Standard Club Advisor		\$1,584.61	GMS	9/1/22	6/30/23	Sign Language, 3 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Per, Steven	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	GMS	9/1/22	6/30/23	Solar Car, 6 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Pacifico, Lisa	Stipend Non-Athletic	Standard Club Advisor		\$1,660.07	GMS	9/1/22	6/30/23	Stock Market Club, 5 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Frost, Amanda	Stipend Non-Athletic	Standard Club Advisor		\$1,735.52	GMS	9/1/22	6/30/23	Yoga Club, 7 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Kinney, Bethann	Stipend Non-Athletic	Standard Club Advisor- Shared		\$754.59	GMS	9/1/22	6/30/23	Environmental Club - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 June.
Tumillo, Nancy	Stipend Non-Athletic	Standard Club Advisor- Shared		\$754.59	GMS	9/1/22	6/30/23	Environmental Club - shared 50%, 2 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Dolcimascolo-Garrett, Justin	Stipend Non-Athletic	Standard Club Advisor- Shared		\$792.30	GMS	9/1/22	6/30/23	GSA Club - shared 50%, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Alley, Wendy	Stipend Non-Athletic	Standard Club Advisor- Shared		\$830.04	GMS	9/1/22	6/30/23	GSA Club - shared 50%, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Delasandro, Michael	Stipend Non-Athletic	Student Council Advisor		\$4,087.28	GMS	9/1/22	6/30/23	Student Council Advisor, 13 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Micallef, Jamie	Stipend Non-Athletic	Student Council Advisor		\$4,087.28	GMS	9/1/22	6/30/23	Student Council Advisor, 16 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Rescind								
Maloney, William	Rescind	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Rescind Lunch Duty.
F. Community Education								
Appoint								
Bales, Taylor	Appoint	EDP Site Supervisor		\$26,600.63	WIC	10/18/22	6/30/23	Appoint as an EDP Site Supervisor (Full-Time), replacing Bandana Singh, who resigned.
Chakrabarty, Subhideo	Appoint	EDP Group Leader		\$14.50/hr.	TC/VIL	10/15/22	6/30/23	Appoint as an EDP Group Leader.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gamarnik, Aleksandr	Appoint	EDP Group Leader		\$14.50/hr.	MH	11/1/22	6/30/23	Appoint as an EDP Group Leader.
Sison, Susan	Appoint	EDP Assistant Group Leader		\$14.25/hr.	TC/WIC	10/15/22	6/30/23	Appoint as an EDP Assistant Group Leader.
Gamarnik, Aleksandr	Appoint	EDP 1-to-1 Assistant		As per Contract	MH	11/1/22	6/30/23	Appoint as an EDP 1-to-1 Assistant.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Change								
Green, Hughbert	Change	Teacher Mathematics		N/C	CMS	11/15/22	6/30/23	Change from Teacher Resource Specialist - Mathematics to Mathematics Teacher.
Carbonaro, Cynthia	Change	Teacher Mathematics		N/A	CMS	11/14/22	2/10/23	Change FMLA/NJFLA/CC from 11/8/22-2/3/23 to 11/14/22-2/10/23 unpaid, with benefits. (RTW: 2/13/23)
Greene, Megan	Change	Learning Disabilities Teacher Consultant		N/A	MR/WIC	11/1/22	3/17/23	Change FMLA/NJFLA/CC from 11/21/22-2/17/23 to 11/1/22-1/27/23 unpaid, with benefits. Change CC from 2/20/23-4/6/23 to 1/30/23-3/17/23 unpaid, no benefits. (RTW: 3/20/23)
C. Non Certificated Staff								
Change								
Dahdah, Kenneth	Change	Operations Lead		\$65,000.00 (prorated)	TC	10/12/22	6/30/23	Change start date from TBD to 10/12/22.
Harrington, Ivy	Change	Social Media Manager		\$80,000.00 (prorated)	CO	10/12/22	6/30/23	Change start date from TBD to 10/12/22.
Husain, Ayesha	Change	Instructional Assistant	1	\$19.37/hr.	TC	10/12/22	6/30/23	Change start date from TBD to 10/12/22.
Sanyal, Malini	Change	Instructional Assistant	1	\$17.99/hr.	MR	10/12/22	6/30/23	Change from Cafeteria Aide to Instructional Assistant for 7.0 hrs/day, replacing Caitlin Wilson, who resigned.
Falkowski, Patrice	Change	Cafeteria Aide	0	\$14.79/hr.	TC	10/25/22	6/30/23	Change start date from TBD to 10/25/22.
E. Stipend Non-Athletic								
Change								
Nemeth, Ashley	Change	Stage Crew		\$2,012.20	CMS	9/1/22	6/30/23	Change Stage Crew Advisor, 0 yrs. exp., from paid in FULL in June to paid 1/2 in Dec. and 1/2 in June.
F. Community Education								
Appoint								
Sutradhar, Karuna	Appoint	EDP Group Leader		\$14.50/hr.	CE	10/12/22	6/30/23	Appoint as an EDP Group Leader.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Sutradhar, Karuna	Appoint	EDP 1-to-1 Assistant		As per Contract	CE	10/12/22	6/30/23	Appoint as an EDP 1-to-1 Assistant.



PERSONNEL ADDENDUM #2

RECOMMENDATION

D. PERSONNEL

To be voted on 10/11/22: Recommend approval of the following resolution:

Collective Negotiations Agreement WWPSA

1. Approve a successor collective negotiations agreement between the West Windsor - Plainsboro Regional Board of Education (Board) and the West Windsor – Plainsboro Service Association (“WWPSA”) covering the period July 1, 2022, through June 30, 2026, in accordance with the terms and conditions set forth in the Memorandum of Agreement dated June 1, 2022, as follows:

IT IS HEREBY RESOLVED that the Board adopts, approves, and ratifies the Memorandum of Agreement and salary guides which sets forth the terms for a successor collective negotiation agreement with the WWPSA; and

IT IS FURTHER RESOLVED that the Board authorizes the Board President to sign the successor Collective Negotiation Agreement on behalf of the Board of Education.

PERSONNEL ADDENDUM #3

RECOMMENDATION

D. PERSONNEL

To be voted on 10/11/22: Recommend approval of the following resolution:

Contract Termination

1. Be it resolved, pursuant to the terms of the employment contract between the Board and Employee Number 10621 and upon the recommendation of the Superintendent, the Board hereby terminates the employment contract of Employee Number effective October 13, 2022.

FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 10/11/22: Recommend approval of the following resolutions:

Cooperative Purchases over the Bid Limit

1. Authorize the following purchases utilizing NJ Cooperative Bid –ESC/NJ/AEPA-22G, Technology Supplies and Services, to CDW-G of Chicago, IL as awarded through June 30, 2024, for the EdCote Project.

a) <u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
3	Poly Studio Video Conferencing Device	\$725.00	\$2,175.00
30	Headset w/ Boom Microphone & 3.5 mm Plug	\$12.50	\$375.00
105	UAG Rugged Case for Apple iPad	\$42.25	\$4,436.25
5	Procomputing Justand V2 iPad DOC STD	\$113.48	\$567.40
1	Honeywell Voyager 1200g Barcode Scanner	\$177.18	\$177.18
1	Wacom Intuos Creative Med. Digitizer Pen Tab	\$187.95	\$187.95
	Total		\$7,918.78

b) <u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
15	Samsung 65" Class LED TV	\$482.49	\$7,237.35
11	Tripp Lite Display Wall Mount	\$139.00	\$1,529.00
8	Trip Lite TV Floor Stand Display	\$475.00	\$3,800.00
11	Installation	\$475.00	\$5,225.00
	Total		\$17,791.35

2. Authorize the following purchase utilizing NJ Cooperative Bid – ESC/NJ 18/19-67, Apple Products to Apple Inc. as awarded through May 12, 2023, for the EdCote Project.

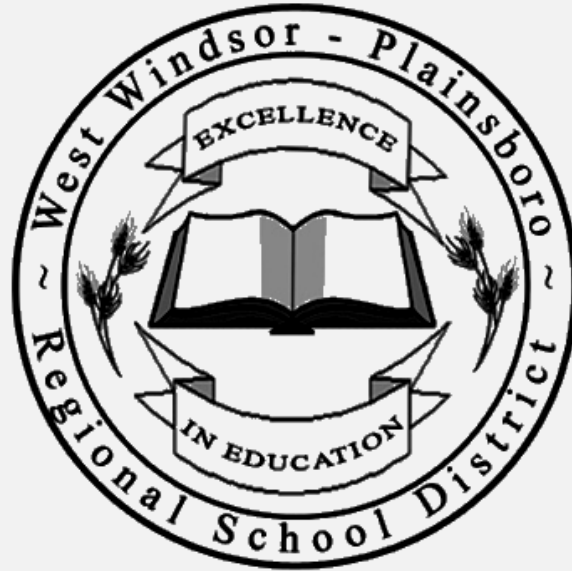
<u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
11	Apple TV	\$179.00	\$1,969.00
86	Apple Pencil	\$119.00	\$10,234.00
1	11 in. iPad Pro, 10 pk	\$8,880.00	\$8,880.00
10	Logitech Combo Touch Keyboard Case	\$199.95	\$1,999.50
120	10.2 in. iPad, 10 pk	\$294.00	\$35,280.00
1	10.2 in. iPad	\$299.00	\$299.00
121	3 yr. AppleCare+ for Schools	\$49.00	\$5,929.00
1	STM Dux Plus Duo for 10.2 in. iPad	\$49.95	\$49.95
1	3 yr. AppleCare+ for Schools	\$159.00	\$159.00
	Total		\$65,998.45

Bid Award – Capital Reserve

Renovations to West Windsor –Plainsboro High School North

3. Award the September 29, 2022, ReBid #2022-02R for Renovations to West Windsor-Plainsboro High School North, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5063K2), for a single overall contract to The Bennett Company, Inc., Passaic, New Jersey, for a lump sum bid award of \$2,848,000, contingent upon attorney review and approval of bid documents, utilizing capital reserve funds.

Other bids:	Apex Enterprises of Union	\$3,280,000
	Crosson Construction	\$3,226,000
	Duall Building Restoration	\$3,600,000
	EMY Solutions, LLC	\$3,110,000
	H&S Construction & Mechanical	\$3,050,000
	M&M Construction	\$3,235,000
	Mark Construction	\$3,336,000
	Shorelands Construction	\$3,156,000
	Tekcon Construction	\$3,859,000

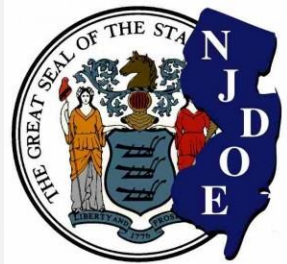


2021-2022 Student Safety Report

STUDENT SAFETY DATA SYSTEM (SSDS)

The Student Safety Data System (SSDS) collects two types of information from schools through districts:

- Incidents of violence; vandalism; harassment, intimidation, or bullying (HIB); weapons offenses; substance offenses; and any other incident leading to student removal from school; and
- HIB trainings and programs.



SSDS INCIDENT TYPES

Any incident that meets Incident Type Definitions for one of the SSDS incident types must be reported through the SSDS system, regardless of whether any disciplinary action was taken. The incident types are as follows:

- Arson • Assault • Computer Trespass • Damage to Property • False Public Alarm • Fight • HIB Alleged • HIB Confirmed • Kidnapping • Robbery/Extortion • Sexual Assault • Sexual Contact • Substance Offense • Theft • Threat – Criminal • Threat – Simple • Trespass • Weapon Offense • Other Incident Leading to Removal

2021-2022 INCIDENT TOTALS BY GRADE

Grade	Violence	Vandalism	Substance	Weapons	HIB Confirmed
K-5	6	3	0	0	37
6-8	16	7	0	0	63
9-12	13	5	15	3	20
Total	35	15	15	3	120

2018-2019-2020 VS. 2020-2021-2022

Year	Violence	Vandalism	Substance	Weapons	HIB Confirmed	Total
'18-'19	25	16	33	4	73	151
'19-'20	27 (+8%)	6 (-63%)	9 (-73%)	3 (-25%)	54 (-26%)	99 (-34%)
'20-'21	1 (-96%)	0 (-100%)	1 (-97%)	0 (-100%)	29 (-60%)	31 (-69%)
'21-'22	35 (+97%)	15	15 (+93%)	3	120 (+76%)	188 (+86%)

HIB TRAININGS & PROGRAMS

- School Counselor / SAC Classroom Lessons
- School Climate Initiatives
- School Climate Summits
- Parent Teacher Association Engagements
- Anti-Bullying Specialists / Administration Trainings
- External Professional Development



WEEK OF RESPECT

The Anti-Bullying Bill of Rights Act (P.L.2010, c.122) requires that the week beginning with the first Monday in October of each year (October 3-8 in 2022) be designated as the Week of Respect in New Jersey.

To recognize the importance of social and emotional learning and character education, school districts, charter schools and renaissance school projects are required to observe the week by providing age-appropriate instruction focused on preventing HIB.



WEEK OF RESPECT

- School Wide Themes
- Character Education
- Read Alouds / Welcoming Rituals
- Anti-Bullying / Up-Stander Pledge
- Kindness Wall / Respect Word Cloud



SCHOOL VIOLENCE AWARENESS WEEK

N.J.S.A. 18A:36-5.1 requires that all school districts designate the week beginning with the third Monday in October (October 17-21, 2022) of each year as School Violence Awareness Week in New Jersey.

This week affords a great opportunity for districts and schools to bring staff, students, parents, and law enforcement together to be active participants in the important work of violence prevention and school safety.



SCHOOL VIOLENCE AWARENESS WEEK

- Conflict Resolution Lessons
 - Morning Meetings
 - Inspirational Leaders
 - Teaching Tolerance
 - Self-Regulation (SEL)



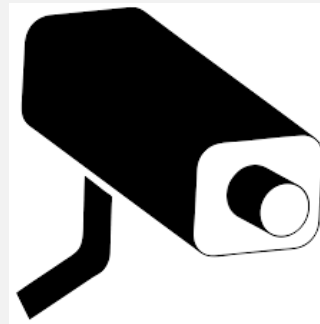
SCHOOL CLIMATE

- Health and Safety
- Social Emotional Learning
- Culturally Responsive Classrooms
- Supportive Learning Environments
- Mental Health Education
- Trauma Informed Care
- Restorative Practices
- School Community Partnerships



SCHOOL SAFETY & SECURITY

- Collaborative Relationship with West Windsor and Plainsboro Police Departments
- Class III Police Officers
- Eyes on the Door Security Staff
- Security Vestibules
- Visitor Management Protocols
- Raptor Technology Visitor Cross-Checks
- 700+ Security Cameras District Wide
- School Wide Lockdown Capabilities
- Regular Fire, Safety, and Security Drills for Students and Staff
- Gaggle Software to Manage Student Safety on School Provided Technology
- Mental Health Clinicians via Rutgers University Behavioral Health Partnership
- School Counselors, Student Assistance Counselors, Child Study Team, School Nurses



WWPRSD MISSION STATEMENT

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character, and love of learning.





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

NOVEMBER 1, 2022: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor-Plainsboro Education Foundation: Graelynn McKeown
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. **OPENING/CALL TO ORDER**

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and October 28, 2022 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	WWPEA Negotiations Preparation
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	MELLK CRIDGE LLC vs. WW-P BOE; Oldcastle v. Trion, QBE, and WWPRSD–Docket No. MER-L-765-22
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session, if necessary.

II. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments
- C. Student Representatives' Reports
- D. District Testing Report
- E. 2023-2024 Program of Studies

III. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. BOARD OF EDUCATION COMMITTEE REPORTS

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

V. MEETING

A. ADMINISTRATION

To be voted on 11/01/22: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated October 11, 2022, for the following case numbers: 235314-MRS-09302022; 235207-MHE-09292022; 235097-HSS-09282022; 235080-VS-09272022; 235012-VS-09262022; 234930-MRS-09232022; 234916-VS-09232022; 234907-MRS-09232022; 234889-MHE-09222022; 234878-MHE-09222022; 234873-GMS-09222022; 234857-HSS-09222022; 234853-MRS-09222022; 234821-MRS-09222022; 234814-MRS-09222022; 234707-MRS-09212022; 234679-VS-09202022; 234635-DNE-09202022; 234585-GMS-09192022; 234535-DNE-09192022; 234523-HSS-09162022; 234482-CMS-09162022; 234481-CMS-09162022; 234474-DNE-09162022; 234473-DNE-09162022; 234461-TCE-09162022; 234435-HSS-09152022; 234413-MRS-09152022; 234388-VS-09152022; 234366-HSS-09142022; 234332-VS-09142022; and 234150-CMS-09092022.
2. Review the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated November 1, 2022, for the following case numbers: 236863-MRS-10252022; 236480-MHE-10192022; 236363-MRS-10182022; 236348-HSN-10182022; 236318-HSS-10182022; 236137-MRS-10142022; 236136-DNE-10142022; 235915-MHE-10122022; 235857-HSN-10112022; 235846-MRS-10112022; 235759-GMS-10102022; 235747-VS-10102022; 235722-HSS-10072022; 235696-GMS-10072022; 235429-GMS-10032022; 235428-HSN-10032022; 235386-MHE-10032022; 235068-HSN-09272022; 236583-MHE-10202022; and 236045-GMS-10132022.

School Security Drills

3. Acknowledge the following fire and security drills were performed in October 2022 in compliance with *N.J.S.A. 18A:41-1*:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
10/21/22	10/7/22	Dutch Neck Elementary School
10/6/22	10/26/22	Maurice Hawk Elementary School
10/6/22	10/27/22	Town Center Elementary School
10/6/22	10/18/22	J.V.B. Wicoff Elementary School
10/12/22	10/31/22	Millstone River School
10/12/22	10/18/22	Village School
10/19/22	10/17/22	Community Middle School
10/12/22	10/21/22	Thomas Grover Middle School
10/7/22	10/19/22	WW-P High School North
10/6/22	10/7/22	WW-P High School South

Policies and Regulations

4. First reading of the following policies and regulations:

P 2425 Emergency Virtual or Remote Instruction Program
P 5512 Harassment, Intimidation, or Bullying

5. Second reading and approval of the following policies and regulations:

P 3270 Professional Responsibilities
R 3270 Lesson Plans and Plan Books
P 5513 Care of School Property
R 5513 Care of School Property
P 5517 School District Issued Student Identification Cards
P 5722 Student Journalism

NJ QSAC Statement of Assurance

6. Authorize the submission of the West Windsor-Plainsboro Regional School District Board of Education's New Jersey Quality Single Accountability Continuum (NJQSAC) Statement of Assurance for the 2022-2023 school year to the New Jersey Department of Education upon the recommendation of the Superintendent of Schools, pursuant to *N.J.A.C. 6A:30-3.2(f)*.

NJ QSAC Comprehensive Maintenance Plan

7. Authorize the submission of the district's Annual M1 and Comprehensive Maintenance Plan for the West Windsor-Plainsboro Regional School District to the Executive County Superintendent in compliance with the New Jersey State Department of Education requirements, pursuant to *N.J.A.C. 6A:26-20.5*.

Penn Medicine

8. Approve Penn Medicine Princeton Medical Center to perform student drug screenings as requested by the District. The cost is not to exceed \$10,000 through June 30, 2023.

Professional Development

9. Correct the Handle with Care Certificate Training, originally approved on September 20, 2022, for up to ten staff members on September 19, 2022; to reflect a total cost not to exceed \$2,810.23.

Special Services – Consultants/Evaluators

10. Approve the following consultants/evaluators:
 - a) Out of Sight Teaching LLC, Jessica Jankech, Teacher of the Visually Impaired; not to exceed \$2,000 per assessment, \$175 per hour to attend meetings, and up to \$20,000 through June 30, 2023.
 - b) Advancing Opportunities, Cerebral Palsy of NJ, not to exceed \$180 per hour AT support and training; \$ 1200 AT evaluation; \$200 per hour for support services; \$1,400 per AAC evaluation and up to \$ 20,000 through June 30, 2023.
 - c) Somerset County Educational Services Commission; not to exceed \$400 for Speech, Psychological, Social and LDTC evaluations, \$94 per hour for home instruction, \$100 per hour for Speech Services, \$150 per Articulation Evaluation and up to \$50,000 through June 30, 2023.
 - d) Community Options, Inc.; not to exceed \$60 per hour for job transition services and up to \$50,000 through June 30, 2023.

B. CURRICULUM AND INSTRUCTION

To be voted on 11/01/22: Recommend approval of the following resolutions:

Disposal of Instructional Materials

1. Disposal of the following obsolete items in accordance with R7300.1:

1561 books – High School South Media Center

All items meet one or more of the below criteria:

- i. Are so worn and/or damaged as to preclude effective use and economical repair or restoration, OR
- ii. Are so outdated as to no longer serve as worthy instructional tools

Community Education Programs

2. Approve the listing of Community Education Winter 2022-2023 Adult, Youth, and After-School Enrichment programs and 2023 Spring Break Camp as follows:

Winter After-School Enrichment

Chess Wizards
Creative Arts: Crafting
Crochet Fun
CSI: How STEM Is Used to Solve Crimes
E4- Amusement Park Engineering
Elementary Drawing
Escape Snapology

Hip-Hop: Freestyle Elements
Laws of Motion- LEGO® Motorized Build
LEGO Robotics: Discover & Build
Let's Dance Bollywood
Little Chefs are in Training- No Bake Cooking
Mindful Movements with Jackie
No Bake Cooking
On The Court Basketball X-Perience
Real World Robotics
Sockey Hockey
TGA Premier Tennis
Winter Fun- LEGO® Motorized Build
Wonder Robotics: Create & Code

Spring Break Camp
KidzToPros Spring Break Camp

Field Trips

3. Approve the following overnight field trips:

High School North

- a) Model Congress to Yale University, New Haven Connecticut, from December 1, 2022, through December 4, 2022. The cost of the trip is approximately \$500 per student.
- b) Science Olympiad to Massachusetts Institute of Technology, Cambridge, Massachusetts, from January 20, 2023, through January 22, 2023. The cost of the trip is approximately \$200 per student.
- c) Science Olympiad to Wichita State University, Wichita Kansas, from May 18, 2023, through May 21, 2023. The cost of the trip is approximately \$1,800 per student.
- d) Model United Nations to Model United Nations Conference hosted by Princeton University, East Brunswick, New Jersey, from November 17, 2022, through November 20, 2022. The cost of the trip is approximately \$150 per student.
- e) Washington Seminar to Washington, D.C., from March 9, 2023, through March 11, 2023. The cost of the trip is approximately \$795 per student.
- f) Junior Statesmen of America to Philadelphia, Pennsylvania, from December 2, 2022, to December 4, 2022. The cost of the trip is approximately \$300 per student.

High School South

- g) Model United Nations to Model United Nations Conference hosted by Princeton University, East Brunswick, New Jersey, from November 17, 2022, through November 20, 2022. The cost of the trip is approximately \$500 per student.
- h) Model United Nations to Model United Nations Conference, Philadelphia, Pennsylvania, from January 26, 2023, through January 29, 2023. The cost of the trip is approximately \$400 per student.
- i) Model United Nations to Model United Nations Conference, Washington, D.C., from February 16, 2023, through February 19, 2023. The cost of the trip is approximately \$560 per student.
- j) Band, Choir, and Orchestra to Boston, Massachusetts, from April 19, 2023, through April 23, 2023. The cost of the trip is approximately \$1,500 per student.

- k) Washington Seminar to Washington, D.C., from March 15, 2023, through March 17, 2023. The cost of the trip is approximately \$795 per student.
- l) Junior Statesmen of America to Philadelphia, Pennsylvania, from December 3, 2022, to December 4, 2022. The cost of the trip is approximately \$200 per student.

C. FINANCE

To be voted on 11/01/22: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:

- a) Bills List General for November 1, 2022 (run on 10-25-22) in the amount of \$12,239,792.98.
- b) Bills List Capital for November 1, 2022 (run on 10-19-22) in the amount of \$113,089.00.

2. Budget adjustments as follows:

- a) 2022-2023 school year as shown on the expense account adjustments for September 30, 2022 (run on 10-06-22) (Adjustment No. 129-172).

3. Accept the following reports, which will become a permanent part of the Board Minutes:

A-148 Report of the Secretary to the Board of Education as of August 31, 2022, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

A-149 Report of the Treasurer of School Monies to the Board of Education as of August 31, 2022.

Renewal of Group Medical, Prescription, and Dental Insurance Programs

4. **Be It Resolved** that, per the recommendation of its group insurance broker-of-record, Brown & Brown Benefit Advisors, the West Windsor-Plainsboro Regional Board of Education hereby resolves, effective January 1, 2023, as follows:

- a) Utilize Aetna as its group medical, prescription, and dental benefits administrator, at the fees, rates, benefits, terms and conditions represented in the contract.
- b) Utilize Zurich American Insurance Company as its stop-loss carrier for the medical and prescription plans at the proposed rates and factors illustrated in their proposal number 213132, dated 10/18/2022.
- c) Designate Brown & Brown Benefit Advisors, Inc., as the Board's broker-of-record for the aforementioned group medical, prescription and dental benefits program. Brown & Brown Benefit Advisors, Inc. is authorized to act on behalf of the Board in all matters related to these programs.

Community Education Enrichment Programs Request for Proposals

- 5. Authorize the School Business Administrator to use competitive contracting for specialized goods or services enumerated in section 45 of P.L. 1999, c. 440 (C.18A:18A-4.1) for the 2023-2024 school year. The use of this competitive contracting procedure requires Board of Education approval as per 18A:18A-4.3 in the following subject areas: Community Education Enrichment Programs.

Resolution for LRFP Reporting and Updating Capital Maintenance Projects

- 6. In accordance with the reporting and updating requirements for amendments to the district’s Long Range Facilities Plan (LRFP), the Board of Education of the West Windsor-Plainsboro Regional School District hereby resolves the following:
 - a) The West Windsor-Plainsboro Regional School District Board of Education authorizes the District’s architect, Fraytak Veisz Hopkins Duthie PC, working in conjunction with the District’s School Business Administrator, to perform the necessary minor amendment of the Capital Maintenance projects to the District’s previously approved Long Range Facilities Plan (LRFP), in accordance with the requirements of the New Jersey Department of Education, and
 - b) The West Windsor-Plainsboro Regional School District Board of Education authorizes the District’s architect, Fraytak Veisz Hopkins Duthie PC, working in conjunction with the district’s School Business Administrator, to submit the minor amendment of the Capital Maintenance projects to the Long Range Facilities Plan (LRFP) in accordance with the requirements of the New Jersey Department of Education.

Other Capital Project Submission

- 7. Approve the following resolution:

RESOLVED, that the West Windsor-Plainsboro Regional School District Board of Education approve the following projects:

<u>School Name</u>	<u>Project</u>	<u>FVHD #</u>	<u>DOE Number</u>
WW-P HS South	Parking Lot Driveway Alterations	5430	5715-020-23-xxxx

BE IT FURTHER RESOLVED that the district’s architects, Fraytak Veisz Hopkins Duthie, P.C., be authorized to submit, on behalf of the Board of Education, the above project for approval by the New Jersey Department of Education.

BE IT FURTHER RESOLVED that the above project be approved as an Other Capital project as defined in N.J.A.C. 6A:26. The District will not seek State funding for the above project.

BE IT FURTHER RESOLVED that amendments to the Long-Range Facilities Plan by Fraytak Veisz Hopkins Duthie, P.C. to incorporate the above project be approved.

Bid Awards – Capital Reserve

J.V.B Wicoff Elementary School

- 8. Award the October 25, 2022, Bid #2022-06 for Additions and Alterations to J.V.B. Wicoff Elementary School – Phase 2, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5339), for a single overall contract to Dandrea

Construction, West Berlin, New Jersey, for a lump sum bid award of \$3,319,550 (Base Bid \$2,562,500, Alt1: \$713,700, Alt2: \$18,700, Alt3: \$17,500, Alt4: \$7,150), contingent upon attorney review and approval of bid documents, utilizing capital reserve funds.

	<u>Bidder</u>	<u>Base Bid</u>	<u>Total Bid w/Alternates</u>
Other bids:	Bennett Company	\$3,150,000	\$3,985,000
	EMY Solutions LLC	\$3,000,000	\$3,748,000
	H&S Construction and Mechanical	\$2,689,000	\$3,354,500
	M&M Construction	\$2,650,000	\$3,456,000
	Mark Construction	\$3,258,000	\$4,286,900
	Shorelands Construction	\$3,030,000	\$3,645,000
	Tekcon Construction	\$2,732,871	\$3,643,071

9. Award the October 25, 2022, Bid #2022-07 for HVAC Upgrades at J.V.B. Wicoff Elementary School, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/Planner Project No. FVHD #5063J2), for a single overall contract to Performance Mechanical, Wall, New Jersey, for a lump sum bid award of \$1,833,000, contingent upon attorney review and approval of bid documents, utilizing capital reserve funds.

Other bids:	AMCO Enterprises	\$2,278,000
	Comfort Mechanical	\$2,367,288
	EACM Corp	\$2,669,000
	Gaudelli Brothers	\$2,362,000
	H&S Construction and Mechanical	\$2,244,000
	Kaser Mechanical	\$2,576,000
	Preferred Mechanical	\$2,040,000
	SRJ Mechanical	\$2,294,000
	Thassian Mechanical	\$2,381,000

Equipment Disposal

10. Disposal of obsolete equipment that has met the district's life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

Village Elementary

Cabinet, Filing, 2-drawer - 2
Cabinet, Filing, 4-drawer
Chair, Adult – 3
Chair, Student - 54
Desk, Lab - 3
Desk, Student – 5
Desk, Teacher

High School North

Basketball Rebounder

Transportation

Corrections

11. A Per Diem correction to 2022 – 2023 Student Transportation Contract– Multi Contract Number RB-PUB22-4, route number WEK81 awarded to Rick Bus Company on June 14, 2022. Correct Per Diem is \$76.00. Total adjusted Route Cost \$13,680.00.

12. Per Diem correction to 2022 – 2023 Student Transportation Contract– Multi Contract Number RB-PUB22-4, route number WEK91 awarded to Rick Bus Company on June 14, 2022. Correct Per Diem is \$76.00. Total adjusted Route Cost \$13,680.00.

Addendum - Cancellation - Quote

13. Cancel 2022 – 2023 Student Transportation Contract – Multi Contract Number HEPRSY, route HEPRSY awarded to St. Mary Transportation LLC on September 20, 2022. Total route cost is \$6,545.00.

Bid Awards – Public Routes

14. Award the October 6, 2022, Bid Number PUB22-8, Student Transportation Contract – Multi Contract Number RB-PUB22-8 to Rick Bus Company for the 2022-2023 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
TC56A	Town Center Elementary	\$336.00	147	\$ 80.00	\$ 4.00
HEPRSY	Hamilton Education Program	\$172.80	148	\$ 48.00	\$ 4.00

Quotes – School Related Activities

15. Award the 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number 26050 to Garas Trans, LLC as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj. Cost Per Hour</u>
26050	College of NJ	\$ 498.00	1	\$ 100.00

Travel and Related Expenses Reimbursement

16. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) Approve up to 14 Special Services teachers to attend a webinar for Central Reach LLC, ABLLS-R: Assessment of Basic Language and Learning Skills during the 2022-2023 school year, not to exceed \$75 per teacher.
- b) One administrator, seven basic skills math teachers, and five teacher resource specialists to attend the National Council of Teachers of Mathematics Conference in Baltimore, Maryland, From November 30, 2022, through December 2, 2022, at a cost not to exceed \$1,125 per person.

- c) Eight science teachers and one administrator to participate in the Rider University Science Education and Literacy Center’s (SELECT) NGSS assessment professional learning workshop series at Rider University, Lawrenceville, New Jersey for 2 sessions during the 2022-2023 school year at a total group cost of \$150, plus mileage.
- d) One administrator, one teacher lead, and three teachers to participate in three NGSS workshops throughout the 2022-2023 school year, held virtually or at Raritan Valley Community College in Branchburg, New Jersey, at a total cost not to exceed \$3,000, plus travel.

D. PERSONNEL

To be voted on 11/01/22: Recommend approval of the following resolutions:

Personnel

- 1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Intern

- 2. Approve the following Music intern for spring 2023:
 - a) Megan Eckerson (Ithaca University)

Hourly Rates

- 3. Approve the amended hourly and per diem rates for 2022-2023, originally approved on June 14, 2022, to reflect a state adjustment to the minimum wage as of January 1, 2023. [Attached]

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 11/01/22:

- A. October 11, 2022 Meeting
- B. October 11, 2022 Closed Executive Session

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 11/1/2022

Deadline for next Agenda: 11/2/2022

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Change								
Assini, Cynthia	Change	Supervisor of Social Studies		\$155,427.00 (prorated)	DIST	11/1/22	6/30/23	Change start date from TBD to 11/1/22. Change tenure date from TBD to 11/2/26.
Cheney, Bonnie	Change	Comptroller/ Assistant Board Secretary		\$105,000.00 (prorated)	CO	11/2/22	6/30/23	Change from Administrative Assistant/Assistant Board Secretary to Comptroller/Assistant Board Secretary, replacing Derek Mead, who transferred. (Tenure date: 11/3/25)
Cooper, Carl	Change	Supervisor of World Languages, English Language Learning and Dual Language Immersion (Gr K-5)		N/C	DIST	11/1/22	6/30/23	Change start date from TBD to 11/1/22 for change from Supervisor of Social Studies to Supervisor of World Languages, English Language Learning and Dual Language Immersion (Gr K-5).
Mead, Derek	Change	Assistant Business Administrator		\$150,000.00 (prorated)	CO	11/2/22	6/30/23	Change from Comptroller to Assistant Business Administrator, growth position.
Warren, Ashley	Change	Supervisor of World Languages, English Language Learning and Dual Language Immersion (Gr 6-12)		N/C	DIST	11/1/22	6/30/23	Change start date from TBD to 11/1/22 for change from Supervisor of World Languages to Supervisor of World Languages, English Language Learning and Dual Language Immersion (Gr 6-12).
B. Certificated Staff								
Change								
Ketterer, Joseph	Change	Teacher Music	2MA	\$63,450.00 (prorated)	HSN/HSS	12/12/22	6/30/23	Change start date from TBD to 12/12/22. Change tenure date from TBD to 12/13/26.
Tsao, Chingyun	Change	Teacher Dual Language Immersion-Chinese- LR	0BA	\$59,500.00 (prorated)	MH	10/25/22	4/3/23	Change start date from TBD to 10/19/22.
Wallace, Betty	Change	Teacher Mathematics- LR	10MA	\$77,975.00 (prorated)	GMS	10/19/22	6/30/23	Change start date from TBD to 10/19/22.
Leave of Absence								
Bilicki, Rebecca	Leave-FMLA/NJFLA/CC	School Nurse		N/A	GMS	12/9/22	3/9/23	FMLA/NJFLA/CC: 12/9/22-3/9/23 unpaid, with benefits. (RTW: 3/10/23)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bower, Lauren	Leave-FMLA/NJFLA/CC	Teacher Reading Interventionist		N/A	DN	1/30/23	4/28/23	FMLA/NJFLA/CC: 1/30/23-4/28/23 unpaid, with benefits. (RTW: 5/1/23)
Oliva, Hannah	Leave-FMLA/NJFLA/CC	Teacher Special Education		N/A	TC	2/27/23	5/26/23	FMLA/NJFLA/CC: 2/27/23-5/26/23 unpaid, with benefits. (RTW: 5/30/23)
Webb, Joseph	Leave-FMLA/NJFLA/CC	Teacher Language Arts		N/A	GMS	4/17/23	6/21/23	FMLA/NJFLA/CC: 4/17/23-6/21/23 unpaid, with benefits. (RTW: 9/1/23)
C. Non Certificated Staff								
Appoint								
Knighten, Phyllis	Appoint	Purchasing Specialist		\$65,000.00 (prorated)	CO	1/3/23	6/30/23	Appoint as Purchasing Specialist, replacing Lori Siemon, who retired.
Mohan, Poorani	Appoint	Cafeteria Aide	0	\$15.09/hr.	MR	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment authorization, for 2.5 hrs/day, replacing Monalisa Choudhury, who transferred.
Change								
Arminio, Catherine	Change	Human Resources Manager		\$82,500.00 (prorated)	CO	TBD	6/30/23	Change from Administrative Analyst for Human Resources to Human Resources Manager, replacing Alison Milone, who resigned.
O'Conne, Colleen	Change	Administrative Assistant		\$73,500.00 (prorated)	CO	11/2/22	6/30/23	Change from Confidential Secretary to Administrative Assistant, replacing Bonnie Cheney, who transferred.
Kelly, Jamie	Change	Secretary 12 Months	1	\$46,721.00 (prorated)	CO	11/1/22	6/30/23	Change start date from TBD to 11/1/22. Change tenure date from TBD to 11/2/25.
Choudhury, Monalisa	Change	Instructional Assistant	1	\$19.92/hr.	GMS	10/12/22	6/30/23	Change salary from \$17.99/hr. to \$19.92/hr.
Ganesh, Padmavathy	Change	Instructional Assistant		N/C	CMS	9/1/22	6/30/23	Change hours from 3.5 hrs/day to 3.75 hrs/day.
Lester, Willie	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	11/2/22	6/30/23	Change from substitute Security Officer - "Eyes on the Door" to Security Officer - "Eyes on the Door".
Marzan, Kelvin	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	11/2/22	6/30/23	Change from substitute Security Officer - "Eyes on the Door" to Security Officer - "Eyes on the Door".



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Nehme, Ghassan	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	11/2/22	6/30/23	Change from substitute Security Officer - "Eyes on the Door" to Security Officer - "Eyes on the Door".
Thomas, Clifton	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	11/2/22	6/30/23	Change from substitute Security Officer - "Eyes on the Door" to Security Officer - "Eyes on the Door".
Vargo, Kimberly	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	10/31/22	6/30/23	Change from substitute Security Officer - "Eyes on the Door" to Security Officer - "Eyes on the Door". Change start date from TBD to 10/31/22.
Del Toro, Damary	Change	Substitute Bus Driver		\$27.30/hr.	TRAN	9/1/22	6/30/22	Change salary from \$26.50/hr. to \$27.30/hr. for appointment as a Substitute Bus Driver, as assigned by Supervisor, as needed for temporary assignments.
Drago, Rose	Change	Substitute Bus Driver		\$27.30/hr.	TRAN	9/1/22	6/30/22	Change salary from \$26.50/hr. to \$27.30/hr. for appointment as a Substitute Bus Driver, as assigned by Supervisor, as needed for temporary assignments.
Leave of Absence								
Josephson, Emily	Leave-FMLA/NJFLA	Instructional Assistant		N/A	CMS	10/20/22	6/30/23	Intermittent FMLA/NJFLA: 10/20/22-6/30/23 unpaid, with benefits.
Payment								
Catalina, Peggy	Payment	Secretary To		\$770.40	WIC	11/2/22	11/2/22	Payment for unused vacation days, as per contract.
Catalina, Susanne	Payment	Secretary 12 Months		\$19,321.88	VIL	11/2/22	11/2/22	Payment for unused sick and vacation days, as per contract.
Espenberg, Tonu	Payment	Operations Lead		\$969.82	DIST	11/2/22	11/2/22	Payment for unused vacation days, as per policy.
Rescind								
Dixon, Audrey	Rescind	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	10/26/22	10/26/22	Rescind appointment as security officer - "Eyes on the Door", pending employment verification, replacing Livingston Vargas Pena, who resigned.
Pachas, Annette	Rescind	Instructional Assistant		N/A	HSN	11/3/22	11/11/22	Rescind FMLA: 11/3/22-11/11/22 unpaid, with benefits. (RTW: 11/14/22)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Resignation								
Vannatta, Donna	Resign	Cafeteria Aide		N/A	DN	11/11/22	11/11/22	Resign from position.
Graciani, Joel	Resign	Security Officer "Eyes on the Door"- Substitute		N/A	DIST	10/17/22	10/17/22	Resign from position.
Hutton, Megan	Resign	Security Officer "Eyes on the Door"- Substitute		N/A	DIST	10/17/22	10/17/22	Resign from position.
McDonough, Brendan	Resign	Security Officer "Eyes on the Door"- Substitute		N/A	DIST	10/17/22	10/17/22	Resign from position.
Pitts Sr., Ernest	Resign	Security Officer "Eyes on the Door"		N/A	DIST	10/17/22	10/17/22	Resign from position.
Richards, Desrine	Resign	Security Officer "Eyes on the Door"- Substitute		N/A	DIST	10/17/22	10/17/22	Resign from position.
Smith, Cynthia	Resign	Security Officer "Eyes on the Door"		N/A	DIST	10/17/22	10/17/22	Resign from position.
Urena, Bryan	Resign	Security Officer "Eyes on the Door"- Substitute		N/A	DIST	10/17/22	10/17/22	Resign from position.
D. Substitute / Other								
Appoint								
Epstein, Myra	Appoint	Substitute Teacher		\$115.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Murty, Nandita	Appoint	Substitute Teacher		\$115.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Bansal, Vimmi	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Buck, Mary	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Chinnasamy, Devirajathi	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Gupta, Pooja	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Hauss, Savana	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Kittusami, Sangeetha	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Knox, Jacqueline	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Nayakam, Jyothi	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Venkatraman, Durgalakshmi	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Yennam, Sirisha	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Resignation								
Eggert, Sara	Resign	Substitute Teacher		N/A	DIST	10/21/22	10/21/22	Resign from position.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
E. Extracurricular / Extra Pay								
Bus Duty								
Efstathios, Marisa	Extra Duty	Bus Duty		\$15.84/hr.	MH	9/1/22	6/30/23	Bus Duty, not to exceed 5.5 hours per week.
Moving								
Benezs, Brittney	Extra Duty	Moving		\$47.09/hr.	CMS	11/2/22	1/31/23	Moving, not to exceed 12 hours.
Green, Hughbert	Extra Duty	Moving		\$47.09/hr.	CMS	11/2/22	1/31/23	Moving, not to exceed 12 hours.
Title I								
Baer, Debra	Extra Duty	Title I Committee		\$47.09/hr.	TC	9/1/22	12/31/22	Title I Committee - Fall / Winter, total program not to exceed 140 hours.
Boyce, Patricia	Extra Duty	Title I Committee		\$47.09/hr.	TC	9/1/22	12/31/22	Title I Committee - Fall / Winter, total program not to exceed 140 hours.
Hancock, Melissa	Extra Duty	Title I Committee		\$47.09/hr.	TC	9/1/22	12/31/22	Title I Committee - Fall / Winter, total program not to exceed 140 hours.
Keenan, Beth	Extra Duty	Title I Committee		\$47.09/hr.	TC	9/1/22	12/31/22	Title I Committee - Fall / Winter, total program not to exceed 140 hours.
Kloutis, Kimberly	Extra Duty	Title I Committee		\$47.09/hr.	TC	9/1/22	12/31/22	Title I Committee - Fall / Winter, total program not to exceed 140 hours.
O'Hara, Margaret	Extra Duty	Title I Committee		\$47.09/hr.	TC	9/1/22	12/31/22	Title I Committee - Fall / Winter, total program not to exceed 140 hours.
High School North								
Bunca, Jeffrey	Stipend Non-Athletic	Robotics Club, Assistant		\$3,772.88	HSN	9/1/22	6/30/23	Robotics Assistant, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Wicoff Elementary								
Frazier, Briana	Extra Duty	Planning Committee		\$47.09/hr.	WIC	9/1/22	6/30/23	Planning Committee to assist with the 2022-2023 school year, not to exceed 35 hours.
Incollingo, Ellen	Extra Duty	Planning Committee		\$47.09/hr.	WIC	9/1/22	6/30/23	Planning Committee to assist with the 2022-2023 school year, not to exceed 35 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Miller, Kristin	Extra Duty	Planning Committee		\$47.09/hr.	WIC	9/1/22	6/30/23	Planning Committee to assist with the 2022-2023 school year, not to exceed 35 hours.
Miller, Melissa	Extra Duty	Planning Committee		\$47.09/hr.	WIC	9/1/22	6/30/23	Planning Committee to assist with the 2022-2023 school year, not to exceed 35 hours.
Piergrossi, Melinda	Extra Duty	Planning Committee		\$47.09/hr.	WIC	9/1/22	6/30/23	Planning Committee to assist with the 2022-2023 school year, not to exceed 35 hours.
Change								
Headen, Robin	Change	Learning Assistant		\$19.00/hr.	HSN/HSS	10/12/22	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Rescind								
Coppola, Melissa	Rescind	Art Mural Intramural		\$19.48/hr.	CMS	9/6/22	6/30/23	Rescind Art Mural Intramural, not to exceed 3 hrs/wk.
E. Stipend Athletic								
Athletic Coordinator								
Kemo, Kerry	Stipend- Athletic	Athletic Coordinator		\$5,282.11	HSS	Winter 2022-2023	Winter 2023	Athletic Coordinator, 3 yrs. exp., paid in FULL in March.
Maggio, Vincent	Stipend- Athletic	Athletic Coordinator		\$4,828.50	CMS	Winter 2022-2023	Winter 2023	Athletic Coordinator, 9 yrs. exp., paid in FULL in March.
O'Shea, Owen	Stipend- Athletic	Athletic Coordinator		\$4,425.86	GMS	Winter 2022-2023	Winter 2023	Athletic Coordinator, 6 yrs. exp., paid in FULL in March.
Basketball								
Fiocco, James	Stipend- Athletic	Basketball- Boys Coach		\$3,018.20	CMS	Winter 2022-2023	Winter 2023	Basketball - Boys Coach, 1 yr. exp., paid in FULL in March.
Warner, Jared	Stipend- Athletic	Basketball- Boys Coach		\$3,018.20	CMS	Winter 2022-2023	Winter 2023	Basketball - Boys Coach, 0 yrs. exp., paid in FULL in March.
Thompson, Jay	Stipend- Athletic	Basketball- Boys Coach		\$3,772.49	GMS	Winter 2022-2023	Winter 2023	Basketball - Boys Coach, 26 yrs. exp., paid in FULL in March.
Lewis, Allyson	Stipend- Athletic	Basketball- Girls Coach		\$3,018.20	CMS	TBD	Winter 2023	Basketball - Girls Coach, 0 yrs. exp., paid in FULL in March.
Mastropasqua, Taylor	Stipend- Athletic	Basketball- Girls Coach		\$3,018.20	CMS	Winter 2022-2023	Winter 2023	Basketball - Girls Coach, 0 yrs. exp., paid in FULL in March.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Diaz, Lauren	Stipend- Athletic	Basketball- Girls Coach		\$3,320.96	GMS	Winter 2022-2023	Winter 2022-2023	Basketball - Girls Coach, 6 yrs. exp., paid in FULL in March.
Cheerleading								
Marotta, Lauren	Stipend- Athletic	Cheerleading-Coach		\$3,018.20	CMS	Winter 2022-2023	Winter 2022-2023	Cheerleading Coach, 1 yr. exp., paid in FULL in March.
Churinkas, Linda	Stipend- Athletic	Cheerleading-Coach		\$3,169.06	GMS	Winter 2022-2023	Winter 2022-2023	Cheerleading Coach, 4 yrs. exp., paid in FULL in March.
Diving								
Hemmel, Shannen	Stipend- Athletic	Diving- Head Coach		\$5,810.63	HSS	Winter 2022-2023	Winter 2022-2023	Diving - Head Coach, 4 yrs. exp., paid in FULL in March.
Fencing								
Hill, Henry	Stipend- Athletic	Fencing- Head Coach		\$5,532.85	HSS	Winter 2022-2023	Winter 2022-2023	Fencing - Head Coach, 1 yr. exp., paid in FULL in March.
Licato, April	Stipend- Athletic	Fencing- Assistant Coach		\$3,520.71	HSS	Winter 2022-2023	Winter 2022-2023	Fencing - Assistant Coach, 1 yr. exp., paid in FULL in March.
Indoor Track								
Romero, Carl	Stipend- Athletic	Indoor Track- Assistant Coach		\$4,024.27	HSN	Winter 2022-2023	Winter 2022-2023	Indoor Track - Assistant Coach, 1 yr. exp., paid in FULL in March.
Murphy, Robert	Stipend- Athletic	Indoor Track- Assistant Coach		\$4,024.27	HSS	Winter 2022-2023	Winter 2022-2023	Indoor Track - Assistant Coach, 0 yrs. exp., paid in FULL in March.
Intramural								
Gottel, Morgan	Stipend- Athletic	Intramurals Coach		\$3,018.20	CMS	Fall 2022	Fall 2022	Intramurals Coach, 0 yrs. exp., paid in FULL in Dec.
Saba, Rebecca	Stipend- Athletic	Intramurals Coach		\$3,018.20	CMS	Fall 2022	Fall 2022	Intramurals Coach, 0 yrs. exp., paid in FULL in Dec.
Churinkas, Linda	Stipend- Athletic	Intramurals Coach		\$3,018.20	GMS	Fall 2022	Fall 2022	Intramurals Coach, 0 yrs. exp., paid in FULL in Dec.
Ely, Justin	Stipend- Athletic	Intramurals Coach		\$3,018.20	GMS	Fall 2022	Fall 2022	Intramurals Coach, 0 yrs. exp., paid in FULL in Dec.
Wrestling								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Thompson, Sean	Stipend- Athletic	Wrestling- Head Coach		\$6,036.40	HSS	Winter 2022-2023	Winter 2022-2023	Wrestling - Head Coach, 0 yrs. exp., paid in FULL in March.
Valentine, Daniel	Stipend- Athletic	Wrestling- Coach		\$3,621.63	GMS	Winter 2022-2023	Winter 2022-2023	Wrestling - Coach, 9 yrs. exp., paid in FULL in March.
Rescind								
Bower, Daniel	Rescind	Swimming- Assistant Coach		\$5,282.11	HSS	Winter 2022-2023	Winter 2022-2023	Rescind Swimming - Assistant Coach, 3 yrs. exp., paid in FULL in March.
Kumar, Nithin	Rescind	Volunteer Volleyball		\$0.00	HSN/HSS	TBD	6/30/23	Rescind Volunteer Volleyball.
E. Stipend Non-Athletic								
Larkability								
Lackey, Roxanne	Stipend Non-Athletic	Larkability		\$1,584.61	HSN	9/1/22	6/30/23	Larkability Advisor, 3 yrs., exp. paid 1/2 in Dec. and 1/2 in June.
Lunch Duty								
Colon, David	Stipend Non-Athletic	Lunch Duty		\$1,988.00 (prorated)	HSS	1/23/23	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Negron, Brianna	Stipend Non-Athletic	Lunch Duty		\$1,988.00 (prorated)	CMS	11/14/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Mentor								
DeCasperis, Erin	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	CMS	10/24/22	2/28/23	Mentor for Max Rosenberg, paid 1/2 in Dec. & 1/2 in June.
High School South								
Moore, Jacob	Stipend Non-Athletic	Spring Musical, Assistant, Instrumental		\$2,766.78	HSS	9/1/22	6/30/23	Spring Musical, Assistant - Instrumental, 0 yrs. exp., paid in FULL in June.
Community Middle School								
Coppola, Melissa	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15	CMS	9/1/22	6/30/23	Art Mural Club Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Murphy, Madison	Stipend Non-Athletic	Choir		\$1,760.68	CMS	9/1/22	6/30/23	Choir Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Grover Middle School								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Keenan Johnston, Jodi	Stipend Non-Athletic	Drama, Director		\$3,772.88	GMS	9/1/22	6/30/23	Drama Director, 21 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
O'Neill, Casey	Stipend Non-Athletic	Drama, Assistant Director		\$2,263.73	GMS	9/1/22	6/30/23	Drama Assistant Director, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Wachtin, Heidi	Stipend Non-Athletic	Drama, Assistant Director		\$2,263.73	GMS	9/1/22	6/30/23	Drama Assistant Director, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Maggipinto, Gennifer	Stipend Non-Athletic	Play Publicity		\$1,509.15	GMS	9/1/22	6/30/23	Play Publicity, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Rivero, Gabriella	Stipend Non-Athletic	Stage Crafts		\$2,263.73	GMS	9/1/22	6/30/23	Stage Crafts, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Simmons, Shawn	Stipend Non-Athletic	Stage Crafts	0	\$2,263.73	GMS	TBD	6/30/23	Stage Crafts, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Schanz, Jeanne	Stipend Non-Athletic	Stage Crew	6	\$2,213.42	GMS	9/1/22	6/30/23	Stage Crew, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Change								
Colon, David	Change	Lunch Duty		\$1,988.00 (prorated)	HSS	9/1/22	10/21/22	Change end date from 6/30/23 to 10/21/22 for Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Rescind								
Curbishley, Cheryl	Rescind	Standard Club Advisor		\$1,584.61	GMS	9/1/22	6/30/23	Rescind Author Club, 4 yrs. exp.
Raveendran, Jaina	Rescind	Chess Club		\$754.58	HSN	9/1/22	6/30/23	Rescind Chess Club Advisor, 0 yrs. exp.
F. Community Education								
Nikolaeva, Aneta	Appoint	EDP 1-to-1 Assistant		As per Contract	MR	10/18/22	6/30/23	Appoint as an EDP 1-to-1 Assistant.
Change								
Bales, Taylor	Change	EDP Site Supervisor		\$26,600.63 (prorated)	WIC	10/20/22	6/30/23	Change start date from 10/18/22 to 10/20/22 for appointment as an EDP Site Supervisor (Full-Time).
Resignation								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Sampath, Usha	Resign	EDP Site Supervisor		N/A	TC	12/31/22	12/31/22	Resign, after 20 years in the district, for the purpose of retirement.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Newbury, Christine	Appoint	Teacher Special Education	10MA	\$77,975.00 (prorated)	HSN	TBD	6/30/23	Appoint as Special Education Teacher, pending employment verification, replacing Danielle Giddes, who resigned. (Tenure date: TBD)
Change								
Green, Hughbert	Change	Teacher Mathematics		N/C	CMS	11/7/22	6/30/23	Change start date from 11/15/22 to 11/7/22 for change from Teacher Resource Specialist - Mathematics to Mathematics Teacher.
Bard, Jennifer	Change %	Teacher Special Education- 120%	15BA	\$98.55/day	HSN	10/24/22	TBD	Additional per diem payment for an extra section.
Fityere, Christine	Change %	Teacher Special Education- 120%	15MA+30	\$101.98./day	HSN	10/24/22	TBD	Additional per diem payment for an extra section.
Gore, Matthew	Change %	Teacher Special Education- 120%	6MA+30	\$69.75./day	HSN	10/24/22	TBD	Additional per diem payment for an extra section.
Lelinski, MaryPat	Change %	Teacher Special Education- 120%	15MA	\$95.74/day	HSN	10/24/22	TBD	Additional per diem payment for an extra section.
McCarthy, Tara	Change %	Teacher Special Education- 120%	15BA	\$97.95/day	HSN	10/24/22	TBD	Additional per diem payment for an extra section.
C. Non Certificated Staff								
Appoint								
Uematsu, Maki	Appoint	Instructional Assistant	1	\$18.49/hr.	MR	11/2/22	6/30/23	Appoint as Instructional Assistant, pending employment authorization, for 3.5 hrs/day, replacing Lisa Smith, who transferred.
Change								
Dzbenksi, Jadwiga	Change	Secretary To	6	\$54,920.00 (prorated)	WIC	TBD	6/30/23	Change from Secretary 12 Months to Secretary To, replacing Amanda Novick, who transferred.
Nordstrom, Jocelyn	Change	Instructional Assistant		N/A	GMS	11/7/22	12/23/22	Change from Intermittent FMLA 9/1/22-6/30/23 to FMLA 11/7/22-12/23/22 unpaid, with benefits. (RTW: 1/1/23)
Leave of Absence								
Nordstrom, Jocelyn	Leave- FMLA	Instructional Assistant		N/A	GMS	1/1/23	6/30/23	Intermittent FMLA: 1/1/23-6/30/23 unpaid, with benefits.
D. Substitute / Other								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Appoint								
Afzal, Nazish	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Cheah, May Jean	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Maida, Daniel	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Paul, Dipika	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Wilson, Samara	Appoint	Substitute Teacher		\$105.00/day	DIST	11/2/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Change								
Tsao, Chingyun	Change	Substitute Teacher		\$115.00/day	DIST	10/25/22	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
E. Extracurricular / Extra Pay								
Extra Duty								
Crystal, Jamie	Extra Duty	SAC Social Group		\$47.09/hr.	HSN	11/1/22	6/30/23	SAC HSN Student Social Group, total program not to exceed 20 hours.
Becker, Eric	Extra Duty	SAC Social Group		\$47.09/hr.	HSN	11/1/22	6/30/23	SAC HSN Student Social Group, total program not to exceed 20 hours.
Home Programming								
Weiss, Brooke	Extra Duty	Home Programming		\$70.00/hr.	DIST	11/1/22	6/30/23	Home programming to address IEP goals, not to exceed 6 hours per student, up to 60 hours.
Intramural								
Stewart, Eric	Extra Duty	Intramural Club		\$19.48/hr.	HSN	9/1/22	6/30/23	After School Supervision for Intramural Club, as scheduled.
Supervision								
Badalamenti, AnnMarie	Extra Duty	Supervision		\$19.48/hr.	HSN	11/2/22	6/30/23	Morning Supervision, as needed.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
E. Stipend Athletic								
Basketball								
Brooks, Simon	Stipend-Athletic	Volunteer Basketball		\$0.00	HSN	TBD	6/30/23	Volunteer Basketball.
Dunn, Tristan	Stipend-Athletic	Volunteer Basketball		\$0.00	HSN	TBD	6/30/23	Volunteer Basketball.
E. Stipend Non-Athletic								
Mentor								
Jarvis, Alexa	Stipend Non-Athletic	Mentor		\$2,010.00	TC	9/1/22	6/30/23	Mentor for Shannen Stanek, paid 1/2 in Dec. & 1/2 in June.
Pan-Ng, Anna	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	MH	10/28/22	4/3/23	Mentor for Chingyun Tsao, paid 1/2 in Dec. & 1/2 in June.
High School North								
Verblaauw, Jason	Stipend Non-Athletic	Marching Band Director		\$7,470.29	HSN	8/1/22	6/30/23	Marching Band Director, 5 yrs. exp., paid in FULL in Dec.
Tankersley, Aron	Stipend Non-Athletic	Marching Band, Assistant Director		\$4,489.72	HSN	8/1/22	6/30/23	Marching Band Assistant Director, 3 yrs. exp., paid in FULL in Dec.
Fisher, Michelle	Stipend Non-Athletic	Marching Band, Color Guard		\$7,231.34	HSN	8/1/22	6/30/23	Marching Band, Color Guard Advisor, 16 yrs. exp., paid in FULL in Dec.
Eng, Bailey	Stipend Non-Athletic	Marching Band, Color Guard Assistant		\$2,515.25	HSN	8/1/22	6/30/23	Marching Band, Color Guard Assistant Advisor, 1 yr. exp., paid in FULL in Dec.
Odri, Francine	Stipend Non-Athletic	Volunteer Spring Musical, Assistant, Choreography		\$0.00	HSN	12/1/22	6/30/22	Volunteer Spring Musical, Assistant, Choreography.
High School South								
Thompson, Sean	Stipend Non-Athletic	Lunch Duty		\$1,988.00 (prorated)	HSS	11/1/22	1/22/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Change								
Boyce, Patricia	Change	Evening Event Coordinator-Shared		\$321.50	TC	9/1/22	6/30/23	Change Evening Event Coordinator - from shared 1/3 to shared 50%, paid 1/2 in Dec. and 1/2 in June. Change salary from \$214.33 to \$321.50.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hancock, Melissa	Change	Evening Event Coordinator-Shared		\$321.50	TC	9/1/22	6/30/23	Change Evening Event Coordinator - from shared 1/3 to shared 50%, paid 1/2 in Dec. and 1/2 in June. Change salary from \$214.33 to \$321.50.
Rescind								
Redelico, Rachel	Rescind	Evening Event Coordinator-Shared		\$214.33	TC	9/1/22	6/30/23	Rescind Evening Event Coordinator - shared 1/3.
F. Community Education								
Change								
Beauchamp, Marissa	Appoint	EDP Group Leader		\$27.04/hr.	TC	11/1/22	6/30/23	Appoint as an EDP Group Leader.
Zalavadia, Priya	Appoint	EDP High School Assistant		\$13.00/hr.	MH	11/15/22	6/30/23	Appoint as an EDP High School Assistant.



FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 11/01/22: Recommend approval of the following resolutions:

Bid Award – Capital Outlay

Site Work Improvements at 72 Grovers Mill Road

1. Award the October 28, 2022, Bid #2022-08 for Site Work Improvements at 72 Grovers Mill Road, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5324A), for a single overall contract to V&K Construction Co., Inc., Edison, New Jersey, for a lump sum bid award of \$163,000 (Base Bid: \$141,000, Alt No. 1: \$22,000), contingent upon attorney review and approval of bid documents.

Other bids: Bidder	Base Bid	Alt. No.1	Total Bid
Top Line Construction, Corp.	\$135,000.00	\$36,500	\$171,500.00
Berto Construction, Inc.	\$153,235.00	\$19,200	\$172,435.00
Diamond Construction	\$142,000.00	\$34,000	\$176,000.00
Seacoast Construction	\$158,894.42	\$38,450	\$197,344.00

Referendum State Contract Purchase over the Bid Limit:

2. Authorize a purchase utilizing New Jersey State Contract #88740 (T2989 – Communications Wiring Services) to Millennium Communications Group Inc., East Hanover, New Jersey, as awarded through March 19, 2023, to furnish and install new fiber connections, connect four new buildings to the existing fiber ring, create diverse route from location to MDF, and rod/ rope existing conduits between buildings at 72 Grover Mill Road (FVHD Project #5324) for a total amount not to exceed \$61,668.57.

Grant Application

3. Submit a grant application to the New Jersey Department of Agriculture, Division of Food and Nutrition, to participate in the Local Food for Schools Cooperative Agreement (LFS) funding for the 2022-2023 school year for the West Windsor-Plainsboro Regional School District's fair share amount of \$24,259.

FINANCE ADDENDUM #2

RECOMMENDATION

C. FINANCE

To be voted on 11/01/22: Recommend approval of the following resolutions:

Settlement Agreement – Site Development Work at Community Middle School

1. Approve a Global Settlement & Release Agreement between and among Oldcastle Infrastructure, Inc., and Tricon Enterprises, Inc., QBE Insurance Corporation, and West Windsor-Plainsboro Regional School District Board of Education, pertaining to Docket No. MER-L-765-22, Site Development Work at Community Middle School (FVHD Project No. 5063NS), at no cost to the district, as recommended by counsel and discussed in executive session.

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2425 EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM

The Board of Education is committed to providing a high quality educational program, virtually or remotely, in the event **the State or local health department determines that it is advisable to close, or mandates closure of, the schools of a school district due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure for more than three consecutive school days, the Superintendent shall have the authority to implement the school district's program of virtual or remote instruction, pursuant to N.J.S.A. 18A:7F-9** ~~a school or the schools of the district are required to close for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure. The district's virtual or remote program of instruction shall be in accordance with N.J.S.A. 18A:7F-9.~~ **In addition, pursuant to N.J.S.A. 18A:7F-9.b. the Commissioner of Education shall allow the district to apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9.a., one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed if the program of virtual or remote instruction meets such criteria as may be established by the Commissioner.**

The school district's program of virtual or remote instruction shall be in accordance with the provisions of N.J.S.A. 18A:7F-9; N.J.A.C. 6A:32-13.1; this Policy; and Regulation 2425.

"Remote instruction" means the provision of instruction occurring when the student and the instructor are in different locations due to the closure of the facility(ies) of the Board of Education, charter school, renaissance school project, or approved private school for students with disabilities. The closure of the facility(ies) shall be pursuant to N.J.S.A. 18A:7F-9 or 18A:46-21.1 and for more than three consecutive school days due to a declared state of emergency, a declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.



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“Virtual instruction” means the provision of active instruction when the student and the instructor are in different locations and instruction is facilitated through the internet and computer technologies due to the closure of the facility(ies) of the Board of Education, charter school, renaissance school project, or approved private school for students with disabilities. The closure of the facility(ies) shall be pursuant to N.J.S.A. 18A:7F-9 or 18A:46-21.1 and for more than three consecutive school days due to a declared state of emergency, a declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.

~~In the event the school district is required to close a school or the schools of the district for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Commissioner of Education shall allow the district to apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9, one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed if the program of virtual or remote instruction meets such criteria as may be established by the Commissioner Education.~~

The Superintendent of Schools shall submit, with Board approval, the school district’s program of virtual or remote instruction to the Commissioner of Education ~~by no later than October 29, 2021 and, annually thereafter~~ **annually**. **If the Board is unable to complete and submit a proposed program of virtual or remote instruction to the Commissioner in accordance with the timeline established by the Commissioner and the school district is required to close its schools for a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Commissioner of Education may retroactively approve the program.**

~~If provided under the district’s A day of virtual or remote instruction, if provided instituted under the district’s Commissioner of Education’s approved program of virtual or remote instruction that has been approved by the Commissioner, of student attendance for a day of virtual or remote instruction, shall be~~ **accounted for in accordance with N.J.A.C. 6A:32-8.4** ~~considered the~~



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~~equivalent of a full day of school attendance~~ for the purposes of meeting State and local graduation requirements, the awarding of course credit, and other ~~such~~ matters as determined by the Commissioner of Education **in accordance with the provisions of N.J.A.C. 6A:32-13.1(d).**

Pursuant to N.J.A.C. 6A:32-13.1(b), if implemented by the Superintendent, ~~Any~~ the school district's program of virtual or remote instruction shall be provided to an enrolled ~~implemented for the general education~~ students, whether a general education student in preschool through grade twelve or a student with a disability aged three to twenty-one shall ~~provide the same educational opportunities to students with disabilities.~~ The school district shall provide students with a disability with the same educational opportunities provided to general education students to the extent appropriate and practicable. ~~Special education and R~~related services, including speech language services, counseling services, physical therapy, occupational therapy, and behavioral services, may be delivered to **general education students and students with a disability ~~disabilities~~ through the use of electronic communication or a virtual or online platform, **as appropriate** ~~and as required by the student's Individualized Education Program (IEP), to the greatest extent practicable.~~**

In the event the State or local health department determines it is advisable to close or mandates closure of the schools of the district due to a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Superintendent shall have the authority to implement the school district's program of virtual or remote instruction. The Superintendent shall consult with the Board prior to such decision, if practicable. The Superintendent shall ensure that students, parents, staff, and the Board are informed promptly of the Superintendent's decision.

Nothing in N.J.S.A. 18A:7F-**9.b., c., or d.**; ~~and~~ this Policy; **and Regulation 2425** shall be construed to limit, supersede or preempt rights, privileges, compensation, remedies, and procedures afforded to public employees or a collective bargaining unit under Federal or State law or any provision of a collective bargaining agreement entered into by the school district.



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In the event of the closure of a school or the schools of the district due to a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure for a period longer than three consecutive school days:

1. District employees shall be entitled to compensation, benefits, and emoluments pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(1) and (2).
2. The district shall continue to make payments of benefits, compensation, and emoluments pursuant to the terms of a contract with a contracted service provider in effect on the date of the closure as if the services for such benefits, compensation, and emoluments had been provided, and as if the school facilities had remained open pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(3).
3. The district shall be obligated to make payments for benefits, compensation, and emoluments and all payments required pursuant to N.J.S.A. 18A:6-51 et seq., to an educational services commission, county special services school district, and a jointure commission, and under any shared services agreement and cooperative contract entered into with any other public entity pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(4).
4. An educational services commission, county special services school district, and a jointure commission shall continue to make payments of benefits, compensation, and emoluments pursuant to the terms of a contract with a contracted service provider or a shared services agreement in effect on the date of the closure as if the services for such benefits, compensation, and emoluments had been provided, and as if the school facilities had remained open pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(4).

The provisions of N.J.S.A. 18A:7F-9.e.(1) through (4) and 1 through 4 above shall not apply to any employee whose weekly hours of work are reduced, and to whom unemployment benefits are provided, pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq. A contracted



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service provider, educational services commission, county special services school district, or jointure commission shall notify the district with which it has entered into a contract to provide services of its intent to reduce the hours of work of its employees pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq.

1. Notwithstanding the provisions of N.J.S.A. 18A:7F-9.e.(3) and 3. above, if a contracted service provider reduces the amount that it pays to its employees providing services to a school district, and that reduction is the result of a reduction of workhours of those employees made pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq., then the amount paid by the district to the contracted service provider shall be reduced by the same amount.
2. Notwithstanding the provisions of N.J.S.A. 18A:7F-9.e.(4) and 4. above, if an educational services commission, county special services school district, or jointure commission reduces the amount that it pays to its employees providing services to a school district, and that reduction is the result of a reduction of workhours of those employees made pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq., then the amount paid by the district to the educational services commission, county special services school district, or jointure commission shall be reduced by the same amount.

This Policy may be revised as necessary by the Superintendent in accordance with N.J.S.A. 18A:7F-9. The school district's emergency virtual or remote instruction program shall be **posted prominently available** on the school district's website.

N.J.S.A. 18A:7F-9
N.J.A.C. 6A:32-2.1; 6A:32-8.4; 6A:32-13.1

Adopted:



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Second Reading: November 1, 2022

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3270 PROFESSIONAL RESPONSIBILITIES

The Board of Education will establish and enforce rules for the assignment of specific duties to teaching staff members and for the conduct of teaching staff members during the work day.

Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans. Teachers shall also be responsible for providing adequate direction and guidance to substitutes. Lesson plans shall be subject to review by the teaching staff member's Principal or designee and/or immediate supervisor as assigned by the Superintendent.

During the work day, teaching staff members may be assigned extra or alternative duties by the Principal or designee in accordance with Policy 3134. Teaching staff members are to attend every faculty meeting unless expressly excused by the Principal or designee.

N.J.S.A. 18A:27-4

N.J.A.C. 6A:9-3.3

Adopted:



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First Reading: September 20, 2022
Second Reading: November 1, 2022

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R 3270 LESSON PLANS AND PLAN BOOKS

A. Lesson Plans

1. Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans.
2. Lesson plans must conform to the guidelines established by the Superintendent or designee. Plans may be reviewed and monitored by school district administrative staff as determined by the Superintendent.
3. The content of the lesson plan will be determined by the Superintendent or designee. The content of the lesson plan may include, but not be limited to:
 - a. Name of the unit or area of learning;
 - b. Goals and objectives;
 - c. Instructional planning that includes the applicable New Jersey Student Learning Standards (NJSLS);
 - d. Interdisciplinary connections;
 - e. Integration of technology;
 - f. Assessments, including, but not limited to formative, summative, benchmark, and alternative assessments;
 - g. List of core instructional and supplemental materials; and
 - h. Any other content as prescribed by the Superintendent, Principal, and/or immediate supervisor.
4. Lesson plans must be prepared in advance.



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Lesson Plans and Plan Books

5. Lesson plans will follow the format established by the Principal or designee.
 6. Lesson plans must be prepared with clarity and in sufficient detail to permit a substitute to conduct the lesson efficiently and effectively.
- B. Lesson Plan Books
1. Lesson plans shall be kept in an accessible electronic version or in a plan book.
 2. The plan book will permit administrators to monitor classroom instruction.
 3. Content of the lesson plan book shall be designated by the Superintendent and will be determined by the school district.
- C. Substitute Lesson Plans
1. Each teaching staff member shall submit a substitute folder to the Principal or designee that shall contain the following:
 - a. Lesson plans;
 - b. Emergency procedures; and
 - c. Any other content as prescribed by the Principal.
 2. To help a substitute and to provide meaningful work for the students in the event a teaching staff member is absent, subject related activities shall be provided.
 3. Every attempt shall be made to follow the lesson plans so that the student's education will not be interrupted during the teaching staff member's absence.

Issued:



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5512 HARASSMENT, INTIMIDATION, OR AND BULLYING

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A. **Prohibiting Harassment, Intimidation, or Bullying Policy Statement**

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. **The Board has determined that a** safe and civil environment in school is necessary for students to learn and achieve high academic standards; ~~h~~Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. ~~Harassment, intimidation, or bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance.~~ Since students learn by example, school administrators, faculty, staff, and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); **resource family** ~~foster~~ parent(s); or parent surrogate(s) of a student. When parents are separated or divorced, "parent" means the



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person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

B. Definition of Harassment, Intimidation, ~~or and~~ Bullying Definition

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
 - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or
 - b. Has the effect of insulting or demeaning any student or group of students; or
 - c. Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.



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The Board recognizes that bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Recognizing “a real or perceived power imbalance” may assist school officials in identifying harassment, intimidation, or bullying within the context and relative positions of the alleged aggressor and target.

“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or remotely activating paging device (N.J.A.C. 6A:16-1.3).

In accordance with the Board of Education’s Code of Student Conduct and this Policy, all acts of harassment, intimidation, or bullying that occur off school grounds, such as “cyber-bullying” (e.g., the use of electronic means to harass, intimidate, or bully) is addressed in this Policy.

~~Schools are required to address harassment, intimidation, and bullying occurring off school grounds, when there is a nexus between the harassment, intimidation, and bullying and the school (e.g., the harassment, intimidation, or bullying substantially disrupts or interferes with the orderly operation of the school or the rights of other students).~~

~~“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to: a telephone, cellular phone, computer, or pager.~~

C. Student ~~Expectations~~ **Behavior**

The Board **of Education** expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities, with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment, consistent with the Code of Student Conduct.



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The Board believes that standards for student behavior must be set cooperatively through interaction among the ~~students~~, parents **and other community representatives**, school ~~administrators~~ **employees**, school ~~employees~~ **administrators**, school volunteers, **and students of the school district and community representatives**, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and **that** it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities **for helping** ~~to help~~ students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students' abilities to grow in self-discipline.

The Board expects ~~that~~ students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, ~~or~~ ~~and~~ bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;
3. Student rights; and
4. Sanctions and due process for violations of the Code of Student Conduct.



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Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, **school employees, volunteers, students, and community representatives** ~~instructional staff, student support services staff, school administrators, and school volunteers, as well as community organizations, such as faith-based, health and human service, business and law enforcement,~~ in the development of this Policy.

Pursuant to N.J.A.C. 6A:16-7.1, ~~Based on locally determined and accepted core ethical values adopted by the Board, pursuant to N.J.A.C. 6A:16-7.1(a)2,~~ the Board **developed** ~~must develop~~ guidelines for student conduct, **taking** ~~pursuant to N.J.A.C. 6A:16-7.1.~~ ~~These guidelines for student conduct will take~~ into consideration **the nature of the behavior; the nature of the student's disability, if any and to the extent relevant;** the developmental ages of students; ~~the~~ severity of the offenses and students' histories of inappropriate behaviors; and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent **shall** ~~must~~ annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. **The school district will** ~~Students are encouraged to~~ support ~~other~~ students who:

1. Walk away from acts of harassment, intimidation, ~~or and~~ bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, ~~or and~~ bullying to the designated school staff member.



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D. Consequences and ~~Appropriate~~ Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct, **and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying.** ~~The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.~~

In every incident found to be harassment, intimidation, or bullying, the school Principal, in consultation with appropriate school staff, may apply disciplinary consequences and/or remedial actions, such as the provision of counseling, behavioral interventions, or other measures.

Appropriate consequences and remedial actions are those that are graded according to the severity of the offenses; consider the developmental ages of the student offenders; the nature of the student's disability, if any and to the extent relevant; and the students' histories of inappropriate behaviors, per the Code of Student Conduct and N.J.A.C. 6A:16-7.

The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

Factors for Determining Consequences

- **Age, disability (if any and to the extent relevant), developmental and maturity levels of the parties involved and their relationship to the school district;**
- **Degrees of harm;**
- **Surrounding circumstances;**
- **Nature and severity of the behaviors;**
- **Incidences of past or continuing patterns of behavior;**
- **Relationships between the parties involved; and**
- **Context in which the alleged incidences occurred.**



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Factors for Determining Remedial Measures

Personal:

- **Life skill deficiencies;**
- **Social relationships;**
- **Strengths;**
- **Talents;**
- **Traits;**
- **Interests;**
- **Hobbies;**
- **Extra-curricular activities;**
- **Classroom participation;**
- **Academic performance;**
- **Relationship to peers; and**
- **Relationship between student/family and the school district.**

Environmental:

- **School culture;**
- **School climate;**
- **Student-staff relationships and staff behavior toward the student;**
- **General staff management of classrooms or other educational environments;**
- **Staff ability to prevent and manage difficult or inflammatory situations;**
- **Availability of programs to address student behavior;**
- **Social-emotional and behavioral supports;**
- **Social relationships;**
- **Community activities;**
- **Neighborhood situation; and**
- **Family situation.**

Examples of Consequences and Remedial Measures

The consequences and remedial measures may include, but are not limited to, the examples listed below:



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Examples of Consequences:

- **Admonishment;**
- **Temporary removal from the classroom (any removal of .5 days or more must be reported in the Student Safety Data System);**
- **Deprivation of privileges;**
- **Classroom or administrative detention;**
- **Referral to disciplinarian;**
- **In-school suspension during the school week or the weekend;**
- **Out-of-school suspension (short-term or long-term);**
- **Reports to law enforcement or other legal action;**
- **Expulsion; and**
- **Bans from receiving certain services, participating in school-district-sponsored programs or being in school buildings or on school grounds.**

Examples of Remedial Measures

Personal:

- **Restitution and restoration;**
- **Peer support group;**
- **Recommendations of a student behavior or ethics council;**
- **Corrective instruction or other relevant learning or service experience;**
- **Supportive student interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;**
- **Behavioral assessment or evaluation, including, but not limited to, a referral to the Child Study Team, as appropriate;**
- **Behavioral management plan, with benchmarks that are closely monitored;**
- **Assignment of leadership responsibilities (e.g., hallway or bus monitor);**
- **Involvement of school "disciplinarian;"**
- **Student counseling;**



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- **Parent conferences;**
- **Alternative placements (e.g., alternative education programs);**
- **Student treatment; and**
- **Student therapy.**

Environmental (Classroom, School Building, or School District):

- **School and community surveys or other strategies for determining the conditions contributing to HIB;**
- **School culture change and school climate improvement;**
- **Adoption of research-based, systemic bullying prevention programs;**
- **School policy and procedures revisions;**
- **Modifications of schedules;**
- **Adjustments in hallway traffic;**
- **Modifications in student routes or patterns traveling to and from school;**
- **Supervision of student before and after school, including school transportation;**
- **Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);**
- **Teacher aides;**
- **Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;**
- **General professional development programs for certificated and non-certificated staff;**
- **Professional development plans for involved staff;**
- **Disciplinary action for school staff who contributed to the problem;**
- **Supportive institutional interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;**
- **Parent conferences;**
- **Family counseling;**
- **Involvement of parent-teacher organizations;**
- **Involvement of community-based organizations;**
- **Development of a general bullying response plan;**
- **Recommendations of a student behavior or ethics council;**



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- **Peer support groups;**
- **Alternative placements (e.g., alternative education programs);**
- **School transfers; and**
- **Law enforcement (e.g., safe schools resource officer, juvenile officer) involvement or other legal action.**

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.

~~The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.~~

~~Consequences—Students~~

~~Consequences for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a student who commits an act of harassment, intimidation, or bullying are those that are varied and graded according to the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance consistent with the Board's approved Code of Student Conduct and N.J.A.C. 6A:16-7, Student Conduct. The use of negative consequences should occur in conjunction with remediation and not be relied upon as the sole intervention approach.~~

~~Factors for Determining Consequences—Student Considerations~~

- ~~1. Age, developmental and maturity levels of the parties involved and their relationship to the school district;~~
- ~~2. Degrees of harm;~~



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3. ~~Surrounding circumstances;~~
4. ~~Nature and severity of the behavior(s);~~
5. ~~Incidences of past or continuing patterns of behavior;~~
6. ~~Relationships between the parties involved; and~~
7. ~~Context in which the alleged incidents occurred.~~

~~Factors for Determining Consequences—School Considerations~~

1. ~~School culture, climate, and general staff management of the learning environment;~~
2. ~~Social, emotional, and behavioral supports;~~
3. ~~Student-staff relationships and staff behavior toward the student;~~
4. ~~Family, community, and neighborhood situation; and~~
5. ~~Alignment with Board policy and regulations/procedures.~~

~~Examples of Consequences~~

1. ~~Admonishment;~~
2. ~~Temporary removal from the classroom;~~
3. ~~Deprivation of privileges;~~
4. ~~Classroom or administrative detention;~~
5. ~~Referral to disciplinarian;~~
6. ~~In school suspension;~~
7. ~~Out of school suspension (short term or long term);~~
8. ~~Reports to law enforcement or other legal action; or~~
9. ~~Expulsion.~~

~~In accordance with N.J.S.A. 18A:37-15.b.(4), the consequences for a student who commits an act of harassment, intimidation, or bullying may vary depending on whether it is the first act of harassment, intimidation, or bullying by a student, the second act, or third or subsequent acts. If it is the third or subsequent act of harassment, intimidation, or bullying by a student, The Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan **when a student is found to be an offender in three harassment, intimidation, or bullying incidents and each subsequent incident occurring within one school year. The student intervention plan may include disciplinary consequences and/or remedial actions and may require the student, accompanied by a parent, to satisfactorily complete a class or training**~~



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program to reduce harassment, intimidation, or bullying behavior. Each student intervention plan must be approved by the Superintendent ~~which shall be approved by the Superintendent or designee, and may require the student, accompanied by a parent, to complete in a satisfactory manner a class or training program to reduce harassment, intimidation, or bullying behavior.~~

While the majority of incidents may be addressed solely by school officials, the Superintendent or designee and the Principal shall report a harassment, intimidation, or bullying incident to law enforcement officials if the conduct rises to the level of a mandatory report as outlined in the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials.

~~Appropriate Remedial Actions—Students~~

~~Appropriate remedial action for a student who commits an act of harassment, intimidation, or bullying that takes into account the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance. The appropriate remedial action may also include a behavioral assessment or evaluation including, but not limited to, a referral to the Child Study Team as appropriate; and supportive interventions and referral services, including those at N.J.A.C. 6A:16-8.~~

~~Factors for Determining Remedial Measures~~

~~Personal~~

- ~~1. Life skill deficiencies;~~
- ~~2. Social relationships;~~
- ~~3. Strengths;~~
- ~~4. Talents;~~
- ~~5. Interests;~~
- ~~6. Hobbies;~~
- ~~7. Extra-curricular activities;~~
- ~~8. Classroom participation;~~
- ~~9. Academic performance; and~~
- ~~10. Relationship to students and the school district.~~



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Environmental

1. ~~School culture;~~
2. ~~School climate;~~
3. ~~Student-staff relationships and staff behavior toward the student;~~
4. ~~General staff management of classrooms or other educational environments;~~
5. ~~Staff ability to prevent and manage difficult or inflammatory situations;~~
6. ~~Social-emotional and behavioral supports;~~
7. ~~Social relationships;~~
8. ~~Community activities;~~
9. ~~Neighborhood situation; and~~
10. ~~Family situation.~~

~~Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act, and take corrective action for documented systemic problems related to harassment, intimidation, or bullying. The consequences and remedial measures may include, but are not limited to, the examples listed below:~~

Examples of Remedial Measures

Personal ~~Student Exhibiting Bullying Behavior~~

1. ~~Develop a behavioral contract with the student. Ensure the student has a voice in the outcome and can identify ways they can solve the problem and change behaviors;~~
2. ~~Meet with parents to develop a family agreement to ensure the parent and the student understand school rules and expectations;~~
3. ~~Explain the long-term negative consequences of harassment, intimidation, and bullying on all involved;~~
4. ~~Ensure understanding of consequences, if harassment, intimidation, and bullying behavior continues;~~
5. ~~Meet with school counselor, school social worker, or school psychologist to decipher mental health issues (e.g., what is happening and why?);~~
6. ~~Develop a learning plan that includes consequences and skill building;~~



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- ~~7. Consider wrap-around support services or after-school programs or services;~~
- ~~8. Provide social skill training, such as impulse control, anger management, developing empathy, and problem solving;~~
- ~~9. Arrange for an apology, preferably written;~~
- ~~10. Require a reflective essay to ensure the student understands the impact of their actions on others;~~
- ~~11. Have the student research and teach a lesson to the class about bullying, empathy, or a similar topic;~~
- ~~12. Arrange for restitution (i.e., compensation, reimbursement, amends, repayment), particularly when personal items were damaged or stolen;~~
- ~~13. Explore age appropriate restorative (i.e., healing, curative, recuperative) practices; and~~
- ~~14. Schedule a follow-up conference with the student.~~

~~Personal Target/Victim~~

- ~~1. Meet with a trusted staff member to explore the student's feelings about the incident;~~
- ~~2. Develop a plan to ensure the student's emotional and physical safety at school;~~
- ~~3. Have the student meet with the school counselor or school social worker to ensure they do not feel responsible for the bullying behavior;~~
- ~~4. Ask students to log behaviors in the future;~~
- ~~5. Help the student develop skills and strategies for resisting bullying; and~~
- ~~6. Schedule a follow-up conference with the student.~~

~~Parents, Family, and Community~~

- ~~1. Develop a family agreement;~~
- ~~2. Refer the family for family counseling; and~~
- ~~3. Offer parent education workshops related to bullying and social-emotional learning.~~



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Examples of Remedial Measures—Environmental (Classroom, School Building, or School District)

1. ~~Analysis of existing data to identify bullying issues and concerns;~~
2. ~~Use of findings from school surveys (e.g., school climate surveys);~~
3. ~~Focus groups;~~
4. ~~Mailings—postal and email;~~
5. ~~Cable access television;~~
6. ~~School culture change;~~
7. ~~School climate improvement;~~
8. ~~Increased supervision in “hot spots” (e.g., locker rooms, hallways, playgrounds, cafeterias, school perimeters, buses);~~
9. ~~Adoption of evidence based systemic bullying prevention practices and programs;~~
10. ~~Training for all certificated and non-certificated staff to teach effective prevention and intervention skills and strategies;~~
11. ~~Professional development plans for involved staff;~~
12. ~~Participation of parents and other community members and organizations (e.g., Parent Teacher Associations, Parent Teacher Organizations) in the educational program and in problem solving bullying issues;~~
13. ~~Formation of professional learning communities to address bullying problems;~~
14. ~~Small or large group presentations for fully addressing the actions and the school’s response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions;~~
15. ~~School policy and procedure revisions;~~
16. ~~Modifications of schedules;~~
17. ~~Adjustments in hallway traffic;~~
18. ~~Examination and adoption of educational practices for actively engaging students in the learning process and in bonding students to pro-social institutions and people;~~
19. ~~Modifications in student routes or patterns traveling to and from school;~~
20. ~~Supervision of student victims before and after school, including school transportation;~~
21. ~~Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);~~
22. ~~Targeted use of teacher aides;~~



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- ~~23. Disciplinary action, including dismissal, for school staff who contributed to the problem;~~
- ~~24. Supportive institutional interventions, including participation in the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;~~
- ~~25. Parent conferences;~~
- ~~26. Family counseling;~~
- ~~27. Development of a general harassment, intimidation, and bullying response plan;~~
- ~~28. Behavioral expectations communicated to students and parents;~~
- ~~29. Participation of the entire student body in problem-solving harassment, intimidation, and bullying issues;~~
- ~~30. Recommendations of a student behavior or ethics council;~~
- ~~31. Participation in peer support groups;~~
- ~~32. School transfers; and~~
- ~~33. Involvement of law enforcement officers, including school resource officers and juvenile officers or other appropriate legal action.~~

Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand;; increment withholding;; legal action;; disciplinary action;; termination;; and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

Target/Victim Support

~~Districts should identify a range of strategies and resources that will be available to individual victims of harassment, intimidation, and bullying, and respond in a manner that provides relief to victims and does not stigmatize victims or further their sense of persecution. The type, diversity, location, and degree of support are directly related to the student's perception of safety.~~



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~~Sufficient safety measures should be undertaken to ensure the victim's physical and social-emotional well-being and their ability to learn in a safe, supportive, and civil educational environment.~~

~~Examples of support for student victims of harassment, intimidation, and bullying include:~~

- ~~1. Teacher aides;~~
- ~~2. Hallway and playground monitors;~~
- ~~3. Partnering with a school leader;~~
- ~~4. Provision of an adult mentor;~~
- ~~5. Assignment of an adult "shadow" to help protect the student;~~
- ~~6. Seating changes;~~
- ~~7. Schedule changes;~~
- ~~8. School transfers;~~
- ~~9. Before and after school supervision;~~
- ~~10. School transportation supervision;~~
- ~~11. Counseling; and~~
- ~~12. Treatment or therapy.~~

E. ~~Reporting~~ Harassment, Intimidation, ~~or and~~ Bullying ~~Reporting~~ Procedure

The Board of Education requires the Principal at each school to be responsible for receiving **all** complaints alleging **harassment, intimidation, or bullying committed by an adult or youth against a student** ~~violations of this Policy~~. All Board members, school employees, and volunteers and contracted service providers who have contact with students, are required to verbally report **alleged acts of harassment, intimidation, or bullying** ~~alleged violations of this Policy~~ to the Principal or ~~the Principal's~~ designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, ~~and volunteers~~ and contracted service providers who have contact with students, also shall submit a **New Jersey Department of Education-approved HIB 338 Form** ~~report in writing~~ to the Principal within two school days of the verbal report. **Failure to make the required report(s) may result in disciplinary action.** ~~The written report shall be on a numbered form developed by the New Jersey Department of Education in accordance with N.J.S.A. 18A:37-15.b.(5). A copy of the form shall be submitted promptly by the Principal to the~~



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~~Superintendent.~~ **The HIB 338 Form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal Law.**

The district may not fail to initiate an investigation of harassment, intimidation, or bullying solely because written documentation was not provided. Failing to conduct a harassment, intimidation, or bullying investigation solely because a parent or student did not submit written documentation violates the Anti-Bullying Bill of Rights Act and this Policy. If a parent makes a verbal allegation of harassment, intimidation, or bullying to a district staff member, but does not complete and submit the HIB 338 Form, the staff member or a designee must complete and submit the HIB 338 Form.

The Principal or designee **is required to** ~~will~~ inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. ~~The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.~~ **Pursuant to N.J.A.C. 6A:16-7.7(a)2.viii.(2), when providing notification to the parents of all students involved,** ~~t~~**The Principal or designee shall take into account the circumstances of the incident when providing notification to parents of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense. The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.**

The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged ~~acts~~ **violations of harassment, intimidation, or bullying this Policy** to the Principal **or designee** on the same day when the individual witnessed or received reliable information regarding any such incident. **The school district shall provide a person an online means to complete the HIB**



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338 Form to anonymously report an act of harassment, intimidation, or bullying. Formal action for violations of the Code of Student Conduct may not be taken solely on the basis of an anonymous report.

~~A person may report, verbally or in writing, an act of harassment, intimidation, or bullying committed by an adult or youth against a student anonymously. The Board will not take formal disciplinary action based solely on the anonymous report. The district shall provide a means for a parent to complete an online numbered form developed by the New Jersey Department of Education to confidentially report an incident of harassment, intimidation, or bullying.~~

A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

The Principal shall promptly submit a copy of each completed HIB 338 Form to the Superintendent.

~~In accordance with the provisions of N.J.S.A. 18A:37-18, the harassment, intimidation, and bullying law does not prevent a victim from seeking redress under any other available law, either civil or criminal, nor does it create or alter any tort liability.~~

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, **in addition to making the HIB 338 Form available online**, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, **or and bullying or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14** ~~from a district employee~~, and fails to initiate or conduct an investigation, or who should have known of an incident of



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harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action. **The district also should consider procedures and disciplinary action when it is found that someone had information regarding a harassment, intimidation, or bullying incident, but did not make the required report(s).**

F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;
- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
- c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
- d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
- e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, ~~or~~ and bullying in the district.



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2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from among the currently employed staff in the school.

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
 - b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
 - c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.
3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;



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- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and
- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

G. **Investigating Allegations of Harassment, Intimidation, or Bullying** ~~Harassment, Intimidation, and Bullying Investigation~~

~~The Board requires a thorough and complete investigation to be conducted for each report of violations and complaints which either identify harassment, intimidation, or bullying or describe behaviors that indicate harassment, intimidation, or bullying.~~



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[Select Option 1 or Option 2]

[Option 1 – Investigate All Reports]

The Board of Education requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying. All details of an alleged incident must be populated into the HIB 338 Form. However, completing the form shall not delay beginning the investigation in accordance with the law.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student's record under State or Federal law.

The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.



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The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services; order counseling; establish training programs to reduce harassment, intimidation, or bullying and enhance school climate; or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct; intervention services provided; counseling ordered; training established; or other action taken or recommended by the Superintendent.

Parents of students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board. The district may not divulge personally identifying information or any information that could result in the identification of any student other than the child of the parents being notified.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A.



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18A:37-15b(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4.1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying, or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at district school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.]



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[Option 2 – Principal’s Preliminary Determination

Prior to initiating an investigation regarding a reported incident or complaint, the Principal or designee, in consultation with the anti-bullying specialist, shall make a preliminary determination as to whether a reported incident or complaint, assuming all facts are presented as true, is a report within the scope of N.J.S.A. 18A:37-14.

Should the Principal or designee, in consultation with the anti-bullying specialist, determine that a reported incident or complaint, assuming all facts presented are true, is not a report within the scope of N.J.S.A. 18A:37-14, the incident will be addressed through the Board’s Code of Student Conduct policy. The HIB 338 Form shall be completed, even if a preliminary determination is made not to conduct an investigation of harassment, intimidation, or bullying because the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying, and must be submitted to the Superintendent. The Principal will provide the parents of the alleged offender(s) and victim(s) with formal notice of the decision not to initiate a harassment, intimidation, or bullying investigation.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student’s record under State or Federal law.

The Superintendent may require the Principal to conduct a harassment, intimidation, or bullying investigation of the incident if the Superintendent determines that the incident is within the scope of harassment, intimidation, or bullying and shall notify the Principal of this determination in writing. Should the Superintendent require the Principal to conduct a harassment, intimidation, or bullying investigation, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.



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Additionally, any preliminary determination that finds the incident or complaint is a report outside the scope of N.J.S.A. 18A:37-14 may be appealed to the Board, pursuant to the Board policies and procedures governing student grievances, and thereafter to the Commissioner (N.J.A.C. 6A:16-7.7(a)ix(1) and (a)ix(1)(A)). Should the preliminary determination not to conduct an investigation of harassment, intimidation, or bullying be overturned, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.

The Board requires a thorough and complete investigation to be conducted for each reported incident or complaint, assuming all facts presented are true, that is determined to be a report within the scope of N.J.S.A. 18A:37-14. The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or ten school days from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two



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school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services, order counseling, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the Superintendent.

Parents of the students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A. 18A:37-15(b)(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall



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conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.]

[Option—Principal's Preliminary Determination

~~However, prior to initiating the investigation, the Principal or designee, in consultation with the Anti-Bullying Specialist, may make a preliminary determination as to whether the reported incident or complaint, assuming all facts presented are true, is a report within the scope of the definition of harassment, intimidation, and bullying under the Anti-Bullying Bill of Rights Act, N.J.S.A. 18A:37-14.~~



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~~The Principal shall report to the Superintendent if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying. The Superintendent may require the Principal to conduct an investigation of the incident if the Superintendent determines that an investigation is necessary because the incident is within the scope of the definition of harassment, intimidation, and bullying. The Superintendent shall notify the Principal of this determination in writing. An investigation required by the Superintendent must be completed as soon as possible, but not later than ten school days, from the date of the written notification from the Superintendent to the Principal.~~

~~The Principal shall complete the written report form developed by the New Jersey Department of Education, in accordance with N.J.S.A. 18A:37-15.b.(5), even if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying pursuant to N.J.S.A. 18A:37-14. This written report form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal law.~~

~~The Principal or designee, upon making a preliminary determination the incident or complaint is not within the scope of the definition of harassment, intimidation, and bullying, shall inform the parents of the parties involved, who may appeal the preliminary determination to the Board of Education and thereafter to the Commissioner of Education in accordance with N.J.A.C. 6A:3.~~

~~A Board hearing shall be held within ten business days of receipt of the request for a Board hearing. If the preliminary determination, upon review of the facts presented in the reported incident or complaint, is to continue with the harassment, intimidation, and bullying investigation, the investigation shall be completed in accordance with N.J.S.A. 18A:37-15.b.(6) and this Policy.~~

~~The Superintendent shall provide annually to the Board of Education information on the number of times a preliminary determination was made that an incident or complaint was outside the scope of the definition of harassment, intimidation, or bullying for the purposes of the State's monitoring of the school district pursuant to N.J.S.A. 18A:17-46.]~~



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~~The investigation shall be initiated by the Principal or the Principal's designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school Anti-Bullying Specialist in coordination with the Principal. The Principal may appoint additional personnel who are not school Anti-Bullying Specialists to assist with the investigation. Investigations or complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The Superintendent or designee will appoint a staff member to complete investigations involving allegations against a staff member serving in a supervisory or administrative position.~~

~~The investigation shall be completed and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the incident. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school Anti-Bullying Specialist shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.~~

~~The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and may decide to provide intervention services, order counseling as a result of the finding of the investigation, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, impose discipline, or take or recommend other appropriate action, including seeking further information, as necessary.~~

~~The Superintendent shall report the results of each investigation to the Board of Education no later than the date of the regularly scheduled Board of Education meeting following the completion of the investigation. The Superintendent's report shall include information on any consequences~~



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~~imposed under the Code of Student Conduct, any services provided, training established, or other action taken or recommended by the Superintendent.~~

~~Parents of involved student offenders and targets/victims shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents shall include the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, and whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board of Education.~~

~~A parent may request a hearing before the Board of Education after receiving the written information about the investigation. Any request for such a hearing shall be filed with the Board Secretary no later than sixty calendar days after the written information is provided to the parents. The hearing shall be held within ten business days of the request. The Board of Education shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school Anti-Bullying Specialist and others, as appropriate, regarding the incident, the findings from the investigation of the incident, recommendations for consequences or services, and any programs instituted to reduce such incidents, prior to rendering a determination. A redacted copy of the completed written report form developed by the New Jersey Department of Education that removes all student identification information shall be confidentially shared with the Board of Education after the conclusion of the investigation if a hearing with the Board of Education is requested by the parents pursuant to N.J.S.A. 18A:37-15.b.(6)(d).~~

~~At the regularly scheduled Board of Education meeting following its receipt of the Superintendent's report on the results of the investigations to the Board or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the~~



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~~Commissioner of Education, in accordance with N.J.A.C. 6A:3, Controversies and Disputes, no later than ninety days after issuance of the Board of Education's decision.~~

~~A parent, student, or organization may file a complaint with the Division on Civil Rights within one hundred eighty days of the occurrence of any incident of harassment, intimidation, or bullying based on membership in a protected group as enumerated in the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.).~~

H. **Responding to Harassment, Intimidation, or Bullying** ~~Range of Responses to an Incident of Harassment, Intimidation, or Bullying~~

~~The Board of Education authorizes the Principal of each school to define the range of ways in which school staff will respond once an incident of shall establish a range of responses to harassment, intimidation, or and bullying is confirmed, and the Superintendent shall respond to confirmed harassment, intimidation, or bullying, according to the parameters described below and in this Policy. incidents and the Principal and the Anti Bullying Specialist shall appropriately apply these responses once an incident of harassment, intimidation, or bullying is confirmed. The Superintendent shall respond to confirmed harassment, intimidation, and bullying, according to the parameters described in this Policy. The range of ways in which school staff will respond shall include an appropriate combination of counseling, support services, intervention services, and other programs. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring that the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district levels or by law enforcement officials. Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions.~~



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In considering whether a response beyond the individual is appropriate, school officials shall consider the nature and circumstances of the act; the degree of harm; the nature and severity of the behavior; past incidences or past or continuing patterns of behavior; and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom, school building, school district) responses can range from school and community surveys, to mailings, to focus groups, to adoption of research-based harassment, intimidation, or bullying prevention program models, to training for certificated and non-certificated staff, to participation of parents and other community members and organizations, to small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions, and to the involvement of law enforcement officers, including safe schools resource officers.

This Policy and the Code of Student Conduct shall apply to instances when a school employee is made aware of alleged harassment, intimidation, or bullying occurring off school grounds.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include ~~consistent and appropriate~~ positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) **and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report or other legal action) intended to remediate the problem behaviors.**
2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays ~~(when implemented with sensitivity to a student's situation or involvement with harassment, intimidation, and bullying),~~ research



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projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.

3. School responses can include theme days, learning station programs, ~~“acts of kindness” programs or awards, use of student survey data to plan prevention and intervention programs and activities, social norms campaigns, posters, public service announcements, “natural helper” or peer leadership programs, “upstander” programs, parent programs~~ **and information disseminated to students and parents, such as fact sheets or newsletters** ~~the dissemination of information to students and parents explaining acceptable uses of electronic and wireless communication devices~~ **or strategies for fostering expected student behavior,** ~~and harassment, intimidation, and bullying prevention curricula or campaigns.~~
4. District-wide responses can **include community involvement in policy review and development; professional development programs; adoption of curricular and school-wide programs, coordination** ~~comprise of adoption of school-wide programs, including enhancing the school climate, involving the community in policy review and development, providing professional development~~ ~~coordinating with community-based organizations (e.g., mental health, health services, health facilities, law enforcement~~ **officials, faith-based organizations); and disseminating information on the core ethical values adopted by the Board’s Code of Student Conduct, per N.J.A.C. 6A:16-7.1(a)2** ~~launching harassment, intimidation, and bullying prevention campaigns.~~

In providing support for victims of harassment, intimidation, or bullying, the district should identify a range of strategies and resources, which may include, but is not limited to, the following actions for individual victims:



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- **Counseling;**
- **Teacher Aides;**
- **Hallway and playground monitors;**
- **Schedule changes;**
- **Before and after school supervision;**
- **School transportation supervision;**
- **School transfers; and**
- **Therapy.**

I. Reprisal or Retaliation ~~Prohibited~~

The Board of **Education** prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, ~~or one with reliable information,~~ or any other person who has reliable information about an act of harassment, intimidation, or bullying or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures. ~~All suspected acts of reprisal or retaliation will be taken seriously and appropriate responses will be made in accordance with the totality of the circumstances.~~

~~Examples of consequences and remedial measures for students who engage in reprisal or retaliation are listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.~~

~~Examples of consequences for a school employee or a contracted service provider who has contact with students who engage in reprisal or retaliation may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds.~~

~~Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.~~



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~~Examples of consequences for a Board member who engages in reprisal or retaliation may include, but not be limited to: reprimand, legal action, and other action authorized by statute or administrative code. Remedial measures may include, but not be limited to: counseling and professional development.~~

J. ~~Consequences and Appropriate Remedial Action for False Accusations of~~ **Harassment, Intimidation, or Bullying**

The Board of **Education** prohibits any person from falsely accusing another as a means of ~~retaliation or as a means of~~ harassment, intimidation, or bullying.

1. Students - Consequences and appropriate remedial action for a student **could** ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1 et seq., Discipline of **Pupils** ~~Students~~ and as set forth in N.J.A.C. 6A:16-7.2, Short-term ~~s~~Suspensions, N.J.A.C. 6A:16-7.3, Long-term ~~s~~Suspensions, and N.J.A.C. 6A:16-7.4, Expulsions; ~~and those listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.~~
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ could entail discipline in accordance with district policies, procedures, and agreements; **and** ~~which may include, but not be limited to: reprimand, suspension, increment withholding, termination, and/or bans from providing services, participating in school district sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.~~



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3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services. ~~Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.~~

K. Additional Policy Requirements ~~Harassment, Intimidation, and Bullying Policy Publication and Dissemination~~

The Board of Education requires the Superintendent to annually disseminate this Policy to all school employees, contracted service providers who have contact with students, school volunteers, students and parents who have children enrolled in a school in the school district, along with a statement explaining that this Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14, that occur on school property, at school-sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.

The Superintendent shall post a link to this Policy that is prominently displayed on the home page of the school district's website. The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent shall post the name, school phone number, school address, and school email address of the district anti-bullying coordinator on the home page of the school district's website. Additionally, the Superintendent shall post the contact information for the School Climate State Coordinator on the school district home page alongside this Policy.



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Each Principal or designee shall post the name, school phone number, school address, and school email address of both the school anti-bullying specialist and the district anti-bullying coordinator on the home page of each school's website.

The Superintendent shall post the New Jersey Department of Education's Guidance for Parents on the Anti-Bullying Bill of Rights Act on the district homepage and on the homepage for each school in the district with a website.

The Superintendent and the Principal(s) shall provide training on the school district's harassment, intimidation, or bullying policies to school employees contracted service providers and volunteers who have significant contact with students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying. The school district's employee training program shall include information regarding the school district policy against harassment, intimidation, or bullying, which shall be provided to full-time and part-time staff, contracted service providers and school volunteers who have significant contact with students.

The Superintendent shall develop and implement a process for annually discussing this Policy on harassment, intimidation, or bullying with students. The Superintendent and the Principal(s) shall annually conduct a re-evaluation, reassessment, and review of this Policy and any report(s) and/or finding(s) of the school safety/school climate team, with input from the school anti-bullying specialists, and recommend revisions and additions to this Policy as well as to harassment, intimidation, or bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.



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~~This Policy will be disseminated annually by the Superintendent to all school employees, contracted service providers who have contact with students, school volunteers, students, and parents who have children enrolled in a school in the district, along with a statement explaining the Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14 that occur on school property, at school sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.~~

~~The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.~~

~~The Superintendent or designee shall post a link to the district's Harassment, Intimidation, and Bullying Policy that is prominently displayed on the homepage of the school district's website. The district will notify students and parents this Harassment, Intimidation, and Bullying Policy is available on the school district's website.~~

~~The Superintendent shall post the name, school phone number, school address, and school email address of the district Anti-Bullying Coordinator on the home page of the school district's website. Each Principal shall post the name, school phone number, address, and school email address of both the Anti-Bullying Specialist and the district Anti-Bullying Coordinator on the home page of each school's website. The Superintendent or designee shall post the contact information for the New Jersey School Climate State Coordinator on the school district's and on each school's website in the same location as this Policy is posted.~~

~~The Superintendent or designee shall post on the school district's and each school's website the current version of "Guidance for Parents on the Anti-Bullying Bill of Rights Act" developed by the New Jersey Department of Education.~~



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L. Harassment, Intimidation, ~~or and~~ Bullying Training and Prevention Programs

~~The Superintendent and Principal(s) shall provide training on the school district's Harassment, Intimidation, and Bullying Policy to current and new school employees; including administrators, instructors, student support services, administrative/office support, transportation, food service, facilities/maintenance; contracted service providers; and volunteers who have significant contact with students; and persons contracted by the district to provide services to students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying.~~

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction in harassment, intimidation, ~~or and~~ bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member must complete, during the first year of the member's first term, a training program on harassment, intimidation, ~~or and~~ bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

~~The school district shall provide time during the usual school schedule for the Anti-Bullying Coordinator and each school Anti-Bullying Specialist to participate in harassment, intimidation, and bullying training programs.~~

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, ~~or and~~ bullying as required in N.J.S.A. 18A:26-8.2.



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The school district shall annually observe a “Week of Respect” beginning with the first Monday in October. In order to recognize the importance of character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, ~~or and~~ bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the **New Jersey Student Learning Core Curriculum-Content Standards**, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district will annually establish, implement, document, and assess harassment, intimidation, ~~or and~~ bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, ~~or and~~ bullying in accordance with the provisions of N.J.S.A. 18A:37-17.

~~M. Harassment, Intimidation, and Bullying Policy Reevaluation, Reassessment, and Review~~

~~The Superintendent shall develop and implement a process for annually discussing the school district’s Harassment, Intimidation, and Bullying Policy with students.~~

~~The Superintendent, Principal(s), and the Anti-Bullying Coordinator, with input from the schools’ Anti-Bullying Specialists, shall annually conduct a reevaluation, reassessment, and review of the Harassment, Intimidation, and Bullying Policy, and any report(s) and/or finding(s) of the School Safety/School Climate Team(s). The Superintendent shall recommend to the Board necessary revisions and additions to the Policy consistent with N.J.S.A. 18A:37-15.c., as well as to harassment, intimidation, and bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.~~



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MN. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public hearing all acts of violence, vandalism, and harassment, intimidation, ~~or and~~ bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.

NO. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

OP. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Some acts of harassment, intimidation, ~~or and~~ bullying may be bias-related-acts and school officials must report to law enforcement officials any bias related acts, in accordance with N.J.A.C. 6A:16-6.3.(e), and pursuant to the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.

PQ. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of



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employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.

The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

~~QR.~~ Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. may alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports. N.J.S.A. 18A:37-32.

~~S.~~ ~~Approved Private Schools for Students with Disabilities (APSSD)~~

~~In accordance with the provisions of N.J.A.C. 6A:16-7.7(a).2.ix.(2), the Board of Education shall investigate a complaint or report of harassment, intimidation, or bullying, pursuant to N.J.A.C. 6A:16-7.7(a).2.ix. and Section G. of this Policy, occurring on Board of Education school buses, at Board of Education school-sponsored functions, and off school grounds involving a student who attends an APSSD. The investigation shall be conducted by a Board of Education Anti Bullying Specialist, in consultation with the APSSD.~~

The school district shall submit all subsequent amended Harassment, Intimidation, ~~or and~~ Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.

N.J.S.A. 18A:37-13 through 18A:37-37

N.J.A.C. 6A:16-7.1 **through 6A:16-7.9** et seq.

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – **August 2022** ~~April 2011~~ – New Jersey Department of Education
Memorandum – ~~New Jersey Commissioner of Education – Guidance for Schools on Implementing the Anti-Bullying Bill of Rights Act – December 16, 2011~~

Adopted:



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First Reading: September 20, 2022
Second Reading: November 1, 2022

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5513 CARE OF SCHOOL PROPERTY

The Board of Education believes the schools district should help students learn to respect property and instill feelings of pride in their school. The Board requires each student in the district to responsibly care for school property and the school supplies and equipment entrusted to the student by the school district.

Students who cause damage to or lose school property may be subject to disciplinary measures. The Board authorizes the imposition of a fine for the loss, damage, or destruction of items such as but not limited to a textbook, laptop, or an instrument, and reserves the right to withhold a report card or diploma from any student whose payment of a fine is in arrears.

A student who demonstrates chronic and/or serious disregard for property may be referred to the Child Study Team.

The Superintendent shall develop rules for the safekeeping and accounting of textbooks and prepare a schedule of fines for lost, damaged, and destroyed textbooks.

N.J.S.A. 18A:34-2; 18A:37-3
N.J.A.C. 6A:23A-20.6

Adopted:



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First Reading: September 20, 2022
Second Reading: November 1, 2022

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R 5513 CARE OF SCHOOL PROPERTY

A. Teaching Staff Member Responsibilities

1. Teaching staff members will impress upon all students the importance of the proper care of school property and instruct students in the proper use of school facilities, equipment, instructional materials, and textbooks.
2. Teaching staff members will keep an accurate inventory of textbooks and other materials in their classrooms.

B. General Rules Governing the Use of School Property

1. Students shall not deface the school building, furnishings, or equipment in any manner.
2. Students shall not use school furnishings or equipment for purposes other than those for which the furnishing or equipment was designed and intended.
3. Students will care for school textbooks in accordance with D. below.

C. Distribution and Collection of Textbooks and Materials

1. Textbooks will be identified as the property of the Board of Education.
2. A label shall be affixed to each textbook and will include:
 - a. The name of the Board of Education, and



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- b. The name of the school.
3. The following information will also be entered on the label or documented in another manner each time the book is issued to a student:
 - a. The name of the student to whom the book is issued,
 - b. The date on which the book is issued to the student,
 - c. The condition of the book when it is issued, and
 - d. The condition of the book when it is returned.
4. Each classroom teacher will keep a permanent record of the textbooks used in their classroom. The record will include all the information listed in C.2. and C.3. above.
5. A lost textbook must be promptly reported to the teaching staff member who issued the book. A replacement textbook will be issued to the student as soon as possible.
6. Textbooks will be collected and inspected before the end of the school year or marking period, as appropriate. Once inspected, a textbook will be returned to inventory until it is again distributed to a student.
7. Students must remove covers, loose papers, and markings before returning any textbook.
8. Fines may be assessed for lost and damaged textbooks in accordance with a schedule as approved by the Superintendent or designee.



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D. Care of Textbooks by Students

1. Students shall take care not to lose or misplace a textbook or expose a textbook to conditions or circumstances likely to destroy, damage, or degrade it.
2. All textbooks that will be taken home by students must be protected with an appropriate cover to be supplied by the student.
3. Students should not:
 - a. Use pens, pencils, or other implements to mark a place in a textbook;
 - b. Use a textbook to file bulky papers and notes;
 - c. Write in textbooks; or
 - d. Soil textbooks beyond normal use.

E. Fines and Penalties

1. The teaching staff member will inspect each textbook returned and may assess a fine for lost or damaged books. The teacher will prepare a report to be submitted to the Principal or designee that includes:
 - a. The name and number of the textbook damaged or lost;
 - b. The name of the student that lost or damaged a textbook;
 - c. The loss or extent of damage to the textbook; and
 - d. The amount of the fine assessed, if any.
2. In setting fines the teaching staff member may take into account verified extenuating circumstances.



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3. Teaching staff members will not collect fines. Textbook fines shall be submitted to the Principal or designee.
4. A student who finds their lost textbook, after being assessed and paying a fine, will be reimbursed any fine paid for the lost textbook but may ~~will~~ be assessed a fine for any damage done to the book.
5. The Board of Education may withhold a diploma, transcript, or report card until the fine has been paid.

Adopted:



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Second Reading: November 1, 2022

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5517 SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building security measures are important for the safety and welfare of all students, staff, parents, and community members in school buildings. In recognizing this important responsibility, the Principal or designee may require students to carry a school district issued Identification Card.

An Identification Card will be issued to all students in

Choose one or more of the following:

- all school buildings,
- elementary schools,
- middle schools,
- high schools.

[Required For Any Grades Seven through Twelve

The Identification Card shall have printed on the back the telephone number for the New Jersey Suicide Prevention Hopeline (NJ Hopeline) and contact information for a crisis text line pursuant to N.J.S.A. 18A:6-113.1. The district may, in addition to the telephone number for the NJ Hopeline and contact information for a crisis text line, provide the contact information for the National Suicide Prevention Lifeline, a school district crisis center, or any other mental health support services pursuant to N.J.S.A. 18A:3B-73.2.]

The Principal or designee may require a student to present their Identification Card at any time during the school day or at any time during a school-sponsored activity on school grounds.



POLICY GUIDE

STUDENTS

5517/page 2 of 2

School District Issued Student Identification Cards

Notwithstanding any provision of this Policy, the Principal or designee may also require students carry their Identification Card at any school-sponsored, off-campus activity, including but not limited to, field trips or interscholastic sports programs pursuant to N.J.S.A. 18A:36-43a. The provisions of this Policy shall not be construed to require a student to carry the Identification Card while participating in an athletic contest or competition, an activity involving fine arts or performing arts, or any other activity that the Commissioner of Education determines does not require the physical possession of an Identification Card. An Identification Card used in accordance with N.J.S.A. 18A:36-43a shall include, but need not be limited to, the following information: the student's name; an up-to-date photograph; and the current school year.

Any student who fails to have the Identification Card in their possession or fails to present it when required may be denied access to an event or activity and may be subject to appropriate discipline.

An Identification Card issued in accordance with this Policy shall not be considered a government record pursuant to P.L. 1963, c.73 (N.J.S.A. 47:1A-1 et seq.), P.L. 2001, c.404 (N.J.S.A. 47:1A-5), or the common law concerning access to government records.

N.J.S.A. 18A:3B-73.2; 18A:6-113.1; 18A:36-43

Adopted:



POLICY GUIDE

First Reading: September 20, 2022
Second Reading: November 1, 2022

STUDENTS
5722/page 1 of 4
Student Journalism
Jun 22
M

5722 STUDENT JOURNALISM

The Board of Education believes it is important to afford students the opportunity to exercise their creativity, passion, and constitutionally-protected freedom of speech. However, the Board also believes this opportunity must be balanced between ensuring students have the right to speak freely while also preserving the ability of district staff to maintain the safe and orderly operation of the school district. The Board adopts this Policy granting students the right to exercise freedom of speech and of the press in accordance with N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45.

For the purpose of this Policy, the following terms shall mean:

“Prior restraint” means a school official informing a student journalist(s) the news, opinion, feature, and advertising content of school-sponsored media, subject to the restrictions listed in N.J.S.A. 18A:36-45.b., N.J.S.A. 18A:36-45.c., and the provisions of this Policy, cannot be published in school-sponsored media or a school official takes any action to prevent a student from doing so.

“Prior review” means a school official reviewing school sponsored media before it is published, broadcast by a student journalist at school or distributed, or generally made available to members of the student body.

“School official” means the Principal or designee or an administrative staff member designated by the Superintendent.

“School-sponsored media” means any material that is prepared, substantially written, published, or broadcast by a student journalist at school, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. School-sponsored media does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

“Student journalist” means a student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.



POLICY GUIDE

STUDENTS
5722/page 2 of 4
Student Journalism

“Student media advisor” means an individual employed, appointed, or designated by the district to supervise or provide instruction relating to school-sponsored media.

Student journalists have the right to exercise freedom of speech and of the press in school-sponsored media, regardless of whether the media is supported financially by the district or by use of school district facilities, or produced in conjunction with a class in which the student is enrolled. Subject to 1. through 5. below, student journalists are responsible for determining the news, opinion, feature, and advertising content of school-sponsored media. N.J.S.A. 18A:36-45.b. and this Policy shall not be construed to prevent student media advisors from teaching professional standards of English and journalism to student journalists.

This Policy does not authorize or protect expression by a student that:

1. Is libelous or slanderous;
2. Constitutes an unwarranted invasion of privacy;
3. Is profane or obscene;
4. Violates Federal or State law; or
5. So incites students as to create a clear and present danger of the commission of an unlawful act, the violation of school district policies, or the material and substantial disruption of the orderly operation of the school.

The district shall not authorize any prior restraint of any school-sponsored media except for the types of expression prohibited under N.J.S.A. 18A:36-45.c. and as listed in 1. through 5. above.

A school official may implement a procedure for prior review of school-sponsored media. Any prior review of school-sponsored media required by the school official shall be communicated to the student journalist by the school official and be conducted within three school days after submission to the



POLICY GUIDE

STUDENTS
5722/page 3 of 4
Student Journalism

school official by the student journalist. If the school official cannot show the school-sponsored media is prohibited under N.J.S.A. 18A:36-45.c. and 1. through 5. above, within the three school days, the student journalist may release the school-sponsored media.

When a school official determines the restraint of student expression is necessary, the school official shall simultaneously identify at least one of the five prohibitions listed in 1. through 5. above under N.J.S.A. 18A:36-45.c. and in this Policy under which the limitation of student expression is appropriate. This determination shall be provided to the student journalist in writing by the school official that made the determination.

A student journalist may appeal, to the Superintendent or designee, a determination by a school official that the restraint of student expression is necessary. An appeal must be submitted in writing to the Superintendent or designee within five school days of the written determination being communicated to the student journalist. The appeal must include a copy of the written determination and the reasons why the student journalist believes the limitation is not appropriate. The Superintendent or designee may, but is not required to, provide the student journalist an opportunity to present their written appeal in person. The Superintendent or designee will make a determination on the appeal within five school days of receiving the written appeal from the student journalist. The student journalist may appeal a decision of the Superintendent or designee to the Board of Education in writing. The Board of Education will make a decision on the appeal at the first Regular Board Meeting after receiving the written appeal or within ten school days after receiving the written appeal.

A student journalist that violates a provision of this Policy may be subject to appropriate discipline.

The school district shall not sanction a student operating as an independent journalist.

A staff member shall not be dismissed, suspended, disciplined, reassigned, transferred, or otherwise retaliated against solely for acting to protect a student engaged in the conduct authorized under N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45 and this Policy, or refusing to infringe upon conduct that is protected by this Policy, the First Amendment to the United States Constitution, or paragraph 6 of Article I of the New Jersey Constitution.



POLICY GUIDE

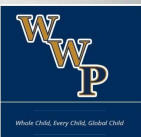
STUDENTS
5722/page 4 of 4
Student Journalism

The Superintendent or designee shall determine reasonable provisions for the time, place, and manner of student expression for the purposes of school-sponsored media.

N.J.S.A. 18A:36-44; 18A:36-45

Adopted:





West Windsor –Plainsboro Regional School District

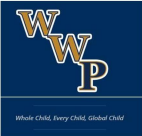
← →
NJSLA, NJGPA, AP, SAT, Graduation
Pathways, DLM, & ACCESS
Testing Report 2021-2022





And today, we have the most diverse pool of fighter pilots ever.

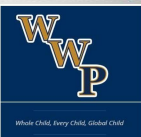
Play (k)



NJSLA

- ◆ Administered in ELA grades 3-9, Math 3-8, Alg 1 and Science 5, 8, 11.
- ◆ Provides state comparative data.





Timeline

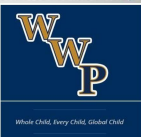
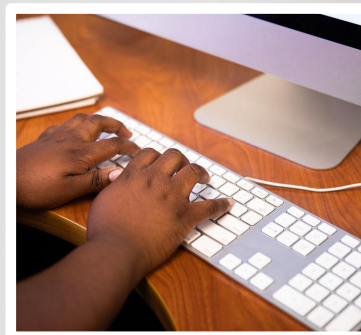
ELA / Math

- ◆ PARCC: 2015-2018
- ◆ NJSLA: 2019- Present
- ◆ NJGPA -2022 Field test

Science

NJSLA -S 2014-2021 -Standards Setting/Field test

NJSLA -S - 2022 results used for district accountability



ELA and Math

Proficiency levels

N
J
S
L
A

Level 1:	Level 2:	Level 3:	Level 4:	Level 5:
Did not yet meet Expectations	Partially Met Expectations	Approached Expectations	Met Expectations	Exceeded Expectations
			★	★
			Passing	

ELA

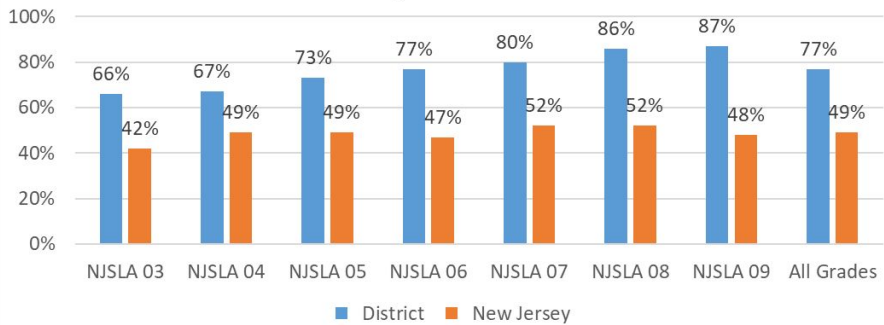
Grade	Did not meet expectations		Partially met expectations		Approached Expectations		Met expectations		Exceeded expectations	
	Level 1, District	Level 1, State	Level 2, District	Level 2, State	Level 3, District	Level 3, State	Level 4, District	Level 4, State	Level 5, District	Level 5, State
3	8%	20%	9%	16%	17%	22%	56%	36%	10%	6%
4	8%	14%	8%	14%	16%	22%	38%	35%	29%	14%
5	4%	13%	5%	15%	17%	23%	53%	40%	20%	9%
6	3%	11%	5%	16%	15%	26%	53%	37%	24%	10%
7	3%	12%	5%	14%	13%	22%	38%	31%	42%	21%
8	3%	14%	3%	13%	9%	21%	36%	36%	50%	16%
9*	2%	12%	2%	16%	8%	24%	46%	37%	41%	12%

* Includes grade 9 students only.

NJSLA Language Arts 2022

Grades 3-9

Total Scoring Level 4 and Level 5





Whole Child, Every Child, Global Child

Mathematics

N
J
S
L
A

Grade	Did not meet expectations		Partially met expectations		Approached Expectations		Met expectations		Exceeded expectations	
	Level 1, District	Level 1, State	Level 2, District	Level 2, State	Level 3, District	Level 3, State	Level 4, District	Level 4, State	Level 5, District	Level 5, State
3	6%	13%	9%	18%	16%	23%	40%	33%	29%	13%
4	8%	13%	11%	23%	18%	25%	44%	33%	19%	6%
5	4%	15%	8%	23%	16%	26%	46%	29%	26%	7%
6	5%	15%	9%	25%	21%	29%	49%	26%	16%	5%
7	3%	11%	8%	24%	26%	32%	56%	29%	7%	5%
8*	37%	30%	46%	32%	13%	22%	4%	15%	0%	1%
Algebra I**	3%	18%	5%	23%	15%	25%	66%	32%	12%	3%
Algebra II**	4%	10%	10%	13%	17%	19%	59%	49%	9%	9%
Geometry**	0%	6%	0%	18%	1%	31%	44%	39%	56%	6%

*Some students in grade 8 participated in the Algebra I assessment in place of the 8th grade Math assessment. Thus, Math 8 outcomes are not representative of grade 8 performance as a whole.

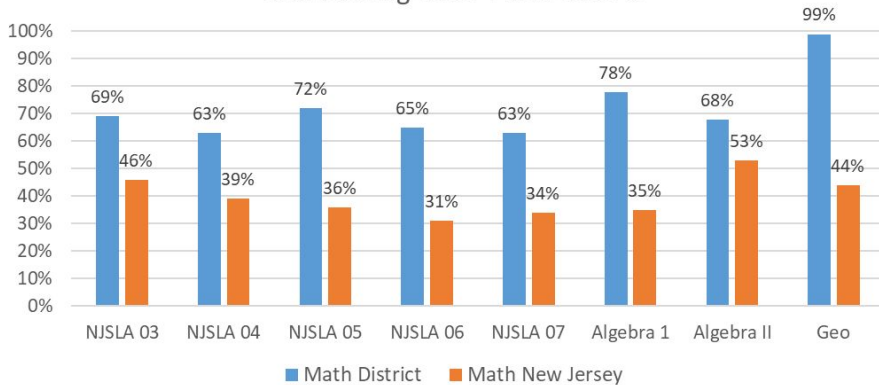
** Students in grades 11 and 12 were not included.



Whole Child, Every Child, Global Child

N
J
S
L
A

NJSLA Mathematics 2022 Grades 3-7, Algebra I, Algebra II, & Geometry Total Scoring Level 4 and Level 5





Whole Child, Every Child, Global Child

N
J
S
L
A

NJSLA - Science

Proficiency levels

Level 1 Below Proficient	Level 2 Near Proficiency	Level 3 Proficient	Level 4 Advanced Proficient
		★	★
Passing			

11



Whole Child, Every Child, Global Child

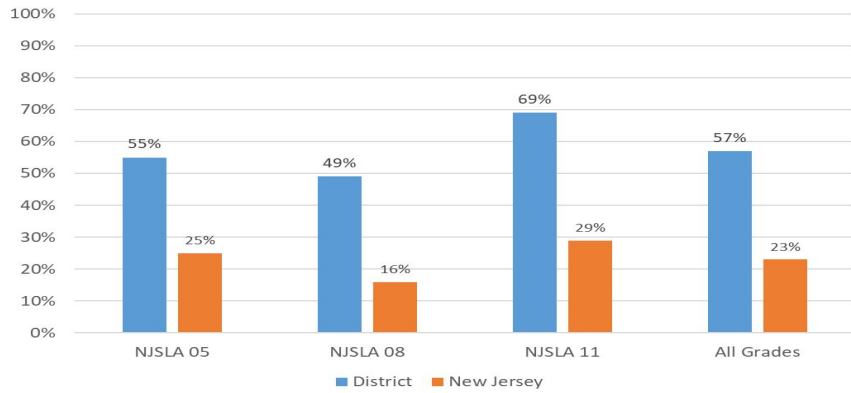
N
J
S
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Science

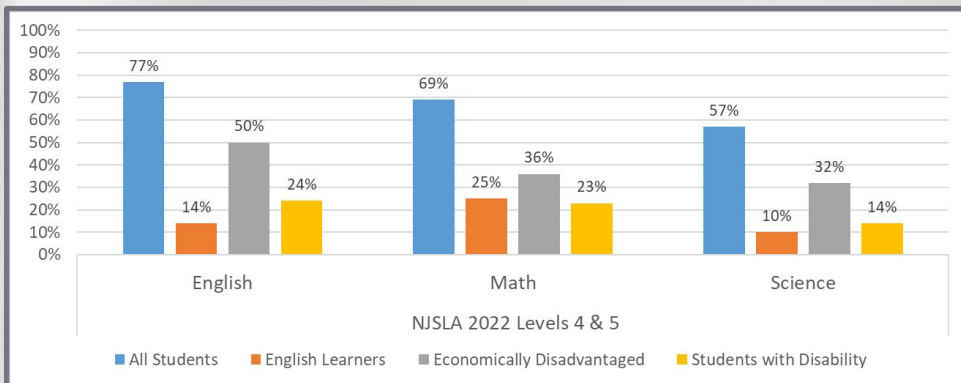
Grade	Below Proficient		Near Proficient		Proficient		Advanced Proficient	
	Level 1, District	Level 1, State	Level 2, District	Level 2, State	Level 3, District	Level 3, State	Level 4, District	Level 4, State
5	14%	42%	31%	33	37%	18%	18%	7%
8	9%	41%	41%	44%	31%	12	18%	4%
11	14%	46%	16%	25%	38%	21%	31%	8%

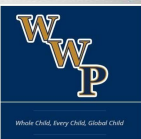
12

NJSLA Science Grades 5, 8, 11 Total Scoring Level 4 and Level 5



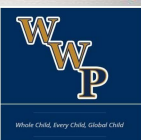
Subgroups





NJGPA

- ◆ NJGPA administered for the first time in Spring 2022.
- ◆ Administered to grade 11 students in Math and ELA only.
- ◆ P.L.2022, c.60 prohibits the results of the NJGPA field test from being used as a prerequisite for students expected to graduate in the class of 2023.
- ◆ For the 2023-24 school year, NJGPA scores will count toward graduation beginning with the class of 2024.



NJGPA

Proficiency levels

Not Yet Graduation Ready	Graduation Ready
Level 1	Level 2
650-749	750-850

N
J
G
P
A



Whole Child, Every Child, Global Child

N
J
G
P
A

Mathematics Performance Levels

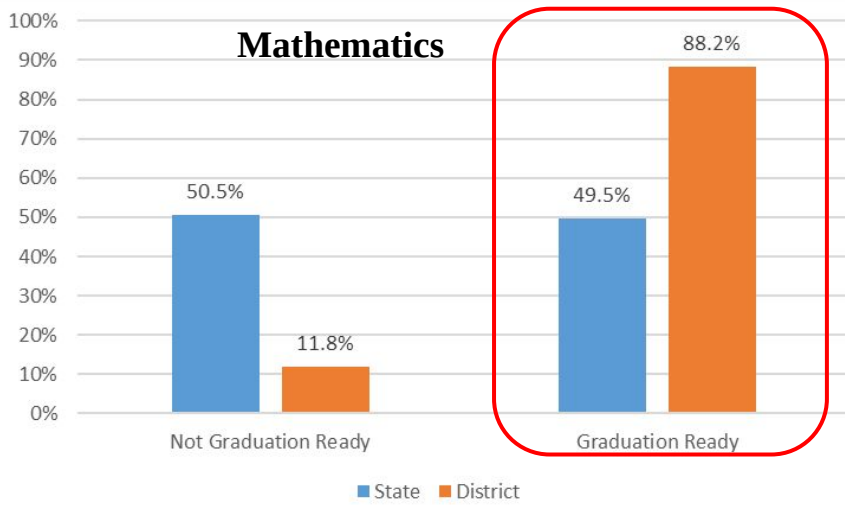
	Number of Valid Scores	Average Scale Score	Mathematics Performance Levels			
			Not Yet Graduation Ready		Graduation Ready	
			#	%	#	%
State	97,368	752	49,145	50.5%	48,223	49.5%
District	790	798	93	11.8%	697	88.2%

17



Whole Child, Every Child, Global Child

N
J
G
P
A



18



Whole Child, Every Child, Global Child

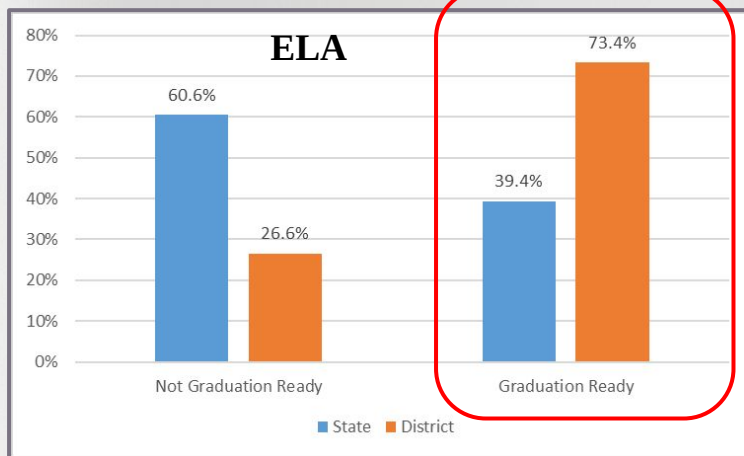
N
J
G
P
A

	Number of Valid Scores	Average Scale Score	ELA Performance Levels			
			Not Yet Graduation Ready		Graduation Ready	
			#	%	#	%
State	96,913	736	58,735	60.60%	38,178	39.40%
District	789	772	210	26.60%	579	73.40%

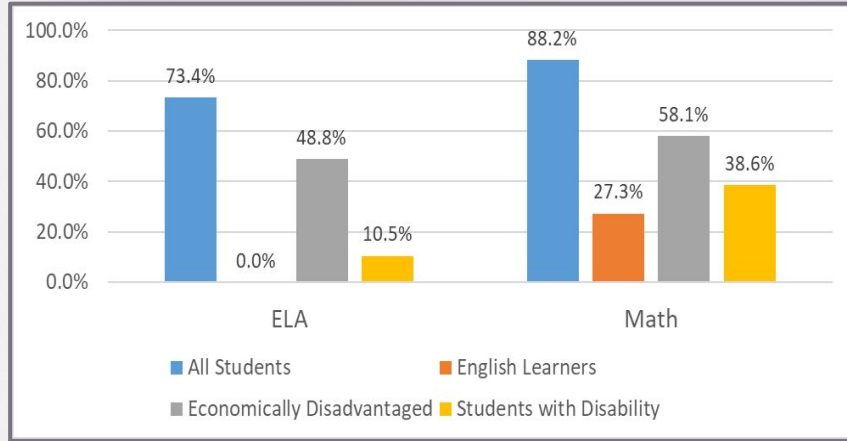


Whole Child, Every Child, Global Child

N
J
G
P
A



Subgroups- Graduation Ready



AP

- ◆ Administered in high school (typically juniors and seniors)
- ◆ Provides national comparative data.





Whole Child, Every Child, Global Child

2022

3,368

Total AP tests
HSN/ HSS

1,713

Total tests:
HSN

1,648

Total tests:
HSS



Whole Child, Every Child, Global Child

AP Results by School

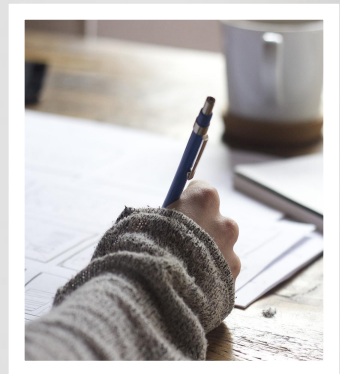
High School North and High School South 2021-2022

Summary AP Results by School

AP Grade	HS North		HS South	
	Total Grades Reported	Percentage of Total	Total Grades Reported	Percentage of Total
5	664	39%	601	36%
4	531	31%	480	30%
3	317	19%	331	19%
2	133	8%	144	8%
1	668	4%	92	5%
Total	1713	100%	1648	100%

Summary AP Results 2022

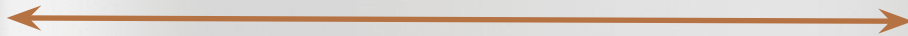
- ◆ 76 % of 11th and 12th grade students took at least one AP course in the 2021-2022 school year.
- ◆ 78 % 11 and grade 12 students who took an AP test, scored 3 or above on at least one AP test in the 2021-2022 school year





Whole Child, Every Child, Global Child

West Windsor –Plainsboro Regional School District

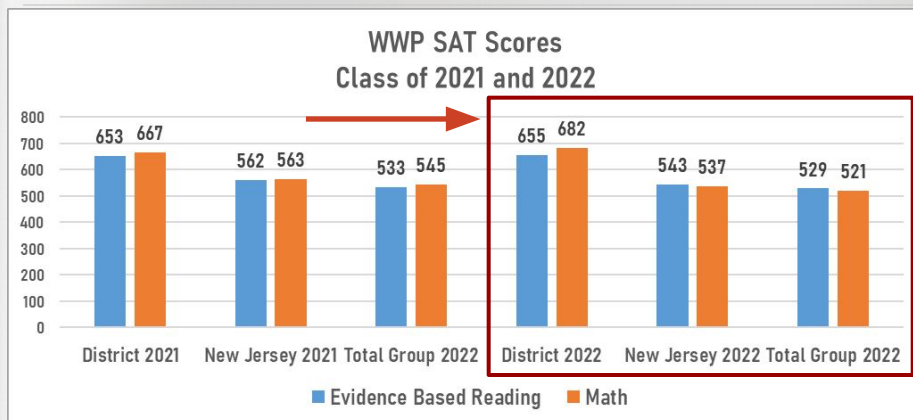


SAT Results



Whole Child, Every Child, Global Child

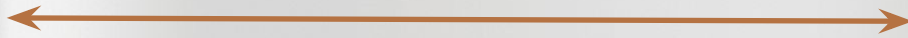
SAT Results 2021-22





Whole Child, Every Child, Global Child

West Windsor –Plainsboro Regional School District



Graduation Pathways



Whole Child, Every Child, Global Child

Class of 2022 Graduation Pathways Requirements

This section reflects the high school graduation assessment requirements for the class of 2022, which were updated on June 5, 2019 pursuant to an amended Consent Order issued by the Appellate Division of the Superior Court of New Jersey. The graduation assessment requirements for the class of 2022 are the same as they were for the classes of 2017–2019.

In English Language Arts (ELA), students must demonstrate proficiency:

1. On New Jersey Student Learning Assessment (NJSLA)/PARCC ELA 10; or
2. By meeting the designated cut score on a substitute competency test such as other high school-level NJSLA/PARCC assessments, the SAT, ACT, or ACCUPLACER as defined in Pathway 2; or
3. By submitting, through the district, a student portfolio appeal to the New Jersey Department of Education.

In mathematics, students must demonstrate proficiency:

1. On NJSLA/PARCC Algebra I; or
2. By meeting the designated cut score on a substitute competency test such as other high school-level NJSLA/PARCC assessments, the SAT, ACT, or ACCUPLACER as defined in Pathway 2; or
3. By submitting, through the district, a student portfolio appeal to the New Jersey Department of Education.





Whole Child, Every Child, Global Child

Graduation Report 21-22

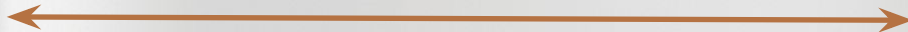


Graduation Path	White	Black	Hispanic	Asian	American Indian	Pacific Islander	Two or More	Total	Students with Disability	Economically Disadvantaged	English Learners	
Meets both Math and ELA Requirements	163	42	30	540			0	4	780	66	38	4
Fails to meet both Math and ELA (not denied)				0	0	0	0	0	8			0
Denied Graduation								0	1			0
Meets ELA First Pathway	0	0	0	0	0	0	0	0	0	0	0	0
Meets ELA Second Pathway	159	37	22	531			0	4	754	46	30	
Meets ELA Third Pathway (Portfolio Appeal)						0	0	0	11			0
Alternate ELA requirements specified in IEP						0	0	0	20	20	5	0
No current ELA Pathway						0	0	0	0	0	0	0
Meets Math First Pathway	115			455					590	13	20	0
Meets Math Second Pathway	43	23	12	73		0			152	29	11	
Meets Math Third Pathway (Portfolio Appeal)						0	0	0	13			
Alternate Math requirements specified in IEP							0	0	26	25		
No current Math Pathway							0	0	0	0	0	0



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West Windsor –Plainsboro Regional School District



DLM

Dynamic Learning Maps

Students use a computer to take 'testlets' in designated subject areas.

Testlets include questions from one or more of the standards that teachers use for instruction during the school year.

Student test over several days.



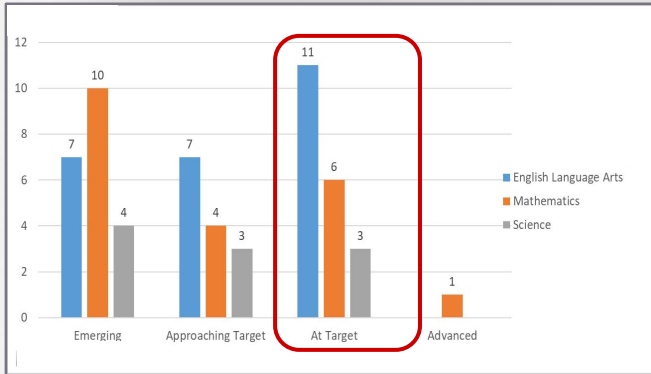
Subject Area Tested	Number of <u>Testlets</u>	Approximate length of time, depending on grade level and student's individual needs
English language arts	9 <u>testlets</u>	90-135 minutes
Mathematics	6-8 <u>testlets</u>	60-120 minutes
Science	9 <u>testlets</u>	45 – 125 minutes

Dynamic Learning Maps

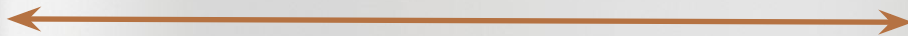
Proficiency levels



Dynamic Learning Maps Grades 3-8 and 11



West Windsor –Plainsboro Regional School District



ACCESS for ELLs

Assessing Comprehension and Communication in English

State-to-State for English Language Learners



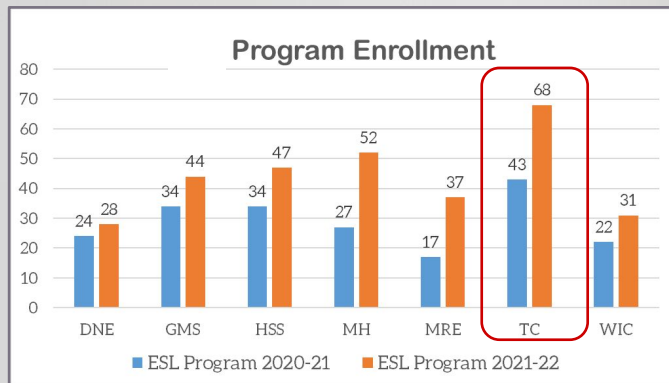
ACCESS Proficiency Levels

ACCESS uses six proficiency levels to delineate the English language acquisition students are able to demonstrate.

<u>Level 1:</u>	<u>Level 2:</u>	<u>Level 3:</u>	<u>Level 4:</u>	<u>Level 5:</u>	<u>Level 6:</u>
Entering	Emerging	Developing	Expanding	Bridging	Reaching



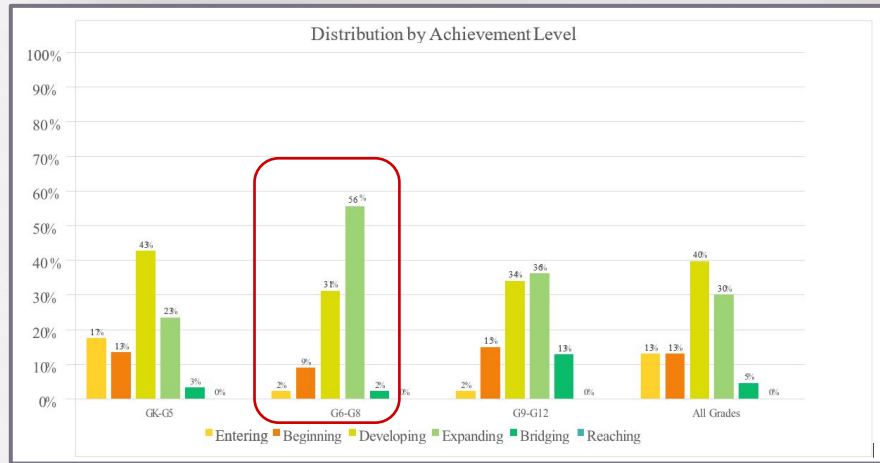
English Language Learner Program





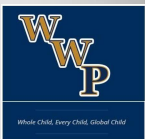
Whole Child, Every Child, Global Child

English Language Learner Program

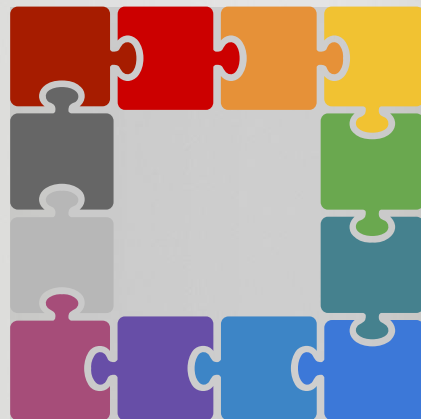


Intervention Strategies

- Reading Recovery
- Interventionists
- Teacher Resource Specialists
 - K-3
 - 4-5
 - 6-12
- SIOP Model (*Sheltered Instruction Observation Protocol Model*)
- Structural changes
 - Workshop models Math & ELA scaled-up
 - Math sequence and Bridges Intervention Materials
- Equity Strategic Goal Work
- Integration of Digital Content and Resources (*Dreambox, iReady, & more*)



**THANK
You!**





Program of
Study
2023-2024

BOE Presentation
November 1, 2022

Whole Child, Every Child, Global Child

New Courses 2023-2024 - Leveling Up



- Dance II
- Theatre Arts II
- Music Technology II

3 NEW

Revisions to the POS for 2023-2024

- Added a description for Dual Enrollment
- Edits and minor changes include:



*Advanced Algebra and Advanced Algebra 2 - now called Algebra 2

*AP Microeconomics - prerequisites adjusted

*The Physics of Astronomy - previously titled: Descriptive Astronomy

*ELL - previously referred to as ESL





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

NOVEMBER 15, 2022: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor-Plainsboro Education Foundation: Graelynn McKeown
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and November 11, 2022 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	Renewal Contracts with West Windsor and Plainsboro Townships for Class III Officers
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	MELLK CRIDGE LLC vs. WW-P BOE
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session, if necessary.

II. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments
- C. Recruitment and Retention Efforts-Human Resources
- D. Special Education Program Review Update

III. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. BOARD OF EDUCATION COMMITTEE REPORTS

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

V. MEETING

A. ADMINISTRATION

To be voted on 11/15/22: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated November 1, 2022, for the following case numbers: 236863-MRS-10252022; 236480-MHE-10192022; 236363-MRS-10182022; 236348-HSN-10182022; 236318-HSS-10182022; 236137-MRS-10142022; 236136-DNE-10142022; 235915-MHE-10122022; 235857-HSN-10112022; 235846-MRS-10112022; 235759-GMS-10102022; 235747-VS-10102022; 235722-HSS-10072022; 235696-GMS-10072022; 235429-GMS-10032022; 235428-HSN-10032022; 235386-MHE-10032022; 235068-HSN-09272022; 236583-MHE-10202022; and 236045-GMS-10132022.
2. Review the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated November 15, 2022, for the following case numbers: 237683-HSS-11042022; 237592-GMS-11032022; 237554-MRS-11032022; 237474-VS-11022022; 237472-MRS-11022022; 237452-VS-11022022; 237341-MHE-11012022; 237313-HSN-11012022; 237245-MRS-10312022; 237139-GMS-10282022; 237010-MRS-10272022; 236876-TCE-10252022; 236822-HSS-10252022; 236807-CMS-10252022; 236802-CMS-10252022; 236583-MHE-10202022; 236571-GMS-10202022; 236519-CMS-10202022; 236479-GMS-10192022; 236209-GMS-10172022; 236208-GMS-10172022.

Policies and Regulations: First Reading

3. First reading of the following policy: N/A

Policies and Regulations: Second Reading

4. Second reading and approval of the following policies:

P2425 Emergency Virtual or Remote Instruction Program
P5512 Harassment, Intimidation, or Bullying

School Safety and Security Plan Review Statement of Assurance

5. Authorize the submission of the district’s School Safety and Security Plan Annual Review Statement of Assurance form to the Executive County Superintendent.

Uniform State Memorandum of Agreement Resolution

6. The Uniform State Memorandum of Agreement Resolutions between the West Windsor-Plainsboro Regional School District Board of Education and Middlesex County Law Enforcement Officials and between the West Windsor-Plainsboro Regional School District Board of Education and Mercer County Law Enforcement Officials; and

Whereas, the Uniform State Memorandum of Agreement between West Windsor-Plainsboro Regional School District Board of Education and Law Enforcement Officials was established in 1988 by the State Board of Education and codified in *N.J.A.C. 6.29-10.1*; and

Whereas *N.J.A.C. 6.29-10.1* established statewide policies and procedures for ensuring cooperation between education officials and law enforcement agencies; and

Whereas, those policies and procedures are consistent with, and complementary to, the State Memorandum of Agreement approved by the Department of Law and Public Safety and the Department of Education (revised in 2015); and

Whereas, this agreement addresses the state’s evolving drug and alcohol problems and the problem of firearms and other weapons brought on to school property; now, therefore be it

Resolved, that the Uniform State Memorandum of Agreement between West Windsor-Plainsboro Regional School District and the Plainsboro Township Police Department be approved; and be it further

Resolved, that the Uniform State Memorandum of Agreement between West Windsor-Plainsboro Regional School District and the West Windsor Township Police Department be approved.

Settlement Agreement

7. Approve a settlement agreement dated November 15, 2022, as recommended by the Board attorney, whereby the Board of Education agrees to pay Mellk Cridge, LLC, the sum of \$500 for costs related to their representation of an employee in a legal matter.

Special Services

8. Approve Carnegie Healthcare to provide nursing services, not to exceed \$69/RN; LPN \$60 and up to \$90,000 through June 30, 2023

9. Approve Bayada Home Health Care, Inc. to provide services, RN not to exceed \$60.00 per hour; LPN \$50.00 per hour and up to \$ 350,000 through June 30, 2023
10. Approve Educational Services Commission of NJ: Psych. & Learning evaluation not to exceed \$252; Social evaluation/\$242; OT & PT evaluation/\$389; Speech evaluation/\$289; Bi-Lingual Psych & Learning evaluation/\$420, Bi-Lingual Social evaluation/\$357; Bi-Lingual Speech evaluation/\$473; \$143 hour/services for children with hearing loss; \$51/hour home instruction services and up to \$320,000 through June 30, 2023.

Additional State Aid – Chapters 192/193

11. Accept additional funding from the State of New Jersey, Department of Education, under provisions of Chapter 193 for the fiscal year 2022-2023, in the amount of: \$380.00. Total funding is amended as follows per the funding statement dated October 26, 2022.

Chapter 193: \$18,961.00

B. CURRICULUM AND INSTRUCTION

To be voted on 11/15/22: Recommend approval of the following resolutions:

High School Program of Studies

1. Adopt the 2023-2024 High School Program of Studies.

Field Trips

2. Approve the following overnight field trips:

High School South

- a) Model Congress to Yale University, New Haven Connecticut, from December 1, 2022, through December 4, 2022. The cost of the trip is approximately \$500 per student.

High School North

- b) Music Department to Denver, Colorado, from April 10, 2023 through April 15, 2023. The cost of the trip is approximately \$1500 per student.

Community Middle School

- c) Science Olympiad to Wichita State University, Wichita Kansas, from May 18, 2023, through May 21, 2023. The cost of the trip is approximately \$1,800 per student.

C. FINANCE

To be voted on 11/15/22: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for November 15, 2022 (run on 11-07-22) in the amount of \$7,481,985.37.
 - b) Bills List Capital for November 15, 2022 (run on 11-03-22) in the amount of \$29,816.99.

2. Budget adjustments as follows:
 - a) 2022-2023 school year as shown on the expense account adjustments for October 31, 2022 (run on 11-08-22) (Adjustment No. 173-220).

3. Accept the following reports, which will become a permanent part of the Board Minutes:

A-148 Report of the Secretary to the Board of Education as of September 30, 2022, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

A-149 Report of the Treasurer of School Monies to the Board of Education as of September 30, 2022.

Change Order – Referendum Project

4. Approve Change Order No. 03 to the July 20, 2021 Bid #2021-02 single overall contract of J.H. Williams Enterprises, Moorestown, New Jersey, for West Windsor-Plainsboro Regional School District Addition and Renovations to J.V.B. Wicoff Elementary School, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architects/Planners Project No. 50630) for additional costs to perform work at gas meter area, provide and install soffit framing, furnish and install additional electrical work, and additional gas pip fitting and welding to reduce 6” gas line to 4” as required by PSE&G, at a total cost of \$25,216.76. This change order increases the total contract amount from \$5,876,078.51 to \$5,901,295.27.

Co-Op Purchase over the Bid Limit:

5. Authorize the following Cooperative purchase over the bid limit:
 - a) A purchase utilizing NJ Cooperative Bid – ESCNJ/AAEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
74	Dell CTO 3420 I7-1165G7 256 1165 W10	\$ 1,148.64	\$84,999.36

Equipment Disposal

6. Disposal of obsolete equipment that has met the district's life expectancy. [The age and/or physical condition of the equipment rendered it ineffective.]

Dutch Neck
Table, serving

Millstone River
Camera, flip - 4
Cassette player
Headphones
Projector, overhead - 3
Radio, boom box
Scanner, barcode
Speaker

Town Center
Screening booth, audio

Transportation

Bus Evacuation Drills - Fall

7. Acknowledge the following bus evacuation drills were performed in compliance with *N.J.A.C. 6A: 27-11.2*:

Date	Time	School	Location	Routes	Overseer
10/19/2022	7:25	HS North	90 Grovers Mill Rd	HN1-34/NC50-58	J. Dauber
10/18/2022	8:40/ 12:40	Maurice Hawk	303 Clarksville Rd	MH1-18/MH50-52 MHK90-95	S. Bright
10/17/2022	8:40	Millstone River	75 Grovers Mill Rd	MR1-26 MR50-54	G. Dalton
10/17/2022	8:40/ 12:40	Wicoff	510 Plainsboro Rd	WE1-9/WE53/ WEK90-91	M. Wellborn
10/21/2022	8:40/ 12:40	Town Center	700 Wyndhurst Dr	TC1-10/TC53-56 TCK 90-92	E. Falk
10/20/2022	7:25	CMS	95 Grovers Mill Rd	CM1-CM26/ NC50-58	K. Schimpf
10/27/2022	7:25	TGMS	10 Southfield Rd	TG1-27/ TG51	L. Thomas
10/26/2022	8:40	Village	601 New Village Rd	VE1-20 VE/WC51	G. Tulp
10/14/2022	7:25	HSS	326 Clarksville Rd	HS1-28/ HS50-53, 54,55	J. Cincotta
10/17/2022	8:40/ 12:40	Dutch Neck	392 Village Rd E	DN1/DN03-DN18/ DN51/ DNK90-94	D. Argese

Travel and Related Expenses Reimbursement

8. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) One District administrator to attend three NJASBO classes: Pupil Transportation on December 3, 2022, Food Service on December 10, 2022, and Core Curriculum on December 17, 2022, at a cost of \$70 each plus mileage.
- b) One administrator to attend the National Council of Teachers of Mathematics Conference in Baltimore, Maryland, From November 30, 2022, through December 2, 2022, at a cost not to exceed \$1,125 per person.

- c) One District administrator to attend an online training course, "Mediation Dos and Don'ts" with the New Jersey State Bar Association at a cost not to exceed \$230.

D. PERSONNEL

To be voted on 11/15/22: Recommend approval of the following resolutions:

Personnel

- 1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Job Descriptions

- 2. Approve the following revised job descriptions:
 - a) Special Education Teacher
 - b) Teacher

Intern

- 3. Approve the following Guidance intern for spring 2023, pending background clearance:
 - a) Maggie Boyle: High School North (The College of New Jersey)

VI. APPROVAL OF BOARD OF EDUCATION MINUTES - *NONE*

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 11/15/2022

Deadline for next Agenda: 11/18/2022

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Conover, Meghan	Appoint	Teacher Special Education	OBA	\$59,500.00 (prorated)	CMS	TBD	6/30/23	Appoint as Special Education Teacher, certificate pending, pending employment verification, replacing Jenna Lee, who resigned. (Tenure date: TBD)
Change								
Piotrowski, Jaimie	Change	Teacher Language Arts		N/A	GMS	11/17/22	4/14/23	Change FMLA/NJFLA/CC from 12/7/22-3/3/23 to 11/17/22-2/15/23 unpaid, with benefits. Change CC from 3/6/23-4/21/23 to 2/16/23-4/14/23 unpaid, no benefits. (RTW: 4/17/23)
Biancosino, Gabriele	Change %	Teacher Special Education- 120%		\$88.45/day	HSN	11/8/22	TBD	Additional per diem payment for an extra section.
Colpini, Jana	Change %	Teacher Special Education- 120%		\$102.04/day	HSN	11/8/22	TBD	Additional per diem payment for an extra section.
Kitson, Mary	Change %	Teacher Special Education- 120%		\$102.24/day	HSN	11/8/22	TBD	Additional per diem payment for an extra section.
Lagomarsino, Ryan	Change %	Teacher Special Education- 120%		\$69.75/day	HSN	11/8/22	TBD	Additional per diem payment for an extra section.
Weber, Nicole	Change %	Teacher Special Education- 120%		\$98.55/day	HSN	11/8/22	TBD	Additional per diem payment for an extra section.
Leave of Absence								
Karpinski, Megan	Leave- FMLA/NJFLA/CC	Teacher Elementary		N/A	WIC	5/1/23	9/29/23	FMLA/NJFLA/CC: 5/1/23-9/29/23 unpaid, with benefits. (RTW: 10/2/23)
Rodgers, Michelle	Leave- CC Extend	Teacher Art		N/A	MR	9/1/23	6/30/24	Extend CC leave for 2nd year. (RTW: 9/1/24)
Vetter, Stephanie	Leave- FMLA/NJFLA/CC	Teacher Special Education		N/A	MH	3/13/23	6/2/23	FMLA/NJFLA/CC: 3/13/23-6/2/23 unpaid, with benefits. (RTW: 6/5/23)
Resignation								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Milman, Evan	Resign	Teacher Mathematics Interventionist		N/A	MH	6/30/23	6/30/23	Resign, after 25 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Appoint								
Bossio, Alfred	Appoint	Security Officer "Eyes on the Door"- Substitute		\$15.00/hr.	DIST	11/16/22	6/30/23	Appoint as substitute security officer - "Eyes on the Door", pending employment verification, as needed.
Change								
Arminio, Catherine	Change	Human Resources Manager		\$82,500.00 (prorated)	CO	11/21/22	6/30/23	Change start date from TBD to 11/21/22 for change from Administrative Analyst for Human Resources to Human Resources Manager.
Ghosh, Sudipta	Change	Instructional Assistant		N/C	CMS	10/31/22	6/30/23	Change hours from 7.25 hrs/day to 7.58 hrs/day.
Jones, Mayleen	Change	Instructional Assistant	1	\$18.49/hr.	TC	12/1/22	6/30/23	Change start date from TBD to 12/1/22.
Mohan, Poorani	Change	Cafeteria Aide	0	\$15.09/hr.	MR	11/7/22	6/30/23	Change start date from TBD to 11/7/22.
Adams, Loretta	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 5.75 hrs/day to 6.65 hrs/day, not to exceed 40 hrs/day per week.
Cassidy, Trinity	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 7.5 hrs/day to 8.0 hrs/day per day, not to exceed 40 hrs/day per week.
Cheesman, Susanne	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 7.8 hrs/day to 7.9 hrs/day per day, not to exceed 40 hrs/day per week.
Correa, Cheryl	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 7.8 hrs/day to 7.9 hrs/day per day, not to exceed 40 hrs/day per week.
Dimanche, Jean	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 6.5 hrs/day to 7.3 hrs/day per day, not to exceed 40 hrs/day per week.
Hill, Michael	Change	Bus Driver		N/C	TRAN	10/1/22	6/30/23	Change from 7.0 hrs/day to 7.25 hrs/day per day, not to exceed 40 hrs/day per week.
Livingston, Osborn	Change	Bus Driver		N/C	TRAN	10/1/22	6/30/23	Change from 7.0 hrs/day to 7.25 hrs/day per day, not to exceed 40 hrs/day per week.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Marcelin, Frito	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 7.8 hrs/day to 7.9 hrs/day per day, not to exceed 40 hrs/day per week.
Nixon, Brian	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 7.8 hrs/day to 8.0 hrs/day per day, not to exceed 40 hrs/day per week.
Nixon, Rashad	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 7.0 hrs/day to 7.4 hrs/day per day, not to exceed 40 hrs/day per week.
Perez, Myrna	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 6.5 hrs/day to 6.9 hrs/day per day, not to exceed 40 hrs/day per week.
Zimmermann, Laura	Change	Bus Driver		N/C	TRAN	10/1/22	5/31/23	Change from 6.5 hrs/day to 7.3 hrs/day per day, not to exceed 40 hrs/day per week.
Carlisi, Tracy	Change	Bus Aide		N/C	TRAN	10/1/22	5/31/23	Change from 6.5 hrs/day to 7.05 hrs/day per day, not to exceed 40 hrs/day per week.
Revolorio, Jason	Change	Bus Aide		N/C	TRAN	10/1/22	6/30/23	Change from 6.5 hrs/day to 6.75 hrs/day per day, not to exceed 40 hrs/day per week.
Rundbaken, MaryAnn	Change	Bus Aide		N/C	TRAN	10/1/22	5/31/23	Change from 5.25 hrs/day to 5.55 hrs/day per day, not to exceed 40 hrs/day per week.
D. Substitute / Other								
Appoint								
Javvaji, Balakotidevi Lakshmi Sudharani	Appoint	Substitute Teacher		\$105.00/day	DIST	11/16/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Rescind								
Tomasulo, Michael	Rescind	Substitute Teacher		\$115.00/day	DIST	11/4/22	11/4/22	Rescind New Jersey Certified Substitute Teacher.
Resignation								
Amenta, Edna	Resign	Substitute Teacher		N/A	DIST	11/4/22	11/4/22	Resign from position.
E. Extracurricular / Extra Pay								
Curriculum								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Zeng, Yi	Extra Duty	Curriculum		\$47.09/hr.	DIST	9/1/22	6/30/23	Chinese DLI Grade 2 Curriculum revisions, total program not to exceed 40 hours.
ESSER								
Ginsburg Goldstein, Sarah	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/25/23	After School Tutorial, total program not to exceed 110 hours.
Keeney, Megan	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/25/23	After School Tutorial, total program not to exceed 110 hours.
Nemeroff, Catherine	Extra Duty	ESSER		\$47.09/hr.	CMS	10/1/22	6/30/23	After School Tutorial, total program not to exceed 110 hours.
Postlethwait, Brooke	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/25/23	After School Tutorial, total program not to exceed 110 hours.
Staffieri, Monique	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/25/23	After School Tutorial, total program not to exceed 110 hours.
Efstathios, Ariana	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Fisher, Michelle	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Ginsburg Goldstein, Sarah	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Jackson, Michael	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Lepore, Patrick	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
McGuinness, Catherine	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Merkert, Ashley	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Scibienski, Faith	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Staffieri, Monique	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Beauchamp, Marissa	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Maggipinto, Gennifer	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Struble, Donna	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Bhattacharya, Meenakshi	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Coburn, Matthew	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Costello, Kathleen	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Desmond, Mary	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Miller, Sydney	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Naud, Melissa	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Reilly, Kathleen	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Roder, Jamie	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Scully, Kevin	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Silva, Samantha	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Walsh, Michelle	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Young, Benjamin	Extra Duty	ESSER		\$47.09/hr.	HSS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Callahan-Andersen, Barbra	Extra Duty	ESSER		\$47.09/hr.	MH	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Gagnon, Amanda	Extra Duty	ESSER		\$47.09/hr.	MH	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
McCormick, Megan	Extra Duty	ESSER		\$47.09/hr.	MH	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Stevens, Kayla	Extra Duty	ESSER		\$47.09/hr.	MH	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Yeager, Shannon	Extra Duty	ESSER		\$47.09/hr.	MH	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Baer, Debra	Extra Duty	ESSER		\$47.09/hr.	TC	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Boyce, Patricia	Extra Duty	ESSER		\$47.09/hr.	TC	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Kennan, Beth	Extra Duty	ESSER		\$47.09/hr.	TC	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Kloutis, Kimberly	Extra Duty	ESSER		\$47.09/hr.	TC	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Aliseo, Brian	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Campbell, Shannon	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Colpini, Jana	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Costanza, Michelle	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Crystal, Jamie	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Figueroa, Jessica	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Godowski, Chelsea	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Gore, Matthew	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Hannon, Christa	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Johnson, Courtney	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Kitson, Mary	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Kratz, Emily	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Lagomarsino, Ryan	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Lukacher, Alyson	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Matrale, Ashley	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pyle, Maria	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Ramaprasad, Venkat	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Riley, Theresa	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Sreenivasan, Samhitha	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Warner, Jared	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Weber, Nicole	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Wheeler, Laura	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Learning Assistant								
Khaliq, Nadia	Extra Duty	Learning Assistant		\$19.00/hr.	HSN/HSS	TBD	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Venkatraman, Durgalakshmi	Extra Duty	Learning Assistant		\$19.00/hr.	HSN/HSS	TBD	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Lifeguard								
Atligan, Melisa	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Atligan, Melisa	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Castro, Mia	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Castro, Mia	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Fea, Brianna	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Fea, Brianna	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Majumdar, Aadil	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Majumdar, Aadil	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Owens, Zachary	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Owens, Zachary	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Pelosi, Samantha	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Pelosi, Samantha	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Rane, Kritin	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Rane, Kritin	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Vandenber, Kylie	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Vandenber, Kylie	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Wong, Timothy	Extra Duty	Lifeguard		\$13.00/hr.	HSN	11/16/22	12/31/22	Student Lifeguard, as scheduled.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Wong, Timothy	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/23/23	6/30/23	Student Lifeguard, as scheduled.
Chauhan, Animesh	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Chauhan, Animesh	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Devpura, Arushi	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Devpura, Arushi	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Donnelly, Lauren	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Donnelly, Lauren	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Dorfman, Julia	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Dorfman, Julia	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Mayer, Ava	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Mayer, Ava	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Meir, Carmel	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Meir, Carmel	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Negi, Aditi	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Negi, Aditi	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Piccione, Olivia	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Piccione, Olivia	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Sehgal, Veer	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Sehgal, Veer	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Yadav, Samaira	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Yadav, Samaira	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Yan, Sarah	Extra Duty	Lifeguard		\$13.00/hr.	HSS	11/16/22	12/31/22	Student Lifeguard, as scheduled.
Yan, Sarah	Extra Duty	Lifeguard		\$14.13/hr.	HSS	1/1/23	6/30/23	Student Lifeguard, as scheduled.
Nursing								
All Certified WWPEA School Nurses	Extra Duty	School Nurse- Field Trip Coverage		As per Contract	DIST	9/1/22	6/30/23	Approve all WWPEA School Nurses for field trip coverage, as approved by Supervisor.
Title III								
Aconi, Fabio	Extra Duty	Title III: Adult Classes		\$47.09/hr.	DIST	11/1/22	6/30/23	ESL Adult Evening Classes (Parent Academy), total program not to exceed 4 hours per workshop up to 24 weeks. (Paid through Title III grant funds.)
Bader Roman, Amanda	Extra Duty	Title III: Adult Classes		\$47.09/hr.	DIST	11/1/22	6/30/23	ESL Adult Evening Classes (Parent Academy), total program not to exceed 4 hours per workshop up to 24 weeks. (Paid through Title III grant funds.)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Jackson-Escogido, Jennifer	Extra Duty	Title III: Adult Classes		\$47.09/hr.	DIST	11/1/22	6/30/23	ESL Adult Evening Classes (Parent Academy), total program not to exceed 4 hours per workshop up to 24 weeks. (Paid through Title III grant funds.)
Barabas, Martha	Extra Duty	Title III: Academic Support		\$47.09/hr.	GMS	9/1/22	6/30/23	ESL Middle School Homework Club, total program not to exceed 4 hrs/wk up to 25 weeks. (Paid through Title III grant funds.)
Bissinger, Shayne	Extra Duty	Title III: Academic Support		\$47.09/hr.	GMS	9/1/22	6/30/23	ESL Middle School Homework Club, total program not to exceed 4 hrs/wk up to 25 weeks. (Paid through Title III grant funds.)
Ali, Sukaina	Extra Duty	Title III: Academic Support		\$47.09/hr.	GMS	9/1/22	6/30/23	ESL Middle School Homework Club, total program not to exceed 4 hrs/wk up to 25 weeks. (Paid through Title III grant funds.)
Zola, Anna	Extra Duty	Title III: Academic Support		\$47.09/hr.	GMS	9/1/22	6/30/23	ESL Middle School Homework Club, total program not to exceed 4 hrs/wk up to 25 weeks. (Paid through Title III grant funds.)
Aconi, Fabio	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Bader Roman, Amanda	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Burke, Anastasia	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Jackson-Escogido, Jennifer	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Kloutis, Kimberly	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Kravis, Yuko	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
McCormick, Gabrielle	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Nodong, Pema	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
O'Hara, Margaret	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Singleton-Baldrey, Rebecca	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Tran, Piao	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Zola, Anna	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
E. Stipend Athletic								
Basketball								
Johnson, Henry	Stipend- Athletic	Basketball- Boys Coach		\$3,018.20	GMS	Winter 2022-2023	Winter 2022-2023	Basketball - Boys Coach, 0 yrs. exp., paid in FULL in March.
Harrington, Ivy	Stipend- Athletic	Basketball- Girls Coach		\$3,018.20	GMS	TBD	Winter 2022-2023	Basketball - Girls Coach, 0 yrs. exp., paid in FULL in March.
Swimming								
Pegues, Stephanie	Stipend- Athletic	Swimming- Assistant Coach		\$5,030.33	HSS	Winter 2022-2023	Winter 2022-2023	Swimming - Assistant Coach, 0 yrs. exp., paid in FULL in March.
Wrestling								
Goode, Douglas	Stipend- Athletic	Wrestling- Coach		\$3,018.20	CMS	Winter 2022-2023	Winter 2022-2023	Wrestling Coach, 0 yrs. exp., paid in FULL in March.
Pettus, Evan	Stipend- Athletic	Wrestling- Coach		\$3,018.20	CMS	TBD	Winter 2022-2023	Wrestling Coach, 2 yrs. exp., paid in FULL in March.
Change								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lewis, Allyson	Stipend- Athletic	Basketball- Girls Coach		\$3,018.20	CMS	11/4/22	Winter 2022- 2023	Change start date from TBD to 11/4/22 for Basketball - Girls Coach, 0 yrs. exp., paid in FULL in March.
Lamarca, Ryan	Stipend- Athletic	Volunteer Basketball		\$0.00	HSS	11/4/22	6/30/23	Change start date from TBD to 11/4/22 for Volunteer Basketball.
E. Stipend Non-Athletic								
Robotics								
Kamen, Libby	Stipend Non-Athletic	Volunteer Robotics		\$0.00	HSN/HSS	9/1/22	6/30/23	Volunteer for Robotics
Specialized Support								
Badrinarayanan, Revathi	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Boehm, Ashley	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Buck, Holly	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Calotta, Cynthia	Stipend Non-Athletic	Instructional Assistant		\$500.00	MH	9/1/22	6/30/23	Specialized Support Stipend - Partial Day, paid 1/2 in Dec. and 1/2 in June.
Cushman, Kimberly	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
DeSilva, Dona	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Devine Horn, Patricia	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Dey, Sara	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	CMS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Ghosh, Sudipta	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	CMS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Gorman, Elizabeth	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	CMS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Husain, Ayesha	Stipend Non-Athletic	Instructional Assistant		\$1,000.00 (prorated)	TC	10/12/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Hvisdock, Diana	Stipend Non-Athletic	Instructional Assistant		\$1,000.00 (prorated)	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Jones, Maureen	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Jones, Mayleen	Stipend Non-Athletic	Instructional Assistant		\$1,000.00 (prorated)	TC	12/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Josephson, Emily	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	CMS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Kamath, Annapoorna	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Khemani, Bharti	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Kodali, Vasavi	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	CMS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Konar, Jaba	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Kretzmann, Angela	Stipend Non-Athletic	Instructional Assistant		\$500.00	CMS	9/1/22	6/30/23	Specialized Support Stipend - Part Time, paid 1/2 in Dec. and 1/2 in June.
Lackey, Roxanne	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Lee, Kelly	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Lincoln, Diane	Stipend Non-Athletic	Instructional Assistant		\$500.00	MH	9/1/22	6/30/23	Specialized Support Stipend - Part Time, paid 1/2 in Dec. and 1/2 in June.
Lloyd, Regina	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Mehta, Sweety	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Mishra, Nandita	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Mitra, Eshika	Stipend Non-Athletic	Instructional Assistant		\$1,000.00 (prorated)	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Mohapatra, Simantini	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Murray, Stacy	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Oertel, Linette	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Osadchuk, Anna	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Paradkar, Kirti	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Perrine, Kimberley	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Peters, Frances	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	CMS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Pitcherello, Lisa	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Prakash, Rekha	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Ranganathan, Ramya	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Rosenbaum, Ellen	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rossi, Mary	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Sen, Chandrani	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Shah, Hetal	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Shankoff, Wonjoo	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	TC	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Siano, Wendy	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	CMS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Stewart, Eric	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Suri, Nirmala	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Tejwani, Pooja	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Thompson, William	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Todd, Bradley	Stipend Non-Athletic	Instructional Assistant		\$500.00	CMS	9/1/22	6/30/23	Specialized Support Stipend - Part Time, paid 1/2 in Dec. and 1/2 in June.
Tuan, Borying	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Uppuluri, Madhavi	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Venkatachalam, Mangai	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Verdamanickam, Anitha	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Waghulde, Bhagyashri	Stipend Non-Athletic	Instructional Assistant		\$500.00	MH	9/1/22	6/30/23	Specialized Support Stipend - Part Time, paid 1/2 in Dec. and 1/2 in June.
Walsh, Gina	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Weinberger, Lovelyne	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Travel								
Engel, Emma	Stipend Non-Athletic	Travel		\$240.00	TC/MH	9/1/22	6/30/23	Travel stipend, 1 day per cycle, paid 1/2 in Dec. and 1/2 in June.
Gans, Samantha	Stipend Non-Athletic	Travel		\$240.00	MR/VIL	9/1/22	6/30/23	Travel stipend, 1 day per cycle, paid 1/2 in Dec. and 1/2 in June.
Setneska, Cheyenne	Stipend Non-Athletic	Travel		\$240.00	MR/WIC	9/1/22	6/30/23	Travel stipend, 1 day per cycle, paid 1/2 in Dec. and 1/2 in June.
Fanning, Kathleen	Stipend Non-Athletic	Travel		\$480.00	TC/VIL	9/1/22	6/30/23	Travel stipend, 2 days per cycle, paid 1/2 in Dec. and 1/2 in June.
West, Noreen	Stipend Non-Athletic	Travel		\$720.00	WIC/MR	9/1/22	6/30/23	Travel stipend, 3 days per cycle, paid 1/2 in Dec. and 1/2 in June.
High School North								
Pyle, Maria	Stipend Non-Athletic	Peer Counseling		\$2,028.00 (prorated)	HSN	1/1/23	6/30/23	Peer Leaders Advisor, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Borker, Dahlia	Stipend Non-Athletic	Volunteer Girls Who Code Club		\$0.00	HSN	TBD	6/30/23	Volunteer for Girls Who Code Club.
Jimenez, Brian	Stipend Non-Athletic	Volunteer Robotics		\$0.00	HSN	TBD	6/30/23	Volunteer for Robotics.
Jin, Shanshan	Stipend Non-Athletic	Volunteer Quiz Bowl		\$0.00	HSN	TBD	6/30/23	Volunteer for Quiz Bowl.
Mulvey, Sam	Stipend Non-Athletic	Volunteer Robotics		\$0.00	HSN	TBD	6/30/23	Volunteer for Robotics.
Change								



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It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Godowski, Chelsea	Change	Peer Counseling-Shared		\$1,014.00 (prorated)	HSN	9/1/22	12/31/22	Change end date from 6/30/23 to 12/31/22 for Peer Leaders Advisor - shared 50%, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
Pyle, Maria	Change	Peer Counseling-Shared		\$1,014.00 (prorated)	HSN	9/1/22	12/31/22	Change end date from 6/30/23 to 12/31/22 for Peer Leaders Advisor - shared 50%, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
F. Community Education								
None								
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Lenart, Erin	Appoint	School Nurse	2BA	\$61,500.00 (prorated)	DIST	TBD	6/30/23	Appoint as School Nurse, certificate pending, pending employment verification, replacing Denise Maclsaac Roteman, who transferred. (Tenure date: TBD)
Change								
Anas, Erica	Change	School Counselor		N/A	TC	11/14/22	2/10/23	Change FMLA/NJFLA/CC from 12/12/22-3/10/23 to 11/14/22-2/10/23 unpaid, with benefits. (RTW: 2/13/23)
Bryde, Jeanine	Change %	Teacher Business-120%	15PhD	\$126,180.00	HSS	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
Connolly, Thomas	Change %	Teacher Technology- 120%	15MA	\$123,168.00	HSN	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
McCann, Brendan	Change %	Teacher Computer Science- 120%	2BA	\$73,800.00	HSN	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
Scarpitta, William	Change %	Teacher Computer Science- 120%	15MA	\$122,208.00	HSS	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
Vostal, Kelly	Change %	Teacher Computer Science- 120%	10MA	\$93,570.00	HSN	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
C. Non Certificated Staff								
Appoint								
Sheppard, Kelsey	Appoint	Administrative Analyst for Human Resources		\$65,000.00 (prorated)	CO	TBD	6/30/23	Appoint as Administrative Analyst for Human Resources, pending employment verification, replacing Catherine Arminio, who transferred.
Resignation								
Nickerson, Kimberly	Resign	Secretary To		N/A	CO	12/9/22	12/9/22	Resign from position.
D. Substitute / Other								
Appoint								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Zhu, Wenting	Appoint	Substitute Teacher		\$115.00/day	DIST	11/16/22	6/30/23	Appoint as a Substitute Teacher (New Jersey Cert.), pending employment verification, as needed for temporary assignments.
Fouratt, Mecquel	Appoint	Substitute Teacher		\$105.00/day	DIST	11/16/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Jefremow, Alyssa	Appoint	Substitute Teacher		\$105.00/day	DIST	11/16/22	6/30/23	Appoint as a Substitute Teacher (County Cert.), pending employment verification, as needed for temporary assignments.
Resignation								
Chellam, Uma	Resign	Substitute Teacher		N/A	DIST	11/9/22	11/9/22	Resign from position.
E. Stipend Athletic								
Basketball								
Gonzalez, Celestino	Stipend-Athletic	Volunteer Basketball		\$0.00	HSN	TBD	6/30/23	Volunteer Basketball.
Washington, Joseph	Stipend-Athletic	Volunteer Basketball		\$0.00	HSN	11/16/22	6/30/23	Volunteer Basketball.
Volleyball								
Tessarotto, Luiz	Stipend-Athletic	Volunteer Volleyball		\$0.00	HSN	11/16/22	6/30/23	Volunteer Volleyball.
E. Stipend Non-Athletic								
Robotics								
Ginsburg Goldstein, Sarah	Stipend Non-Athletic	Robotics Club, Assistant		\$3,772.88 (prorated)	HSN	11/21/22	6/30/23	Robotics Assistant, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Ginsburg Goldstein, Sarah	Stipend Non-Athletic	Robotics Club, Assistant		\$3,772.88 (prorated)	HSS	11/21/22	6/30/23	Robotics Assistant, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Change								
Bencivengo, Mark	Change	Stage Band/Jazz Band- Shared		\$2,829.66	HSN	9/1/22	6/30/23	Change Stage Band/Jazz Band Advisor - from shared 80% to 100%, 24 yrs. exp., paid 1/2 in Dec. and 1/2 in June. Change salary from \$2,263.73 to \$2,829.66.
Rescind								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Verblaauw, Jason	Rescind	Stage Band/Jazz Band- Shared		\$498.02	HSN	9/1/22	6/30/23	Rescind Stage Band/Jazz Band Advisor - shared 20%, 5 yr. exp.
West, Noreen	Rescind	Travel		\$720.00	WIC/MR	9/1/22	6/30/23	Rescind Travel stipend, 3 days per cycle, paid 1/2 in Dec. and 1/2 in June.
F. Community Education								
Appoint								
Trivedi, Pooja	Appoint	EDP Site Supervisor		\$20.00/hr.	CMS/MR	12/1/22	6/30/23	Appoint as an EDP Site Supervisor (part-time).
Ruffo, Lilia	Appoint	EDP Group Leader		\$18.50/hr.	DN	11/16/22	6/30/22	Appoint as an EDP Group Leader.



ADMINISTRATION ADDENDUM

RECOMMENDATION

A. ADMINISTRATION

To be voted on 11/15/22: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Review the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated November 15, 2022, for the following case numbers: 237935-VS-11102022; 237246-GMS-10312022; 237243-GMS-10312022; 237190-GMS-10282022; 237087-GMS-10272022; 237022-GMS-10272022; and 236894-GMS-10262022

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Second Reading: November 15, 2022

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2425 EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM

The Board of Education is committed to providing a high quality educational program, virtually or remotely, in the event the State or local health department determines that it is advisable to close, or mandates closure of, the schools of a school district due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure for more than three consecutive school days, the Superintendent shall have the authority to implement the school district's program of virtual or remote instruction, pursuant to N.J.S.A. 18A:7F-9. In addition, pursuant to N.J.S.A. 18A:7F-9.b. the Commissioner of Education shall allow the district to apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9.a., one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed if the program of virtual or remote instruction meets such criteria as may be established by the Commissioner.

The school district's program of virtual or remote instruction shall be in accordance with the provisions of N.J.S.A. 18A:7F-9; N.J.A.C. 6A:32-13.1.; this Policy; and Regulation 2425.

"Remote instruction" means the provision of instruction occurring when the student and the instructor are in different locations due to the closure of the facility(ies) of the Board of Education, charter school, renaissance school project, or approved private school for students with disabilities. The closure of the facility(ies) shall be pursuant to N.J.S.A. 18A:7F-9 or 18A:46-21.1 and for more than three consecutive school days due to a declared state of emergency, a declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.



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“Virtual instruction” means the provision of active instruction when the student and the instructor are in different locations and instruction is facilitated through the internet and computer technologies due to the closure of the facility(ies) of the Board of Education, charter school, renaissance school project, or approved private school for students with disabilities. The closure of the facility(ies) shall be pursuant to N.J.S.A. 18A:7F-9 or 18A:46-21.1 and for more than three consecutive school days due to a declared state of emergency, a declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.

The Superintendent of Schools shall submit, with Board approval, the school district’s program of virtual or remote instruction to the Commissioner of Education annually. If the Board is unable to complete and submit a proposed program of virtual or remote instruction to the Commissioner in accordance with the timeline established by the Commissioner and the school district is required to close its schools for a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Commissioner of Education may retroactively approve the program.

If provided under the program of virtual or remote instruction that has been approved by the Commissioner, student attendance for a day of virtual or remote instruction; shall be accounted for in accordance with N.J.A.C. 6A:32-8.4 for the purposes of meeting State and local graduation requirements, the awarding of course credit, and other matters as determined by the Commissioner of Education in accordance with the provisions of N.J.A.C. 6A:32-13.1.(d).

Pursuant to N.J.A.C. 6A:32-13.1(b), if implemented by the Superintendent, the school district’s program of virtual or remote instruction shall be provided to an enrolled students, whether a general education student in preschool through grade twelve or a student with a disability aged three to twenty-one. The school district shall provide students with a disability with the same educational opportunities provided to general education students to the extent appropriate and practicable. Related services may be delivered to general education students and students with a disability through the use of electronic communication or a virtual or online platform, as appropriate.



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In the event the State or local health department determines it is advisable to close or mandates closure of the schools of the district due to a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Superintendent shall have the authority to implement the school district's program of virtual or remote instruction. The Superintendent shall consult with the Board prior to such decision, if practicable. The Superintendent shall ensure that students, parents, staff, and the Board are informed promptly of the Superintendent's decision.

Nothing in N.J.S.A. 18A:7F-9.b., c., or d.; this Policy; and Regulation 2425 shall be construed to limit, supersede or preempt rights, privileges, compensation, remedies, and procedures afforded to public employees or a collective bargaining unit under Federal or State law or any provision of a collective bargaining agreement entered into by the school district.

In the event of the closure of a school or the schools of the district due to a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure for a period longer than three consecutive school days:

1. District employees shall be entitled to compensation, benefits, and emoluments pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(1) and (2).
2. The district shall continue to make payments of benefits, compensation, and emoluments pursuant to the terms of a contract with a contracted service provider in effect on the date of the closure as if the services for such benefits, compensation, and emoluments had been provided, and as if the school facilities had remained open pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(3).



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3. The district shall be obligated to make payments for benefits, compensation, and emoluments and all payments required pursuant to N.J.S.A. 18A:6-51 et seq., to an educational services commission, county special services school district, and a jointure commission, and under any shared services agreement and cooperative contract entered into with any other public entity pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(4).
4. An educational services commission, county special services school district, and a jointure commission shall continue to make payments of benefits, compensation, and emoluments pursuant to the terms of a contract with a contracted service provider or a shared services agreement in effect on the date of the closure as if the services for such benefits, compensation, and emoluments had been provided, and as if the school facilities had remained open pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(4).

The provisions of N.J.S.A. 18A:7F-9.e.(1) through (4) and 1 through 4 above shall not apply to any employee whose weekly hours of work are reduced, and to whom unemployment benefits are provided, pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq.

A contracted service provider, educational services commission, county special services school district, or jointure commission shall notify the district with which it has entered into a contract to provide services of its intent to reduce the hours of work of its employees pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq.

1. Notwithstanding the provisions of N.J.S.A. 18A:7F-9.e.(3) and 3. above, if a contracted service provider reduces the amount that it pays to its employees providing services to a school district, and that reduction is the result of a reduction of workhours of those employees made pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq., then the amount paid by the district to the contracted service provider shall be reduced by the same amount.



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2. Notwithstanding the provisions of N.J.S.A. 18A:7F-9.e.(4) and 4. above, if an educational services commission, county special services school district, or jointure commission reduces the amount that it pays to its employees providing services to a school district, and that reduction is the result of a reduction of workhours of those employees made pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq., then the amount paid by the district to the educational services commission, county special services school district, or jointure commission shall be reduced by the same amount.

This Policy may be revised as necessary by the Superintendent in accordance with N.J.S.A. 18A:7F-9. The school district's emergency virtual or remote instruction program shall be posted prominently on the school district's website.

N.J.S.A. 18A:7F-9
N.J.A.C. 6A:32-2.1; 6A:32-8.4; 6A:32-13.1

Adopted:



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5512 HARASSMENT, INTIMIDATION, OR BULLYING

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A. Prohibiting Harassment, Intimidation, or Bullying

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. The Board has determined that a safe and civil environment in school is necessary for students to learn and achieve high academic standards; Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. Since students learn by example, school administrators, faculty, staff, and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); resource family parent(s); or parent surrogate(s) of a student. When parents are separated or divorced, "parent" means the



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person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

B. Definition of Harassment, Intimidation, or Bullying

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
 - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or
 - b. Has the effect of insulting or demeaning any student or group of students; or
 - c. Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.



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The Board recognizes that bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Recognizing “a real or perceived power imbalance” may assist school officials in identifying harassment, intimidation, or bullying within the context and relative positions of the alleged aggressor and target.

“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or remotely activating paging device (N.J.A.C. 6A:16-1.3).

In accordance with the Board of Education’s Code of Student Conduct and this Policy, all acts of harassment, intimidation, or bullying that occur off school grounds, such as “cyber-bullying” (e.g., the use of electronic means to harass, intimidate, or bully) is addressed in this Policy.

C. Student Behavior

The Board of Education expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities, with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment, consistent with the Code of Student Conduct.



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The Board believes that standards for student behavior must be set cooperatively through interaction among the parents and other community representatives, school administrators, school employees, school volunteers, and students of the school district, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and that it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities for helping students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students' abilities to grow in self-discipline.

The Board expects students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, or bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;
3. Student rights; and
4. Sanctions and due process for violations of the Code of Student Conduct.



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Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, school employees, volunteers, students, and community representatives, in the development of this Policy.

Pursuant to N.J.A.C. 6A:16-7.1, the Board developed guidelines for student conduct, taking into consideration the nature of the behavior; the nature of the student's disability, if any and to the extent relevant; the developmental ages of students; severity of the offenses and students' histories of inappropriate behaviors; and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent shall annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. The school district will support students who:

1. Walk away from acts of harassment, intimidation, or bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, or bullying to the designated school staff member.



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D. Consequences and Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct, and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying.

In every incident found to be harassment, intimidation, or bullying, the school Principal, in consultation with appropriate school staff, may apply disciplinary consequences and/or remedial actions, such as the provision of counseling, behavioral interventions, or other measures.

Appropriate consequences and remedial actions are those that are graded according to the severity of the offenses; consider the developmental ages of the student offenders; the nature of the student's disability, if any and to the extent relevant; and the students' histories of inappropriate behaviors, per the Code of Student Conduct and N.J.A.C. 6A:16-7.

The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

Factors for Determining Consequences

- Age, disability (if any and to the extent relevant), developmental and maturity levels of the parties involved and their relationship to the school district;
- Degrees of harm;
- Surrounding circumstances;
- Nature and severity of the behaviors;
- Incidences of past or continuing patterns of behavior;
- Relationships between the parties involved; and
- Context in which the alleged incidences occurred.



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Factors for Determining Remedial Measures

Personal:

- Life skill deficiencies;
- Social relationships;
- Strengths;
- Talents;
- Traits;
- Interests;
- Hobbies;
- Extra-curricular activities;
- Classroom participation;
- Academic performance;
- Relationship to peers; and
- Relationship between student/family and the school district.

Environmental:

- School culture;
- School climate;
- Student-staff relationships and staff behavior toward the student;
- General staff management of classrooms or other educational environments;
- Staff ability to prevent and manage difficult or inflammatory situations;
- Availability of programs to address student behavior;
- Social-emotional and behavioral supports;
- Social relationships;
- Community activities;
- Neighborhood situation; and
- Family situation.

Examples of Consequences and Remedial Measures

The consequences and remedial measures may include, but are not limited to, the examples listed below:



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Examples of Consequences:

- Admonishment;
- Temporary removal from the classroom (any removal of .5 days or more must be reported in the Student Safety Data System);
- Deprivation of privileges;
- Classroom or administrative detention;
- Referral to disciplinarian;
- In-school suspension during the school week or the weekend;
- Out-of-school suspension (short-term or long-term);
- Reports to law enforcement or other legal action;
- Expulsion; and
- Bans from receiving certain services, participating in school-district-sponsored programs or being in school buildings or on school grounds.

Examples of Remedial Measures

Personal:

- Restitution and restoration;
- Peer support group;
- Recommendations of a student behavior or ethics council;
- Corrective instruction or other relevant learning or service experience;
- Supportive student interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
- Behavioral assessment or evaluation, including, but not limited to, a referral to the Child Study Team, as appropriate;
- Behavioral management plan, with benchmarks that are closely monitored;
- Assignment of leadership responsibilities (e.g., hallway or bus monitor);
- Involvement of school "disciplinarian;"
- Student counseling;



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- Parent conferences;
- Alternative placements (e.g., alternative education programs);
- Student treatment; and
- Student therapy.

Environmental (Classroom, School Building, or School District):

- School and community surveys or other strategies for determining the conditions contributing to HIB;
- School culture change and school climate improvement;
- Adoption of research-based, systemic bullying prevention programs;
- School policy and procedures revisions;
- Modifications of schedules;
- Adjustments in hallway traffic;
- Modifications in student routes or patterns traveling to and from school;
- Supervision of student before and after school, including school transportation;
- Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
- Teacher aides;
- Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
- General professional development programs for certificated and non-certificated staff;
- Professional development plans for involved staff;
- Disciplinary action for school staff who contributed to the problem;
- Supportive institutional interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
- Parent conferences;
- Family counseling;
- Involvement of parent-teacher organizations;
- Involvement of community-based organizations;
- Development of a general bullying response plan;
- Recommendations of a student behavior or ethics council;



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- Peer support groups;
- Alternative placements (e.g., alternative education programs);
- School transfers; and
- Law enforcement (e.g., safe schools resource officer, juvenile officer) involvement or other legal action.

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.

The Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan when a student is found to be an offender in three harassment, intimidation, or bullying incidents and each subsequent incident occurring within one school year. The student intervention plan may include disciplinary consequences and/or remedial actions and may require the student, accompanied by a parent, to satisfactorily complete a class or training program to reduce harassment, intimidation, or bullying behavior. Each student intervention plan must be approved by the Superintendent

While the majority of incidents may be addressed solely by school officials, the Superintendent or designee and the Principal shall report a harassment, intimidation, or bullying incident to law enforcement officials if the conduct rises to the level of a mandatory report as outlined in the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials.



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Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand;; increment withholding;; legal action;; disciplinary action;; termination;; and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

E. Reporting Harassment, Intimidation, or Bullying

The Board of Education requires the Principal at each school to be responsible for receiving all complaints alleging harassment, intimidation, or bullying committed by an adult or youth against a student. All Board members, school employees, and volunteers and contracted service providers who have contact with students, are required to verbally report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, and contracted service providers who have contact with students, also shall submit a New Jersey Department of Education-approved HIB 338 Form to the Principal within two school days of the verbal report. Failure to make the required report(s) may result in disciplinary action.

The HIB 338 Form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal Law.



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The district may not fail to initiate an investigation of harassment, intimidation, or bullying solely because written documentation was not provided. Failing to conduct a harassment, intimidation, or bullying investigation solely because a parent or student did not submit written documentation violates the Anti-Bullying Bill of Rights Act and this Policy. If a parent makes a verbal allegation of harassment, intimidation, or bullying to a district staff member, but does not complete and submit the HIB 338 Form, the staff member or a designee must complete and submit the HIB 338 Form.

The Principal or designee is required to inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. Pursuant to N.J.A.C. 6A:16-7.7(a)2.viii.(2), when providing notification to the parents of all students involved, the Principal or designee shall take into account the circumstances of the incident when conveying the nature of the incident, including the actual or perceived category motivating the alleged offense. The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.

The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. The school district shall provide a person an online means to complete the HIB 338 Form to anonymously report an act of harassment, intimidation, or bullying. Formal action for violations of the Code of Student Conduct may not be taken solely on the basis of an anonymous report.



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A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

The Principal shall promptly submit a copy of each completed HIB 338 Form to the Superintendent.

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, in addition to making the HIB 338 Form available online, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, or ~~and~~ bullying or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action. The district also should consider procedures and disciplinary action when it is found that someone had information regarding a harassment, intimidation, or bullying incident, but did not make the required report(s).



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F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;
- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
- c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
- d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
- e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, or ~~and~~ bullying in the district.



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2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from among the currently employed staff in the school.

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
 - b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
 - c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.
3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;



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- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and
- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.



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G. Investigating Allegations of Harassment, Intimidation, or Bullying

[Select Option 1 or Option 2]

[Option 1 – Investigate All Reports]

The Board of Education requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying. All details of an alleged incident must be populated into the HIB 338 Form. However, completing the form shall not delay beginning the investigation in accordance with the law.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student's record under State or Federal law.

The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.



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The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services; order counseling; establish training programs to reduce harassment, intimidation, or bullying and enhance school climate; or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct; intervention services provided; counseling ordered; training established; or other action taken or recommended by the Superintendent.

Parents of students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board. The district may not divulge personally identifying information or any information that could result in the identification of any student other than the child of the parents being notified.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A.



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18A:37-15b(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4.1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying, or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at district school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.]



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[Option 2 – Principal’s Preliminary Determination

Prior to initiating an investigation regarding a reported incident or complaint, the Principal or designee, in consultation with the anti-bullying specialist, shall make a preliminary determination as to whether a reported incident or complaint, assuming all facts are presented as true, is a report within the scope of N.J.S.A. 18A:37-14.

Should the Principal or designee, in consultation with the anti-bullying specialist, determine that a reported incident or complaint, assuming all facts presented are true, is not a report within the scope of N.J.S.A. 18A:37-14, the incident will be addressed through the Board’s Code of Student Conduct policy. The HIB 338 Form shall be completed, even if a preliminary determination is made not to conduct an investigation of harassment, intimidation, or bullying because the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying, and must be submitted to the Superintendent. The Principal will provide the parents of the alleged offender(s) and victim(s) with formal notice of the decision not to initiate a harassment, intimidation, or bullying investigation.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student’s record under State or Federal law.

The Superintendent may require the Principal to conduct a harassment, intimidation, or bullying investigation of the incident if the Superintendent determines that the incident is within the scope of harassment, intimidation, or bullying and shall notify the Principal of this determination in writing. Should the Superintendent require the Principal to conduct a harassment, intimidation, or bullying investigation, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.



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Additionally, any preliminary determination that finds the incident or complaint is a report outside the scope of N.J.S.A. 18A:37-14 may be appealed to the Board, pursuant to the Board policies and procedures governing student grievances, and thereafter to the Commissioner (N.J.A.C. 6A:16-7.7(a)ix(1) and (a)ix(1)(A)). Should the preliminary determination not to conduct an investigation of harassment, intimidation, or bullying be overturned, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.

The Board requires a thorough and complete investigation to be conducted for each reported incident or complaint, assuming all facts presented are true, that is determined to be a report within the scope of N.J.S.A. 18A:37-14. The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or ten school days from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two



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Harassment, Intimidation, or Bullying

school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services, order counseling, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the Superintendent.

Parents of the students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A. 18A:37-15(b)(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall



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conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.



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Harassment, Intimidation, or Bullying

H. Responding to Harassment, Intimidation, or Bullying

The Board of Education authorizes the Principal of each school to define the range of ways in which school staff will respond once an incident of harassment, intimidation, or bullying is confirmed, and the Superintendent shall respond to confirmed harassment, intimidation, or bullying, according to the parameters described below and in this Policy. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring that the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district levels or by law enforcement officials. Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions.

In considering whether a response beyond the individual is appropriate, school officials shall consider the nature and circumstances of the act; the degree of harm; the nature and severity of the behavior; past incidences or past or continuing patterns of behavior; and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom, school building, school district) responses can range from school and community surveys, to mailings, to focus groups, to adoption of research-based harassment, intimidation, or bullying prevention program models, to training for certificated and non-certificated staff, to participation of parents and other community members and organizations, to small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions, and to the involvement of law enforcement officers, including safe schools resource officers.



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Harassment, Intimidation, or Bullying

This Policy and the Code of Student Conduct shall apply to instances when a school employee is made aware of alleged harassment, intimidation, or bullying occurring off school grounds.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report or other legal action)
2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays, research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
3. School responses can include theme days, learning station programs, parent programs and information disseminated to students and parents, such as fact sheets or newsletters explaining acceptable uses of electronic and wireless communication devices or strategies for fostering expected student behavior.



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Harassment, Intimidation, or Bullying

4. District-wide responses can include community involvement in policy review and development; professional development programs; adoption of curricular and school-wide programs, coordination with community-based organizations—(e.g., mental health, health services, health facilities, law enforcement officials, faith-based organizations); and disseminating information on the core ethical values adopted by the Board’s Code of Student Conduct, per N.J.A.C. 6A:16-7.1(a)2

In providing support for victims of harassment, intimidation, or bullying, the district should identify a range of strategies and resources, which may include, but is not limited to, the following actions for individual victims:

- Counseling;
- Teacher Aides;
- Hallway and playground monitors;
- Schedule changes;
- Before and after school supervision;
- School transportation supervision;
- School transfers; and
- Therapy.

I. Reprisal or Retaliation

The Board of Education prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, or any other person who has reliable information about an act of harassment, intimidation, or bullying or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures.



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Harassment, Intimidation, or Bullying

J. False Accusations of Harassment, Intimidation, or Bullying

The Board of Education prohibits any person from falsely accusing another as a means of harassment, intimidation, or bullying.

1. Students - Consequences and appropriate remedial action for a student could range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37. Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions;
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students could entail discipline in accordance with district policies, procedures, and agreements; and
3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services.

K. Additional Policy Requirements

The Board of Education requires the Superintendent to annually disseminate this Policy to all school employees, contracted service providers who have contact with students, school volunteers, students and parents who have children enrolled in a school in the school district, along with a statement explaining that this Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14, that occur on school property, at school-sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.



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Harassment, Intimidation, or Bullying

The Superintendent shall post a link to this Policy that is prominently displayed on the home page of the school district's website. The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent shall post the name, school phone number, school address, and school email address of the district anti-bullying coordinator on the home page of the school district's website. Additionally, the Superintendent shall post the contact information for the School Climate State Coordinator on the school district home page alongside this Policy.

Each Principal or designee shall post the name, school phone number, school address, and school email address of both the school anti-bullying specialist and the district anti-bullying coordinator on the home page of each school's website.

The Superintendent shall post the New Jersey Department of Education's Guidance for Parents on the Anti-Bullying Bill of Rights Act on the district homepage and on the homepage for each school in the district with a website.

The Superintendent and the Principal(s) shall provide training on the school district's harassment, intimidation, or bullying policies to school employees contracted service providers and volunteers who have significant contact with students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying. The school district's employee training program shall include information regarding the school district policy against harassment, intimidation, or bullying, which shall be provided to full-time and part-time staff, contracted service providers and school volunteers who have significant contact with students.



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Harassment, Intimidation, or Bullying

The Superintendent shall develop and implement a process for annually discussing this Policy on harassment, intimidation, or bullying with students. The Superintendent and the Principal(s) shall annually conduct a re-evaluation, reassessment, and review of this Policy and any report(s) and/or finding(s) of the school safety/school climate team, with input from the school anti-bullying specialists, and recommend revisions and additions to this Policy as well as to harassment, intimidation, or bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.

L. Harassment, Intimidation, or Bullying Training and Prevention Programs

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction in harassment, intimidation, or ~~and~~ bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member must complete, during the first year of the member's first term, a training program on harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, or bullying as required in N.J.S.A. 18A:26-8.2.



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Harassment, Intimidation, or Bullying

The school district shall annually observe a “Week of Respect” beginning with the first Monday in October. In order to recognize the importance of character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, or bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the New Jersey Student Learning Standards, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district will annually establish, implement, document, and assess harassment, intimidation, or bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:37-17.

M. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public hearing all acts of violence, vandalism, and harassment, intimidation, or bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.

N. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school’s website and the district’s website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school



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district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

O. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Some acts of harassment, intimidation, or bullying may be bias-related acts and school officials must report to law enforcement officials any bias related acts, in accordance with N.J.A.C. 6A:16-6.3(e), and pursuant to the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.

P. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.

The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

Q. Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. may alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports. N.J.S.A. 18A:37-32.



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Harassment, Intimidation, or Bullying

The school district shall submit all subsequent amended Harassment, Intimidation, or Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.

N.J.S.A. 18A:37-13 through 18A:37-37

N.J.A.C. 6A:16-7.1 through 6A:16-7.9

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – August 2022 New Jersey Department of Education

Adopted:



Recruitment and Retention Efforts for Diversity at WW-P



The Importance of Diversity in School Staff



National Center for Education Statistics

Teacher Demographics

• 1999

- Asian <1%
- Black 8%
- Hispanic/Latino 6%
- White 84%

• 2017

- Asian 2%
- Black 7%
- Hispanic/Latino 9%
- White 79%

WW-P Student Demographics

- Our current reports indicate our overall student demographics as follows:

Asian	71%
Black	6%
Hispanic	5%
White	16%



2022 Student–Staff Comparison

	Students	Staff
Asian	71%	9%
Black	6%	5%
Hispanic	5%	6%
White	16%	78%

Snapshot of New Staff Hires 2017

/81

Asian	10%
Black	2%
Hispanic	7%
White	79%

Snapshot of New Staff Hires 2017

	Asian 10%	Black 2%	Hispanic 7%	White 79%
Administrators				5
Counselors	1			1
Teachers	2		4	44
Nurses				1
Secretaries				2
IAs	5	2	1	3
Bus Drivers			1	

Snapshot of New Staff Hires 2018

/154

Asian	10%
Black	15%
Hispanic	5%
White	69%

Snapshot of New Staff Hires 2018

	Asian 10%	Black 15%	Hispanic 5%	White 69%
Administrators		1		
Managers/BOE				4
Teachers	4	2	4	76
Secretaries			1	3
IAs	6		1	
Cafeteria Aides	5	1		1
Security	1	17	2	12
Technology		1		
Transportation				5

Snapshot of New Staff Hires 2019

/109

Asian	11%
Black	14%
Hispanic	7%
White	67%

Snapshot of New Staff Hires 2019

	Asian 11%	Black 14%	Hispanic 7%	White 68%
Administrators				4
Teachers/Media	4	10	3	51
Counselors			1	3
Nurses				3
Secretaries			1	
IAs	5			5
Cafeteria Aides				2
Security	1	4	3	2
Technology	1	1		
Transportation		1		

Snapshot of New Hires 2020

/65

Asian	18%
Black	9%
Hispanic	20%
White	51%

Snapshot of New Hires 2020

	Asian 18%	Black 9%	Hispanic 20%	White 51%
BOE Staff		1		
Teachers	5	2	2	14
Counselors	1	1		
Secretaries				1
IAs	3		1	1
Cafeteria Aides	2			
Security		2		
Buildings and Grounds	1		9	12

Snapshot of New Hires 2021

/106

Asian	24%
Black	6%
Hispanic	6%
White	58%

- Additionally, we had an increase of 5% staff reporting two or more races

Snapshot of New Hires 2021

	Asian 24%	Black 6%	Hispanic 6%	Mixed Race 5%	White 59%
Administrators	1	1	1		2
Teachers/CST/Media	6	2	4	3	42
Nurses				1	1
Counselors	1				1
Secretaries					5
IAs	3	1	1	1	2
Cafeteria Aides	8		1		
Security		2			4
EDP Staff					4

Snapshot of New Hires 2022

/70

Asian	21%
Black	4%
Hispanic	10%
White	63%

Snapshot of New Hires 2022

	Asian 21%	Black 4%	Hispanic10%	Mixed Race 1%	White 63%
Administrators			1		2
Managers		1			
Teachers/CST/B CBA/TRS/CST	3	2	1	1	30
Secretaries			2		
IAs	1		1		2
Cafeteria Aides	1		1		1
Buildings and Grounds			1		2

Year-to-Year Comparison of New Hire Demographic Data

	2017	2018	2019	2020	2021	2022	Average
Asian	10%	10%	11%	18%	24%	21%	15%
Black	2%	15%	14%	9%	6%	4%	8%
Hispanic	7%	5%	7%	20%	5%	10%	9%
White	79%	69%	68%	51%	58%	63%	65%

2022 Student-Staff Comparison

	Students	Staff
Asian	71%	9%
Black	6%	5%
Hispanic	5%	6%
White	16%	78%

• 2017

- Asian
2%
- Black
7%
- Hispanic/Latino 9%
- White
79%

Central TO Jersey Program for the Recruitment of Diverse Educators



www.cjpride.com





**CENTRAL TO JERSEY PROGRAM for the
RECRUITMENT of DIVERSE EDUCATORS
2022 Virtual Job Fair**
March 23, 2022 from 4 - 7 p.m.



Sponsored by these 42 school districts:

Berkeley Heights	Montgomery Township
Bordentown	Moorestown
Brick Township	Marlton-Union-Santa Lucia Commission
Bridgegewater-Spartan	Maple Run Township
Camden City	North Brunswick
Cherry Hill	North Hudson - Van Ness
Delaware	North Plainfield
Doerun	Northern Valley Regional High School
East Windsor	Old Bridge Public Schools
Easton	Passaic
Flammington-Barton	PC Manchester Regional High School
Florham	Philmont
Franklin Township	Plainfield
Frenchtown Borough	Plowville
Frenchtown Regional	Rockaway
Great Bridge	Robbinsville
Green Brook	School District of Chatham
Haddon Township	Saratoga
Hightstown	Spartanville
Hopewell Valley	South Brunswick
Horseshoe Central	South Hudson Regional
Jackson Township	South Plainfield
Lansdale Township	Springfield
Livonia	Summit
Maplewood-Englishtown	Toms River
Maplewood-North Hanover	Warren
Maplewood-Rutherford	Warren Township
Millburn	Washington Borough
Millersburg Township	Washington
Monmouth County	Wayne
Monmouth School District	Westfield
Monmouth County Educational Services Commission	West Orange
	West Windsor-Princeton
	Wyckoff

Eagerly seeking diverse candidates across all grade levels and content areas. NO candidates for administrator openings will be interviewed at this event.

Pre-registration is REQUIRED. To register for the CJ PRIDE Job Fair and review current employment opportunities for participating districts, go to:
<https://cjpride.com/>

Diversity in Hiring- Best Practices

01

Recruit

Don't just wait for candidates to come to you. Seek them out where they are.

03

Hire

Verify a standard hiring process is being implemented

02

Ensure a Diverse Pool

Make sure your applicant pools have variety

04

Retain

Plan for supporting the candidate even before you hire him/her

04

Retention, Retention, Retention

Retention



This is our WHY

New Teacher Induction
Intensive Job-embedded Professional Development
Professional Growth Days
Tuition Reimbursement
University Partnerships
Supportive Resources



Unity, not uniformity, must be our aim. We attain unity only through variety. Differences must be integrated, not annihilated, not absorbed!

—Mary Parker Follett



Recruitment and Retention Efforts for Diversity at WW-P



Special Services Program Review Update

BOE Presentation

November 2022



Brief Review of the Goals



WW-P Areas of Focus

Special Education Department Program Review

- Program Offerings / Continuum of Services
- Special Education Code NJAC 6A:14 (Monitoring and Compliance)
- Professional Development
- Consistency in Procedure
- Process & Programming, and Articulation Between Schools
- Parent Relations

Organization of Recommendations

Consultants (PCG) grouped their recommendations into three (3) identified areas for growth:

1. Pre-referral, Referral, Eligibility and Child Find
2. Teaching, Learning and Special Education Support
3. Special Education Organization and Personnel & Parent Engagement

10 Recommendations Adopted

1. Disproportionality (1)
2. Engaging in Cultural Sensitivity to Support Families (1)
3. Co-Teaching (2)
4. Monitoring Paraprofessional Data Using Existing Forms (2)
5. Progress Monitoring and Reporting for Specially Designed Instruction (2)

10 Recommendations Adopted (cont'd)

6. Assistive Technology Procedures (2)
7. Special Education Department Standard Operating Procedures (3)
8. English Learners and Recently Arrived Immigrant English Learners (3)
9. Ensuring Parent Awareness of Access to Interpreters (3)
10. Differing Views on Special Education (3)

Pre-referral, Referral, Eligibility and Child Find

Engaging Cultural Sensitivity to Support Families

Goal 1: Provide case managers, CST members, supervisors, I&RS team members, teachers, building administrators, support staff, paraprofessionals, and school counselors with differentiated professional development, relative to their roles, that demonstrates cultural competence when interacting with WW-P families and as they experience the processes in Special Education including but not limited to referral; classifications; academic expectations

Goal 2: Provide professional learning for parents of the district to address educational terminology in a more user friendly format

Pre-referral, Referral, Eligibility and Child Find

Disproportionality

Goal 1: Develop and analyze the risk/ratio calculation on a quarterly basis to maintain and reduce over-representation

Goal 2: Identify supports for students at risk and review the pre-referral intervention and data

Goal 3: Provide a method of onboarding new students to district

Teaching, Learning & Special Education Support

Assistive Technology

Goal 1: Create standard operating procedures around the evaluation, procurement, and maintenance of assistive technology that are accessible to building leaders, teachers, related service providers, and case managers

Teaching, Learning & Special Education Support

Monitoring Paraprofessional Data Using Existing Forms

Goal 1: Convert current “Determining When a Student Requires Paraprofessional Support” paper form to an electronic form and monitor data over time to observe patterns to support student needs; take note of patterns within buildings, programs, disability categories

Goal 2: Develop a similar form to support CSTs in data collection for the purposes of fading paraprofessional support when determined appropriate

Teaching, Learning & Special Education Support

Progress Monitoring and Reporting for Specially Designed Instruction

Goal 1: When appropriate, as determined by the IEP team, include quantifiable data in quarterly IEP progress reports

Co-Teaching Instruction

Goal 1: Study opportunities for co-teaching pairs to have additional planning time

Goal 2: As part of the district's future co-teaching training, ensure that new co-teaching pairs participate

Special Education Organization & Personnel and Parent Engagement

Ensuring Parent Awareness of Access to Interpreters

Goal 1: Ensure families are aware they can have to interpreters

Goal 2: At least annually, special education supervisors review access to interpreters at department meetings early in the year

Goal 3: Provide additional professional development, as needed, for CST members and case managers on supporting interpreter needs of families

Special Education Organization & Personnel and Parent Engagement

Differing Views on Special Education

Goal 1: Address concerns raised by parents with differing views on home/school communication; collaboration; special education eligibility; understanding expectations around continuum; due process; parent input

Standard Operating Procedure Manual

Goal 1: Develop a district wide Special Education Operating Procedures manual; post online manual so processes are transparent to all constituents

Special Education Organization & Personnel and Parent Engagement

English Language Learners/Recently Arrived Immigrant
Language Learners

Goal 1: Support CSTs with the differentiation between disability and
EL effective data use

What's Next??

We will continue our work throughout the year, continuing the work we have begun and adding new action items.





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

DECEMBER 13, 2022: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. **OPENING/CALL TO ORDER**

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and December 9, 2022 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	WWPEA Negotiations; Potential Sidebar with WWPSA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session, if necessary.

II. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments
- C. Student Representatives' Reports
- D. Class III Officers

III. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. BOARD OF EDUCATION COMMITTEE REPORTS

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

V. MEETING

A. ADMINISTRATION

To be voted on 12/13/22: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated November 15, 2022, for the following case numbers: 237935-VS-11102022; 237683-HSS-11042022; 237592-GMS-11032022; 237554-MRS-11032022; 237474-VS-11022022; 237472-MRS-11022022; 237452-VS-11022022; 237341-MHE-11012022; 237313-HSN-11012022; 237246-GMS-10312022; 237245-MRS-10312022; 237243-GMS-10312022; 237190-GMS-10282022; 237139-GMS-10282022; 237087-GMS-10272022; 237022-GMS-10272022; 237010-MRS-10272022; 236894-GMS-10262022; 236876-TCE-10252022; 236822-HSS-10252022; 236807-CMS-10252022; 236802-CMS-10252022; 236583-MHE-10202022; 236519-CMS-10202022; 236571-GMS-10202022; 236479-GMS-10192022; 236209-GMS-10172022; and 236208-GMS-10172022.
2. Review the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated December 13, 2022, for the following case numbers: 239245-VS-12082022; 239160-VS-12072022; 238882-DNE-12012022; 238717-HSN-11292022; 238673-HSN-11282022; 238640-GMS-11282022; 238636-GMS-11282022; 238634-GMS-11282022; 238583-VS-11232022; 238574-HSS-11232022; 238528-HSN-11222022; 238527-HSN-11222022; 238526-HSN-11222022; 238524-CMS-11222022; 238518-CMS-11222022; 238234-WES-11172022; 238232-MHE-11172022; 238183-MRS-11162022; 238168-VS-11162022; 238094-CMS-11152022; 238023-MRS-11152022; 237873-CMS-11092022; 237872-CMS-11092022; 237871-CMS-11092022; 237859-HSN-11082022; 237858-HSN-11082022; 237853-HSN-11082022; 237764-

GMS-11072022; 237751-CMS-11072022; 237654-GMS-11042022; 237614-GMS-11042022; 237573-MHE-11032022; 237572-HSN-11032022; 237566-GMS-11032022; 237328-GMS-11012022; 237291-GMS-10312022; 237243-GMS-10312022; 237190-GMS-10282022; 236674-HSS-10212022; and 235471-HSS-10042022.

School Security Drills

3. Acknowledge the following fire and security drills were performed in January 2020 in compliance with *N.J.S.A. 18A:41-1*:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
11/7/22	11/15/22	Dutch Neck Elementary School
11/29/22	11/22/22	Maurice Hawk Elementary School
11/2/22	11/4/22	Town Center Elementary School
11/4/22	11/21/22	J.V.B. Wicoff Elementary School
11/9/22	11/7/22	Millstone River School
11/16/22	11/1/22	Village School
11/22/22	11/15/22	Community Middle School
11/14/22	11/21/22	Thomas Grover Middle School
11/22/22	11/2/22	WW-P High School North
11/2/22	11/22/22	WW-P High School South

Policies and Regulations

4. First reading of the following policies and regulations:

P 8467	Weapons
P 1122	Benefits Covering Non-Affiliated Administrative Employees – Category A
P 4420	Benefits Covering Non-Affiliated Support Staff – Category B

Professional Services - Special Services

5. Approve Brett DiNovi & Associates, LLC.; To provide behavior consultations not to exceed \$130 per hour and up to \$80,000 through June 30, 2023.
6. Approve Mindspace Psychiatry, LLC; Dr. Padma Palvai; not to exceed \$900 per evaluation, \$175 per follow up visit and up to \$9,000 through June 30, 2023.
7. Approve Cross County Clinical and Educational Services, Foreign Language evaluations not to exceed \$980, report summary in second language \$295, complete report translation in second language \$450, translator and interpreter services (minimum of two hours a day on site: \$100-\$250 per hour), FBA 2,350, \$980 PT/OT evaluations and up to \$11,000 through June 30, 2023.

State Aid – Chapters 192/193

8. Accept initial funding from the State of New Jersey, Department of Education, Division of Finance under the Provisions of Chapters 192/193, for the fiscal year 2022-2023, as follows:

Transportation	\$1,756.00
Exam and Class Services	\$7,391.00
Speech Services	\$7,440.00
Supplemental Instruction Services	\$4,130.00

IDEA Basic and Preschool Grant Amendment

9. Amend the original FY23 IDEA grant from the New Jersey Department of Education office of Special Education under its combined Public and Non Public IDEA Part B, FY23 funds, initially approved on 07/26/2022 reflecting the inclusion of carryover funds as follows:

Basic (3-21 year olds)	\$497,758.00 (public)	\$15,882.00 (non-public)
Preschool (3-5 year olds)	\$49,685.00 (public)	\$0.00 (non-public)

Special Services - Public School Agreements:

10. Authorize the execution of tuition agreements with the following public school for students with disabilities:

- a) Hamilton Township School District
- b) Neptune Township School District

B. CURRICULUM AND INSTRUCTION

To be voted on 12/13/22: Recommend approval of the following resolutions:

ESEA GRANT

1. Accept the entitlement of \$446,885, for the “Elementary and Secondary Education Act” (ESEA) grant from the State of New Jersey, for the Fiscal Year 2023 as follows:

Title I	\$209,394
Title II Part A	\$117,847
Title III	\$ 96,637
Title III Immigrant	\$ 0
Title IV Part A	\$ 23,007

Field Trips

2. Approve the following overnight field trips:

High School North

- a) Model United Nations to Model United Nations Conference, Philadelphia, Pennsylvania, from January 26, 2023, through January 29, 2023. The cost of the trip is approximately \$600 per student.
- b) Model United Nations to Model United Nations Conference, Washington, D.C., from February 16, 2023, through February 19, 2023. The cost of the trip is approximately \$686 per student.

High School Athletics

- c) WWP United Cheerleaders to the National Championships, Orlando, Florida, from February 9, 2023, through February 13, 2023. The cost of the trip is approximately \$1000 per student.

Professional Development Consultants

- 3. Instructional Coaching Group to facilitate three professional development workshops for district teacher resource specialists during the 2022-2023 school year, at a total cost not to exceed \$11,800.00.

C. FINANCE

To be voted on 12/13/22: Recommend approval of the following resolutions:

Business Services

- 1. Payment of bills as follows:

- a) Bills List General for December 13, 2022 (run on 12-05-22) in the amount of \$18,677,963.27.
- b) Bills List Capital for December 13, 2022 (run on 12-02-22) in the amount of \$200,186.19.

- 2. Budget adjustments as follows:

- a) 2022-2023 school year as shown on the expense account adjustments for November 30, 2022 (run on 12-08-22) (Adjustment No. 221-264).

- 3. Accept the following reports, which will become a permanent part of the Board Minutes:

A-148 Report of the Secretary to the Board of Education as of October 31, 2022, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district’s financial obligations for the remainder of the year.

A-149 Report of the Treasurer of School Monies to the Board of Education as of October 31, 2022.

Health and Safety Evaluation of School Buildings Checklist Statement of Assurance

- 4. Authorize the submission of the District’s 2022-2023 Health and Safety Evaluation of School Buildings Checklist Statement of Assurance form to the Executive County Superintendent certifying that the district completed the checklist for every school building prior to December 15, 2022.

Request for Proposal (RFP) Awards – Community Education Enrichment Programs

- 5. Award the November 30, 2022 Request for Proposals, RFP: 23-1 Community Education Enrichment Programs, as recommended by Community Education, for the 2022-2023 school year to the following companies listed below for the per person/per session rates:

Black Rocket Productions, LLC, Freehold, NJ

Description of Services	Title of Program Offered by Vendor	Total Cost (Per Person/ Per Session)
Summer STEM-Related Programs - One Week Session/HALF DAY	Black Rocket Summer Enrichment Courses	w/o computer rental \$145/\$155, w/ computer rental \$160/\$170

Bricks 4 Kidz, Robbinsville, NJ

Description of Services	Title of Program Offered by Vendor	Total Cost (Per Person/ Per Session)
Summer STEM-Related Programs - One Week Session/HALF DAY	Bricks 4 Kidz Lego Motorized Model Build	\$170.00
Summer STEM-Related Programs - One Week Session/FULL DAY	Bricks 4 Kidz Lego Motorized Model Build	\$285.00
Fall After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	World of Science Lego Motorized Model Build	\$140.00
Winter After School Enrichment Programs - Six (6) Week Session/One (1) Hour Per Week	Transportation Timeline - Lego Motorized w/ remote control	\$105.00
Spring After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	Energy is Everything - Lego Motorized Model	\$140.00
Saturday Youth Sports Programs - Four (4) Week Session/1.5 Hours Per Week/Per Season	We Do Lego Robotics 2.0 programming	\$120.00

Going Full STEAM, dba Challenge Island, Mount Laurel, NJ

Description of Services	Title of Program Offered by Vendor	Total Cost (Per Person/ Per Session)
Summer STEM-Related Programs - One Week Session/HALF DAY	Challenge Island STEAM Camps	\$250.00
Fall After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	Disaster Island	\$120.00
Winter After School Enrichment Programs - Six (6) Week Session/One (1) Hour Per Week	Amusement Park Island	\$90.00
Spring After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	Rainforest Island	\$120.00

Jr. Chef USA, Robbinsville, NJ

Description of Services	Title of Program Offered by Vendor	Total Cost (Per Person/ Per Session)
Summer STEM-Related Programs - One Week Session/HALF DAY	Junior Chef Box Baking Camp	\$170.00
Summer STEM-Related Programs - One Week Session/FULL DAY	Junior Chef Box Baking Camp	\$285.00
Fall After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	I Am a Cook Too - No Bake Cooking	\$140.00
Winter After School Enrichment Programs - Six (6) Week Session/One (1) Hour Per Week	Little Chefs are in Training or Sweets and Savory	\$105.00
Spring After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	I Am a Cook Too - No Bake Cooking	\$140.00
Saturday Youth Sports Programs - Four (4) Week Session/1.5 Hours Per Week/Per Season	Bake Like a Pro Baking Session	\$120.00

Little Scholars LLC, Richmond, VA

Description of Services	Title of Program Offered by Vendor	Total Cost (Per Person/ Per Session)
Summer STEM-Related Programs - One Week Session/HALF DAY	Enchanged Engineering, Whiz Kids, E-STEAM Women in Science	\$175.00
Summer STEM-Related Programs - One Week Session/FULL DAY	Enchanged Engineering, Whiz Kids, E-STEAM Women in Science	\$400.00
Summer Art Related Programs - One Week Session/HALF DAY	Comic Creations, Fairy Tales and Friend	\$175.00
Summer Art Related Programs - One Week Session/FULL DAY	Comic Creations, Fairy Tales and Friend	\$400.00
Summer Health, Wellness and Sports Related Programs - One Week Session/HALF DAY	Ultimate Games, Mindful Fitness	\$175.00
Summer Health, Wellness and Sports Related Programs - One Week Session/FULL DAY	Ultimate Games, Mindful Fitness	\$400.00
Fall After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	WOW Lab, Mystical Creature Adventures, Backyard Games	\$112.00
Winter After School Enrichment Programs - Six (6) Week Session/One (1) Hour Per Week	That's Gross! Celebrations Around the World, Little Yogis/Yogis	\$84.00
Spring After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	Journey Through the Rainforest, Extreme Animals, World of Wizards, Ultimate Sports	\$112.00

On The Court LLC, Bridgewater, NJ

Description of Services	Title of Program Offered by Vendor	Total Cost (Per Person/ Per Session)
Summer Health, Wellness and Sports Related Programs - One Week Session/HALF DAY	On the Court Summer X-perience	\$185.00
Fall After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	On the Court Basketball X-perience	\$170.00
Winter After School Enrichment Programs - Six (6) Week Session/One (1) Hour Per Week	On the Court Basketball X-perience	\$125.00
Spring After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	On the Court Basketball X-perience	\$170.00
Saturday Youth Sports Programs - Four (4) Week Session/1.5 Hours Per Week/Per Season	On the Court Basketball X-perience	\$120.00

Sockey, LLC, Yardley, PA

Description of Services	Title of Program Offered by Vendor	Total Cost (Per Person/ Per Session)
Summer Health, Wellness and Sports Related Programs - One Week Session/HALF DAY		\$150.00
Fall After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week		\$135.00
Winter After School Enrichment Programs - Six (6) Week Session/One (1) Hour Per Week		\$100.00
Spring After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week		\$135.00

TGA of Mercer, Lawrenceville, NJ

Description of Services	Title of Program Offered by Vendor	Total Cost (Per Person/ Per Session)
Summer Health, Wellness and Sports Related Programs - One Week Session/HALF DAY	TGA of Mercer	\$225.00
Fall After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	TGA of Mercer	\$201.00
Winter After School Enrichment Programs - Six (6) Week Session/One (1) Hour Per Week	TGA of Mercer	\$151.00
Spring After School Enrichment Programs - Eight (8) Week Session/One (1) Hour Per Week	TGA of Mercer	\$201.00
Saturday Youth Sports Programs - Four (4) Week Session/1.5 Hours Per Week/Per Season	TGA of Mercer	\$126.00

Other Capital Project Submission

6. Approve the following resolution:

RESOLVED, that the West Windsor-Plainsboro Regional School District Board of Education approve the following project:

<u>School Name</u>	<u>Project</u>	<u>FVHD #</u>	<u>DOE# (Awaiting)</u>
Community MS	Emergency Radio Enhancement System	5448	21-5715-140-23-xxxx

BE IT FURTHER RESOLVED that the district’s architects, Fraytak Veisz Hopkins Duthie, P.C., be authorized to submit the above project to the New Jersey Department of Education for approval on the district’s behalf.

BE IT FURTHER RESOLVED that the above project be approved as an “other capital project” as defined in N.J.A.C. 6A:26. The district will not seek State funding for the above projects.

BE IT FURTHER RESOLVED that amendments to the Long-Range Facilities Plan by Fraytak Veisz Hopkins Duthie, P.C. to incorporate the above projects be approved.

ESCO Additional Services

7. Amend the term of the three-year agreement with Schneider Electric to provide Performance Assurance Support Services (PASS) under their duties as the District’s Energy Services Company (ESCO), for Client Services and Building Advisor services to all schools and zone equipment, with the exception of Wicoff Elementary, to commence on July 1, 2022. The cost of the agreement does not change.

Solar Renewable Energy Certificates

8. Authorization for Sale of Solar Renewable Energy Certificates (SRECs) in accordance with the following notice to bidders:

The West Windsor-Plainsboro Regional School District is soliciting bids for the sale of its Solar Renewable Energy Certificates. The auction will take place over the internet using the FlettExchange, an online auction, located at www.flettexchange.com. [The online auction shall take place on January 18, 2022 between the hours of 11:00 a.m. and 12:00 p.m.]. Furthermore, the Board of Education authorizes entering into an agreement with the Flettexchange for the sale of the SREC’s.

Equipment Disposal

9. Disposal of obsolete equipment that has met the district’s life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

High School North

Desks, art – 14
Stools, metal - 30

Transportation

Quotes – To and From School

10. Award the 2022-2023 Student Transportation Contract – Multi Contract Number TGEBA to A-1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
TGEBA	Thomas Grover Middle School	\$252.70	79	N/A	0.00

Addendum – Cancellation - Renewal

11. Cancel 2022-2023 Student Transportation Contract – Multi Contract Number RB-PUB20-3, route ETMT12A awarded to Rick Bus Company on June 14, 2022. Total route cost is \$24,664.52.

Bid Award - School Related Activities

12. Award the November 29, 2022 Bid Number PUB22-9, 2022 – 2023 Student Transportation Contract – School Related Activities Multi Contract Number A-1-PUB22-9 to A-1 Limousine, Inc. as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
26217	Washington DC Arlington VA & various sites	\$3,195.00	1	\$ 105.00

13. Award the November 29, 2022 Bid Number PUB22-9, 2022 – 2023 Student Transportation Contract – School Related Activities Multi Contract Number IR-PUB22-9 to Irvin Raphael, Inc. as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
26216	Robert Wood Johnson Piscataway, NJ	\$750.00	1	\$ 150.00

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
26049	Kimmel Center Philadelphia, PA	\$850.00	2	\$ 150.00

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
26215	Philadelphia Orchestra Philadelphia, PA	\$1,100.00	2	\$ 150.00

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
26221	Six Flags Jackson, NJ	\$ 600.00	8	\$ 150.00

14. Award the November 29, 2022 Bid Number PUB22-9, 2022 – 2023 Student Transportation Contract – School Related Activities Multi Contract Number SH-PUB22-9 to Sheppard Bus as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
26044	Princeton University Princeton, NJ	\$ 560.00	2	\$ 140.00

Travel and Related Expenses Reimbursement

15. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) One District administrator to attend the following online courses from December 1, 2022, through December 31, 2022: Labor and Employment Law Forum with the New Jersey State Bar Association at a cost of \$249, 2022 School Law Conference at a cost of 275, and Dealing with Problem Employees at a cost of \$175.
- b) One District staff member to attend the following Certified Educational Facilities Manager (CEFM) virtual certification classes through Rutgers Online:
 - Management Supervision and Human Resources, from January 10, 2023, through February 7, 2023, at a total cost of \$853.
 - Environmental Stewardship, Code Compliance and Sustainability, from January 7, 2023, through February 18, 2023, at a total cost of \$760.
 - Preventive Maintenance, from March 6, 2023, through March 22, 2023, at a total cost of \$483.
 - Financial Management and Purchasing, from March 21, 2023, through April 4, 2023, at a total cost of \$483.
- c) One District coach to attend the United Soccer Coaches Convention - Assistant Coach Certification Course, in Philadelphia, Pennsylvania on January 12, 2023, at a cost not to exceed \$435, including mileage.
- d) One Psychologist from Maurice Hawk Elementary School to attend The Zones of Regulation Comprehensive Training Live Webinar, on February 27, 2023, at a total cost not to exceed \$220.

- e) One District administrator to attend the 2023 ASCD Annual Conference in Denver, Colorado, from March 31, 2023 through April 3, 2023, at a cost not to exceed \$2,600, including travel. [Partially funded by contractual allowance].

D. PERSONNEL

To be voted on 12/13/22: Recommend approval of the following resolutions:

Personnel Items

- 1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Job Description

- 2. Approve the following revised job description:
 - a) Health Benefits Specialist

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 12/13/22:

- A. November 1, 2022 Meeting
- B. November 1, 2022 Closed Executive Session
- C. November 15, 2022 Meeting
- D. November 15, 2022 Closed Executive Session

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 12/13/2022

Deadline for next Agenda: 12/16/2022

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Apicella, Dakota	Appoint	Teacher Health & Physical Education	0BA	\$59,500.00 (prorated)	HSN	TBD	6/30/23	Appoint as Teacher Health & Physical Education, pending employment verification, replacing Thomas Hacker, who retired. (Tenure date: TBD)
Change								
Mazon, Carissa	Change	School Nurse	4BA	\$63,450.00 (prorated)	MR/MH	1/17/23	6/30/23	Change start date from TBD to 1/17/23. Change tenure date from TBD to 1/18/27.
Newbury, Christine	Change	Teacher Special Education	10MA	\$77,975.00 (prorated)	HSN	1/30/23	6/30/23	Change start date from TBD to 1/30/23. Change tenure date from TBD to 1/31/27.
Hornick, Stephanie	Change	Teacher Mathematics		N/A	CMS	1/6/23	3/30/23	Change FMLA/NJFLA/CC:from 1/10/23-3/31/23 to 1/6/23-3/30/23 unpaid, with benefits. (RTW: 3/31/23)
Williams, Krista	Change	Teacher Elementary		N/A	MR	11/21/22	12/9/22	Change CC from 11/21/22-12/13/22 unpaid, no benefits to 11/21/22-12/9/22, unpaid, no benefits. (RTW: 12/12/22)
DeVincentz, Jenna	Change %	Teacher Family and Consumer Science- 120%	5MA	\$66.60/day	CMS	1/12/23	6/1/23	Additional per diem payment for an extra section.
Stein, Jacob	Change %	Teacher Technology- 120%	4BA	\$63.45/day	CMS	1/12/23	6/1/23	Additional per diem payment for an extra section.
Miller, David	Change %	Teacher Computers- 120%	15MA	\$101.44/day	HSS	1/12/23	6/1/23	Additional per diem payment for an extra section.
Berryman, Gail	Change %	Teacher Computers- 110%	15MA	\$49.87/day	CMS	1/12/23	6/1/23	Additional per diem payment for an extra section.
Shapteban, Susan	Change %	Teacher Mathematics-110%	4MA	\$32.78/day	CMS	1/12/23	6/1/23	Additional per diem payment for an extra section.
Leave of Absence								
Gambatese, Jaedi	Leave- CC	Teacher Elementary		N/A	TC	6/7/23	11/3/23	CC: 6/7/23-11/3/23 unpaid, with benefits. (RTW: 11/6/23)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bower, Daniel	Leave-FMLA/NJFLA/CC	Teacher Science		N/A	CMS	3/27/23	6/20/23	FMLA/NJFLA/CC: 3/27/23-6/20/23 unpaid, with benefits. (RTW: 9/1/23)
Kumor, Zachary	Leave-FMLA/NJFLA/CC	Teacher Mathematics		N/A	GMS	2/27/23	5/26/23	FMLA/NJFLA/CC: unpaid, with benefits. (RTW: 5/30/23)
Proulx, Jane	Leave-FMLA/NJFLA/CC	Teacher Art		N/A	HSN	3/8/23	6/2/23	FMLA/NJFLA/CC: 3/8/23-6/2/23 unpaid, with benefits. (RTW: 6/5/23)
Searles, Jordan	Leave-FMLA/NJFLA/CC	Teacher Health & Physical Education		N/A	HSN	5/29/23	10/27/23	FMLA/NJFLA/CC: 5/29/23-10/27/23 unpaid, with benefits. (RTW: 10/30/23)
Snedden, Jenna	Leave-FMLA/NJFLA/CC	Speech Language Specialist		N/A	TC	4/26/23	9/26/23	FMLA/NJFLA/CC: 4/26/23-9/26/23 unpaid, with benefits. (RTW: 9/27/23)
Resignation								
Seibuchler, Shaina	Resign	Job Coach		N/A	HSN	2/3/23	2/3/23	Resign from position.
C. Non Certificated Staff								
Appoint								
Das, Rakhi	Appoint	Instructional Assistant		\$19.92/hr.	TC	12/14/22	6/30/23	Appoint as Instructional Assistant, pending employment authorization, for 7 hrs/day, replacing Pooja Dutta, who transferred.
McCallam, Jr., Bertram	Appoint	Instructional Assistant		\$19.92/hr.	HSN	TBD	6/30/23	Appoint as Instructional Assistant, pending employment authorization, for 7.25 hrs/day, replacing Adam Dauer, who resigned.
Robinson, Pamela	Appoint	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	TBD	6/30/23	Appoint as security officer - "Eyes on the Door", pending employment verification.
Selmon, Richie	Appoint	Security Officer "Eyes on the Door"-Substitute		\$15.00/hr.	DIST	TBD	6/30/23	Appoint as substitute security officer - "Eyes on the Door", pending employment verification.
Change								
Dzbenksi, Jadwiga	Change	Secretary To	6	\$54,920.00 (prorated)	WIC	11/1/22	6/30/23	Change start date from TBD to 11/1/22 for change from Secretary 12 Months to Secretary To.
Jemal, Hamdi	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	12/5/22	6/30/23	Change start date from TBD to 12/5/22 for appoint as security officer - "Eyes on the Door."



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Sheppard, Kelsey	Change	Administrative Analyst for Human Resources		\$65,000.00 (prorated)	CO	1/17/23	6/30/23	Change start date from TBD to 01/17/23 for appoint as Administrative Analyst for Human Resources.
Rescind								
Jones, Mayleen	Rescind	Instructional Assistant	1	\$18.49/hr.	TC	12/1/22	12/1/22	Rescind appointment as Instructional Assistant.
Resignation								
Berrios, Roberta	Resign	Security Aide		N/A	HSS	1/2/23	1/2/23	Resign from position.
Mitra, Eshika	Resign	Instructional Assistant		N/A	TC	12/9/22	12/9/22	Resign from position.
Putnam, Jonathan	Resign	Security Officer "Eyes on the Door"		N/A	DIST	12/9/22	12/9/22	Resign from position.
Payment								
Milone, Alison	Payment	Human Resources Manager		\$5,529.09	DIST	12/14/22	12/14/22	Payment for unused vacation days, as per contract.
Schanz, Jeanne	Payment	Instructional Assistant		\$890.29	DIST	12/14/22	12/14/22	Payment for unused sick days, as per contract.
D. Substitute / Other								
Appoint								
Lenart, Erin	Appoint	Substitute Nurse		\$210.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Nurse (County Cert.), pending employment verification, as needed for temporary assignments.
Simicevic, Elizabeth	Appoint	Substitute Teacher		\$115.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Cartmill, Cecilia	Appoint	Substitute Teacher		\$105.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Goyal, Bindiya	Appoint	Substitute Teacher		\$105.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Haldar, Indrani	Appoint	Substitute Teacher		\$105.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Krishnan, Rekha	Appoint	Substitute Teacher		\$105.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
McAuliffe, Kaitlyn	Appoint	Substitute Teacher		\$105.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Seeburger, Nicole	Appoint	Substitute Teacher		\$105.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Soman, Sarika	Appoint	Substitute Teacher		\$105.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Vroom, Julia	Appoint	Substitute Teacher		\$105.00/day	DIST	12/14/22	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Resignation								
Allen, Edward	Resign	Substitute Teacher		N/A	DIST	12/7/2022	12/7/2022	Resign from position.
E. Extracurricular / Extra Pay								
Bus Duty								
Bower, Daniel	Extra Duty	Bus Duty		\$15.84/hr.	CMS	11/20/22	3/24/23	Bus Duty (PM), not to exceed 2 hours per week.
GinsbergGoldstein, Sarah	Extra Duty	Bus Duty		\$15.84/hr.	CMS	11/20/22	6/30/23	Bus Duty (PM), not to exceed 2 hours per week.
ESSER								
Hassler, Mary	Extra Duty	ESSER		\$47.09/hr.	CMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Churinkas, Linda	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Haemmerle, Louise	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Kinney, Bethann	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Santangelo, Regina	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Tummillo, Nancy	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Wachtin, Heidi	Extra Duty	ESSER		\$47.09/hr.	GMS	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Knoblock, Richard	Extra Duty	ESSER		\$47.09/hr.	TC	12/3/22	12/3/22	Building Referendum Tours, not to exceed 4 hours.
Benezs, Brittney	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/31/23	Community Middle School Math Camp, total program not to exceed 72 hours. (Paid through ESSER grant funds.)
Carbonaro, Cynthia	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/31/23	Community Middle School Math Camp, total program not to exceed 72 hours. (Paid through ESSER grant funds.)
Ferrante, Julia	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/31/23	Community Middle School Math Camp, total program not to exceed 72 hours. (Paid through ESSER grant funds.)
Scanlan, Linda	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/31/23	Community Middle School Math Camp, total program not to exceed 72 hours. (Paid through ESSER grant funds.)
Shapteban, Susan	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/31/23	Community Middle School Math Camp, total program not to exceed 72 hours. (Paid through ESSER grant funds.)
Silva, Samantha	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/31/23	Community Middle School Math Camp, total program not to exceed 72 hours. (Paid through ESSER grant funds.)



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Sternotti, Taylor	Extra Duty	ESSER		\$47.09/hr.	CMS	11/1/22	5/31/23	Community Middle School Math Camp, total program not to exceed 72 hours. (Paid through ESSER grant funds.)
Becker, Eric	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
McCarthy, Tara	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Taberner, Nicholas	Extra Duty	ESSER		\$47.09/hr.	HSN	10/1/22	6/30/23	Northern Knight Academic tutoring, total program not to exceed 500 hours. (Paid through ESSER grant funds.)
Home Programming								
Farreny, Erin	Extra Duty	Home Programming		\$70.00/hr.	DIST	11/30/22	6/30/23	Home programming to address IEP goals, not to exceed 6 hours per student, up to 60 hours.
McCormick, Megan	Extra Duty	Home Programming		\$70.00/hr.	DIST	11/18/22	6/30/23	Home programming to address IEP goals, not to exceed 6 hours per student, up to 60 hours.
Literacy Room Committee								
Forkel, Meghan	Extra Duty	Literacy Room Committee		\$47.09/hr.	MR	12/5/22	6/30/23	Organize & arrange Literacy Room, total program not to exceed 25 hours.
Johnson, Lauren	Extra Duty	Literacy Room Committee		\$47.09/hr.	MR	12/5/22	6/30/23	Organize & arrange Literacy Room, total program not to exceed 25 hours.
Paetow, Devin	Extra Duty	Literacy Room Committee		\$47.09/hr.	MR	12/5/22	6/30/23	Organize & arrange Literacy Room, total program not to exceed 25 hours.
Savur, Rita	Extra Duty	Literacy Room Committee		\$47.09/hr.	MR	12/5/22	6/30/23	Organize & arrange Literacy Room, total program not to exceed 25 hours.
West, Noreen	Extra Duty	Literacy Room Committee		\$47.09/hr.	MR	12/5/22	6/30/23	Organize & arrange Literacy Room, total program not to exceed 25 hours.
Title III								
Ali, Sukaina	Extra Duty	Title III: ELL Presenter		\$47.09/hr.	DIST	9/1/22	6/30/23	ELL S.E.L.L.F. Presenter, not to exceed 10 hours per workshop for planning/presenting. (Paid through Title III grant funds.)
Change								



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ali, Sukaina	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Burke, Anastasia	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Kloutis, Kimberly	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Kravis, Yuko	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
McCormick, Gabrielle	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Nodong, Pema	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
O'Hara, Margaret	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Tran, Piao	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Aconi, Fabio	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Ali, Sukaina	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Bader Roman, Amanda	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Bissinger, Shayne	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Jackson Escogido, Jennifer	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.
Zola, Anna	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 300 hours to not to exceed 400 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Surti, Pooja	Change	Learning Assistant		\$19.00/hr.	HSN/HSS	12/6/22	6/30/23	Change start date from TBD to 12/6/22 for Learning Assistant, as needed, for student support, paid by CEIS funds.
Venkatraman, Durgalakshmi	Change	Learning Assistant		\$19.00/hr.	HSN/HSS	11/28/22	6/30/23	Change start date from TBD to 11/28/22 for Learning Assistant, as needed, for student support, paid by CEIS funds.
E. Stipend Athletic								
Athletic Coordinator								
Jackson, Michael	Stipend- Athletic	Winter Athletic Coordinator		\$5,030.33	HSN	Winter 2022-2023	Winter 2022-2023	Athletic Coordinator, 0 yrs. exp., paid in FULL in March.
Baseball								
Gambino, Joseph	Stipend- Athletic	Baseball - Head Coach		\$6,036.40	HSS	Spring 2023	Spring 2023	Baseball - Head Coach, 2 yrs. exp., paid in FULL in June.
Basketball								
Cabarle, Christine	Stipend- Athletic	Basketball- Girls Assistant Coach		\$5,030.33	HSN	Winter 2022-2023	Winter 2022-2023	Basketball - Girls Assistant Coach, 0 yrs. exp., paid in FULL in March.
Kumor, Chase	Stipend- Athletic	Volunteer Basketball		\$0.00	HSS	TBD	6/30/23	Volunteer Basketball.
Golf								
Hussong, Michael	Stipend- Athletic	Golf, Boys Head Coach		\$3,772.49	HSS	Spring 2023	Spring 2023	Golf - Boys Head Coach, 0 yrs. exp., paid in FULL in June.
Liu, Yan	Stipend- Athletic	Volunteer Golf		\$0.00	HSS	Spring 2023	Spring 2023	Volunteer Golf.
Track								
O'Shea, Owen	Stipend- Athletic	Volunteer Track		\$0.00	HSS/HSN	12/14/22	6/30/23	Volunteer Track.
Change								
Harrington, Ivy	Change	Basketball- Girls Coach		\$3,018.20	GMS	11/30/22	Winter 2022-2023	Change start date from TBD to 11/30/22 for Basketball - Girls Coach, 0 yrs. exp., paid in FULL in March.
Dunn, Tristan	Change	Volunteer Basketball		\$0.00	HSN	11/28/22	6/30/23	Change start date from TBD to 11/28/22 for Volunteer Basketball.
Gonzalez, Celestino	Change	Volunteer Basketball		\$0.00	HSN	12/3/22	6/30/23	Change start date from TBD to 12/3/22 for Volunteer Basketball.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gambino, Dominick	Change	Volunteer Soccer/ Basketball/ Baseball		\$0.00	HSS	11/28/22	6/30/23	Change start date from TBD to 11/28/22 for Volunteer Soccer/ Basketball/ Baseball.
E. Stipend Non-Athletic								
Community Middle School								
Nemeroff, Catherine	Stipend Non-Athletic	7th Grade End of Year Coordinator-Shared		\$250.00	CMS	11/20/22	6/30/23	Coordinator for Grade 7 End of Year - shared 50%, paid in FULL in June.
Thompson, Michael	Stipend Non-Athletic	7th Grade End of Year Coordinator-Shared		\$250.00	CMS	11/20/22	6/30/23	Coordinator for Grade 7 End of Year - shared 50%, paid in FULL in June.
Grover Middle School								
Hoeflinger, Kimberly	Stipend Non-Athletic	6th Grade End of Year Coordinator		\$500.00	GMS	1/1/23	6/30/23	Coordinator for Grade 6 End of Year, paid in FULL in June.
Hoeflinger, Kimberly	Stipend Non-Athletic	7th Grade End of Year Coordinator		\$500.00	GMS	1/1/23	6/30/23	Coordinator for Grade 7 End of Year, paid in FULL in June.
Hoeflinger, Kimberly	Stipend Non-Athletic	8th Grade End of Year Coordinator		\$500.00	GMS	1/1/23	6/30/23	Coordinator for Grade 8 End of Year, paid in FULL in June.
McGurney, Brian	Stipend Non-Athletic	Lunch Duty		\$1,988.00	GMS	9/1/22	6/30/23	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
High School North								
Stewart, Eric	Stipend Non-Athletic	Chess Club		\$754.58 (prorated)	HSN	12/14/22	6/30/23	Chess Club Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Mentor								
Gans, Samantha	Stipend Non-Athletic	Mentor		\$2,010.00	TC	9/1/22	6/30/23	Mentor for Emma Engel, 1/2 paid in Dec and 1/2 in June.
Specialized Support								
Banerjee, Oormimala	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Bist, Pooja	Stipend Non-Athletic	Instructional Assistant		\$500.00	MR	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Franco, Monica	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Garnik, Aleksandr	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Gayathri, Mani	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Knott, Dorothea	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Krishnan, Rajeswari	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Mansfield, Maryann	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Nadkarni, Neeta	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Pachas, Annette	Stipend Non-Athletic	Instructional Assistant		\$500.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Sharma, Ashoo	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Shinde, Madhura	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	MH	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Singh, Priyadarshini	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Smith, Lisa Anne	Stipend Non-Athletic	Instructional Assistant		\$500.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Change								
Biro, Monica	Change	Class Advisor, 9th Grade- Shared		\$1,590.90	HSN	9/1/22	6/30/23	Change salary from \$1,383.39 to \$1,590.90. Change years of experience from 0 to 7 for 9th Grade Class Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Kamen, Libby	Change	Robotics Club		\$4,703.52 (prorated)	HSN	11/22/22	6/30/23	Robotics Advisor, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Kamen, Libby	Change	Robotics Club		\$4,703.52 (prorated)	HSS	11/22/22	6/30/23	Robotics Advisor, 5 yrs. exp., paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Schanz, Jeanne	Change	Stage Crew		\$2,213.42 (prorated)	GMS	9/1/22	11/30/22	Change end date from 6/30/23 to 11/30/22 for Stage Crew, 6 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Jin, Shanshan	Change	Volunteer Quiz Bowl		\$0.00	HSN	12/3/22	6/30/23	Change start date from TBD to 12/3/22 for Volunteer for Quiz Bowl.
F. Community Education								
Appoint								
Young, Madison	Appoint	EDP High School Assistant		\$13.00/hr.	DN/ VIL	12/19/22	6/30/23	Appoint as an EDP High School Assistant.
Rescind								
Trivedi, Pooja	Rescind	EDP Site Supervisor		N/A	CMS/MR	11/28/22	11/28/22	Rescind appointment.
Resignation								
Nikolaeva, Aneta	Resign	EDP Group Leader		N/A	MH	12/21/22	12/21/22	Resign from position.
Patel, Maya	Resign	EDP High School Assistant		N/A	MH	12/6/22	12/6/22	Resign from position.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Change								
Apicella, Dakota	Change	Teacher Health & Physical Education	0BA	\$59,500.00 (prorated)	HSN	1/3/23	6/30/23	Change start date from TBD to 1/3/23. Change tenure date from TBD to 1/4/27.
Lenart, Erin	Change	School Nurse	2BA	\$61,500.00 (prorated)	DIST	12/20/22	6/30/23	Change start date from TBD to 12/20/22. Change tenure date from TBD to 12/21/26.
Damour, Judith	Change %	Teacher French-110%	15MA	\$105,314.00	HSN	12/14/22	6/30/23	Change salary from 100% to 110% for an additional section.
C. Non Certificated Staff								
Appoint								
Rizvi, Haniya	Appoint	Secretary To	1	\$49,076.00 (prorated)	CO	TBD	6/30/23	Appoint as Secretary To, pending employment verification, replacing Kimberly Nickerson, who resigned.
Vannatta, Donna	Appoint	Cafeteria Aide	3	\$15.97/hr.	DN	12/14/22	6/30/23	Appoint as Cafeteria Aide, not to exceed 2.5 hrs/day.



PERSONNEL ADDENDUM #2

RECOMMENDATION

D. PERSONNEL

To be voted on 12/13/22: Recommend approval of the following resolution:

WWPSA – Sidebar Agreement

1. Approve a sidebar agreement with the West Windsor-Plainsboro Service Association whereby:
 - a) Article 9 is modified to clarify who can be reimbursed for tuition costs for participation in a district sponsored university partnership program that would allow WWPSA members to attain New Jersey teaching certificates.

ADMINISTRATION ADDENDUM

RECOMMENDATION

A. ADMINISTRATION

To be voted on 12/13/22: Recommend approval of the following resolutions:

Safe Return Plan

1. Approve the submission of the Revised Local Education Agency Plan for Safe Return to In-Person Instruction and Continuity of Services to the New Jersey Department of Education.

FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 12/13/22 : Recommend approval of the following resolution:

Resolution Authorizing the Submission of ROD Grant Project Documents

1. Approve the following resolution:

BE IT RESOLVED, that the West Windsor-Plainsboro Regional School District Board of Education approve the following projects at district schools: the West Windsor-Plainsboro Regional School District Board of Education approve the projects:

<u>School Name</u>	<u>Project</u>
High School South	Toilet Room Renovations
Community Middle School	Roof Rising Wall Cladding Replacement
Community Middle School	Toilet Room Renovations
Town Center Elementary	Playground Replacement
Town Center Elementary	Roof Replacement

BE IT FURTHER RESOLVED that the district's architects, Faridy Veisz Fraytak, PC, be authorized to submit applications for Regularly Operating District (ROD) Grants for the above projects to the New Jersey Department of Education for approval on the district's behalf.

BE IT FURTHER RESOLVED that an amendment to the Long-Range Facilities Plan by Fraytak Veisz Hopkins Duthie, P.C. to incorporate the above projects be approved.

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1122 BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

Titles:

Accountant
Administrative Assistant
Administrative Analyst
Assistant Director of Buildings and Grounds
Assistant Transportation Coordinator
Director of Buildings and Grounds
Diversity, Equity and Inclusivity Coordinator
Food Services Manager
Health Benefits Specialist
Human Resources Specialist
Human Resources Manager
Payroll Supervisor
Program Administrator for Community Education
Program Analyst
Purchasing Specialist
Social Media Manager
Supervisor of Accounts
Support Specialist
Technology Manager
Transportation Coordinator
Visual Media Manager

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy with the district's

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group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory pre-certification.

Additionally, the eligible dependents of employees shall, if the employee so chooses, be covered under these plans subject to the terms and conditions for such coverage.

2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:

a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.

b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78 or, if applicable, P.L. 2020 c. 44.

c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.

3. Employees who have alternate medical/hospital, dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided by the Board by signing a waiver form. To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty five percent of the cost of the premium the Board would have paid had the employee not waived coverage. An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to the rules and regulations of the insurance carriers.

4. Employees in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten years from the effective date of retirement.

B. Leave of Absence

1. Employees shall be credited with fourteen days cumulative sick leave at the beginning of each school year. Three additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.

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2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district, an employee shall be compensated at one and one half times the then highest current per diem substitute teacher's pay for his/her accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1, 1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.

3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:

- a. Religious holidays;
- b. Closing on the purchase of a home;
- c. Moving day;
- d. Court appearance or other legal matters;
- e. Entering offspring in college;
- f. Attending graduation of offspring or spouse;
- f. Attending wedding of member of immediate family;
- g. Marriage;
- h. Adoption; and
- i. Other emergency or urgent reason not listed above.

An employee shall be granted up to three days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen sick days may be accumulated in any one year.

4. An employee shall be granted up to three days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.

6. Employees shall be granted up to five days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one day for a relative not a member of the immediate family or close friend. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household. Other close

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relatives shall include aunt, uncle, sister-in-law, brother-in law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:

- a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.
- b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety days prior to the requested commencement date of the leave. This ninety day notification period may be reduced by agreement between the employee and the Superintendent.
- c. Any tenured or non-tenured employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption or for other proper causes provided that such change will not substantially interfere with administration of the school. Any tenured employee granted a leave of absence with a return date during the same school year, who wishes to extend said leave beyond the school year in which it commences, shall be permitted to do so if he/she makes application at least three weeks prior to the commencement date of his/her leave of absence.
- d. An employee under tenure shall be granted a child care or adoption leave without pay for not more than three years from September of the school year in which he/she requests the leave. When the leave is granted, he/she shall return as a tenured employee.

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e. The Board shall not be required to extend the leave on non-tenured employees beyond the school year for which they were hired. Non-tenured employees wishing to return for the following school year shall be considered by the Board for re-employment for the following year.

f. Any tenured employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six months prior to the beginning of the school year in which he/she wishes to return.

g. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she is a 10 month employee and has ninety-one (91) or more working days of service to the district or he/she is a 12 month employee and has one hundred twenty one (121) or more working days of service to the district in the year in which the leave commences.

h. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor- Plainsboro Regional School District in the area of his/her competence.

i. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy:

(1) Medical/hospital;

(2) Prescription plan; and

(3) Dental plan.

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j. Return to service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant or if not, to a substantially equivalent position.

8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.

a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise able to use sick leave, such leave of absence shall be without pay.

b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.

c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits. Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.

e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:

(1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy.

(2) Physical incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if:

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(a) The employee fails to produce a certification from her physician that she is medically able to continue working; or

(b) The Board's physician and the employee's physician agree that she cannot continue working; or

(c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

(3) Just cause - Any other "just cause" as defined in N.J.S.A. Title 18A.

f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.

g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.

h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may, at its discretion require periodic physician certification of the employee's continued fitness to perform her duties.

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i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.

j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

D. Vacation

1. Employees shall receive vacation days in accordance with the following schedule:

a. Upon employment, fifteen vacation days per year (prorated in the first year if the start date is after July 1); and

b. On July 1 following five full school years of employment, twenty two vacation days per year

c. For purposes of subparagraphs (a) and (b), in the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.

2. Vacation days shall be prorated upon employment and shall be posted on July 1 of each year in accordance with procedures established by the Superintendent or designee.

3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty-two vacation days who resigns effective December 31 would receive eleven vacation days for his/her work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.

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4. Upon retirement from the district, an employee shall be compensated for cumulative vacation days at his/her then current per diem rate of pay. To the extent permitted by law, up to forty-five vacation days may be cumulative.

5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.

6. To the extent permitted by law, employees may accumulate unused vacation time from one year to the next; however, the total number of accumulated days may not exceed forty-five as of August 31 of any school year. If, on July 1 of any year, the total number of accumulated vacation days exceeds forty-five, the excess days must be used prior to August 31. Cumulative vacation days beyond forty-five days on August 31 of any school year shall be converted to sick leave; however, no person may increase his or her total accumulation of unused sick days by more than fifteen days in any one year.

7. For employees employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at N.J.S.A. 18A:30-9.1 and any other prevailing law.

E. Holidays

Employees shall receive the nineteen holidays as listed in the annual holiday schedule.

F. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the maximum rate permitted by State laws or regulation.

2. Employees are eligible to receive reimbursement for the costs associated with the enrollment in and attendance at approved courses for professional improvement as follows:

a. Reimbursement shall cover 100% of the cost of tuition, registration, and lab fees of any college or university. A maximum of twelve credits per year shall be covered by these regulations.

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b. For employees hired after February 1, 1997, reimbursement shall not exceed the cost of twelve (12) credits of graduate study at Rutgers University, regardless of the number of credits taken. An employee can receive up to the maximum reimbursement rate of twelve Rutgers graduate credits even if he/she took fewer than twelve credits at a college or university with a higher tuition rate.

c. Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

d. As a condition for reimbursement of tuition and costs, the employee shall continue in service of the Board for a period of at least two (2) years after the date of course completion. Upon failure to continue, the employee may be required to repay the Board a sum bearing the same ratio to the amount of reimbursement received that the unfulfilled portion of the two subsequent years' service bears to the full two years. However, the employee shall be released from such payment if his/her failure to serve the stipulated two years be due to his/her illness or disability or if he/she is discharged from his/her position. In addition, no repayment will be due from the employee's estate if he/she should expire before the end of the two year period. All requests for payment must be made within one year following completion of each course.

3. Travel and expense reimbursement shall be governed by Board Policy 3440.

Adopted: 24 June 2003

Revised: 26 September 2006

Revised: 20 November 2018

Revised: 22 June 2021

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Benefits-Support Staff

4420 BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees. This policy shall be reviewed annually and can be revised at any time.

Titles:

Confidential Secretary

Extended Day Program Coordinator

Pool Operator

Security Aide

Sr. Computer Support Specialist

Technical Project Assistant

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory hospital pre-certification.

2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:



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a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.

b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.

c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.

3. Employees who have alternate medical and/or dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided in this Article by signing a waiver form.

To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty-five percent of the cost of the premium the Board would have paid had the employee not waived coverage.

An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to rules and regulations of the insurance carrier.

4. Employees in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten years from the effective date of retirement.

B. Leave of Absence



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1. Employees shall be credited with fourteen days of cumulative sick leave at the beginning of each school year. Three additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.
2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district an employee shall be compensated on a pro-rata basis; i.e. one day of their then current rate of pay for every four (4) days of accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1,1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;
 - e. Entering offspring in college;
 - d. Attending graduation of offspring or spouse;
 - e. Attending wedding of member of immediate family;
 - f. Marriage;
 - g. Adoption; and
 - h. Other emergency or urgent reason not listed above.



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An employee shall be granted up to three days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen sick days may be accumulated in any one year.

4. An employee shall be granted up to three days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.

6. Employees shall be granted up to five days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one day for a relative not a member of the immediate family or close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:

a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.

b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety days prior to the requested commencement date of the leave. This ninety day notification period may be reduced by agreement between the employee and the Superintendent.



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c. Any employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption, or for other proper causes provided that such change will not substantially interfere with administration of the school.

d. Any employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six months prior to the beginning of the school year in which he/she wishes to return.

e. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she has at least ninety-one or more working days (ten-month employee) of service to the district in the year in which the leave commences.

f. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor-Plainsboro Regional School District in the area of his/her competence.

g. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy.

- (1) Medical/hospital;
- (2) Prescription plan; and
- (3) Dental plan.



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h. Return to Service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant, or if not, to a substantially equivalent position.

8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.

a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise unable to use sick leave, such leave of absence shall be without pay.

b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.

c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.

e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:



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(1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy;

(2) Physical Incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if:

(a) The employee fails to produce a certification from her physician that she is medically able to continue working; or

(b) The Board's physician and the employee's physician agree that she cannot continue working; or

(c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

(3) Just cause - Any other "just cause" as defined in N.J.S.A. Title 18A.

f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.

g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.

h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for



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Benefits-Support Staff

pregnancy. The Board may at its discretion, require periodic physician certification of the employee's continued fitness to perform her duties.

i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.

j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

C. Vacation

1. Twelve-month employees shall receive vacation days based upon the following schedule:

Upon employment	10 days per year
After four full school years of employment	15 days per year
After nine full school years of employment	20 days per year
After fourteen full school years of employment	22 days per year

2. Vacation days shall be prorated upon employment and shall be posted July 1 in accordance with procedures established by the Superintendent or designee. In the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.



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Benefits-Support Staff

3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty vacation days who resigns effective December 31 would receive eleven vacation days for the work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.
4. Upon retirement from the district, an employee will be compensated for cumulative vacation days at his/her then current per diem rate of pay. Up to forty-five vacation days may be cumulative.
5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.
6. To the extent permitted by law, cumulative vacation days beyond forty-five days shall be converted to sick leave. However, no person may increase his/her total accumulation of unused sick days by more than fifteen days in any one year.
7. For administrators employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at N.J.S.A. 18A:30-9.1 and any other prevailing law.

D. Holidays

Employees shall receive the nineteen holidays as listed in the annual holiday schedule.

E. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the maximum rate permitted by State laws and regulation.
2. The Board shall reimburse the employee for one hundred percent of the cost of tuition registration, lab fees and textbooks for courses taken at the graduate or undergraduate level. Such courses need not be a requirement of any program of study leading to a degree. Courses must be approved in advance by the employee's Principal



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and/or immediate supervisor, and the Superintendent. The courses must be related to the employee's job duties. No more than four courses shall be approved in any one year.

Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

N.J.S.A. 18A:6-6; 18A:16-12 et seq.

Adopted: 24 June 2003

Revised: 26 September 2006

Revised: 20 November 2018

Revised: 26 May 2020

Revised: 22 June 2021



POLICY GUIDE

8467- WEAPONS (M)

Section: Operations

Date Created: June 2014

Date Edited: June 2014

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Weapons

M

The Board of Education prohibits the possession, use, or exchange of any weapon in any school building, on school grounds, at any school-sponsored event, and on school sanctioned transportation except as the possession and use of a weapon is authorized by law and required in the performance of the possessor's duty and while the possessor is on duty.

For the purpose of this policy, "weapon" means anything readily capable of lethal use or of inflicting serious bodily injury. "Weapon" includes, but is not limited to, all firearms, knives, dangerous instruments intended to inflict harm, components that can be readily assembled into a weapon, explosive devices, and imitation firearms. For the purposes of this policy "firearm" means those items enumerated in N.J.S.A. 2C:39-1f and 18 U.S.C. 921.

Law Enforcement Officials

Actively employed law enforcement officials that are not on duty are not permitted to use, exchange or possess – whether concealed or not – a weapon while inside any school building, on school grounds, at any school-sponsored event. For district parent/guardians that are active law enforcement officials and are either picking up or dropping off their child/children while off duty are permitted to have their weapon on school grounds so long as it is concealed, remains outside of the school building and is secured to the best of the law enforcement officials ability.

District parents/guardians that are actively employed as law enforcement officials and are summoned to the school while on duty by the Administration for an issue involving their child/children or are attending a Holiday concert or other school event while on duty, are permitted to have their weapon on their possession so long as the Building Principal is notified in advance. In such instance, it is the Board's expectation that the Building Administration and the parent/guardian law enforcement official will work collaboratively to avoid an issue.

For purposes of this section the phrase "on duty" shall mean the normal work shift that is assigned to a law enforcement official by their superior / commanding officer, and does not include the general police powers that law enforcement officials possess 24/7.

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Weapons

The provisions in this section shall not apply to law enforcement officers employed by the Hackettstown Police Department, nor to any law enforcement officers that are responding to an emergency situation at any of the Board's schools or facilities.

School Resource Officer Program

The provisions of the School Resource Office Program, including any assigned School Resource Officer or a Class Three Special Law Enforcement Officers are set forth in Board Policy 7446.

School District Employed Security Officers

As noted in Board Policy 7446, Security Officers employed by the Board are not permitted to carry a gun while in any school building, on schools grounds, at any school-sponsored event, and on school sanctioned transportation.

Any pupil or school employee who has reasonable grounds to suspect the presence of a weapon prohibited by this policy shall immediately report his/her suspicion to the Principal. The Principal shall conduct an appropriate search in accordance with Policy No. 5770 and confiscate any weapon discovered in the course of the search. He/she shall, if appropriate and feasible, summon the aid of law enforcement officers in the conduct of the search. Any school employee who confirms the presence of a weapon under circumstances that place persons at serious risk may confiscate the weapon immediately and may use such force as is reasonable and necessary to obtain possession.

Unless the weapon has been taken into custody by a law enforcement officer, the Principal shall immediately store any confiscated weapon in a securely locked box or container and report the presence of the weapon to the Superintendent. The Superintendent shall promptly notify, by telephone call and by letter, the Chief of Police of Hackettstown that a weapon is present on school premises; the notice shall request removal of the weapon by an authorized law enforcement officer. The Superintendent shall obtain and file a receipt for any weapon removed by a law enforcement officer.

Any pupil who possesses, uses, or exchanges a weapon in violation of this policy shall be subject to stringent discipline, which may include expulsion. Any pupil or school employee who suspects or knows of the presence of a weapon in violation of this policy and fails to report the same shall be subject to discipline.

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Weapons

Any person who possesses a weapon on school premises or school transportation or at a school-sponsored function shall be reported to the appropriate law enforcement agency.

Any pupil who is convicted or is an adjudicated delinquent for possession of a firearm or who is found to be in possession of a firearm on school property must be immediately removed from the regular education program and provided with an alternative program, pending a hearing before the Board of Education. Pupils convicted or found to be delinquent for possessing a firearm on school property, on a school bus, or at a school-sponsored function or committing a crime while possessing a firearm shall be immediately removed from the regular education program for a period of not less than one calendar year and placed in an alternative education school or program pending a hearing before the Board of Education to remove the pupil. (Chapters 127 and 128 of 1995, The Zero Tolerance for Guns Act)

Any pupil who commits an assault upon members of the school community with a weapon other than a firearm on school property must be immediately removed from the regular education program and provided with an alternative program, pending a hearing before the Board of Education. (Chapters 127 and 128 of 1995, The Zero Tolerance for Guns Act)

Pupils with disabilities violating the provisions of this policy shall be dealt with in accordance with Policy No. 2460 and Regulation No. 2460.6.

Nothing in this policy shall be construed to prohibit the reporting of a crime committed by a child with a disability to the appropriate law enforcement or judicial authorities, or to prevent such authorities from exercising their responsibilities with regard to the application of Federal or State law to crimes committed by a child with disabilities.

Any pupil requiring removal from the regular education program for the reasons enumerated above shall be removed in accordance with Policy and Regulation No. 5611.

The Superintendent, or designee, shall prepare regulations to implement this policy for the guidance of school staff in dealing with incidents involving weapons in the school district.

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Weapons

N.J.S.A. 2C:39-1 et seq.; 2C:58-6.1; 2C:58-15

N.J.S.A. 18A:6-1

N.J.S.A. 23:4-16

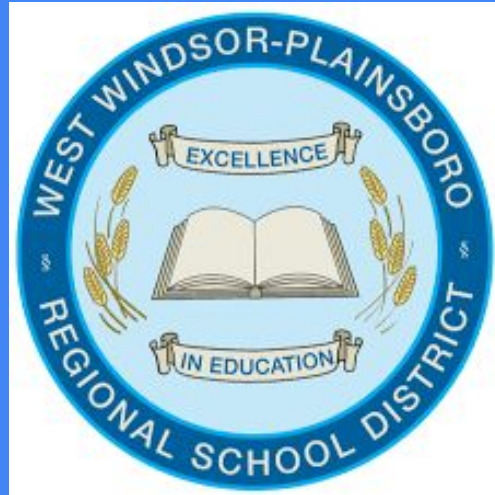
N.J.A.C. 6A:14-2.8 et seq.

Chapters 127 and 128 of 1995, The Zero Tolerance for Guns Act

18 U.S.C. 921

20 U.S.C 1415

Adopted: 11 June 2014



Class III Officer Program

District Safety & Security Measures

- Law Enforcement Collaboration
- Class III Officers
- Eyes on the Door Security
- Security Vestibules
- Raptor Technology
- Security Cameras



District Safety & Security Measures

- School Wide Lockdown Capabilities
- Regular Fire, Safety, and Security Drills for Students and Staff
- Gaggle Software to Manage Student Safety on School Provided Technology
- Mental Health Clinicians via Rutgers University Behavioral Health Partnership
- School Counselors, Student Assistance Counselors, Child Study Team, Nurses



Law Enforcement Collaboration

- Memorandum of Understanding
- Regular Communication & Articulation
- Police Presence As Needed
- School Security Training & Walkthroughs



What is a Class III Officer?

- 2016 Class III law established a new type of school security personnel
- Class III hired for the explicit purpose of providing security at schools when schools are in session or occupied by students or staff
- Class III provides school districts with a lower cost school security option



What is the role of a Class III officer?

- Experienced armed police officers with extensive training
- Patrol schools to protect against external threats
- Regular school inspections to ensure facilities are secure
- Maintain positive rapport with students, families, and staff
- Supports community policing practices
- Authority of West Windsor/Plainsboro Police Departments

Who are Class III Officers?

- Must be a retired law enforcement officer, less than 65 years of age, who previously served as a fully-trained, full-time police officer in New Jersey
- Must have served as a full-time officer within three years of appointment
- Must be physically capable of performing the functions of the position, and possess a New Jersey Police Training Commission basic police officer certification or New Jersey State Police Academy certification

Shared Services Agreement

- 5 Year Shared Services Agreement with West Windsor & Plainsboro Townships
- Authority of West Windsor and Plainsboro Police Departments
- Partnership between District Administration and Police Departments
- WW-P District Budgeted and Funded
- 8 Class III Officers Employed per Township
- September through June Contract



West Windsor & Plainsboro Police

Patrolman Daniel Latham, West Windsor Police

Lt. Mark Lee, West Windsor Police

Sgt. Martin McElrath, Plainsboro Police

Lt. Brett Olma, Plainsboro Police



Questions?





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

DECEMBER 15, 2022: BOARD OF EDUCATION SPECIAL MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

NO ACTION WILL BE TAKEN

6:00 Board of Education Retreat – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor-Plainsboro Education Foundation: Graelynn McKeown
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and December 9, 2022 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

II. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments

III. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to three minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. MEETING

A. ADMINISTRATION

To be discussed on December 15, 2022:

- 2023-2024 Budget

V. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to three minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

VI. ADJOURNMENT



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

JANUARY 3, 2023: BOARD OF EDUCATION REORGANIZATION & MEETING
January 2023 through January 2024

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
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West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. CALL TO ORDER by Board Secretary

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 10, 2022, and December 22, 2022 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

II. CONVENE

This is the Reorganization Meeting of the West Windsor-Plainsboro Regional School District for the period January 2023 through January 2024. In accordance with the state's Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and to the extent known, the agenda of this meeting, to the *Home News Tribune*, *The Times*, and the West Windsor and Plainsboro Public Libraries. Copies of this notice also have been posted in the Board Office, filed with Plainsboro's and West Windsor's Township Clerks, placed in each of our schools, and posted on the district website.

III. RESULTS of the November 8, 2022, Election - Board Secretary

IV. OATH OF OFFICE ADMINISTERED TO FOLLOWING INDIVIDUALS; EACH MEMBER WILL READ ALOUD THE STATE OF NEW JERSEY REQUIRED OATHS FOR SCHOOL BOARD MEMBERS

1. Louisa Ho, Board member for West Windsor
2. Graelynn McKeown, Board member for West Windsor
3. Shwetha Shetty, Board member for West Windsor
4. Robin Zovich, Board member for Plainsboro

V. NOMINATIONS FOR PRESIDENT

Election of President
President Assumes Control of Meeting after Election

VI. NOMINATIONS FOR VICE-PRESIDENT

Election of Vice-President

VII. It is recommended that approval be given to designate Christopher J. Russo, EdD, as Board Secretary and as temporary chair to conduct officer elections for the period of January 2023 through January 2024.

VIII. It is recommended that members of the Board of Education authorize Christopher J. Russo, EdD, Board Secretary/Assistant Superintendent for Finance, or his designee, to advertise and solicit bids/quotes for the following commodities: audio-visual supplies, arts and crafts supplies, technology (hardware and software), office supplies, teaching supplies, photocopiers, paper products and related supplies, athletics supplies, plaques and awards, building and ground equipment, services and supplies, gasoline and diesel fuel, industrial art supplies, furniture, and leases. These bids, when accepted by the members of the Board of Education, will be encumbered against the budget.

- IX.** **It is recommended that** approval be given to designate Christopher J. Russo, EdD, or his designee, as Public Agency Compliance Officer (P.A.C.O.) under *N.J.A.C. 17:27-3.2* and appointment of purchasing agent and authorization to award contracts up to bid threshold and set quote threshold at 15 percent of bid threshold amount for the year.
- X.** **It is recommended that** approval be given to appoint Assistant Superintendent/School Business Administrator, Christopher J. Russo, EdD, as the West Windsor-Plainsboro Regional School District's Qualified State Purchasing Agent (*18A:18A-2b*) for the school year in accordance with the New Jersey State Statutes and be authorized to advertise for and received bids and purchase through state contracts wherever practical in the best interest of the Board of Education; and to authorize that West Windsor-Plainsboro Regional School District evoke the supplemental authority of *N.J.S.A. 18A:18A-3* and *18A:18A-4.3* to set the District's bid threshold to the statutory bid threshold of \$44,000 (quote threshold for local units with a QPA is \$6,600 - 15% of the \$44,000 QPA bid threshold).
- XI.** **It is recommended that** approval be given to designate Kia Bergman as Custodian of District Records under New Jersey Open Public Records Act (P.L.2001, Chapter 404) for the year.
- XII.** **It is recommended that** approval be given to designate responsibility for Integrated Pest Management and Asbestos to Thomas Daly or his designee the responsibility for HAZCOM, Right-To-Know, and Indoor Air Quality, and Environmental Regulations under the Public Employees Occupational Safety and Health Program Hazard Communication Standard (*N.J.A.C. 12:100-7*) for the year.
- XIII.** **It is recommended that** approval be given to designate Superintendent or designee as district liaison for the education of homeless children under Students At Risk of Not Receiving a Public Education (*N.J.A.C. 6A:17-2.5*); NJ Department of Children and Families, Division of Child Protection and Permanency (formerly Division of Youth and Family Services); and appointments of: 504 Committee Coordinator(s), ADA Officer, Issuing Officer for Working Papers, collection and maintenance of student records (*N.J.A.C. 6A:32-7.3*), and approval of Emergency Operations Plan, Crisis Intervention Procedures Manual, and Emergency Management Plan; for the year.
- XIV.** **It is recommended that** approval be given to designate Superintendent or designee as Title IX Coordinator under the Education Amendments of 1972, 20 U.S.C. (United States Code) Section 1681 et seq.; 34 C.F.R. (Code of Federal Regulations), Part 106, for the year.
- XV.** **It is recommended that** approval be given to designate Superintendent or designee to implement the approved safety and health plan in accordance with *N.J.A.C. 6A:19-6.5*, for the year.
- XVI.** **It is recommended that** approval be given to designate Lee McDonald, assistant superintendent for pupil services/planning, as school safety specialist in accordance with state law (P.L. 2017 c. 162).
- XVII.** **It is recommended that** approval be given to designate Lee McDonald, assistant superintendent for pupil services/planning, as the Handle With Care (HWC) Point of Contact under Attorney General Law Enforcement Directive No. 2020-09.
- XVIII.** **It is recommended that** approval be given to designate Jill Liedtka as Treasurer of School Monies for the year.

XIX. NAME FINANCIAL DEPOSITORIES

A. It is recommended that approval be given to designate the following financial institutions as Depositories for School Funds:

- Bank of America
- Bank of New York Mellon
- The Bank of Princeton
- Citizens Bank, N.A.
- Investors Bank
- JP Morgan Chase Bank
- New Jersey Cash Management
- NJARM
- Oceanfirst Bank, N.A.
- PNC Bank
- Santander Bank, N.A.
- TD Bank
- US Bank
- Wells Fargo Bank, N.A.
- WSFS Bank

B. It is recommended that approval be given for the Assistant Superintendent for Finance or designee to designate bank accounts and authorized signatories.

XX. ADOPT THE BOARD POLICIES NOW EXISTING

It is recommended that approval be given to adopt all Board policies and regulations now existing, subject to review, recession, or addition during the year.

XXI. ADOPT CURRICULA

It is recommended that approval be given to adopt all existing curricula based upon the New Jersey Student Learning Standards (21st Century Life and Careers/Career Readiness, Life Literacies and Key Skills; Comprehensive Health and Physical Education; English Language Arts; Mathematics; Science; Social Studies; Technology/Computer Science & Design Thinking; Visual and Performing Arts, and World Languages), textbooks, and course offerings for the district and each school.

XXII. ESTABLISH TIME, DATE, AND PLACE OF MEETINGS

It is recommended that approval be given to:

a) Establish the time, date, and place of the meetings of the Board of Education, in which action may be taken, from February 2023 through January 2024, beginning at 7:30 p.m. at Central Office, Multi-Purpose Room as follows:

- February 7, 2023
- February 28, 2023
- March 14, 2023
- March 28, 2023
- April 25, 2023
- May 9, 2023
- May 23, 2023

- June 13, 2023
- June 27, 2023
- July 25, 2023
- August 29, 2023
- September 19, 2023
- October 3, 2023
- October 17, 2023
- November 14, 2023
- December 12, 2023
- January 2, 2024 Reorganization Meeting
- January 23, 2024

b) Establish the time, date, and place of two Special Meetings of the Board of Education for the purpose of Board Retreats, in which action will not be taken, at 6:00 p.m. at Central Office, Multi-Purpose Room, as follows:

- March 2, 2023
- December 14, 2023

Public Hearings: April 25, 2023, 2023-2024 Budget; May 9, 2023, Policy P2361-Acceptable Use of Computer Networks/Computers and Resources; June 13, 2023, Administrator Contracts & Salaries pursuant to P.L. 2007, Chapter 53; July 25, 2023, Semi-Annual District Harassment, Intimidation & Bullying Report; October 3, 2023, 2022-2023 Annual Report of Student Safety Data; and, January 23, 2024, Semi-Annual District Harassment, Intimidation & Bullying Report.

XXIII. **It is recommended that** approval be given to designate *The Times* and *The Home News Tribune* as the official newspapers for the school district.

XXIV. **It is recommended that** approval be given to adopt the rules and regulations of the New Jersey State Interscholastic Athletic Association as resolved in the July 11, 2000, Resolution for the High Schools' Athletic Departments.

XXV. **It is recommended that** approval be given to empower the Superintendent of Schools and the Board Secretary to implement the budget pursuant to policies and regulations of the New Jersey Board of Education and West Windsor-Plainsboro Regional Board of Education.

XXVI. **It is recommended that** approval be given to empower the Superintendent of Schools and the Board Secretary to audit and approve chart of accounts and demands for payment prior to presentation to the Board.

XXVII. **It is recommended that** approval be given to empower the Superintendent of Schools and the Board Secretary to approve transfers of funds, except for transfers to and from surplus, between meetings of the Board of Education. Transfers approved shall be reported to the Board, ratified, and duly recorded in the minutes at the next Board Business Meeting.

XXVIII. **It is recommended that** approval be given to empower the Superintendent of Schools to authorize routine employment appointments between Board of Education meetings, with the understanding that formal action would be taken at the next voting meeting of the Board.

XXIX. **It is recommended that** approval be given to adopt the existing Nursing Services Plan, subject to review, revision, or addition during the year.

XXX. **It is recommended that** approval be given to adopt all board-approved job descriptions now existing, subject to review, revision, or addition during the year.

XXXI. **It is recommended that** approval be given to use the “Student Safety Data System Incident Report Form,” which is available on the state SSDS web page, for the year.

XXXII. **Affirmative Action Officers/Anti-Bullying Specialists/Statement of Assurance**

1. To adopt the following resolution:

Whereas, New Jersey public schools and the West Windsor-Plainsboro Regional School District are required to develop, submit, and implement a Comprehensive Equity Plan to identify and resolve all equity needs affecting its schools, pupils, or staff, as indicated in *N.J.A.C. 6:4-1 et.seq.*; and

Whereas, an Affirmative Action Officer is necessary to uphold the regulations pertaining to *N.J.S.A. 18A:36-20, 10:5, N.J.A.C. 6:4*, Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; and the Individuals with Disabilities Education Act of 1977; now, therefore be it

Resolved, that an Affirmative Action Officer be appointed with the West Windsor-Plainsboro Regional School District, for the school year, as follows:

- Charity Comella, District Affirmative Action Officer

2. To appoint a district anti-bullying coordinator and anti-bullying specialists for the West Windsor-Plainsboro Regional School District, for the year, as follows:

- Barbara Gould, District Anti-Bullying Coordinator
- Jamie Crystal, High School North Anti-Bullying Specialist
- Chelsea Allen, High School South Anti-Bullying Specialist
- Ariana Efstathios, Community Middle School Anti-Bullying Specialist
- Wendy Alley, Grover Middle School Anti-Bullying Specialist
- Lisa Valeriani, Millstone River School Anti-Bullying Specialist
- Melissa Greiner, Village School Anti-Bullying Specialist
- Melody Khalifa, Village School Anti-Bullying Specialist
- Nancy Dunne, Dutch Neck Elementary School Anti-Bullying Specialist
- Kelly Marshall, Maurice Hawk Elementary School Anti-Bullying Specialist
- Marissa Efstathios, Maurice Hawk Elementary School Anti-Bullying Specialist
- Erica Anas, Town Center Elementary School Anti-Bullying Specialist
- Ellen Incollongo, J.V.B. Wicoff Elementary School Anti-Bullying Specialist
- C. Shannon Martin, Community Education Anti-Bullying Specialist

XXXIII. **It is recommended that** approval be given to empower the Superintendent of Schools and the Board Secretary to enter into agreements in accordance with *N.J.A.C. 6A:14-4.3(b)5*, with county special services school districts, educational services commissions, state operated educational facilities, and private schools for students with disabilities that have been approved by the Department of Education (according to *N.J.S.A. 18A:46-14 and 15*) for the purpose of special education placements.

XXXIV. It is recommended that approval be given to adopt the following resolution:

Whereas, during the fiscal year, there exists a need for a variety of specialized services; and

Whereas, funds are available for this purpose; and

Whereas, the Public School Contracts Law (*N.J.S.A. 18A:18A-5*) requires a resolution authorizing the award of contracts/agreements for "professional services" or "extraordinary unspecifiable services" (*N.J.S.A. 40A:11-5(1)(a)(ii)* and *40A:11-5(1)(m)*) without competitive bids; now therefore be it

Resolved, by the West Windsor-Plainsboro Regional Board of Education:

1. The Superintendent of Schools and Board Secretary are authorized to execute contracts and/or agreements with:

Business Office

Allen & Stults, Co., Inc. – Student Accident Insurance Broker of Record
Brown & Brown Insurance – Health Insurance Broker of Record
Certified Testing Laboratories, Inc. – Engineers & Land Surveyors Consultants
Comegno Law Group, P.C. – School District Board Attorneys
Fraytak Veisz Hopkins Duthie, P.C. - School District Architectural Consultants
French & Parrello Associates – School District Engineering Consultants
Kelter & Gilligo – School District Consulting Engineers
McManimon, Scotland & Baumann, LLC, School District Bond Attorneys
Methfessel & Werbel – School District Board Attorneys
New Road Construction Management - Construction Manager of Record
NV5 – School District Construction Materials Testing & Inspection Services
Parker McCay, P.A. - School District Board Attorneys
Montrose Environmental – School District Health & Safety Compliance Consultants
Montrose Environmental – School District Asbestos Abatement Consultants
Phoenix Advisors, LLC – School District Financial Advisors
Phoenix Advisors, LLC – School District Disclosure Agent of Record
PKF O’Connor Davies, LLP – School District Auditor
Rue Insurance –School District Risk Management Broker of Record (extraordinary unspecifiable services)
Schneider Electric - School District Energy Services Company (ESCO)
Van Cleef Engineering Associates – School District Engineering Consultants

Vendors – Investment Accounts

457 Investment Accounts: AXA/Equitable Life Insurance Co., Voya Financial, Lincoln Investment Planning, MetLife Group Services, Valic/AIG Financial.

403(b) and Roth 403(b) Investment Accounts in accordance with the district’s 403(b) plan’s adoption agreement: Appendix I: AXA/Equitable Life Insurance Co., Voya Financial, Lincoln Investment Planning, MetLife Group Services, and Valic/AIG Financial.

Vendor – Disability Insurance

Hartford Insurance Company
Prudential

Central Office-Medical

Center for Behavioral Health MD, PA
Dr. Rajeswari Muthuswamy, MD
Dr. Adam Naddelman, Medical Services Director
Dr. Joseph Dorfman, Medical Inspector
Dr. Emil Matarese, Comprehensive Neurologic Associates
Interstate Mobile Care (Transportation)
Lawrence Orthopedic Group
Penn Medicine Princeton Medical Center
Princeton Nassau Pediatrics
Robert Wood Johnson Medical Center
University Orthopedic Associates

Athletics (medical coverage for home football games.)

- a) Dr. Scott Miller (Champion Orthopedic Group)
- b) Dr. William Rossy (Princeton Orthopedic Associates)
- c) Mr. Mark Pressman (Princeton Orthopedic Associates)

Special Services – Consultants/Evaluators

- a) Advancing Opportunities
- b) Alfred I. DuPont Hospital for Children Nemours Foundation
- c) Apex Learning
- d) Arc Mercer, Inc.
- e) Arc of New Jersey (Project Hire)
- f) Arin International, LLC (Amee Shah)
- g) ASL Interpreter Referral Services, Inc.
- h) Attachment Trauma Center Institute
- i) B A Vision Education Services
- j) Bayada Home Health Care, Inc.
- k) Behavior Therapy Associates
- l) Beyond Communications, Inc.
- m) BMW Enterprises, Inc.
- n) Marcia L. Baden, PH.D. Licensed Psychologist
- o) Brett DiNovi & Associates, LLC
- p) Bridges to Employment, a division of Alternatives, Inc.
- q) Brookfield School, Jefferson Health Program
- r) Carnegie Healthcare
- s) Center for Hearing & Communications
- t) The Center for Neurological and Neurodevelopmental Health, CNNH
- u) Children's Specialized Hospital
- v) CHOP Educational Services
- w) CHOP Specialty Care Center in Princeton
- x) Communication Technology Resources
- y) Community Options, Inc.
- z) Cross Country Clinical Educational Services
- aa) Delta-T Group North Jersey, Inc.
- bb) Demonte Therapy Services, OT and PT Services
- cc) Douglass Developmental Disabilities Center
- dd) Eden Autism Services
- ee) Educational Audiology Resources
- ff) Education Inc.
- gg) Educational Services Commission of NJ
- hh) Educational Services Commission of Morris County

- ii) Educere LLC
- jj) Family Resource Associates, Lifeworks
- kk) FJC Fiscal Scholarship Program (Lighthouse Guild Braille Transcription)
- ll) G&A Medical Associates LLC (Developmental Pediatrics of Central Jersey)
- mm) Graham Behavioral Services
- nn) Elliot Gursky, MD & Associates
- oo) Hackensack Meridian Health, JFK Rehabilitation Institute
- pp) Hampton Behavioral Health Center
- qq) High Step Summer Program Division of Behavior Therapy Associates
- rr) Homecare Therapies, Inc. LLC
- ss) Hunterdon Care Systems Developmental Pediatric Assn.
- tt) Inlingua Services
- uu) Interim Health Care
- vv) It Takes A Village Speech Therapy
- ww) KDH Enterprises, Inc.
- xx) Kidspace Educational Services
- yy) Learning Tree Multicultural/Multilingual Evaluation & Consulting, Inc.
- zz) LearnWell Educational Services (formally Education Inc.)
- aaa) Life Enhancement Institute (Dr. Nupur Lahiri)
- bbb) Life Insight
- ccc) Loving Care Agency, Inc./Aveanna Healthcare
- ddd) MDW Education Services, Marilyn Winograd, Teacher of the Blind & Visually Impaired
- eee) Mercer County Special Services
- fff) Mindspace Psychiatry, LLC Dr. Padma Palvai
- ggg) Monmouth Ocean Educational Services Commission
- hhh) Neuroscience Associates and Dr. Kavita Sinha
- iii) Newborn Nurses (NBN Group)
- jjj) Newgrange Educational Outreach Center
- kkk) New Hope Psychological Services, LLC
- lll) Occupational Therapy Associates of Princeton
- mmm) Out of Sight Teaching LLC
- nnn) Oxford Consulting Services
- ooo) Positive Steps Pediatric Occupational Therapy Center
- ppp) Princeton Center for Educational Assessments
- qqq) Princeton Family Care Associates, LLC
- rrr) Princeton Healthcare System/Occupational Medicine Services
- sss) Princeton Mental Health (Dr. Bhalla)
- ttt) Princeton Speech and Language
- uuu) Professional Educational Services, Inc.
- www) Positive Steps Pediatric Occupational Therapy
- xxx) Rancocas Valley High School
- yyy) Rutgers University Behavioral Healthcare
- zzz) Silvergate Prep School LLC
- aaaa) Somerset County Educational Services Commission
- bbbb) State of New Jersey Katzenbach School for the Deaf
- ccc) United Therapy Solutions, (formerly Tiny Tots, Inc)
- dddd) Village Counseling Services
- eeee) Vista Rehab Services
- ffff) We Make, Autism at Work
- gggg) Youth Consultation Service
- hhhh) YWCA Princeton/Plainsboro Aquatic Outreach Program

CEIS Special Education Teacher Consultant

- a) Susan Mitcheltree

Special Services – Interpreters

- a) Gwendolyn Yick Yeung (Mandarin Chinese)
- b) Jun Zheng (Mandarin)
- c) Maria Dall’Asta (Spanish)
- d) Neera Kothary (Gujarati)
- e) Sandhya Telluri (Telugu)- Sankay Systems
- f) Yvette Roche Muniz (Spanish)

Special Services – Learning Consultants

- a) Amanda Lamoglia
- b) Deborah Canciello
- c) Gail Drescher
- d) Karen J. Noble, Teacher of the Deaf & Hard of Hearing
- e) Karen Kelley (Kelley Educational Consultants)
- f) Susan Kemler Sibree

Special Services – Neurodevelopmental Pediatricians

- a) Dr. Vanna Amorapanth

Special Services – Physical Therapists

- a) Joan Cochrane Greene (Versatile Physical Therapy NJ)
- b) Clare Fannon

Special Services – Psychiatrists

- a) Dr. Jackie Chen (Chinese Bilingual)
- b) Dr. Elliot Gursky
- c) Dr. Pamela F. Moss

Special Services – Psychologists

- a) Barbara Sterlin-Blanc (Haitian Creole)
- b) Stacey Luckus-Benedict
- c) Suzanne McMaster
- e) Yvette Roche Muniz

Special Services – Selective Mutism Specialist

- a) Dr. Elisa Shipon-Blum

Special Services – Social Workers

- a) Maria Dall’Asta (Spanish)
- b) Jill Gennari

Special Services – Speech Language Specialists

- a) Lori Henicle-Kleppe
- b) Melissa Phillips, Teacher of the Deaf and Hard of Hearing

2. These contracts/agreements are awarded without competitive bidding as "professional services" or "extraordinary unspecifiable services" under the provisions of the Public School Contracts Law.

REGULAR BUSINESS ITEMS

XXXV. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments
- C. Student Representative Reports
- D. Board of Education Annual Ethics Training

XXXVI. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

XXXVII. BOARD OF EDUCATION COMMITTEE REPORTS (*None*)

XXXVIII. MEETING

A. ADMINISTRATION

To be voted on 01/03/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated December 13, 2022, for the following case numbers: 239245-VS-12082022; 239160-VS-12072022; 238882-DNE-12012022; 238717-HSN-11292022; 238673-HSN-11282022; 238640-GMS-11282022; 238636-GMS-11282022; 238634-GMS-11282022; 238583-VS-11232022; 238574-HSS-11232022; 238528-HSN-11222022; 238527-HSN-11222022; 238526-HSN-11222022; 238524-CMS-11222022; 238518-CMS-11222022; 238234-WES-11172022; 238232-MHE-11172022; 238183-MRS-11162022; 238168-VS-11162022; 238094-CMS-11152022; 238023-MRS-11152022; 237873-CMS-11092022; 237872-CMS-11092022; 237871-CMS-11092022; 237859-HSN-11082022; 237858-HSN-11082022; 237853-HSN-11082022; 237764-GMS-11072022; 237751-CMS-11072022; 237654-GMS-11042022; 237614-GMS-11042022; 237573-MHE-11032022; 237572-HSN-11032022; 237566-GMS-11032022; 237328-GMS-11012022; 237291-GMS-10312022; 237243-GMS-10312022; 237190-GMS-10282022; 236674-HSS-10212022; 235471-HSS-10042022 and 235709_HSS_10072022.
2. Review superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated January 3, 2023, for the following case numbers: 239858-CMS-12192022; 239785-GMS-12162022; 239611-HSS-12142022; 239494-MRS-12132022; 239357-MRS-12092022; 239226-VS-12082022; 239151-HSN-12072022; 239134-MHE-12072022; 239120-CMS-12072022; 238910-GMS-12012022; 238529-MHE-11222022; and 235709-HSS-10072022.

School Board Recognition Month

3. January is School Board Recognition Month in New Jersey and the district would like to acknowledge, with gratitude, the school board members for their contributions to the success of the district and our students for the time they volunteer to set policy and oversee the operations in our schools and to recognize the following resolution:

Whereas, January is School Board Recognition Month, a time that all residents might acknowledge the contributions made by our local school board members; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education is 1 of more than 581 local school boards in New Jersey who sets policies and oversees operations for public school districts; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education embraces the goal of high-quality education for all New Jersey public school students; and

Whereas, New Jersey's local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers, and parents for the betterment of public education; and

Whereas, boards of education strive to provide the resources necessary to meet the needs of all students; and

Whereas, boards of education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; now, therefore be it

Resolved, that we recognize January as School Board Recognition Month and honor the following individuals: **Pooja Bansal, Elizabeth George-Cheniara, Louisa Ho, Rachel Juliana, Dana Krug, Graelynn McKeown, Loi Moliga, Shwetha Shetty, and Robin Zovich.**

Professional Services

4. Approve Hannah Weir, of HiTOPS, to provide training sessions to the students of High School North for Diversity, Equity, and Inclusion (DEI) Day in January 2023, at a total cost not to exceed \$200.00.
5. Approve Cathy Reilly, of Corner House Foundation, to provide a Mindful Practices presentation on isolation, mental health, and substance use disorders in January 2023 to High School North for Diversity, Equity, and Inclusion (DEI) Day, at a total cost not to exceed \$150.00.

B. CURRICULUM AND INSTRUCTION (*NONE*)

C. FINANCE

To be voted on 01/03/23: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for January 3, 2023 (run on 12-16-22) in the amount of \$8,971,709.47
 - b) Bills List Capital for January 3, 2023 (run on 12-16-22) in the amount of \$149,606.10

Professional Services - Construction

2. Whereas, the Public School Contracts Law (N.J.S.A. 18A:18A-5) requires a resolution authorizing the award of contracts/agreements for "professional services" or "extraordinary unspecifiable services" [N.J.S.A. 40A:11-5(1)(a)(ii) and 40A:11-5(1)(m)] without competitive bids; now therefore be it

Resolved, by the West Windsor-Plainsboro Regional Board of Education that:
The Board Secretary is authorized to execute agreements with NV5-Northeast for School District Construction Materials Testing & Inspection Services at the following rates: Full Day Soil or Asphalt Inspection \$330; Half Day Soil or Asphalt Inspection \$240; Reinforcing Inspection \$350; Full Day Concrete Inspection \$300; Half Day Concrete Inspection \$210; Floor Flatness or Structural Steel Inspection \$650; Full Day Masonry Inspection \$550; Half Day Masonry Inspection \$400; Fireproofing Inspection \$500 per visit; Full Day Multi Discipline Inspection \$400; Professional Engineer \$145/hour; Project Manager \$95/hour; Laboratory Testing Services from \$15 - \$175 each; and, travel at 0.62/mile with tolls and parking at cost, for a total not to exceed \$200,000 through December 31, 2022.

Procurement of Goods and Services

3. Be it resolved by the Board of Education of the West Windsor-Plainsboro Regional School District pursuant to Title 18A: 18A-10, and N.J.A.C. 5:34-7.29(c), on a timely basis, to procure goods and services to meet the needs of the school district utilizing state contract vendors who agree to sell goods and services to the Board of Education in accordance with all conditions of the individual state contract that may or may not exceed the bid threshold in the aggregate.

The duration of the contracts between the West Windsor-Plainsboro Regional School District and the referenced State Contract Vendors shall be for the **2022-2023** School Year as amended from time to time by the Division of Purchase and Property in the Department of the Treasury, Cooperative Purchasing Program.

(Vendor List Attached)

FY 2022 National School Lunch Program Equipment Assistance Grant

4. To submit an application to the State of New Jersey for the FY 2022 NSLP Equipment Assistance Grant allocated to the State of New Jersey from the US Department of Agriculture for cafeteria equipment at Town Center Elementary School, Community Middle School, Grover Middle School, High School North and High School South for a total amount of \$72,146.58.

Transportation

Quotes – School Related Activities

- 5. Award the 2022-2023 Student Transportation Contract – Multi Contract Number CLUBNK TO St. Mary Transportation, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
CLUBNK	High School South	\$183.00	97	\$25.00	n/a

- 6. Award for the 2022-2023 Student Transportation Contract – Multi Contract Number SKSHUTTLES to Irvin Raphael, Inc. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
SKSHUTTLES	Various	\$115.00	61	n/a	0.00

D. PERSONNEL

To be voted on 01/03/23: Recommend approval of the following resolutions:

Personnel Items

- 1. Approve the following Personnel items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

XXIX. BOARD LIAISON REPORTS

XL. NEW BUSINESS

XLI. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to three minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

XLII. RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	WWPEA Negotiations Update
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	Appellate Division No. A-1571-21
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Cases

BE IT FURTHER RESOLVED that any discussion held by the Board which need not remain confidential will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session, if necessary.

XLIII. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 1/3/2023

Deadline for next Agenda: 1/6/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Calabro, Lorraine	Appoint	Teacher Special Education	5MA+30	\$68,400.00 (prorated)	HSN	TBD	6/30/23	Appoint as Special Education Teacher, replacing Anita Stewart, who retired. (Tenure date: TBD)
Change								
Cooke, Jennifer	Change	Teacher	5MA+30	\$68,400.00	TC	2/1/23	6/30/23	Change salary from MA to MA +30 as per contract.
Ferri, Jennifer	Change %	Teacher Special Education	14MA	\$92.30/day	HSS	1/10/23	TBD	Additional per diem payment for an extra section.
Hawkins, Michael	Change %	Teacher Special Education	3MA	\$64.45/day	HSS	1/10/23	TBD	Additional per diem payment for an extra section.
Kemo, Kerry	Change %	Teacher Special Education	15MA	\$102.64/day	HSS	1/10/23	TBD	Additional per diem payment for an extra section.
Raveendran, Jaina	Change %	Teacher Special Education	11BA	\$77.90/day	HSS	1/10/23	TBD	Additional per diem payment for an extra section.
Schannen, Lisa	Change %	Teacher Special Education	15BA	\$98.55/day	HSS	1/10/23	TBD	Additional per diem payment for an extra section.
Leave of Absence								
Kravis, Yuko	Leave-FMLA/NJFLA	Teacher ESL		N/A	WIC	1/9/23	2/3/23	FMLA/NJFLA: 01/09/23-2/3/23 unpaid, with benefits. (RTW: 2/6/23)
Marchitelli, Olivia	Leave-FMLA/NJFLA/CC	Teacher Elementary		N/A	WIC	5/17/23	10/13/23	FMLA/NJFLA/CC: 05/17/23-10/13/23 unpaid, with benefits. (RTW: 10/16/23)
Schoen, Kacie	Leave-FMLA/NJFLA/CC	Teacher Health & Physical Education		N/A	VIL	6/19/23	11/17/23	FMLA/NJFLA/CC: 06/19/23-11/17/23 unpaid, with benefits. (RTW: 11/20/23)
Resignation								
Whalen, Carley	Resign	Teacher Dual Language Immersion-Language Arts		N/A	VIL	1/17/23	1/17/23	Resign from position.
C. Non Certificated Staff								
Appoint								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kafka, Kaleena	Appoint	Secretary 12 Months	1	\$46,721.00 (prorated)	CO/HSS/T C	TBD	6/30/23	Appoint as Secretary 12 Months, pending employment verification, replacing Jadwiga Dzbenski, who transferred.
Rao, Pavithra	Appoint	Cafeteria Aide	0	\$15.09/hr.	MR	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Cecilia Cartmill, who resigned, not to exceed 2.5 hrs/day.
Vernier, Marizza	Appoint	Cafeteria Aide	0	\$15.09/hr.	MR	TBD	6/30/23	Appoint as Cafeteria Aide, pending employment verification, replacing Malini Sanyal, who transferred, not to exceed 2.5 hrs/day.
Rescind								
McCallam, Jr., Bertram	Rescind	Instructional Assistant	1	\$19.92/hr.	HSN	12/17/22	12/17/22	Rescind appointment as Instructional Assistant.
Resignation								
Brottman, Louis	Resign	Accountant		N/A	CO	12/31/23	12/31/23	Resign, after 27 years in the district, for the purpose of retirement.
Cartmill, Cecilia	Resign	Cafeteria Aide		N/A	MR	12/22/22	12/22/22	Resign from position.
Payment								
Nickerson, Kimberly	Payment	Secretary To		\$815.12	DIST	1/4/23	1/4/23	Payment for unused vacation days, as per contract.
D. Substitute / Other								
Appoint								
McGinley, Lauren	Appoint	Substitute Teacher		\$115.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Eakanathan, Anuradha	Appoint	Substitute Teacher		\$105.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Farheen, Huma	Appoint	Substitute Teacher		\$105.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Jensen, Laura	Appoint	Substitute Teacher		\$105.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lombardi, Alexa	Appoint	Substitute Teacher		\$105.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Mahajan, Ruchi	Appoint	Substitute Teacher		\$105.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Mohan, Poorani	Appoint	Substitute Teacher		\$105.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Shete, Madhuri	Appoint	Substitute Teacher		\$105.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Surti, Pooja	Appoint	Substitute Teacher		\$105.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
E. Extracurricular / Extra Pay								
Diversity, Equity, and Inclusivity Resource Selection								
Carroll, Kathryn	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Daniels, Shaina	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Eggert, David	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Engel, Emma	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Haley, Kaitlyn	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Jackson, Michael	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Juarez-Stucker, Telma	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Middlemiss, Patricia	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Pandolpho, Beth	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Saleh, Emily	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Schannen, Lisa	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Sinha, Kavita	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
Washington, Rosalyn	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/3/23	6/30/23	Diversity, Equity, and Inclusivity Resource Selection Committee, total program not to exceed 40 hours.
High School North								
Afonso, Adam	Extra Duty	Supervision		\$19.48/hr.	HSN	1/4/23	6/30/23	After School Supervision, Tutoring Society, as scheduled.
E. Stipend Athletic								
Basketball								
Schattin, Jeffrey	Stipend-Athletic	Volunteer Basketball		\$0.00	HSS	TBD	6/30/23	Volunteer Basketball
E. Stipend Non-Athletic								
Dutch Neck								
Dailey, Tara	Stipend Non-Athletic	Coordinator Elementary Science		\$1,722.00	DN	1/3/23	6/30/23	Coordinator Elementary Science, paid 1/2 in Dec. and 1/2 in June.
High School South								
Wilson, N'Talia	Stipend Non-Athletic	Spring Musical, Assistant, Choreography-Shared		\$1,634.91	HSS	9/1/22	6/30/23	Spring Musical, Assistant-Choreography-Shared 50%, 0 years exp., paid in FULL in June.
Nurse Coordinator								
Crilly, Michelle	Stipend Non-Athletic	Coordinator, School Nurses & Health Services		\$5,068.00	DIST	9/1/22	6/30/23	Coordinator- School Nurses & Health Services, paid 1/2 in Dec. and 1/2 in June.
Specialized Support								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Shah, Dipika	Stipend Non-Athletic	Instructional Assistant		\$500.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Change								
O'Connell, Sarah	Change	Coordinator Elementary Science		\$1,722.00	DN	9/1/22	12/31/22	Change end date from 6/30/23 to 12/31/22 for Coordinator Elementary Science, paid 1/2 in Dec. and 1/2 in June.
Stoddard, Marilyn	Change	Spring Musical, Assistant, Choreography-Shared		\$2,043.64	HSS	9/1/22	6/30/23	Change Spring Musical, Assistant-Choreography, to shared 50%. Change salary from \$4,087.28 to \$2,043.64.
F. Community Education								
Appoint								
Joshi, Sampada	Appoint	EDP Assistant Group Leader		\$14.25/hr.	MR	1/9/23	6/30/23	Appoint as an EDP Assistant Group Leader.
Piskin, Hande	Appoint	EDP High School Assistant		\$14.13/hr.	MH	1/4/23	6/30/23	Appoint as an EDP High School Assistant.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Bamford, Joanne	Appoint- Repl.	Teacher Dual Language Immersion- Language Arts-LR	1BA	\$60,500 (prorated)	VIL	1/4/23	6/30/23	Appoint as leave replacement Dual Language Immersion- Language Arts Teacher.
Maida, Daniel	Appoint- Repl.	School Counselor-LR	OMA	\$61,500 (prorated)	HSN	1/4/23	6/30/23	Appoint as leave replacement School Counselor, replacing Chelsea Godowski, who is on leave.
Change								
Gautieri, Alyssa	Change %	Teacher Mathematics	5MA	\$98.55/day	GMS	2/23/23	4/4/23	Additional per diem payment for an extra section.
Gold, Steven	Change %	Teacher Mathematics	15BA	\$66.60/day	GMS	2/23/23	4/4/23	Additional per diem payment for an extra section.
Pacifico, Lisa	Change %	Teacher Mathematics	15MA+30	\$104.68/day	GMS	2/23/23	4/4/23	Additional per diem payment for an extra section.
Leave of Absence								
Elfo, Brianne	Leave- CC Extend	Teacher Elementary		N/A	MH	9/1/23	6/30/24	Extend CC leave for 3rd year. (RTW: 9/1/24)
Hankh, Nicolette	Leave- CC Extend	Teacher Language Arts		N/A	HSN	9/1/23	6/30/24	Extend CC leave for 2nd year. (RTW: 9/1/24)
Larios, Nicole	Leave- CC Extend	Teacher Elementary		N/A	DN	9/1/23	6/30/24	Extend CC leave for 2nd year. (RTW: 9/1/24)
Resignation								
Ancien, Samantha	Resign	Teacher Elementary		N/A	MR	6/30/23	6/30/23	Resign from position.
Cruzado, Keri	Resign	Teacher Art		N/A	DN/TC	2/24/23	2/24/23	Resign from position.
Laurenzo, Shea	Resign	Teacher IRLA		N/A	GMS	3/3/23	3/3/23	Resign from position.
C. Non Certificated Staff								
Appoint								
Hofflinger, Elizabeth	Appoint	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	TBD	6/30/23	Appoint as security officer - "Eyes on the Door", pending employment verification.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Sethu, Kalyani	Appoint	Instructional Assistant	1	\$18.49/hr.	CMS	TBD	6/30/23	Appoint as Instructional Assistant, pending employment authorization, for 7.25 hrs/day, growth position.
Venkatraman, Durgalakshmi	Appoint	Instructional Assistant	1	\$18.49/hr.	TC	TBD	6/30/23	Appoint as Instructional Assistant, pending employment authorization, for 7 hrs/day, replacing Meaghan Wilson, who resigned.
Change								
Marzan, Kelvin	Change	Security Aide		\$30,000 (prorated)	HSS	TBD	6/30/23	Change from Security Officer "Eyes on the Door" to Security Aide, replacing Roberta Berrios, who retired.
D. Substitute / Other								
Appoint								
Shulan, Legia	Appoint	Substitute Teacher		\$115.00/day	DIST	1/4/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Change								
Maida, Daniel	Change	Substitute Teacher		\$115.00/day	DIST	12/21/22	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
E. Stipend Non-Athletic								
Bus Duty								
Kieffer, Amy	Extra Duty	Bus Duty		\$15.84/hr.	DN	12/1/22	6/30/23	Bus Duty, not to exceed 4 hours per week.
Specialized Support								
Bailin, Lori	Stipend Non-Athletic	Instructional Assistant		\$1,000 (prorated)	TC	9/1/22	11/18/22	Specialized Support Stipend, paid in FULL in January.
Travel								
Kempler, Andrea	Stipend Non-Athletic	Travel		\$300.00	HSN/HSS	9/1/22	6/30/23	Travel stipend, 1 day per cycle, paid 1/2 in Dec. and 1/2 in June.
Change								
Shah, Dipika	Change	Instructional Assistant		\$1,000 (prorated)	HSN	9/1/22	6/30/23	Change from \$500 to \$1,000 for Specialized Support Stipend, paid 1/2 in Dec. and 1/2 in June.
Rescind								
Simmons, Shawn	Rescind	Stage Crafts		\$2,263.73	GMS	TBD	6/30/23	Rescind appointment for Stage Crafts.
F. Community Education								
Change								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Young, Madison	Change	EDP High School Assistant		\$14.13/hr.	VIL	1/1/23	6/30/23	Change hourly rate from \$13.00/hr. to \$14.13/hr.
Zalavadia, Priya	Change	EDP High School Assistant		\$14.13/hr.	MH	1/1/23	6/30/23	Change hourly rate from \$13.00/hr. to \$14.13/hr.
Baskin, Zachary	Change	EDP Assistant Group Leader		\$14.50/hr.	VIL	1/1/23	6/30/23	Change hourly rate from \$14.25/hr. to \$14.50/hr.
Desai, Suma	Change	EDP Assistant Group Leader		\$14.50/hr.	DN	1/1/23	6/30/23	Change hourly rate from \$14.25/hr. to \$14.50/hr.
Masawi, Crystal	Change	EDP Assistant Group Leader		\$14.50/hr.	MH	1/1/23	6/30/23	Change hourly rate from \$14.25/hr. to \$14.50/hr.
Marino, Phyllis	Change	EDP Assistant Group Leader		\$14.50/hr.	DN	1/1/23	6/30/23	Change hourly rate from \$14.25/hr. to \$14.50/hr.
Prakash, Rekha	Change	EDP Assistant Group Leader		\$14.50/hr.	MH	1/1/23	6/30/23	Change hourly rate from \$14.25/hr. to \$14.50/hr.
Sison, Susan	Change	EDP Assistant Group Leader		\$14.50/hr.	MR	1/1/23	6/30/23	Change hourly rate from \$14.25/hr. to \$14.50/hr.
Steinberg, Alex	Change	EDP Assistant Group Leader		\$14.50/hr.	DN	1/1/23	6/30/23	Change hourly rate from \$14.25/hr. to \$14.50/hr.
Walter, Julie	Change	EDP Assistant Group Leader		\$14.50/hr.	DN	1/1/23	6/30/23	Change hourly rate from \$14.25/hr. to \$14.50/hr.
Chakrabarty, Subhodeep	Change	EDP Group Leader		\$14.75/hr.	VIL	1/1/23	6/30/23	Change hourly rate from \$14.50/hr. to \$14.75/hr.
Cohen, Michelle	Change	EDP Group Leader		\$14.75/hr.	MR	1/1/23	6/30/23	Change hourly rate from \$14.50/hr. to \$14.75/hr.
George, Rachel	Change	EDP Group Leader		\$14.75/hr.	MH	1/1/23	6/30/23	Change hourly rate from \$14.50/hr. to \$14.75/hr.
Iyer, Usha	Change	EDP Group Leader		\$14.75/hr.	MH	1/1/23	6/30/23	Change hourly rate from \$14.50/hr. to \$14.75/hr.
Lerner, Kathryn	Change	EDP Group Leader		\$14.75/hr.	MR	1/1/23	6/30/23	Change hourly rate from \$14.50/hr. to \$14.75/hr.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Shah, Hetal	Change	EDP Group Leader		\$14.75/hr.	TC	1/1/23	6/30/23	Change hourly rate from \$14.58/hr. to \$14.75/hr.
Sutradhar, Karuna	Change	EDP Group Leader		\$14.75/hr.	TC	1/1/23	6/30/23	Change hourly rate from \$14.50/hr. to \$14.75/hr.
Vannatta, Donna	Change	EDP Group Leader		\$14.75/hr.	DN	1/1/23	6/30/23	Change hourly rate from \$14.58/hr. to \$14.75/hr.
Vuppala, Sree	Change	EDP Group Leader		\$14.75/hr.	TC	1/1/23	6/30/23	Change hourly rate from \$14.50/hr. to \$14.75/hr.



Procurement of Goods and Services – 1-3-2023

Be it resolved by the Board of Education of the West Windsor-Plainsboro Regional School District pursuant to Title 18A: 18A-10, and N.J.A.C. 5:34-7.29(c), on timely basis, to procure goods and services utilizing state contract vendors to meet the needs of the school district who agree to sell goods and services to the Board of Education in accordance with all conditions of the individual state contract that may or may not exceed the bid threshold in the aggregate.

The duration of the contracts between the West Windsor-Plainsboro Regional School District and the referenced State Contract Vendors shall be for the **2022-2023** School Year as amended from time to time by the Division of Purchase and Property in the Department of the Treasury, Cooperative Purchasing Program.

Educational Data Services Cooperative Bid

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Athletic Reconditioning		
Riddell dba All American Sports Corp.	139001	12/01/2023
Athletic Supplies		
BSN Sports,LLC/Passons Sports/Varsity Brands	3085034	12/01/2023
Flaghouse Inc.	EDNJATH23	12/01/2023
MFAC, LLC (M-F Athletic)	MF11783	12/01/2023
Pioneer Manufacturing Company	Pioneer11783	12/01/2023
R&R Trophy and Sporting Goods Co.	NJPB92922	12/01/2023
Riddell dba All American Sports Corp.	139103	12/01/2023
United Supply Corp.	NJ11783AS	12/01/2023
Audio Visual Supplies		
Adorama Inc.	AV11714	12/01/2023
Bluum USA, Inc. dba Troxell Communications Inc	11714	12/01/2023
Camcor, Inc.	CC11714	12/01/2023
Impex Micro Inc.	21385	12/01/2023
Paper Clips, Inc.	11714	12/01/2023
PC University Distributors, Inc.	11714	12/01/2023
United Supply Corp.	NJ11714AVS	12/01/2023
Copy Duplicator Supplies		
Staples Contracts & Commercial LLC	SPLS11779	02/28/2023
Custodial Supplies		
Allied Filter Company Inc.	SEPT720221	12/01/2023
Aramco, Inc. dba E.A. Morse	B09292211725	12/01/2023
Brookaire Company, LLC	QUO51213	12/01/2023
Central Poly - Bag Corporation	183205	12/01/2023
Cooper Electric Supply Co.	S049397968	12/01/2023
Donna Jana Enterprizes LLC/My Price Supply	11715NJCoopPrebid2023-24	12/01/2023
Farrar Filter Company, Inc.	FFC2617	12/01/2023
Interboro Packaging Corporation	11725	12/01/2023
Interboro Packaging Corporation	11769	12/01/2023
John A. Earl, Inc.	11725	12/01/2023
Metco Supply Inc.	11725cu929	12/01/2023
Pure Lighting Company	EDS11772	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Puresan Holdings, LLC dba Northeast Janitorial	N11725E	12/01/2023
Puresan Holdings, LLC dba Northeast Janitorial	N11769E	12/01/2023
Staples Contracts & Commercial LLC	SPLS11725	12/01/2023
Tristate LED	TS11772	12/01/2023
United Sales USA Corp.	NJ11725CS	12/01/2023
WB Mason Co., Inc.	300	12/01/2023
WW Grainger, Inc./Grainger Industrial Supply	11725	12/01/2023
Elementary Science Grade Level Materials List		
Carolina Biological Supply Company	P105868	12/01/2023
EAI Education/Eric Armin Inc.	11716	12/01/2023
School Specialty, LLC	Q-236002	12/01/2023
Ward's Science/VWR International, LLC	8031938286	12/01/2023
Elementary Science Supplies		
Carolina Biological Supply Company	P105868	12/01/2023
EAI Education/Eric Armin Inc.	11717	12/01/2023
Nasco Education LLC	57453	12/01/2023
Pitsco Education, LLC	800180	12/01/2023
School Specialty, LLC	Q-236017	12/01/2023
United Supply Corp.	NJ11717ESS	12/01/2023
Ward's Science/VWR International, LLC	8031938312	12/01/2023
Family Consumer Science Supplies		
Metco Supply Inc.	11719fc920	11/30/2023
Nasco Education LLC	57450	11/30/2023
S.A.N.E.	23180	11/30/2023
United Sales USA Corp.	USED11719	11/30/2023
United Supply Corp.	NJ11719FCSS	11/30/2023
File Management		
FileBank Inc.	10964	12/01/2023
Fine Art Supplies		
Blick Art Materials LLC	QD20EDS-NJ-23	12/01/2023
Cascade School Supplies, Inc.	99248	12/00/2023
Ceramic Supply, Inc.	CSI11707	12/01/2023
Creative Kids dba A.O.M. Inc.	11707	12/01/2023
Nasco Education LLC	57449	12/01/2023
School Specialty, Inc.	Q-235757	12/01/2023
United Supply Corp.	NJ11707FineArt	12/01/2023
WB Mason Co., Inc.	NJ-FA#11707	12/01/2023
General Classroom Supplies		
School Specialty, LLC	Q-242483	12/01/2023
Health and Trainer Supplies		
Henry Schein, Inc./Henry Schein Medical	65743	12/01/2023
Lotus Connect LLC	11712	12/01/2023
MD Buying Group LLC	11712	12/01/2023
Medco Supply dba Performance Health Supply Inc.	ESTMD3075209	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
School Health Corporation	4112983	12/01/2023
United Supply Corp.	NJ11712HS	12/01/2023
Winning Teams By Nissel, LLC	1281	12/01/2023
Library Supplies		
Cascade School Supplies, Inc.	99247	12/01/2023
Demco, Inc.	C80901	12/01/2023
The Library Store, Inc.	NJEDS	12/01/2023
United Supply Corp.	NJ11715LS	12/01/2023
Math Supplies		
Creative Kids dba A.O.M. Inc.	11705	12/01/2023
EAI Education/Eric Armin Inc.	11705	12/01/2023
EAI Education/Eric Armin Inc.	11831	12/01/2023
Hand2Mind Inc./ETA	11831NJ	12/01/2023
Nasco Education LLC	57451	12/01/2023
United Supply Corp.	NJ11705MS	12/01/2023
Music Supplies		
K&S Music Inc.	11706KS	12/01/2023
Music & Arts dba Guitar Center Store Inc.	11706	12/01/2023
Music In Motion	CRM# 2464	12/01/2023
Shar Products Company	11706	12/01/2023
Washington Music Sales Center, Inc.	11706	12/01/2023
West Music Company	11706	12/01/2023
Musical Instrument Repair		
K&S Music Inc.	10965KS	12/01/2023
Office/Computer Supplies		
Staples Contracts & Commercial LLC	SPLS11711	12/01/2023
Photography Supplies		
Adorama Inc.	11718	12/01/2023
Impex Micro Inc.	21386	12/01/2023
Metco Supply Inc.	11718ph920	12/01/2023
Physical Education Supplies		
BSN Sports, LLC/Passons Sports/Varsity Brands	3085014	11/30/2023
Flaghouse Inc.	EDNJPE23	11/30/2023
Nasco Education LLC	57452	11/30/2023
S&S Worldwide, Inc.	11708-23PE	11/30/2023
School Health dba Palos Sports	5561371	11/30/2023
School Specialty, LLC	Q-234975	11/30/2023
United Supply Corp.	NJ11708PES	11/30/2023
Rocketry		
Electronix Express (R.S.R. Electronics Inc.)	SS11742	12/01/2023
Metco Supply Inc.	11742rk929	12/01/2023
Midwest Technology Products	2132326	12/01/2023
Pitsco Education	800181	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Science Supplies		
Arbor Scientific	11687	12/01/2023
Carolina Biological Supply Company	P105868	12/01/2023
EAI Education/Eric Armin Inc.	11687	12/01/2023
Fisher Scientific Company LLC	2262-3391-97	12/01/2023
Flinn Scientific, Inc.	265441	12/01/2023
Nasco Education LLC	57453	12/01/2023
Parco Scientific Company	PQA113368	12/01/2023
Pitsco Education	800178	12/01/2023
Sargent Welch/VWR International, LLC	8031937283	12/01/2023
School Specialty, LLC	Q-234955	12/01/2023
United Supply Corp.	NJ11687Science	12/01/2023
Ward's Science/VWR International, LLC	8031938219	12/01/2023
Special Needs Supplies		
Charles J. Becker & Bro Inc.	11722	12/01/2023
Flaghouse Inc.	EDNJSN23	12/01/2023
Nasco Education LLC	57455	12/01/2023
S&S Worldwide, Inc.	11722-22	12/01/2023
School Health Corporation	4117903	12/01/2023
School Specialty, LLC	Q-237613	12/01/2023
Super Duper Inc., dba Super Duper Publications	ED-DATA-NJ	12/01/2023
United Supply Corp.	NJ11722SN	12/01/2023
Teaching Aids		
Cascade School Supplies, Inc.	99249	12/01/2023
Charles J. Becker & Bro Inc.	11713	12/01/2023
Creative Kids dba A.O.M. Inc.	11713	12/01/2023
Discount School Supply/Early Childhood LLC	11713	12/01/2023
EAI Education/Eric Armin Inc.	11713	12/01/2023
Educate With Toys	11713-301	12/01/2023
Kaplan Early Learning Company	3527	12/01/2023
Kurtz Bros., Inc.	E0252B/2022	12/01/2023
Lakeshore Learning Materials, LLC	11713	12/01/2023
Nasco Education LLC	57456	12/01/2023
Really Good Stuff, LLC	11713	12/01/2023
S&S Worldwide, LLC	11713-22	12/01/2023
School Specialty, Inc.	Q-23856	12/01/2023
Teachers Discovery Inc./American Eagle Co.	11713	12/01/2023
United Supply Corp.	NJ11713TA	12/01/2023
Technology Supplies		
Electronix Express (R.S.R. Electronics Inc.)	SS11710	12/01/2023
Klingspor Corporation	11710	12/01/2023
Metco Supply Inc.	11710te920	12/01/2023
Midwest Technology Products	2132169	12/01/2023
Paxton/Patterson LLC	B767583	12/01/2023
Pitsco Education	800179	12/01/2023
United Supply Corp.	NJ11710TS	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Textbook Freight Consolidation Book-It Distribution dba Debjo Sales LLC	Bid #10966	12/01/2023
World Languages Teachers Discovery Inc.	Bid #11749	12/01/2023
MSRP – 3D Printers Flashforge USA, Inc. Tequipment, Inc. Bluum USA, Inc. dba Troxell Communications Inc.	Bid #11758	12/01/2023 12/01/2023 12/01/2023
MSRP Athletic Aluminum Athletic Equipment Co. BSN Sports, LLC/Passons Sports/Varsity Brands Degler-Whiting, Inc. Longstreth Sporting Goods, LLC Phillips Sport, LLC Riddell dba All American Sports Corp. Sports Paradise Stan’s Sport Center Inc. Tanner North Jersey Furniture, LLC Uniforms For All Sports, Inc. Varsity Spirit Fashions & Supplies, LLC	Bid #10426 B20-0347 3082245 DEG10426 NJ10426 10426 135377 10426 10426 6261 UNIFORMS200 20-6930	12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023
MSRP Athletic NZL Equipment Inc. Pioneer Manufacturing Company Riddell dba All American Sports Corp. Stan’s Sports Center Inc. United Supply Corp.	Bid #11030 11030 Pioneer11030 137549 Stans11030 NJ11030ASMSRP	12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023
MSRP Athletic BSN Sports, LLC Degler Whiting, Inc. Pioneer Athletics dba Pioneer Manufacturing Co.	Bid #11760 3085025 11760 Pioneer11760	12/01/2023 12/01/2023 12/01/2023
MSRP Athletic Uniforms Sublimation BSN Sports, LLC Metuchen Center Inc. Riddell dba All American Sports Corp. Sports Paradise Stan’s Sport Center Inc. Uniforms for All Sports, Inc. Varsity Spirit Fashions & Supplies, LLC	Bid #10427 3082246 10427 135776 10427 10427 Uniforms201 20-6931	12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023
MSRP Athletic Uniforms Sublimation BSN Sports, LLC Metuchen Center Inc. Riddell dba All American Sports Corp.	Bid #11761 3085027 11761 139102	12/01/2023 12/01/2023 12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
MSRP Custodial	Bid #10425	
Allied Filter Company, Inc.	AUG142020	12/01/2023
Atra Janitorial Supply Co., Inc. an Envoy Solutions	090320MSRP	12/01/2023
Bio-Shine, Inc. an Envoy Solutions	ED10425090320	12/01/2023
Cleaning Systems Inc.	10425	12/01/2023
Cooper Electric Supply Co.	10425	12/01/2023
E.A. Morse & Company Inc.	B09032010425	12/01/2023
EDIC USA Inc.	10425	12/01/2023
General Chemical and Supply, Inc. an Envoy Solution	GCS10425	12/01/2023
Hillyard Inc., dba Hillyard Mid-Atlantic	10425DC	12/01/2023
John A. Earl, Inc.	10425	12/01/2023
Karcher North America, Inc.	10425	12/01/2023
Puresan Holdings/dba Northeast Janitorial Supply, Inc	N10425E	12/01/2023
Scoles Floorshine Industries	0903SF1	12/01/2023
Simplify Chemical Solutions Inc.	202020	12/01/2023
Spruce Industries, Inc.	139320A	12/01/2023
Tanner North Jersey Furniture, LLC	6260	12/01/2023
Twi-Laq Industries, Inc.	224459	12/01/2023
MSRP Custodial	Bid #11029	
General Chemical & Supply, Inc.	GCS11029	12/01/2023
Pariser Industries Inc.	PI11029	12/01/2023
Pure Lighting Company	PLC11029	12/01/2023
Puresan Holdings LLC, dba Northeast Janitorial	N11029E	12/01/2023
Simplify Chemical Solutions Inc.	2021MSRP	12/01/2023
South Jersey Paper Products dba Supplyitall	SJPMSRP	12/01/2023
Zep Sales Inc. dba Acuity Specialty Prod. Inc.		12/01/2023
MSRP Custodial	Bid #11763	
Clinton Learning Solutions, LLC	11763-2	12/01/2023
HD Supply Facilities Maint./The Home Dep	11763	12/01/2023
Penn Jersey Paper Co., LLC an Envoy Solutions	LZ11763	12/01/2023
Puresan Holdings LLC, dba Northeast Janitorial	N11763E	12/01/2023
Simplify Chemical Solutions, Inc.	2022MSRPC	12/01/2023
MSRP Furniture	Bid #10430	
Academy Furniture & Supplies LLC	ADS10430	12/01/2023
Allied Plastics Co., Inc.	EDD2020NJ	12/01/2023
Artcobell Corporation	10430	12/01/2023
BioFit Engineered Products Limited Partnership	ED10438BF	12/01/2023
Bluum USA, Inc. dba Troxell Commun. Inc.	10430	12/01/2023
Columbia Manufacturing Inc.	COLU1	12/01/2023
Commercial Interiors Direct, Inc.	10430	12/01/2023
Datum Filing Systems, Inc.	922020	12/01/2023
Fomcore, LLC	2021NJED	12/01/2023
Haskell Office, LLC	HAS10430	12/01/2023
Hertz Furniture Systems, LLC	1469	12/01/2023
Idesign Solutions Inc.		12/01/2023
Jonti-Craft, Inc.	10430JON	12/01/2023
Lee Distributors, Inc.	3333	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Mien Company, Inc.	20ED10430MC	12/01/2023
Mitchell Furniture Systems, Inc.	21NJ1700	12/01/2023
National Public Seating	NJNPS2020	12/01/2023
Nickerson New Jersey, Inc.	10430	12/01/2023
NorvaNivel USA LP	10430	12/01/2023
Paragon Furniture, Inc.	PF10430ED	12/01/2023
Scholar Craft Products, Inc.	Ed Data 20/21-10430	12/01/2023
School Outfitters	10430	12/01/2023
School Specialty, LLC	7792672032	12/01/2023
Smith System Manufacturing	AAAQ46756	12/01/2023
Staples Contracts & Commercial LLC	SPLS10430	12/01/2023
Tanner North Jersey Furniture, LLC	6259	12/01/2023
The Hon Company LLC	HON090320	12/01/2023
Toledo Furniture	10430	12/01/2023
Tri Furniture Design LLC	TFD-NJ-EDDATA-2021	12/01/2023
United Supply Corp.	NJCFMSRP2021	12/01/2023
WB Mason Co., Inc.	EDS-FURNMSRP9320	12/01/2023
MSRP Furniture	Bid #11033	
Academy Furniture & Supplies LLC	ACAD11033	12/01/2023
Bluum USA, Inc dba Troxell Communications, Inc.	11033	12/01/2023
NZL Equipment Inc.	11033	12/01/2023
Proacademy Furniture	P09282021	12/01/2023
Tanner North Jersey Furniture, LLC	6259	12/01/2023
MSRP Generators	Bid #11034	
Bio-Shine, Inc., an Envoy Solutions Co	ED10428090320	12/01/2023
Franklin Griffith Electric Supply USESI	11034	12/01/2023
MSRP Custodial Green Products	Bid #10429	
Atra Janitorial Supply Co., Inc.	090320GREEN	12/01/2023
Bio-Shine, Inc., an Envoy Solutions Co	ED10429090320	12/01/2023
Cleaning Systems Inc.	10429	12/01/2023
Cooper Electric Supply Co.dba Cooper Friedman	10429	12/01/2023
General Chemical and Supply, Inc.	GCS10429	12/01/2023
John A. Earl, Inc.	10429	12/01/2023
Simplify Chemical Solutions, Inc.	202021	12/01/2023
Spartan Chemical Company, Inc.	10429	12/01/2023
Twilaq Industries, Inc.	224460	12/01/2023
MSRP Custodial Green Products	Bid #11032	
Healthy Clean Buildings	HCB21-1	12/01/2023
Pariser Industries Inc.		12/01/2023
South Jersey Paper Products dba SupplyItAll		12/01/2023
Zep Sales Inc. dba Acuity Specialty Products Inc.		12/01/2023
MSRP – HVAC	Bid #10605	
Johnstone Supply dba Z&Z Supply Inc.	10605	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
MSRP Lighting Systems Exterior and Gymnasiums Cooper Electric Supply Co. dba Cooper Friedman Energy Conservation & Supply Inc.	Bid #11036 11036 ECSGLOBAL1	12/01/2023 12/01/2023
MSRP Lighting Systems Exterior and Gymnasiums Cooper Electric Supply Co. dba Cooper Friedman Tri State LED	Bid #10432 10432	12/01/2023 12/01/2023
MSRP Mobile Access Security Control System Alarm and Communication Technologies, Inc.	Bid #11060	12/01/2023
MSRP Music (Supplies & Equip.) Houghton Music LLC dba Coles Music Service K&S Music Inc. Music & Arts dba Guitar Center Store, Inc National Discount Music, Inc. Pleasantville Music Shoppe Washington Music Sales Center, Inc.	Bid #10433 10433 10433KS 10433 10433 10433 10433	12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023
MSRP Music (Supplies & Equip.) Music & Arts dba Guitar Center Store, Inc	Bid #11037 11037	12/01/2023
MSRP Personal Protective Supplies Academy Furniture & Supplies LLC Cleaning Systems Inc. Educate-Me.Net dba Garden State Micro, Inc NZL Equipment Inc. Penn Jersey Paper Co., LLC an Envoy Solutions Simplify Chemical Solutions Texas Medical Technology, Inc. Tronex International Inc. United Supply Corp	Bid #11757 ACAD11757NJ 11757 EDDATA-11757 11757 LZ11757 2022PPS MSRP-PPE 11757 NJ11757PPPMSRP	12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023 12/01/2023
MSRP Playground Equipment NZL Equipment Inc.	Bid #10435 10435	12/01/2023
MSRP Robotics Flashforge USA, Inc. Tequipment, Inc. VEX Robotics, Inc.	Bid # 11750 11750 11750 11750	12/01/2023 12/01/2023 12/01/2023
MSRP Stem Bluum USA, Inc dba Troxell Communications, Inc. IDESIGN Solutions Inc.	Bid #11061 11061 11061	12/01/2023 12/01/2023
MSRP Stem Flashforge USA, Inc. VEX Robotics, Inc.	Bid #11752 11752 11752	12/01/2023 12/01/2023
MSRP Tech/AV/Computer/Interactive Whiteboards Academy Furniture & Supplies LLC	Bid #10437 AFS10437	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Barbizon Electric Co., Inc.	10437	12/01/2023
Bluum USA, Inc dba Troxell Communications, Inc.	10437	12/01/2023
Clinton Learning Solutions, LLC	10437	12/01/2023
Commercial Technology Contractors Inc. CTCI	152CTCI	12/01/2023
Gemba Security Solutions, LLC	GEMNJ10437	12/01/2023
Keyboard Consultants, Inc.	EDDATA2020	12/01/2023
Lee Distributors, Inc.	2222	12/01/2023
Reid Sound, Inc.	9763	12/01/2023
Tequipment, Inc.	Teq Ed-Data10437	12/01/2023
MSRP Tech/AV/Computer/Interactive Whiteboards	Bid #11041	12/01/2023
Academy Furniture & Supplies LLC	ACAD11041	12/01/2023
Bluum USA, Inc dba Troxell Communications, Inc.	11041	12/01/2023
Educate-Me.Net dba Garden State Micro Inc	EDDATA-11041	12/01/2023
Gemba Security Solutions, LLC	GEMNJ11041	12/01/2023
Paper Clips, Inc.	11041	12/01/2023
Peggnnet Computers LLC	11041-EDDATAESCMO	12/01/2023

Educational Services Commission of New Jersey (ESCNJ) Cooperative Bid

<u>Category/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Apple Products Apple Inc.	ESCNJ 18/19-67	05/12/2023
Athletic Equipment and Supplies Ben Shaffer Recreation, Inc. Fitness Lifestyles, Inc. Metuchen Center Inc. dba Garden State Apparel Nickerson Corporation Partac Peat Corp Riddell	ESCNJ 21/22-10	05/08/2023
Athletic Equipment Reconditioning and Repair Riddell	ESCNJ 22/23-13	09/03/2023
Auto Parts & Supplies Parts Authority, LLC	ESCNJ 20/21-38	11/19/2023
Cars, Crossovers, SUV's and Trucks Beyer Bros. Corp. Mall Chevrolet	ESCNJ 20/21-09	09/14/2023
Ceiling Tiles Commercial Interiors Direct HD Supply Facilities Maintenance, Ltd. The Gillespie Group	ESCNJ 22/23-19	12/15/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
COVID Testing RCA Laboratory Services dba GENETWORx	ESCNJ 21/22-25	10/07/2023
Custodial Supplies ATRA Janitorial Supply Co Bio-Shine Inc Buckeye International Inc General Chemical & Supply Co HD Supply (formerly The Home Depot Pro) Imperial Bag & Paper Co Penn Jersey Paper Co Pro-Link Inc Puresan Holdings dba Northeast Janitorial Supply, Inc Scoles Floorshine Industries Simplify Chemical Solutions Inc Spartan Chemical Company Inc Spruce Industries Inc United Sales USA Corp	ESCNJ 21/22-18	01/21/2024
Custodial Supplies - Plastic Liners HD Supply Facilities Maintenance, Ltd. (formally Home Depot Pro)	ESCNJ 21/22-04	06/30/2023
Document Management for Records Retention and Disposal RFP Alpine Consulting, Inc., dba AccuScan Foveonics Imaging Technologies, Inc.	ESCNJ 22/23-11	06/30/2024
Document Management Services Accelerated Information Systems, Inc. Atlantic Tomorrow's Office	ESCNJ 20/21-19	07/30/2023
Food Service Supplies/Equip/Installation MAP International Import & Export Corp. Sam Tell & Son, Inc.	ESCNJ 20/21-36	10/15/2023
Furniture & Accessories Aarco Products, Inc. Academy Furniture and Supplies Ackerson Drapery & Decorator Services Allied Plastics Company, Inc. Alumni Classroom Furniture, Inc. (Alumni CF) Amcase Inc. AmTab Manufacturing Corporation Artcobell Corporation Bai-Lar Interior Services, Inc. BioFit Engineered Products Limited Partnership Brodart Co. Business Furniture Inc., (BFI) CEF - Custom Educational Furnishings Claridge Products and Equipment, LLC	ESCNJ 22/23-08	07/01/2024

Commodity/Vendor**Bid No.****Expiration Date**

Commercial Furniture Group, Inc.
Commercial Interiors Direct, Inc.
Computer Comforts, Inc.
Creative Library Concepts
Datum Filing Systems Inc.
Diversified Woodcrafts, Inc.
Egan Visual/West Inc.
Environamics, Inc.
ESI Ergonomics Solutions
Exemplis LLC
Fleetwood Group, Inc.
Fomcore, LLC
Global Industries, Inc.
Hann Manufacturing, Inc.
Haskell Office LLC
Hertz Furniture Systems, LLC
The Hon Company LLC
Indiana Furniture Industries Corp.
Interior Concepts Corporation
JMJS, Inc.
Jonti-Craft, Inc.
Krueger International, Inc.
Lakeshore Equip. Co., dba Lakeshore Learning Materials
Lesro Industries Inc.
Liat, LLC
Library Interiors, Inc.
Loftwall Inc.
Longo Associates, Inc.
Mediatechnologies LLC
MiEn Company
Milder Office Incorporated
Modu Form, Inc.
Nickerson New Jersey, Inc.
Nickerson NY, LLC
NPS Public Furniture Corp.
Palmer Hamilton, LLC
Palmieri Furniture Limited
Paragon Furniture, Inc.
Rapp Productions Inc. (dba Furniture Lab)
RFS Commercial, Inc.
Safco Products Company
Sauder Education
School Specialty LLC
Senator International Inc.
Sico America Inc.
Smith System Manufacturing
Soyka Smith Design Studios
Special-T, LLC
Tanner North Jersey Furniture LLC
Toledo Furniture Inc.
Trendway Corporation

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Via, Inc. Virco, Inc. VS America WB Manufacturing (Wisconsin Bench) WB Mason Co., Inc.		
AEPA Furniture School Specialty LLC	ESCNJ/AEPA-22A	06/02/2024
Medical Supplies Performance Health Supply dba Medco Supply School Health Corporation School Nurse Supply Inc. V.E. Ralph & Sons, Inc.	ESCNJ 20/21-44	01/15/2024
Musical Instrument Repair K&S Music, Inc.	ESCNJ 19/20-25	02/23/2024
Musical Instruments K&S Music The Music Shop, LLC	ESCNJ 21/22-34	06/04/2023
Occupational and Physical Therapy Services The Stepping Stones Group, LLC	ESCNJ 18/19-83	06/30/2023
Personal Protective Equipment Bio-Shine Inc. EAI Education Northeast Janitorial Supply, Inc. Ran R Group, LLC dba Eastern Janitorial Company Special-T, LLC WB Mason, Inc.	ESCNJ 20/21-26	08/16/2023
Printing Services (see category awards) Allegra/Princeton Atlantic Evelope Co. Concept Print Courier Printing Corp. Deans Graphics Envelopes & Printed Products, Inc. Premium Productions, Inc. Ridgewood Press	ESCNJ 21/22-02	08/31/2023
School Bus Surveillance Cameras Seon Systems Sales, Inc.	ESCNJ 20/21-12	08/11/2023
School Buses - A, B, C & D (see category awards) AT New York City, LLC Creative Bus Sales, Inc. Robert H. Hoover & Sons, Inc.	ESCNJ 22/23-24	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
VanCon, Inc. Wolffington Body Company, Inc.		
School Bus Types B, C & D – Electric (see awards) AT New York City, LLC & Wolffington Body Company, Inc.(joint bid) Creative Bus Sales, Inc. H.A. DeHart & Son, Inc. Robert H. Hoover & Sons, Inc. Van-Con, Inc. Wolffington Body Company, Inc.	ESCNJ 21/22-27	01/20/2023
Scientific Equipment, Accessories & Supplies School Specialty LLC	ESCNJ 19/20-24	09/19/2023
Services - Flexible Spending Account Management Total Administrative Services Corporation	ESCNJ 21/22-21	12/31/2024
Shredding and Disposal of Records Imwoth, LLC dba IDS Auto Shred	ESCNJ 18/19-23	05/08/2023
Signs and Graphics, Design, Purchase, Installation KGC Enterprises Inc. T/A KC Sign	ESCNJ 21/22-26	04/28/2023
Speech Services Advance Education Advisement Corporation	ESCNJ 18/19-29	03/17/2023
Staffing Services - Certified Delta-T Group North Jersey, Inc.	ESCNJ 20/21-20	08/27/2023
Staffing Services - Non-Certified Delta-T Group North Jersey, Inc.	ESCNJ 20/21-30	08/27/2023
Technology - Apple Products Apple, Inc.	ESCNJ 18/19-67	05/12/2023
Technology - Internet and Technology Consulting Services RFP Dellicker Strategies	ESCNJ 18/19-18	09/20/2023
Technology Supplies and Services CDWG	ESCNJ/AEPA 22-G	06/30/2024
Telecommunications - Voice, Unified Communications and Collaboration Services Altice/Lightpath Comcast Data Network Solutions Ring Central Spectrotel Xtel Communications	ESCNJ 19/20-30	12/12/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Tent Rental and Purchase L&A Tent Rental	ESCNJ 22/23-22	08/29/2023
Visitor Management System Raptor Technologies, LLC	ESCNJ 21/22-33	02/20/2024
<u>Hunterdon County Educational Services Commission (HCESC) Cooperative Bid</u>		
<u>Category/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Abigail's Law Compliant Sensor System Raphael Bus Sales, LLC	HCESC-Trans-21-02	03/13/2023
Appliance Repair, Maintenance & Installation Jay-Hill Repairs	HCESC-Ser-21-11	11/15/2023
Bus Parts & Repairs Bucks County International – International Brand H.A. DeHart & Son - Thomas Built Brand	HCESC-Trans-20-04	03/16/2024
Chromebook Refurbishment Parts & Accessories Chromebookparts.com	HCESC-Cat-21-07	07/01/2023
Custodial Supplies & Equipment (No Equipment) Bio-Shine, Inc. Envirox, LLC General Chemical & Supply Hillyard Delaware Valley South Jersey Paper Spruce Industries	HCESC-Cat-19-02	02/13/2023
Food Services Supplies and Equipment MAP International Import & Export Corp. Penn Jersey Paper Co, LLC (Envoy Solutions) Strategic Equipment LLC.	HCESC-Cat-20-08	08/18/2024
Furniture - School and Office Academy Furniture and Supplies Commercial Interiors Direct, Inc. Proacademy Furniture Tanner North Jersey	Bid #202	01/14/2023
Health/Sports Medicine Supplies School Health	Bid #210	01/25/2023
Interactive Technology for Classrooms/Meeting Rms B&H Foto & Electronics Corp. Camcor, Inc.	HCESC-CAT-19-06	04/10/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Clary Business Machines Clinton Learning Solutions LLC Excel Communications Worldwide Inc. Generations Technologies Inc. Keyboard Consultants Inc. Sharp Electronics Corp. Tele-Measurements, Inc. Troxell Communications Visual Sound Inc.		
Musical Instruments - Equipment, Supplies, Repair and Conditioning *see bid award* K&S Music, Inc. National Educational Music Co. The Music Shop Washington Music Center, Inc. West Music Company, Inc. Zita Corp., dba Elefante Music	HCESC-Cat/Ser-21-14	01/15/2024
Outdoor Furniture & Accessories Academy Furniture & Supplies Commercial Interiors Direct (CID) Global Equipment Co. Inc. Tri Furniture Design LLC	HCESC-Cat-22-04	05/09/2024
Party Equipment Sales and/or Rental L&A Tent Rentals Inc.	HCESC-Cat-21-15	02/04/2024
Photography Supplies B&H Foto & Electronics Corp. Bluum USA, Inc (Troxell Communications, Inc)	HCESC-Cat-22-16	10/03/2024
Physical Education Supplies & Equipment FlagHouse Medco Supply Co. Metuchen Center MFAC, LLC Pyramid School Products S&S Worldwide School Specialty (Sportime)	HCESC-CAT-20-03	02/11/2024
Science Supplies and Equipment Carolina Biological School Specialty LLC (Frey Scientific)	HCESC-CAT-21-01b	02/11/2023
Type A, B, & C School Vehicles H.A. DeHart & Son	HCESC-Veh-22-10	08/05/2024

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
<u>New Jersey State Contracts</u>		
<u>Category/Vendor</u>	<u>Contract Number</u>	<u>Expiration Date</u>
Appliances-Walk-in Building Supplies		
Lowes Home Centers LLC	Bid #M8001 23-FLEET-22885	07/31/2027
Home Depot Pro	18-FLEET-00234	12/31/2026
Auctioneering Services - T2581		
Municibid	19-GNSV1-00696	04/30/2023
Auditing Services - T2458		
PKF O'Connor Davies LLP	17-PROSV-00221	08/31/2023
Cabling Products and Services: Data Center Management Solutions - T1778		
Graybar Electric Co., Inc.	85151	10/09/2023
Johnston G P Inc.	85152	10/09/2023
Communications Wiring Services - T2989		
AT&T	88735	03/19/2023
GM Data Communications Inc.	88736	03/19/2023
Extel Communications Inc.	88737	03/19/2023
New Jersey Business Systems Inc.	88738	03/19/2023
Network Cabling Inc., dba NetQ Multimedia Co.	88739	03/19/2023
Millennium Communications Group Inc.	88740	03/19/2023
Johnston G P Inc.	88766	03/19/2023
Computer Equipment and Peripherals - M0483		
Ace Technology Partners LLC	89964	02/28/2023
EMC/Dell Corporation	89968	02/28/2023
Howard Technology Solutions	89976	02/28/2023
HP Inc.	89974	02/28/2023
Oracle America Inc.	42967	02/28/2023
Microsoft Corporation	40166	02/28/2023
Hewlett Packard Enterprise Company	40116	02/28/2023
Dell Marketing L.P.	19-TELE-00656	02/28/2023
Copiers - Multi-Function Devices, Maintenance Supplies and Print Services - G2075		
Canon USA	40462	01/11/2023
HP Inc. (Pay Only Status)	40463	01/11/2023
Ricoh USA Inc.	40467	01/11/2023
Xerox Corporation	40469	01/11/2023
Data Communications Equipment - M7000		
CISCO Systems	21-TELE-01506	09/30/2024
Cradlepoint	21-TELE-01443	09/30/2024
Extreme Networks	21-TELE-01518	09/30/2024
Hewlett Packard Enterprise Company	21-TELE-01517	09/30/2024
Palo Alto Networks	20-TELE-01195	09/30/2024

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Furniture - Office/Lounge & Systems - G2004		
Allsteel Inc.	81608	04/30/2023
Groupe Lacasse LLC	81714	04/30/2023
Groupe Lacasse LLC	81722	04/30/2023
Haskell Office	81716	04/30/2023
Jasper Seating Company Inc.	81718	04/30/2023
National Office Furniture Inc.	81721	04/30/2023
Steelcase Inc.	81639	04/30/2023
The HON Company LLC	19-FOOD-00927	04/30/2023
Trendway Corporation	81642	04/30/2023
Library and School Supplies - T0114		
Beckers School Supplies	17-FOOD-00249	08/30/2023
Blick Art Materials LLC	17-FOOD-00254	08/30/2023
Bluum USA, Inc. dba Troxell Communications Inc.	17-FOOD-00244	08/30/2023
Cascade School Supplies	17-FOOD-00243	08/30/2023
Demco Inc.	17-FOOD-00246	08/30/2023
EAI Education Eric Armin Inc.	17-FOOD-00258	08/30/2023
Kaplan Early Learning Company (expires 8/22/2023)	17-FOOD-00248	08/30/2023
Keyboard Consultants Inc.	17-FOOD-00266	08/30/2023
Kurtz Bros.	17-FOOD-00247	08/30/2023
Lakeshore Learning Materials	17-FOOD-00250	08/30/2023
Lightspeed Technologies of Oregon Inc.	17-FOOD-00261	08/30/2023
S&S Worldwide	17-FOOD-00253	08/30/2023
School Specialty	22-FOOD-06175	08/30/2023
The Library Store Inc.	17-FOOD-00264	08/30/2023
United Supply Corp.	17-FOOD-00262	08/30/2023
Mailroom Equipment and Maintenance - T0200		
Jersey Mail Systems	19-GNSV2-00680	04/14/2023
Francotyp Postalia Inc.	41263	04/14/2023
Pitney Bowes Inc.	41258	04/14/2023
Prior & Nami Business Systems	41259	04/14/2023
Park and Playground Equipment - T0103		
Beckers School Supplies	16-FLEET-00119	05/30/2023
Ben Shaffer Recreation Inc.	16-FLEET-00135	05/30/2023
BSN Sports LLC	16-FLEET-00138	05/30/2023
Fibar Group LLC	16-FLEET-00128	05/30/2023
Liberty Parks and Playgrounds Inc.	16-FLEET-00139	05/30/2023
Marturano Recreation Company Inc.	16-FLEET-00121	05/30/2023
Recreation Resource USA	16-FLEET-00120	05/30/2023
Rubberecycle LLC	16-FLEET-00131	05/30/2023
Safety Down Under Inc.	16-FLEET-00127	05/30/2023
Whirl Construction Inc.	16-FLEET-00124	05/30/2023
Software Reseller Services		
CDW Government LLC	20-TELE-01511	05/24/2026
Dell Marketing LP	20-TELE-01510	05/24/2026
Insight Public Sector Inc.	20-TELE-01512	05/24/2026
York Telecom Corporation	20-TELE-01509	05/24/2026

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Telecommunications Equip. & Services - T1316		
AT&T	80811	01/31/2023
Extel Communications	80807	01/31/2023
MCI Communications Services Inc.	80813	01/31/2023
Wireless Voice, Data and Accessories – M4006		
AT&T Mobility	22-TELE-05861	08/11/2024
Verizon Wireless	22-TELE-05441	08/11/2024
T-Mobile	22-TELE-04580	08/11/2024

Somerset County Cooperative Pricing System - #2-SOCCP

<u>Category/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Office Supplies, Furniture & Equipment		
W.B. Mason	CC-0001-20	05/25/2024
Bottled Water/Cooler Rental & Individual Bottled Water		
W.B. Mason	CC-0124-21	10/26/2023

Educational Data Services Cooperative Bid
Time and Materials - Various Trades

<u>Category / Vendor</u>	<u>Bid Number</u>	<u>Expiration Date</u>
Air Conditioning Units Service/Repair		
MBT Contracting LLC (Primary) Mack Industries, Inc. (Secondary)	Bid #11643	12/01/2023
Air Duct Cleaning		
Induct Industries, Inc. (Primary) First Knight Enterprise Inc dba SERVPRO (Secondary)	Bid #11644	12/01/2023
Asbestos Abatement and Removal		
SMAC Corp. (Primary) Four Strong Builders (Secondary)	Bid #10971	12/01/2023
Audio Visual Maintenance and Repair		
Advanced Cabling Technologies LLC/Boises (Primary) Generations Services, Inc.	Bid #10972	12/01/2023
Automatic Temperature Controls Service/Repair		
Jersey State Controls (Primary) A.M.E. Inc (Secondary)	Bid #11645	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Boiler Inspection, Cleaning and Repair (Annual) Mack Industries Inc. (Primary) Silva's Mechanical Services (Secondary)	Bid #10392	12/01/2023
Boiler Repair (Emergency Callout) Multi-Temp Mechanical, Inc. (Primary) Mack Industries Inc. (Secondary)	Bid #10973	12/01/2023
Burglar Alarm System Inspection and Repair J&R Sound and Communication (Primary) Haig Service Corp. (Secondary)	Bid #10393	12/01/2023
Carpet Cleaning and Extraction First Knight Enterprise Inc dba SERVPRO. (Primary) Commercial Interiors Direct, Inc. (Secondary)	Bid #11646	12/01/2023
Carpet Mat Service and Replacement – American Pad, Inc. (Primary) National Dust Control Services, Inc (Secondary)	Bid #11637	12/01/2023
Carpet Repair and Replacement Commercial Interiors Direct, Inc.	Bid #10974	12/01/2023
Cesspool, Septic Tank, Wasteline, Grease Trap, Sewer-Jet Repair/Replacement Bogush Inc. dba Public Sewer Service (Primary) Robert Griggs Plumbing & Heating, LLC (Secondary)	Bid #11647	12/01/2023
Clock District Sound Systems (Indoor/Outdoor) and Intercom System Service and Repair J&R Sound and Communication (Primary) Alarm and Communication Technologies, Inc. (Secondary)	Bid #10396	12/01/2023
Commercial Kitchen Hot Equipment Repair Marlee Contractors, LLC	Bid #11649	12/01/2023
Custodial/Janitorial Equipment Inspection/Service/Repair Scoles Floorshine Industries. (Primary) Penn Jersey Paper Co., LLC, an Envoy Solutions (Secondary)	Bid #11648	12/01/2023
Electric Motor Repair Pilot Electric Co., Inc. (Primary) Motors & Drives Inc. t/a Best Electric Motor Co. (Secondary)	Bid #10398	12/01/2023
Electrical Service and Repair DK Electrical LLC (Primary) Generations Services Inc. (Secondary)	Bid #11651	12/01/2023
Elevator Service, Inspection and Repair Kencor, LLC (Primary) Elevator Maintenance Corp / EMCO (Secondary)	Bid #11652	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Extermination Services Alliance Pest Services, Inc. (Primary) Tri-County Termite & Pest Control, Inc. (Secondary)	Bid #10399	12/01/2023
Fencing Repair and Replacement Kin Contractors LLC (Primary) MBT Contracting LLC (Secondary)	Bid #10976	12/01/2023
Fire Alarm System Inspection and Repair Haig's Service Corporation (Primary) Alarm and Communication Technologies, Inc. (Secondary)	Bid #10400	12/01/2023
Fire Extinguisher Inspection/Testing/Recharging and Fire Suppression Systems Fire and Security Technologies, Inc./FAST (Primary) Allied Fire & Safety Equipment Co., Inc. (Secondary)	Bid #11653	12/01/2023
Fire Smoke Detector Testing/Replacement Fire and Security Technologies, Inc./FAST (Primary) Allied Fire & Safety Equipment Co. Inc. (Secondary)	Bid #11654	12/01/2023
Fire Sprinkler System Inspection and Repair Allied Fire & Safety Equipment Co., Inc.	Bid #11655	12/01/2023
Floor Tile Repair and Replacement Mathusek Inc (Primary) Commercial Interiors Direct, Inc. (Secondary)	Bid #11656	12/01/2023
Folding Door Repair and Replacement Tri State Folding Door Partitions Inc. (Primary) Guardian Gym Equipment (Secondary)	Bid #10401	12/01/2023
General Construction Repairs and Carpentry Academy Construction, Inc. (Primary) Niram, Inc. (Secondary)	Bid #10402	12/01/2023
HVAC Service and Repair Mack Industries, Inc (Primary) Envirocon, LLC (Secondary)	Bid #11659	12/01/2023
IP Intergration Services New Era Technology Services dba Promedia	Bid #10361	12/01/2023
Landscape and Irrigation System Repair and Maint Lincoln Landscaping Inc.	Bid #10404	12/01/2023
Locker Repair and Replacement Premier Business Solutions, Inc. (Primary) Rabco Equipment Corp. (Secondary)	Bid #10979	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Locksmith Services R.D. Sales Door and Hardware, LLC	Bid #11660	12/01/2023
Macadam (Repaving) Service and Repair Diamond Construction (Primary) Crossroads Pavement Maintenance LLC (Secondary)	Bid #10980	12/01/2023
Masonry, Concrete Curbs and Sidewalks Service and Repair Diamond Construction (Primary) Cifelli & Son General Construction, Inc. (Secondary)	Bid #10981	12/01/2023
Moving and Storage Brantley Bros. Moving & Storage Co., Inc.	Bid #11661	12/01/2023
Outdoor Track - Tennis Court Inspection, Service and Repair American Tennis Courts, Inc. (Primary) ATT Sports, Inc. (Secondary)	Bid #10406	12/01/2023
Painting Northeastern Interior Services LLC (Primary) GPC, Inc. dba Grafas Painting Contractors, Inc (Secondary)	Bid #10407	12/01/2023
Playground Equipment Inspection, Service and Repair Guardian Gym Equipment (Primary) Safety Down Under, Inc. (Secondary)	Bid #10408	12/01/2023
Plumbing (Commercial and Industrial) Robert Griggs Plumbing & Heating, LLC (Primary) Northeast Plumbing Services, LLC (Secondary)	Bid #10881	12/01/2023
Pump Repair Pilot Electric Co., Inc. (Primary) Motors & Drives Inc. t/a Best Electric Motor Co. (Secondary)	Bid #10410	12/01/2023
Refinishing Stage and Gymnasium Wood Floors TIED VENDOR Capital Floors LLC (Primary-TIED VENDOR) Jack Devine Gym Floor Restorations (Primary-TIED VENDOR)	Bid #10411	12/01/2023
Refrigeration Equipment Maintenance/Inspection/Repair Envirocon (Primary) Multi-Temp Mechanical, Inc. (Secondary)	Bid #11662	12/01/2023
Roof Repairs and Replacement Alper Enterprises, Inc. (Primary) Laumar Roofing Company Inc. (Secondary)	Bid #10982	12/01/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Scoreboard/Bleachers and Gymnasium Equipment Inspection and Repair Guardian Gym Equipment (Primary) Tri State Folding Partitions Inc. (Secondary)	Bid #10413	12/01/2023
Stage Curtains and Draperies Ackerson Drapery & Decorator Services Inc. (Primary) Commercial Interiors Direct, Inc. (Secondary)	Bid #10415	12/01/2023
Stage Theatrical Lighting Systems Maintenance and Repair Pure Lighting Company (Primary) Generations Services Inc. (Secondary)	Bid #11665	12/01/2023
Vehicle Repairs Belair Services (Primary) On-Site Fleet Service, Inc. (Secondary)	Bid #11666	12/01/2023
Venetian Blind Repair and Replacement Ackerson Drapery & Decorator Services Inc. (Primary) Commercial Interiors Direct, Inc. (Secondary)	Bid #10416	12/01/2023
Welding MBT Contracting LLC.	Bid #11667	12/01/2023
Window Glazing, Tinting and Glass Replacement Glassitech Specialist, Inc.	Bid #10417	12/01/2023
Window Repair BRG Corporation (Primary) Glasstech Specialist, Inc. (Secondary)	Bid #11668	12/01/2023
Window Shade Repair and Replacement Ackerson Drapery & Decorator Services Inc. (Primary) Commercial Interiors Direct, Inc. (Secondary)	Bid #10418	12/01/2023
<u>Educational Services Commission of New Jersey (ESCNJ) Cooperative Bid</u> Time and Materials - Various Trades		
<u>Category / Vendor</u>	<u>Bid Number</u>	<u>Expiration Date</u>
Annual Fire Extinguisher Inspection & Related Services Allied Fire & Safety Equipment Co., Fire and Security Technologies	Bid #ESCNJ 20/21-23	10/15/2023
Air Purifiers (Commercial) RFS Commercial, Inc.	Bid ESCNJ 20/21-48	12/17/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Bleacher (Exterior) Systems - Purchase/Installation Nickerson Corporation	Bid #ESCNJ 19/20-26	03/17/2023
Bleacher (Interior) Systems - Purchase/Installation Nickerson Corporation	Bid #ESCNJ 20/21-59	04/26/2023
Boiler Maintenance, Repair & Emergency Replacement Liberty Mechanical Contractors, Inc.	ESCNJ 19/20-32	01/17/2023
Building Access & Security Systems Open Systems Integrators, Inc.	Bid #ESCNJ 19/20-38	06/05/2023
Building Management Systems A.M.E., Inc.	RFP #ESCNJ 20/21-50	04/22/2024
Carpet & Flooring Commercial Interiors Direct, Inc. Direct Flooring The Gillespie Group, Inc. Hannon Floor Covering Corporation	Bid #ESCNJ 19/20-05	08/31/2023
Ceiling Tiles(check bid for brand/type per vendor) Commercial Interiors Direct The Gillespie Group, Inc. HD Supply Facilities Maintenance, LTD	Bid #ESCNJ 22/23-19	12/15/2023
Electrical Services MTB Electric	Bid #ESCNJ 18/19-77	06/30/2023
Emergency Notification Systems Eastern Datacomm, Inc. Gemba Security Solutions, LLC Open Systems Integrators, Inc.	Bid #ESCNJ 22/23-09	07/26/2023
Environmental/Mold - Bio-Decontamination Services Pathogend of New Jersey	Bid #ESCNJ 22/23-18	10/18/2024
Equipment and Tool Rental HERC Rentals, Inc. Hudson Machinery	Bid #ESCNJ 20/21-60	04/22/2023
Fencing – Purchase, Installation & Repair Fox Fence Enterprises	Bid #ESCNJ 20/21-37	11/19/2023
Fire Alarm Systems: Integrated Software Based Intelligent Life Safety Alarm & Communications Technologies, Inc. Open Systems Integrators, Inc.	Bid #ESCNJ 21/22-41	06/25/2023
Generator Equipment and Maintenance Foley, Inc.	Bid #ESCNJ 21/22-11	06/29/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Power Place, Inc. Stewart & Stevenson Power Products, LLC		
Glass and Glazing Services Crystal Clear Glass	Bid #ESCNJ 21/22-31	01/20/2024
Grounds Equipment Cherry Valley Tractor Sales Deere & Company EquipTech, LLC, dba Bobcat of Central Jersey Central Jersey Equipment Foley, Inc. Harter Equipment, Inc. KLBL dba Vic Gerard Golf Cars Laurel Lawnmover Service, Inc. North Jersey Bobcat, Inc. Power Place Inc. Storr Tractor Company Turf Equipment and Supply Company	Bid #ESCNJ 18/19-25	02/21/2023
Gym Floors – Repair/Refinishing/T&M Classic Floor Finishing, Inc.	Bid #ESCNJ 18/19-62	05/13/2023
HVAC – Airdale Coast Service Incorporated	Bid #ESCNJ 22/23-17	08/27/2024
HVAC Time and Material Hutchins HVAC, Inc. In-Line Air Conditioning Co Liberty Mechanical Contractors, Inc. McCloskey Mechanical Contractors, Inc	Bid #ESCNJ 19/20-13	03/17/2023
Landscaping Services JCW, Inc., dba Natural Green Lawn Care	Bid #ESCNJ 19/20-10	07/31/2023
Lawn Care Products and Services Fisher and Son Company, Inc. JCW, Inc., dba Natural Green Lawn Care	Bid #ESCNJ 20/21-49	01/21/2024
Planning for Lead Testing Consulting Services (Lead Testing Consulting Services) Tectonic Engineering & Surveying Consultants P.C. TTI Environmental, Inc. Whitman	Bid #ESCNJ 19/20-31	12/12/2023
Lighting - LED and Other Lighting Franklin Griffith (materials only- https://LED-and-other-lighting-and-installation-award-details.pdf) Tri-State LED (materials and installation - https://LED-and-other-lighting-and-installation-award-details.pdf)	Bid #ESCNJ 21/22-20	01/21/2024

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Lockers - Purchase/Installation and Repair Nickerson Corporation	Bid #ESCNJ 18/19-64	05/08/2023
Locking Hardware & Keying Systems Craftmaster Hardware, LLC Ferguson Enterprises HD Supply Oak Security Group, LLC	Bid #ESCNJ 20/21-08	10/23/2023
Maintenance Equipment – (check bid for item lists) Atra Janitorial Supply Co., Inc. Bio-Shine, Inc. HD Supply Facilities Maintenance, Ltd. (formally Home Depot Pro) Hillyard Karcher North America NaceCare Solutions Nilfisk-Advance, Inc. (Advance) Northeast Janitorial Supply Inc. Scoles Floorshine Industries South Jersey Paper Products Tennant Sales and Service Co.	Bid #ESCNJ 18/19-35	01/22/2023
Maintenance & Repair Services Vehicles/Equipment – 14,000 lbs Bellmawr Truck Repair Co., Inc. Central Jersey Collision dba Elizabeth Truck Center	Bid #ESCNJ 19/20-35	06/30/2023
Maintenance, Repair & Operation Craftmaster Hardware, LLC Ferguson Enterprises HD Supply Facilities Maintenance, Ltd., (formally Home Depot Pro) Oak Security Group	Bid #ESCNJ 20/21-08	10/23/2023
Mercury Floor – Testing Coastal Environmental Compliance	Bid #ESCNJ 20/21-16	08/27/2023
Mercury Floor – Removal B&G Restoration	Bid #ESCNJ 20/21-17	08/27/2023
Paint and Supplies Sherwin-Williams	Bid #ESCNJ 19/20-14	02/23/2024
Painting Services Time and Material GPC, Inc.	Bid #ESCNJ 20/21-24	06/30/2023
Paving Services Garden State Sealing, Inc.	Bid #ESCNJ 18/19-66	06/02/2023
Pest Control Services with IPM Management Alliance Pest Services	Bid #ESCNJ 21/22-13	09/15/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Playground Equip., Site Furnishing, Outdoor Circuit Training & Related Services Marturano Recreation Company	Bid #ESCNJ 20/21-06	06/30/2023
Playground Equip., Site Furnishing, Outdoor Circuit Training & Related Product Ben Shaffer Recreation, Inc.	Bid #ESCNJ 20/21-22	06/29/2023
Playground Surfacing Materials/Installation/Inspect Ben Shaffer Recreation, Inc., LLC Downes Tree Service, Inc. MRC Inc. Rubberecycle, LLC Whirl Corporation, Inc.	Bid #ESCNJ 20/21-02	06/30/2023
Plumbing - Job Order Contracting JMTK, LLC dba Rand Plumbing	Bid #ESCNJ 21/22-30	06/04/2023
Plumbing Services - Time and Material Magic Touch Construction Co., Inc.	Bid #ESCNJ 20/21-18	06/30/2023
Pool Supplies & Equipment Leslie's Poolmart, Inc.	Bid #ESCNJ 20/21-21	06/29/2023
Pool Supplies, Equipment, Repair/Maintenance Main Line Commercial Pools, Inc.	Bid #ESCNJ 21/22-39	04/23/2023
Recycling Containers & Rollout Carts T.M. Fitzgerald & Associates	Bid #ESCNJ 22/23-14	07/31/2023
Repair and Maintenance - General Contractor - Job Order Contracting Gordian	Bid #ESCNJ 20/21-03	06/25/2023
Roofing and Envelope Services Weatherproofing Technologies, Inc. (Tremco)	Bid #ESCNJ/AEPA-21D	02/28/2023
Scoreboards and Marquees - Interior/Exterior LED Scoreboards, Marquees, Equipment and Installation Daktronic, Inc. Nickerson Corporation	Bid #ESCNJ 18/19-41	05/02/2023
Security - Electronic Cylinder Access Control Systems E.A. Waetjen, Inc.	Bid #ESCNJ 18/19-43	01/17/2023
Security - Safety and Security Window Film and Door Shielding Protection Products Window Film Depot, Inc.	Bid #ESCNJ 18/19-28	03/20/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Security – Wireless Duress Monitoring Systems Office Solutions, Inc./dba OSI Technology Signal Electric Turn-Key Technologies, Inc.	Bid #ESCNJ 18/19-52	03/21/2023
Services - Water Meter Management Services Core & Main LP	Bid #ESCNJ 19/20-27	11/14/2023
Stage Curtains - Purchase/Installation and Repair Ackerson Drapery & Decorator Services, Inc.	Bid #ESCNJ 18/19-51	03/21/2023
Synthetic Turf Maintenance/Repair and Replacement Field Turf, USA, Inc. Hellas Construction, Inc. (Installer - ATT Sports) Shaw Integrated and Turf Solutions (Installer – Applied Landscape Technologies) Sprinturf, LLC	Bid #ESCNJ 18/19-55	03/21/2023
Toilet Partitions Nickerson Corporation	Bid #ESCNJ 22/23-06	08/27/2023
Tracks and Courts Field Turf Hellas Construction, Inc. Shaw Integrated and Turf Solutions, Inc.	Bid #ESCNJ/AEPA 20A	06/01/2023
Vehicles - Cars, Crossovers, SUV's and Trucks (see award) Beyer Bros. Corp. Beyer Ford Beyer of Morristown Mall Chevrolet United Ford, LLC	Bid #ESCNJ 20/21-09	09/14/2023
Vehicles - Class 4 - 8 Trucks A&K Equipment Company, Inc. Beyer Ford/Beyer Fleet Beyer Brothers Corp. Beyer of Morristown/Beyer Fleet Bristol Donald Co., Inc. Bucks County International Campbell Freightliner, LLC Cliffside Body Dejana Truck & Utility Equipment Company Gabrielli Truck Sales H.A. DeHart & Son, Inc. Hudson County Motors Mall Chevrolet North Jersey Truck Center Omaha Standard, LLC Reed Systems Ltd.	Bid #ESCNJ 20/21-55	04/22/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Tony Sanchez Ltd. Trius, Inc. United Ford, LLC Versalift East, LLC		
Vehicles – Electric Truck Chassis - 26,000 lbs. GVW or Greater Hudson County Motors, Inc.	Bid #ESCNJ 19/20-34	03/22/2023
Vehicle Service Lifts and Accessories First Choice Automotive Parts & Equipment Steril-Koni USA, Inc. Mohawk Resources, LTD	Bid #ESCNJ 21/22-17	11/15/2023
Hunterdon County Educational Services Commission (HCESC) Cooperative Bid Time & Materials - Various Trades		

<u>Category/Vendor</u>	<u>Bid Number</u>	<u>Expiration Date</u>
Boiler Inspection/Cleaning and Repair Services McCloskey Mechanical Contractors, Inc. (Primary) Falasca Mechanical (Secondary - Mercer County) Unitemp, Inc. (Secondary - Middlesex County)	#HCESC-SER-21	11/02/2023
Commercial Floor Covering & Related Services Commercial Interiors Direct, Inc. Direct Flooring, Inc. RFS Commercial, Inc. Hannon Floor Covering Corp. Mathusek Incorporated	Bid #208	10/01/2023
Electrical Services Generations Services Inc. (Primary) Troller Electric (Secondary)	#HCESC-SER-21B	11/02/2023
Facilities Grounds Equipment Cherry Valley Tractor Sales Powerco, Inc. Power Place, Inc. Storr Tractor Company	#HCESC-Cat-Ser-19-03	03/01/2023
Facilities Maintenance Equipment Bio-Shine, Inc.	#HCESC-Cat/Ser-19-01	02/13/2023
Fencing- Repair/Replacement National Fence Systems, Inc (Primary) Guardian Fence Co. (Alternate)	#HCESC-Cat/Ser-22-17	11/02/2024

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
General Construction Repairs & Carpentry Services NJSB (Secondary Contractor - Middlesex County) GPC (Secondary - Mercer County)	#HCESC-SER-20F	11/02/2024
HVAC Services McCloskey Mechanical (Primary) Falasca Mechanical (Secondary – Mercer County) Liberty Mechanical Contractors, Inc. (Secondary – Middlesex County)	#HCESC-SER-21A	11/02/2023
Indoor Outdoor Signs and Graphics KC Sign & Awnings	#HCESC-Ser-21-08	07/19/2023
Industrial Supplies & Equipment Ferguson Enterprises F.W. Webb Hilti, Inc.	#HCESC-Cat-19-09	05/07/2023
LED Lighting Supplies & Equipment Generations Technologies Inc. Tristate LED Warshauer Electric Supply	#HCESC-CAT-19-07	04/19/2023
Mechanical & Electronic Door Locking Systems & Prods Hogan Security Group, LLC	Bid #203	07/06/2024
Painting Services Northeastern Interior Inc. (Primary) GL Group (Secondary - Middlesex County) GPC (Secondary - Mercer County)	#HCESC-SER-20E	11/02/2024
Physical Security Products Gemba Security Solutions, LLC Technotime Business Solutions CTCI - Commercial Technology Contractors Inc. Philip M Casciano Associates, Inc., dba PMC Associates Metropolitan Data Solutions Management Co., Inc. (MDS) Triangle Communication VT Security dba Alen Security	#HCESC-CAT-20-12	09/29/2024
Plumbing Services Rand Plumbing dba JMTK LLC (Primary) Robert Griggs Plumbing & Heating (Secondary)	#HCESC-Ser-20C	11/02/2024
Remediation Services - Microbial Remediation SMAC Corp. (Primary) Shade Environmental, LLC (Secondary)	#HCESC-Ser-22-15	10/08/2024
Remediation Services - Asbestos Remediation Niram, Inc. (Primary) SMAC Corp. (Secondary)	#HCESC-Ser-22-15	10/08/2024

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Remediation Services - Lead Remediation Shade Environmental, LLC (Primary) Asbestos and Mold Services, Corp. (Secondary)	#HCESC-Ser-22-15	10/08/2024
Safety & Security Window Film RFS Commercial, Inc.	#HCESC-SER-22-03	05/09/2024
Synthetic Turf Maintenance & Repair Services The LandTek Group, Inc.	#HCESC-SER-19-13	09/22/2023
Tree Trimming/Pruning & Removal Services Rich Tree Service	#HCESC-SER-22H	11/03/2024

New Jersey State Contract

<u>Category/T Number/Vendor</u>	<u>Contract Number</u>	<u>Expiration</u>
Automotive Lubricants: Engine/Gear Oils, Greases, ATF, Tractor Fluid, HYD Oils - T0097		
Taylor Oil Company	20-FLEET-01342	11/19/2023
David Weber Oil Co	20-FLEET-01343	11/19/2023
IEH Auto Parts LLC dba Auto Plus Auto Parts	20-FLEET-01344	11/19/2023
Romeo Enterprises	20-FLEET-01345	11/19/2023
Automotive Parts and Accesories - OEM - Light Duty Vehicles Class 4 or Lower - T2760		
Beyer Ford LLC	19-FLEET-00913	08/04/2023
Beyer Bros Corp	19-FLEET-00922	08/04/2023
Chapman Ford Sales	19-FLEET-00923	08/04/2023
DFFLM LLC T/A Ditschman Flemington Ford	19-FLEET-00916	08/04/2023
Fred Beans Parts Inc.	19-FLEET-00919	08/04/2023
Freehold Ford Inc.	19-FLEET-00918	08/04/2023
Gentilini Ford	19-FLEET-00920	08/04/2023
Malouf Ford Lincoln Inc.	19-FLEET-00915	08/04/2023
McGuire Chevrolet Cadillac	19-FLEET-00917	08/04/2023
Beyer of Morristown, LLC	19-FLEET-00914	08/04/2023
Carpet & Padding, Vinyl Tile/Sheet Flooring, Mats/Matting, Supplies and Install - G2005		
Forbo Flooring Inc.	81749	06/30/2023
Interface Americas Inc.	81756	06/30/2023
Mannington Mills Inc., dba Mannington Commercial	81751	06/30/2023
Mohawk Carpet Distribution, Inc.	81753	06/30/2023
Shaw, Patcraft	81754	06/30/2023
Diesel - Ultra Low Sulfur (ULSD) and Biodiesel - T-1845		
Majestic Oil Co., Inc. (ULSD) – 1-2,499 gal tank	19-FOOD-01098	03/31/2025
Majestic Oil Co., Inc. (Biodiesel B2 Blend) 1-2,499 gal tank	19-FOOD-01098	03/31/2025
Riggins, Inc. (Biodiesel B5 Blend) – 1-2,499 gal tank	19-FOOD-01096	03/31/2025

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Electrical Equipment and Supplies - T0167		
Jewel Electric, LLC	21-FOD-01749	09/30/2024
Keer Electrical Supply Co., Inc.	21-FOOD-01748	09/30/2024
Pemberton Electrical Supply Company LLC	21-FOOD-01747	09/30/2024
Elevator Maintenance Repair, Testing & Inspection Services - T2946		
Independence Elevator Company	20-GNSV2-01122	02/28/2023
Schindler Elevator Corp.	20-GNSV2-01121	02/28/2023
Slade Industries	20-GNSV2-01119	02/28/2023
Tec Elevator, Inc	20-GNSV2-01120	02/28/2023
Facilities Maintenance and Repair & Operations (MRO) and Industrial Supplies - M0002		
Fastenal Company	19-FLEET-00565	06/30/2023
W.W. Grainger Inc.	19-FLEET00566	06/30/2023
Fence - Chain Link, Rock Fall, Wooden, Vinyl and Ornamental (Install/Replace) - T0640		
Consolidated Steel & Aluminum Fence Co., Inc.	88680	6/30/2023
EB Fence LLC	88697	6/30/2023
Fuel Oil #2 Heating - T0077		
Majestic Oil Co., Inc. (Primary)	17-FOOD-00398	6/30/2023
Taylor Oil Company (Secondary)	17-FOOD00393	6/30/2023
Gas - Propane - T0108		
Suburban Propane Gas Corp.	20-FOOD-01157	5/31/2025
Gasoline - Unleaded Automotive - T0083		
Majestic Oil Company, Inc. (87 Octane)	19-FLEET-00972	10/31/2024
Majestic Oil Company, Inc. (89 Octane up to 9,999 gal tank)	19-FLEET-00972	10/31/2024
Riggins, Inc. (89 Octane 10,000 gal and above)	19-FLEET-00969	10/31/2024
Majestic Oil Company, Inc. (93 Octane up to 9,999 gal tank)	19-FLEET-00972	10/31/2024
Riggins, Inc. (93 Octane 10,000 gal and above)	19-FLEET-00969	10/31/2024
HVAC, Refrigeraton and Boiler Services - T1372		
Core Mechanical, Inc.	88697	10/31/2023
General Asphalt	88694	10/31/2023
George S. Hall	88696	10/31/2023
Limbach Co., Inc.	88689	10/31/2023
Marlee Contractors, LLC	88692	10/31/2023
MultiTemp Mechanical, Inc.	88695	10/31/2023
Lawn and Grounds Equipment - Parts and Repairs - T2187		
AC Equipment	43033	02/16/2023
Central Jersey Equipment	43037	02/16/2023
Chem-Tek Industries Inc.	43025	02/16/2023
Cherry Valley Tractor Sales	43022	02/16/2023

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Contractor Service (WDDS Enterprises Inc.)	43024	02/16/2023
Hoffman International Inc.	43034	02/16/2023
Laurel Lawnmover Service	43029	02/16/2023
Lawson Products Inc.	43023	02/16/2023
Montage Enterprises Inc.	43041	02/16/2023
Ocean County Equipment Inc. T/A Ace Outdoor Equipment	43027	02/16/2023
Power Place Inc.	43039	02/16/2023
Storr Tractor Company	43038	02/16/2023
Moving Services for DPMC and Cooperative Purchasing Participants - T0877		
Anchor Moving & Storage	22-GNSV2-25458	10/31/2025
Broadway Moving & Storage Inc.	22-GNSV2-25457	10/31/2025
Business Relocation Services	22-GNSV2 25455	10/31/2025
Elate Moving LLC	22-GNSV2 25461	10/31/2025
Flatbush Moving Van Co	22-GNSV2 25460	10/31/2025
Simonik Transp & Warehousing Grp, LLC	22-GNSV2 25456	10/31/2025
Steedle Moving & Storage Inc	22- GNSV2-25459	10/31/2025
Pest Control Service - Non-Residential (Statewide) - T0295		
Tri County Termite & Pest Control Inc.	18-GNSV1-00359	04/30/2023
Plumbing & Heating Supplies/Equipment (Statewide) - T3027		
Lenkris Trading dba Crosstown Plumbing Supply	21-FOOD-01459	06/30/2023
Atlantic Plumbing Supply	89798	06/30/2023
Harry's Supply LLC	89798	06/30/2023
Raritan Group Inc.	89801	06/30/2023
Portable Sanitation Units - Fabricated and Prefabricated - T0208		
Johnny On the Spot	20-GNSV1-01315	09/30/2023
Radio Communication Equipment and Accessories - T0109		
Kenwood USA Corp	83927	04/30/2023
Motorola Solutions/M&W Corp/Mid-State Mobile	83909	04/30/2023
Tires, Tubes and Services - M8000		
Bridgestone Americas, Inc.	19-FLEET-00708	03/31/2024
American Tire & Auto Care of Mercerville LLC		
Custom Bandag Inc.		
Firestone Complete Auto Care		
RW Tire		
The Goodyear Tire & Rubber Company	20-FLEET-00948	03/31/2024
American Tire & Auto Care of Mercerville LLC		
B&S Goodyear Auto Service Center		
Custom Bandag Inc.		
TireHub LLC		

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Tree Trimming, Pruning and Removal Services - T0465		
Becker's Tree Service, Inc.	18-DPP-00646	12/31/2023
Independence Constructors Corp., Inc.	18-DPP-00650	12/31/2023
Peters-Todd's, Inc.	18-DPP-00647	12/31/2023
Rich Tree Service, Inc.	18-DPP-00645	12/31/2023
Midhurst Tree Care LLC	18-DPP-00649	12/31/2023

Somerset County Cooperative Pricing System - #2-SOCCP

<u>Category/Vendor</u>	<u>Bid Number</u>	<u>Expiration Date</u>
Automotive and Diesel Lubricants: Engine/Gear Oils, Greases, ATF & Hydraulic Oils (Primary and Secondary Awards per category)	Bid #CC-0047-22	12/13/2023
Lubenet LLC Romeo Enterprises		
Collision Repairs & Vehicle Painting (Primary and Secondary Awards per category)	Bid #CC-0029-22	09/27/2024
Gifford Auto Body, LLC DGL Raftopoulos dba Maaco Collision Central Jersey Collision dba Elizabeth Truck Center		
Commercial Toro Parts & Equipment Repairs	Bid #CC-0091-22	12/13/2024
Storr Tractor Co.		
Equipment & Tool Rental	Bid #CC-0028-20	10/26/2023
Equiptech LLC dba Bobcat of Central Jersey Here Rentals, Inc. Jet Vac Equipment Pave-Rite, Inc. Pumping Services, Inc. Sunbelt Rentals, Inc.		
Landscape Chemical Treatment & Fertilization	Bid #CC-0110-20	07/14/2023
TruGreen Limited Partnership		
Snow Plow Parts	Bid #CC-0043-20	10/12/2024
A&K Equipment Co., Inc. Chemung Supply Corp Cliffside Body Corporation Dejana Truck & Utility Equipment Co., Inc. H.A. DeHart & Son Henderson MFG Tony Sanchez Ltd. Trius, Inc.		
Safety Equipment	Bid #CC-0107-20	07/26/2024
Alpha ProMed		

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
A&M Industrial Aramco, Inc. Plastic Express		
Tires - Recapping Tire & Solid Tire Replacement Barnwell House of Tires Custom Bandag, Inc. Service Tire Truck Center Inc.	Bid #CC-0016-21	06/22/2023
<u>Mercer County Cooperative Pricing System - CK09-MERCER</u>		
<u>Category/Vendor</u>	<u>Bid Number</u>	<u>Expiration Date</u>
Carpet and Flooring Best Value Rugs & Carpet Buzzy's Carpet, Inc. Commercial Interiors Direct, Inc. Contract Flooring Systems, LLC	CK09MERCER2018-33B	03/27/2024
Collision Repair and Vehicle Painting Ed & Guys Auto Body Hainesport Enterprises, Inc.	CK09MERCER2019-22	11/25/2023
Gasoline - Unleaded RIGGINS INC.	CK09MERCER2022-11	12/03/2024
Diesel Fuel and Winter Mix Majestic Oil Company, Inc.	CK09MERCER2021-17	11/29/2023
Electrical Parts and Supplies Franklin-Griffith, LLC	CK09MERCER2021-20	01/31/2024
Fire Extinguishers, Fire Alarm Systems, Fire Suppression and Sprinkler Systems, Diesel and Electric Pump Preventative Maintenance/Service and Repair Absolute Protective Systems, Inc. Fyr Fyter Sales & Service, Inc.	CK09MERCER2021-11	09/27/2023
HVAC PM and Repair Multi-Temp Mechanical Inc. McCloskey Mechanical, Inc.	CK09MERCER2021-08	10/01/2023
Janitorial and Paper Household Supplies Head to Heels Safety Supplies Central Poly-Bag Corp Cooperfriedman Electric Supply Co. Inc Ferguson Enterprises Llc General Chemical & Supply Inc. Global Chi Supply Solution Llc Interboro Packaging Corporation	CK09MERCER2022-07	08/31/2024

<u>Commodity/Vendor</u>	<u>Bid No.</u>	<u>Expiration Date</u>
Spruce Industries United Sales Usa Corp. W.B .Mason Co.Inc		
Scrap Metal Removal Scarpati, Inc.	CK09MERCER2022-04	07/26/2024
Security Systems Installation, Maintenance, Service & Repair Absolute Protective Systems, Inc.	CK09MERCER2020-21	02/23/2023

SCHOOL ETHICS ACT REVIEW

Jeffrey R. Caccese, Esquire



COMEGNO

LAW GROUP, P.C.

THIS PRESENTATION
DOES NOT REPLACE
INDIVIDUAL ETHICS
TRAINING REQUIRED
FOR ALL NEWLY
ELECTED OR
APPOINTED BOARD
MEMBERS.

(Don't Blame Me)



NJ SCHOOL ETHICS ACT

N.J.S.A. 18A:12-21

In our representative form of government it is essential that the conduct of members of local boards of education and local school administrators *HOLD THE RESPECT AND CONFIDENCE OF THE PEOPLE*

[...] board members and administrators must avoid conduct which is in violation of their PUBLIC TRUST or which creates a justifiable IMPRESSION among the public that such trust is being violated.



N.J.A.C.
6A:32-3.2
REQUIRES
EVERY
BOARD OF
EDUCATION
TO:



DISCUSS the SCHOOL ETHICS ACT and the CODE OF ETHICS FOR SCHOOL BOARD MEMBERS at a regularly scheduled public meeting each year



ADOPT POLICIES AND PROCEDURES for training board members in understanding the CODE OF ETHICS

- and -



DOCUMENT that each board member has received and reviewed the CODE OF ETHICS

THE ROLE OF A SCHOOL BOARD MEMBER

Governing body
of the school
district.

Charged with high
level, policy-
making decisions.

Only entity can
enter into contracts
or other binding
agreements.

Decision-making
authority limited –
cannot administer
the schools.

May not act in
many situations
without CSA
recommendation.

Governed by
Code of Ethics;
N.J.S.A. 18A:12-
24.1, et seq.



**CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(A)
“UPHOLD ALL
LAWS”**

1. I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools.
Desired changes shall be brought about only through legal and ethical procedures.

Evidence of Violation:

- A. Copy of a final decision from any court of law or administrative agency of this State demonstrating that the Board member failed to enforce all laws, rules and regulations of the State Board of Education; or
- B. Court orders pertaining to schools; or that the board member brought about changes through illegal or unethical procedures.



**CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(A)
“UPHOLD ALL
LAWS”**

C58-14: Board member violated the Code when he attempted to issue a Board employee a Rice notice without following the proper legal procedure of seeking Board authority or consulting with the Board.

C11-04: President of the Board violated the Code when he took it upon himself to contact someone hired by the Board to tell them that their appointment was void because he had directed the Superintendent to remove the individual's name from the agenda but the Superintendent failed to do so. Board member was ultimately removed.



CODE OF ETHICS N.J.S.A. 18A:12-24.1(B) “EDUCATIONAL WELFARE”



2. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.

Evidence of violation:

- A. That Board member willfully made a decision contrary to the educational welfare of children; or
- B. That the Board member took deliberate action to obstruct programs and policies designed to meet the individual needs of all children, regardless of their ability, race, color, creed or social standing



**CODE OF
ETHICS N.J.S.A.
18A:12-24.1(B)
“EDUCATIONAL
WELFARE”**

C60-19: Board member whose adult and financially independent child worked in the District as a per diem substitute teacher violated the Act when they participated in the Superintendent’s evaluation and voted to approve payment of merit goals.

C40-20: Board Vice President did not violate the act by making a statement during a public meeting “lambasting” a number of District parents by name and an advocacy group that were critical against past actions of the Board even though the meeting was virtual and was beamed into homes where children could see it.



**CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(C)
“LIMITED TO
POLICY
MAKING”**

3. I will confine my board action to policy making, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.

Evidence of Violation:

- A. That the Board member took board action to effectuate policies and plans without consulting those affected by such policies and plans; or
- B. Took action that was unrelated to the member’s duty to:
 - i. Develop the general rules and principles that guide the management of the school district or charter school;
 - ii. Formulate the programs and methods to effectuate the goals of the school district or charter school; or
 - iii. Ascertain the value or liability of a policy.



CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(C)
“LIMITED TO
POLICY
MAKING”

C16-14: Board members conducted a site visit to assess a candidate for Assistant Superintendent without Board authority

C14-20: BOE member who raised concerns with Complainant and to administration over her conduct at HS baseball games, did NOT violate the Code by asking to be on the Policy Committee and then working to revise the Board's Policy dealing with removing persons at school events for disruptive conduct.



CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(C)
“LIMITED TO
POLICY
MAKING”

C44-05 – Board President and Vice President violated multiple provisions of the Act when they accepted an invitation and met privately with the Local Teachers’ Association to discuss concerns that the Association had. Meeting was held without the knowledge of the other Board members and without the knowledge of the Superintendent or the Superintendent being present. Found to violate subsections (c) and (d) of the Act. President was suspended for one month and Vice President was censured.



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(D)
“NO
MICROMANAGING”

4. I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.

Evidence of Violation:

- A. That the Board member gave a direct order to school personnel; or
- B. The Board member became directly involved in activities or functions that are the responsibility of school personnel or the day-to-day administration of the school district or charter school.



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(D)
“NO
MICROMANAGING”

C40-10: Board member violated the code by instructing the Superintendent to allow a graduating senior to participate in graduation ceremonies when the Superintendent had barred the student from participating in the ceremonies due to safety concerns. The police had reported that there were threats that the student was the target of a shooting and the board member was aware of the report.



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(D)
“NO
MICROMANAGING”

C64-06: Board member violated the code when he unilaterally visited the school and took pictures of open windows in the middle school and items in the Board office bathroom, which he then spoke to reporters about.

A15-10: Board member would violate the act by participating in an exit interview or merely observing the exit interview, as it would breach the board member’s obligation to refrain from becoming directly involved in activities that are the responsibility of school personnel and would equate to micromanaging school personnel.



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(E)
“NO PERSONAL
PROMISES/PRIVATE
ACTION”

5. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board.

Evidence of Violation:

- A. That the Board member made personal promises or took action beyond the scope of his or her duties such that, by its nature, had the potential to compromise the Board.



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(E)
“NO PERSONAL
PROMISES/PRIVATE
ACTION”

C16-14: Board members violated the Code when they made personal promises to a candidate for Assistant Superintendent by advancing the possibility of his employment with the District and promising to resolve a contract issue for the district, which had the potential to compromise the Board.

C63-19: Board Members did not violate the Act by negotiating and sending a proposed CSA contract to the ECS prior to full BOE review and discussion.

Although the actions ostracized a minority of the Board, such acts did not exceed the scope of and duties of a Board member.



**CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(F)
“NO
PERSONAL
GAIN”**

6. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.

Evidence of Violation:

- A. That the Board member took action on behalf of, or at the request of, a special interest group or persons organized and voluntarily united in opinion and who adhere to a particular political party or cause; or
- B. That the Board member used the schools in order to acquire some benefit (financial or otherwise) for the member a member of his or her immediate family or a friend.



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(F)
“NO PERSONAL
GAIN”

C34-18: BOE member violated the Act when during a traffic stop she identified herself as a Board member, stated that she hates cops because “they hurt black people,” called the request for her license and registration a “F***ing insult”, “threatened to make a call “right now” to the Council President, and after told that the ticket could not be voided stated: “Then I’ll call the Council President and your skinhead cop chief too.” Township Administrator sent a memo to the BOE President expressing concerns over these actions. SEC found that her near immediate self-identifying as a board member was attempt to leverage BOE position.

A36-14: Board members may endorse candidates up for election to the Board if the endorsement is made as a private citizen and not as a Board member or on behalf of the Board.



**CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(F)
“NO
PERSONAL
GAIN”**

A24-14: Conflicted Board members may not participate in the Board’s search for a new Superintendent as confidential matters pertaining to search criteria, etc. might be disclosed by the Board member.

A06-08: Board member, who was previously employed and was terminated by the Superintendent, filed ethics charges against the Superintendent and upon being elected, called for a vote of no confidence in the Superintendent, would violate the Act by participating in the evaluation or any discussions, activities and votes related to the employment of the Superintendent.



**CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(G)
“MAINTAIN
CONFIDENTIALITY”**

7. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.

Evidence of Violation:

- A. That the Board member took action to make public, reveal or disclose information that was not public under any laws, regulations or court orders, or information that was otherwise confidential by way of board policies, procedures or practices. or
- B. Evidence that substantiates the inaccuracy of the information provided and evidence that the inaccuracy was other than reasonable mistake or personal opinion or was not attributable to developing circumstances.



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(G)
“MAINTAIN
CONFIDENTIALITY

C17-18: Board member was censured for responding to and having a social media message re-posted over an alleged student discipline incident of a HS student. Message identified the student’s school, grade level, gender and specific details about the incident and length of suspension imposed.

C09-19: Board member was reprimanded for inadvertently copying a community member on an email that was intended to go to all BOE members and the CSA wherein discussions that were held in Executive Session over a staff member/parent’s complaint over a security issue were revealed.



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(G)
“MAINTAIN
CONFIDENTIALITY

C29-21: Board member violated multiple provision of the Act when at a PTA meeting they discussed the Board’s Superintendent Search and candidates for position, indicated that it was unlikely that the Acting Superintendent would be considered for the position, and then publicly stated at Board meeting that it was important that the new Superintendent hold everyone accountable, and that it might have been difficult for the Acting Superintendent to do that if they had been selected. Violated (g), (e) and (i).



CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(H)
“CONSIDER CSA’S
RECOMMENDATION”

8. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.

Evidence of Violation

- A. That the Board member acted on a personnel matter without a recommendation of the chief administrative officer.



**CODE OF ETHICS
N.J.S.A. 18A:12-
24.1(H)
“CONSIDER CSA’S
RECOMMENDATION”**

C35-02: Board members did not violate the Code when they voted not to reappoint an employee despite the contrary recommendation of the principal and superintendent. The Act does not require the board to accept all recommendations of the CSA; the BOE must, however, consider all recommendations and dismiss those that are arbitrary or capricious.

A31-15: Held that selecting candidates for District positions and making recommendations is the role of the Superintendent. Prior to the recommendations, Board members have no role in selecting candidates for positions other than that of the Superintendent.



**CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(I)
“SUPPORT
DISTRICT
PERSONNEL”**

9. I will support and protect school personnel in proper performance of their duties.

Evidence of violation:

- A. That the Board member took deliberate action which resulted in undermining, opposing, compromising or harming school personnel in the proper performance of their duties.



CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(I)
“SUPPORT
DISTRICT
PERSONNEL”

C01-18: Board member violated the Code when during a private conversation during a board meeting, he asked if the CSA position opened, would that person (a current employee) be interested. Not only was there no position to fill, as there was a CSA, but the other individual was the Superintendent's subordinate. By inquiring if interested in the boss's job, the Board member undermined the CSA, thwarted the chain of command, and compromised the CSA in the proper performance of his/her duties.

C53-05: Board member violated the Code when he sent an email to the Superintendent (that was also sent to BA and all other Board members) that was threatening and intimidating in that it asked for the Superintendent to provide an accounting of her personal leave.



CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(I)
“SUPPORT
DISTRICT
PERSONNEL”

C25-11: President of the Board member violated the Code by posting comments the following comments on his Facebook page and a link to a picture of the Superintendent: “Now if we could only do something about our local terrorists that destroy dreams and burn futures.”

CASE POINT C84-17: Board members and Superintendent **DID NOT** violate the Code when the Superintendent decided to allow the parent of a special education student to observe a classroom without consulting with the classroom teachers, and the Board did not violate the Code by denying the grievance that was filed by the Association in connection with that visit.



CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(J)
“PROCEED
THROUGH
PROPER
CHANNELS”

10. I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution

Evidence of Violation:

- A. That the Board member acted on or attempted to resolve a complaint, or conducted an investigation or inquiry related to a complaint:
 - i. Prior to referral to the chief administrative officer; or
 - ii. At a time or place other than a public meeting and prior to the failure of an administrative solution.



**CODE OF
ETHICS
N.J.S.A.
18A:12-
24.1(J)
“PROCEED
THROUGH
PROPER
CHANNELS”**

C18-21: Board members violated the Code by sending a response email to a community member that was critical of a staff member’s comments at a public Board meeting and posting on their private social media account – calling the posts flippant, hypocritical, inflammatory, and a source of embarrassment to the District – and promised the community member an administrative response even though the Administration was still investigating and had not yet responded to the staff member.

C24-07: Board member violated the Code by not providing Superintendent with letters because he did not like the Superintendent’s management of issues raised in the letters. Instead, Board member went to other administrators to address the issues.

**Administration of schools by the
Administration.**





CONFLICTS – DEFINITIONS

ETHICS ACT V. NEPOTISM REGULATIONS

Ethics = “Member of immediate family” / “Relative” / “Others”	Nepotism = “Relative”
<p>Immediate Family (N.J.S.A. §18A:12-23)</p> <ul style="list-style-type: none">● Spouse or Partner● Dependent Child residing in same household <p>Relative (N.J.S.A. §18A:12-23)</p> <p>Spouse or Partner</p> <ul style="list-style-type: none">● Child (natural or adopted)● Sibling● Parent <p>“Others” – A11-15: An individual who meets the definition of “relative” under nepotism regs will be considered and “other” under the Ethics Act</p>	<ul style="list-style-type: none">● Spouse, civil union or domestic partner● Parent or Step-Parent● Child or Step-Child● Sibling, Half-Sibling or Step-Sibling● Aunt or Uncle● Niece or Nephew● Grandparent● Grandchild● In-laws● Of you OR your spouse/partner by blood, marriage or adoption

BREAKDOWN OF PARTICIPATION

Absent another conflict, a Board member who is currently (or who has an immediate family member that is currently) a member of any statewide public teachers' union, but in another school district, cannot participate in any aspect of negotiations until the MOA, including salary guides and the total compensation package, has been attained. Once that is done the Member can vote on the Successor CNA.

A Board member with an immediate family member who is employed in the District, cannot participate in any aspect of negotiations, including the vote on the Successor CNA.



BREAKDOWN OF PARTICIPATION

A Board member with a relative who is employed in the District, cannot participate in any aspect of negotiations, including the vote on the Successor CNA following attainment of the MOA.

Absent another conflict, a Board member with a relative who is currently a member of any statewide public teachers' union , but works in another school district, may be able to participate in all aspects of negotiations, including the vote on the collection negotiations agreement following attainment of the memorandum of agreement.



BREAKDOWN OF PARTICIPATION

	In-District	Out of District
Immediate Family Member	Conflict	Conflict
Relative	Conflict	Maybe*
“Other”	Maybe*	Maybe*

***Must consider the following (See A11-15; A16-15):**

Is the out-of-district relative/other an officer in the NJEA or local education association?

Is the out-of-district relative/other on the negotiating team for that district?

Does the out-of-district relative/other have some other leadership role which may influence the outcome of negotiations in the other district?



STAFFING COMPANIES?

Advisory Opinion A24-17

Advised that the employment of a Board member's sister by a substitute staffing company that had a contract with the Board for substitutes would NOT conflict the Board member from negotiations or from participating in all issues concerning the District's Superintendent, Building Principal or Budget.



SUBSTITUTES?

Advisory Opinion A30-14

Advised that where a Board member's spouse is employed as a substitute teacher in-district, the Board member may not participate in any personnel matters of those in chain of command over Board member's spouse.



NON- TRADITIONAL EDUCATION UNION MEMBERSHIP

Advisory Opinion A32-17

Membership in a non-traditional teachers' union (i.e., not NJEA or American Federation of Teachers) will not preclude or conflict a board member from participating in negotiations unless:

- There is a financial relationship or nexus between the local association(s) and the non-traditional teachers' union of which the board member or board member's immediate family member, relative or other is a member.



DOCTRINE OF NECESSITY

Where so many board members have ethical conflicts that the board cannot function, then a board may use the Doctrine of Necessity which will allow the board to function as if no member had a conflict.

Board must pass a resolution invoking doctrine, reasons for it, and the nature of the conflicts.

Doctrine allows voting and, in limited circumstances, participation in negotiations.

Board should consult with attorney before using Doctrine of Necessity.



DOCTRINE OF NECESSITY

Advisory Opinion A28-17 -- Invoking the Doctrine to form a Committee

- SEC does not require at least three members to be on a Board Committee.
- Permissible to have only two members on a Committee.
- But cannot have only one member on a Committee
 - If there is only one non-conflicted member, then the Board can invoke the Doctrine of Necessity in order to form a Committee.



Advisory Opinion A31-15 (Jan. 2016)

Each Board of Education may decide if it wants a Personnel Committee.

SEC *does not* support Board members conducting interviews for positions below Superintendent.

If a board forms a personnel committee, *no more than 1 or 2* board members may participate.

Participating members have a limited role.



INTERVIEW PROCESS



Advisory Opinion A31-15 (Jan. 2016)

Board members may not conduct the interview but may offer observations and assessments.

Final recommendations are “wholly within the purview of the Superintendent.”

Selecting candidates and making recommendations is solely the role of the Superintendent. (NJSA 18A:27-4.1)

Before a recommendation is made for hiring, board members have no role except when selecting a Superintendent.

INTERVIEW PROCESS



VOLUNTEERING



Advisory Opinions A32-14; A10-15; A17-15 and A-24-15

SEC concerned with “degree of involvement” with staff and students that a Board member could have with students

SEC also concerned with extent to which volunteering Board member has authority to give and receive directions to/from staff during the volunteering activity.

- No supervision of staff and students.

Should advise Superintendent and relative staff that you will be volunteering and when doing so you are in your capacity as a volunteer/parent – NOT as a BOE member.



VOLUNTEERING



The SEC does not view intermittent, non-executive volunteer activities to be an issue. Rather, the main concern is that a Board member should not be in a consistent supervisory position nor generally oversee staff or students when volunteering.

Volunteer activities that ok are:

- helping to construct and maintain props for the musicals / play;
- loading and unloading band equipment for the marching band;
- serving as a "Team Parent" (including arranging and organizing spirit days, Senior Celebrations and/or End of Year Banquets);
- Homeroom or Classroom Parent,
- Homeroom Parent Coordinator for a specific School,
- Coordinator of a Movie Night Event,
- Coordinator of Field Day Events and
- PTA / PTO Executive Officer (including President).



BUS DRIVER

Advisory Opinion A18-17 & A06-19

- Board member who is employee of a busing company that contracts with the District to provide transportation to students can transport District students on a daily basis to and from school, even though bus driver has supervisory role over students, enforces school rules, and interacts with staff and students on a daily basis.
- Difference between private employment and volunteering
 - Getting Paid – Contact OK
 - Not Getting Paid – Contact Not OK



NO LONE WOLVES

C25-16

Lone board member with procedural concerns about a superintendent contract. The board member wanted to file a petition with the commissioner for determination on those issues. Board attorney told board member he could not do so without the support of the majority of the board. Board member filed anyway. After board member filed, ethics charges were brought against the board member.

SEC found that the board member instituted a proceeding adverse to the district, and took personal action that compromised the board. The ALJ recommended a reprimand but the SEC modified the penalty to censure.

“If a lone Board member is unable to convince his or her fellow Board members of his or her position, then the Board member’s recourse is to address the issue in public, or to vote against a resolution or action that he may disagree with. The recourse, is not, for Board members to take matters in their own hands and to file a public proceeding against other members of the Board.”

BEWARE OF SOCIAL MEDIA



CAREFUL CAREFUL CAREFUL

C17-18: Board member was censured for responding to and having a social media message re-posted over an alleged student discipline incident of a student. Message identified the student's school, grade level, gender and specific details about the incident and length of suspension imposed.



CAREFUL CAREFUL CAREFUL

C-19-15 and C-20-15- SEC found two (2) BOE members violated Act when they posted on Facebook that a substitute teacher (who was also running for election to the Board) was unemployed and engaged in misconduct as a substitute teacher notwithstanding the fact that the statements were not true and actually applied to another teacher. The Commission found that the Board members violated N.J.S.A. 18A:12-24.1(i) and (g) and issued a reprimand.



CAREFUL CAREFUL CAREFUL

C56-19 and C57-19- SEC Found BOE member violated the Act when he posted offensive posts on his personal Facebook page that were anti-Muslim. Although it was found that the posts were on his personal Facebook page, were not made in the capacity of a Board member; and the content of the posts were personal opinions, the BOE member violated the Act as it was “private action that may compromise the Board” and “undermined the public trust.” Member was only censured because he had not run for reelection, therefore, removal was not an option.



QUESTIONS????

Jeffrey R. Caccese, Esquire

Comegno Law Group

856-234-4114

jcaccese@comegnolaw.com





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

JANUARY 24, 2023: PUBLIC HEARING ON HARASSMENT INTIMIDATION & BULLING AND BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 6, 2023, and January 20, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Potential Sidebar with the WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	DCR Docket No. P2021-003390
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Cases

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. **SPECIAL PUBLIC HEARING AND PRESENTATION ON HARASSMENT, INTIMIDATION, AND BULLYING**

III. **SPECIAL OPPORTUNITY FOR PUBLIC COMMENT ON HARASSMENT, INTIMIDATION, AND BULLYING**

The Board invites thoughts and reactions on the harassment, intimidation, and bullying report from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

IV. **APPROVAL OF THE REPORT**

To be voted on 1/24/23: Recommend approval of the following resolutions:

1. Accept the “July 1, 2022, to December 31, 2022, District Semi-Annual Report of Harassment, Intimidation, and Bullying” as required by the New Jersey State Department of Education under the Anti-Bullying Bill of Rights Act (P.L. 2010, c.122).

V. **ADJOURNMENT OF SPECIAL PUBLIC HEARING ON HARASSMENT, INTIMIDATION, AND BULLYING**

VI. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. District Testing Report Update

VII. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

VIII. **BOARD OF EDUCATION COMMITTEE REPORTS**

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

IX. **MEETING**

A. **ADMINISTRATION**

To be voted on 01/24/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated January 3, 2023, for the following case numbers: 239858-CMS-12192022; 239785-GMS-12162022; 239611-HSS-12142022; 239494-MRS-12132022; 239357-MRS-12092022; 239226-VS-12082022; 239151-HSN-12072022; 239134-MHE-12072022; 239120-CMS-12072022; 238910-GMS-12012022; 238529-MHE-11222022; and 235709-HSS-10072022.
2. Review superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated January 24, 2023, for the following case numbers: 240788-GMS-01122023; 240756-MRS-01122023; 240665-DNE-01112023; 240497-DNE-01092023; 240416-DNE-01062023; 240412-DNE-01062023; 240384-CMS-01062023; 240232-GMS-01032023; 240224-HSS-01032023; 240122-HSS-12222022; 240104-HSS-12222022; 240099-VS-12222022; 240022-MRS-12212022; 239909-GMS-12202022; 239908-GMS-12202022; 239906-GMS-12202022; and 239776-CMS-12162022.

School Security Drills

3. Acknowledge the following fire and security drills were performed in December 2022 in compliance with N.J.S.A. 18A:41-1:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
12/1/22	12/6/22	Dutch Neck Elementary School
12/14/22	12/20/22	Maurice Hawk Elementary School
12/19/22	12/19/22	Town Center Elementary School
12/8/22	12/15/22	J.V.B. Wicoff Elementary School
12/8/22	12/5/22	Millstone River School
12/20/22	12/12/22	Village School
12/1/22	12/13/22	Community Middle School
12/5/22	12/14/22	Thomas Grover Middle School
12/1/22	12/2/22	WW-P High School North
12/9/22	12/14/22	WW-P High School South

Policies: First Reading

4. First reading of the following policies:

- R 8420.2 Bomb Threats
- R 8420.7 Lockdown Procedures
- R 8420.10 Active Shooter

Policies: Second Reading

5. Second reading of the following policies:

- P 8467 Weapons
- P1122 Benefits covering non-affiliated administrative employees–Category A
- P4420 Benefits covering non-affiliated support staff – Category B

Policies: Abolish

6. Abolish the following policies:

- P1648.11 The Road Forward COVID-19 – Health and Safety
- P1648.13 School Employee Vaccination Requirements

Shared Services Agreements – Class III Special Law Enforcement Officers

- 7. Approve and authorize the Superintendent and Business Administrator to execute the Shared Services Agreements between the Board and the Township of Plainsboro for the purpose of providing Class III Special Law Enforcement Officers (SLEOs). The five-year agreement shall commence on July 1, 2023, and terminate on June 30, 2028.
- 8. Approve and authorize the Superintendent and Business Administrator to execute the Shared Services Agreements between the Board and the Township of West Windsor for the purpose of providing Class III Special Law Enforcement Officers (SLEOs). The five-year agreement shall commence on July 1, 2023, and terminate on June 30, 2028.

CPR Training

- 9. Approve an agreement with Penn Medicine for onsite CPR classes for District Nursing Team members during the 2022-2023 school year, at a cost not to exceed \$40 per person and \$1,000 for the year.

Additional or Compensatory Special Education and Related Services (ACSERS)

- 10. Submit an application to the New Jersey Department of Education, Division of Finance and Business Services for Additional or Compensatory Special Education and Related Services (ACSERS) for Students with Disabilities who were 21 years of age as of July 1, 2022.

Special Services – Chapters 192/193

- 11. Accept additional funding from the State of New Jersey Department of Education, under the Provisions of Chapters 192/193, for the fiscal year 2022-2023 in the amount of \$651.00 for corrective speech services.

Special Services- Articulation Agreements

- 12. Educational Services Commission of New Jersey: Psych. And Learning evaluation not to exceed \$252; Social evaluation \$242; OT and PT evaluations \$389; Speech evaluations \$289; Bi-Lingual Psych. And Learning evaluation \$420; Bi-Lingual Social evaluation \$357; Bi-Lingual Speech evaluation \$473; \$147 per hour for services for children with hearing loss; \$51 per hour for home instruction services and up to \$320,000 through June 30, 2023.

B. CURRICULUM AND INSTRUCTION

To be voted on 01/24/23: Recommend approval of the following resolutions:

2023 Summer Courses

- 1. Approve the following:
 - a) Apex Learning to provide an online platform to host the 2023 Financial Literacy summer course at a cost not to exceed \$125 per student.

- b) On-line district Financial Literacy course for summer 2023, at a cost of \$350 per student. Upon successful completion, students will receive 2.5 credits.
- c) A district Introduction to Data Science course for summer 2023, at a cost of \$500.00 per student. Upon successful completion, students will receive 2.5 credits.
- d) A district Introduction in Discrete Math course for summer 2023, at a cost of \$500.0 per student. Upon successful completion, students will receive 2.5 credits.
- e) A district Discrete Math Topics course for summer 2023, at a cost of \$500.00 per student. Upon successful completion, students will receive 2.5 credits.

Community Education

- 2. Approve the following Community Education Spring & Summer Enrichment programs:

Spring Enrichment Programs

- Cartooning by Young Rembrandts
- Chess Wizards
- Crochet Fun
- Game Bots
- Hip-Hop: Rhythm and Choreography
- Let's Dance Bollywood
- Mindful Movements with Jackie
- Minecraft Coding & Game Design: Adventure Maps
- On The Court Basketball
- Scientists
- Sockey
- STEM Odyssey
- TGA Tennis
- The Engineering Lab (Aerospace, Mechanical Engineering and Robotics)
- Theatre Games
- Vehicles on the Move with Remote Control
- Wheels in Motion
- Wonder Robotics: Obstacle Courses
- Write a Comic Book

Spring Adult & Youth Programs

- Better Sleep With Hypnosis
- Financial Strategies for Successful Retirement
- Getting Paid to Talk
- Lentz & Lentz ACT and SAT Prep
- Lifeguard Training
- Lose Weight With Hypnosis
- New Jersey State Boating Certification
- On The Court Basketball X-perience
- Robotics 2.0 Walker Bots

Stop Smoking With Hypnosis
Swim Lessons
TGA Premier Tennis

Summer Programs

Acting: War of the Worlds
Action Movie Flix
Action Stop Motion Flix
Advanced Robotics
Angry Bird with LDD Design
Animal Cartoon Workshop
Animation Flix
Arcade Mania Camp
Art History with the Masters
Backyard Games
Bollywood Dance
Brick & Art Design Lab
Bricks 4 Kidz® Cursing the Jungle Camp
Bricks 4 Kidz® Game On Camp
Bricks 4 Kidz® Sports Fanatics Camp
Bricks City Engineer
Bridges and Brews
Browse & Build: Web Development
Camp Invention
Cartoon Adventures in Space
CE Summer Adventures
Character Creation: Anime/Manga
Chemical Curiosities and Mad Machine Jr. Engineers
Chess Wizards
Classic Arcade with Scratch Game Programming
Claymation Flix
Cloud Games: Mobile App Development
Coding & Electronic Game Designing- Shark Attack
Coding & Game Design-Pizza at Your Door
Coding and Electronic Game Design
Coding and Electronic Game Design- Hydrocrafts
Coding and Game Design- Formula 1
Coding and Game Design with Scratch- Dancing Aliens
Coding and Game Designing- Pong in Space
Coding with Scratch- The Superhero Story
Colorful Critters
Combat Robots
Comic Creations
Creature Creator Robotics
Crochet Creations

CSI: How STEM is Used to Solve Crimes
Draw Cartoons Workshop- Character Creation
Drone Adventures
Enchanted Engineering
Engineering Laboratory
Engineers in the Making- Globe Trotters
Engineers of the Future
Escape Snapology
E-STEAM: Women in Science
ESY Summer Adventures
Eureka Flight to the Future & NASA Journey to Outer Space
Extreme Animals
Fairy Tales & Friends
Fashion Runway 2: Royal Princesses
Fashionista: Anime/Manga
Feathery Friends
Fort Island
Future Career Camp with Junior Robotics
Gadgets & Gizmos
Galaxy Far Away Jurassic Brick Land
Happy Toy Maker- Mechanical Engineering
I am a Cook Too- No Baking Session
Into the Future
JavaScript Developer Jam
Jedi Masters
Jr. Coding and Game Designing- Shoot for the Stars
Jr. Engineers- Young Inventors
Jr. LEGO® Robotics- Weird Animals
Learn Anime/Manga Drawing
LEGO® Films & Stop Action
LEGO® Flix
LEGO® Master Builders
Let's Go Camping
Little Chef's In Training- No Baking Session
Live Action Flix
Mad Machines Jr. Engineers & BRIXOLOGY
Make Your First 3D Video Game
MCS-Mystical Creature Adventures
Mi Familia
Mindful Fitness
Mindstorm EV3 Coding & Robotics
Minecraft Development
Minecraft Modders
Minecraft Redstone Engineers
Mining & Building (Minecraft Inspired)
Minute to Win It LEGO® Motorized Model Game Challenge

Momentum Mania
Movie Mash Up Camp
Mysterious Case of the Missing Master Builders
NASA STEM Explorers & NASA Journey to Outer Space
No Bake & Food Science
No Baking Treats
No Baking Wizards- Fun with Science Experiments
Ocean Life
On The Court Basketball X-perience™
Out of this World
Pets Palooza Camp
Pirate Quest
Programming in Python
Python Data Science
Python Programmers
Race Across the Rainforest Camp
Real World Robotics
Responsive Robotics with Cubelets
Road Trip
ROBLOX Developers
ROBLOX Makers
ROBLOX® Coders & Entrepreneurs
Robo Games EV3
Robo Wrestlers- EV3
Robotic WeDo- Let's Play Soccer
Robotics Beginner and Advanced
Robotics EV3- Deep Sea Mission
Robotics EV3- Mission Mars
Robotics for Beginners
Robotics WeDo- Adventure Stories
Robotics WeDo- Simple Machines
Secret Agent Lab Funky Forensics & Eureka Flight to the Future
Sew On-Trend
Shark Camp
Shark Week
Slimetopia Camp
Smash Brawler: Make Your Own Platform Fighter Games
Sockey
Space Wars with Robotics and Animation
STEAM Across the Universe Camp
STEAM Tank Entrepreneur Camp
STEM-Warts
Summer Art Workshop- Household Pets
Summer Fun
Super Slimy Smoky Science & Mad Machines & Rocking Rockets
Super STEAM Hero Camp

Super Structures
Superheroes
TGA Tennis
Think Like an Entrepreneur!
Ultimate Games
Underground Explorers- From Dinosaurs to Ancient Civilizations & Secret Agent Lab
Funks Forensics
Video Game Animation
Whiz Kids
Wonderful Wizards
World of Imagination Camp
WOW Lab
WWP Debate Camp
WWP Leadership Camp
WWP Public Speaking Camp
Xtreme STEAM RETRO Camp
Xtreme STEAM Sports Camp
YouTube Content Creators

Overnight Field Trips

3. Approve the following overnight field trips:

High School South

- a) Model Congress to Harvard University, Cambridge, Massachusetts, from February 23, 2023 through February 26, 2023. The cost of the trip is approximately \$650 per student.
- b) Junior Statesmen of America to Washington, DC, from February 24, 2023, to February 26, 2023. The cost of the trip is approximately \$600 per student.

Professional Development Consultants

4. Approve the following:

- a) Day-In-Clay, to facilitate one full day professional development session to district art teachers, February 17, 2023, at a total cost not to exceed \$2,300.
- b) Kayla McLaughlin, to facilitate a 4.5 hour professional development session to district music teachers, February 17, 2023, at a cost not to exceed \$1,200.

C. FINANCE

To be voted on 01/24/23: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:

- a) Bills List General for January 24, 2023 (run on 1-12-23) in the amount of \$16,326,913.46.
 - b) Bills List Capital for January 24, 2023 (run on 1-12-23) in the amount of \$58,317.97.
2. Budget adjustments as follows:
- a) 2022-2023 school year as shown on the expense account adjustments for December 31, 2022 (run on 01-10-23) (Adjustment Numbers 265-297).
3. Accept the following reports this will become a permanent part of the Board Minutes:
- a) A-148 Report of the Secretary to the Board of Education as of November 30, 2022, indicating that no major account is over-expended and the board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.
 - b) A-149 Report of the Treasurer of School Monies to the Board of Education as of November 30, 2022.

Cooperative Purchase – Capital Reserve

- 4. Authorize an additional purchase (Change Order #01) through Ricasoli & Santin Contracting Co., Inc., Mercerville, New Jersey, utilizing the New Jersey approved Mercer County Cooperative Contract Purchasing System (CK09-MERCER 2021-14) for Facilities and Systems Repairs for the Pool Bubble Replacement at High School South (Architect/ Planner No. 5423), originally approved on July 26, 2022, to provide pre-installation air testing and post-installation of fan testing, including certified TABB balancing reports, at a total amount not to exceed \$3,180, utilizing capital reserve funds.

Change Orders – Capital Reserve

- 5. Approve the following Change Orders utilizing capital reserve funds:
 - a) Change Order #01 to the single overall contract of The Bennett Company, Inc., Passaic, New Jersey, originally awarded on October 11, 2022, ReBid #2022-02R for Renovations to West Windsor-Plainsboro High School North, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5063K2), for additional costs to furnish and install (3) duplex power receptacles and (5) dedicated circuit duplex power receptacles at existing Classroom 3230 as per Owner's request/PCO #2, at a cost not to exceed \$15,014. This change order increases the contract amount from \$2,848,000 to \$2,863,014.
 - b) Change Order #01 to the single overall contract of Levy Construction Company, Oaklyn, New Jersey, originally awarded on June 28, 2022, for Media Center Renovations at Various Buildings, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5063B3/5063G5), to furnish material and labor for additional block work, control joint covers, and ceiling diffusers at Millstone River School and to demolish existing stud wall and complete slab cutting at Dutch Neck School, for a total cost not to exceed \$10,639.65. This change order increases the contract amount from \$1,082,200 to \$1,092,839.65.
 - c) Change Order #02 to the single overall contract of Levy Construction Company, Oaklyn, New Jersey, originally awarded on June 28, 2022, for Media Center

Renovations at Various Buildings, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5063B3/5063G5), to replace existing non-compliant electrical floor receptacles at Dutch Neck at a cost of \$10,455.46 and additional costs to furnish and install 120 min. fire-rated frames and glazing at borrowed lights at Millstone River in lieu of 90 min. fire rated openings at a cost of \$14,371.67. This change order, in the total amount of \$24,827.13, increases the contract amount from \$1,092,839.65 to \$1,117,666.78.

Equipment Disposal

- 6. The disposal of obsolete equipment that has met the district’s life expectancy. [The age and/or physical condition of the equipment rendered it infective.]

Maurice Hawk

- Bookcases - 221
- Cabinets, File - 9
- Chairs, Student – 215
- Chairs, Teacher - 10
- Desks, Student – 120
- Desks, Teacher – 5
- Oven, Convection – 1
- Playschool Play Furniture - 15
- Rugs, Classroom – 10
- Tables, Round – 14
- Tables, Kidney shaped – 6

South

- Warming Cabinet, Mobile – 2

Town Center

- Headphones - 28

Transportation

Quotes – School Related Activities

- 7. Award the 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number NKRWJ to Garas Trans, LLC. as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u>#Buses</u>	<u>Cost Per Aide</u>
NKRWJ	Robert Wood Johnson Medical	349.00	1	\$ 70.00

- 8. Award the 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number NK11323 to A-1 Limousine, Inc. as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u>#Buses</u>	<u>Cost Per Aide</u>
NK11323	High School North	\$594.00	1	N/A

- 9. Award the 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number 26614 to Rick Bus Company as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u>#Buses</u>	<u>Cost Per Aide</u>
26614	Thomas Grover School	\$322.00	1	N/A

10. Award the 2022-2023 Student Transportation Contract – Multi Contract Number WI/MR to A-1 Limousine, Inc. as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u>#Buses</u>	<u>#Days</u>
WI/MR	Wicoff Elementary & Millstone River School	\$263.34	1	74

Quotes – Special Education

11. Award the 2022-2023 Student Transportation Contract-Multi Contract Number SKSPRING to A-1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
SKSPRING	Mercer County Comm College	\$114.38	15	n/a	n/a

Bid Award (School Related Activities)

12. Award the January 6, 2023 Bid Number PUB22-10, 2022 – 2023 Student Transportation Contract – School Related Activities, 2022-2023 Student Transportation Contract-Multi Contract Number SH-PUB22-10 to Sheppard Bus as follows:

a)	<u>Trip ID</u> 26354	<u>Destination</u> M.I.T.	<u>Per Bus</u> \$3,528.00	<u>#Buses</u> 1	<u>Adj. Cost per hour</u> \$ 104.00
b)	<u>Trip ID</u> 26357	<u>Destination</u> Washington DC/VA	<u>Per Bus</u> \$3,888.00	<u>#Buses</u> 3	<u>Adj. Cost per Hour</u> \$ 104.00
c)	<u>Trip ID</u> 26404	<u>Destination</u> VA/Washington DC	<u>Per bus</u> \$3,888.00	<u>#Buses</u> 1	<u>Adj. Cost per Hour</u> \$ 104.00

Travel and Related Expenses Reimbursement

13. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) Three District administrators to attend the 2023 ASCD Annual Conference in Denver, Colorado, from March 30, 2023 through April 4, 2023, at a cost not to exceed \$2,401.05 per person, including travel [partially paid through contractual funds].
- b) Two administrators to attend TECHSPO'23, Atlantic City, NJ, from January 25, 2023 through January 27, 2023, at a cost not to exceed \$1120 per person, including travel.
- c) One Central Office administrator to attend the NJASA Women's Conference in Somerset, NJ, from March 27, 2023 through March 28, 2023, at a cost not to exceed \$456, including travel.

D. PERSONNEL

To be voted on 01/24/23: Recommend approval of the following resolutions:

Personnel

- 1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Paraprofessional Staff Statement of Assurance

- 2. Approve submission of the semi-annual Statement of Assurance regarding the Use of Paraprofessional Staff for the 2022-2023 school year, as per N.J.A.C. 6A:32-4, stating the West Windsor-Plainsboro Regional School District is in compliance with state and federal requirements.

Job Descriptions

- 3. Approve the following revised job descriptions:
 - a) Assistant Superintendent for Finance/Board Secretary
 - b) Assistant Superintendent for Pupil Services and Planning
 - c) Director of Community Education
 - d) Extended Day Program Assistant Group Leader
 - e) Extended Day Program Group Leader-Full time
 - f) Extended Day Program Group Leader-Part time
 - g) Extended Day Program High School Assistant
 - h) Extended Day Program Site Supervisor
 - i) School to Work Teacher/Coordinator

Counseling Intern

- 4. Approve the following Counseling intern for spring 2023, pending background clearance:
 - a) Hannah Leitner: Maurice Hawk Elementary School (The College of New Jersey)

Student Teacher

5. Approve the following student teacher for spring 2023, pending background clearance:
 - a) Jessica Fratianni: Wicoff Elementary School (Rider University)

X. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 1/24/23:

- A. December 13, 2022 Meeting
- B. December 13, 2022 Closed Executive Session
- C. December 15, 2022 Special Meeting

XI. BOARD LIAISON REPORTS

XII. NEW BUSINESS

XIII. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

XIV. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 1/24/2023

Deadline for next Agenda: 1/25/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Sweeney, Caitlyn	Appoint	School to Work Teacher/Coordinator	4MA	\$65,550.00 (prorated)	HSN	TBD	6/30/23	Appoint as School to Work Teacher/Coordinator, pending employment verification, replacing Shaina Seibuchler, who resigned. (Tenure date: TBD)
Change								
Apicella, Dakota	Change	Teacher Health & Physical Education	0BA	N/A	HSN	TBD	6/30/23	Change start date from 1/3/23 to TBD. Change tenure date from 1/4/27 to TBD.
Calabro, Lorraine	Change	Teacher Special Education	5MA+30	\$68,400.00 (prorated)	HSN	3/6/23	6/30/23	Change start date from TBD to 3/6/23. Change tenure date from TBD to 3/7/27.
Conover, Meghan	Change	Teacher Special Education	0BA	\$59,500.00 (prorated)	MR	1/18/23	6/30/23	Change start date from TBD to 1/18/23. Change tenure date from TBD to 1/19/27.
Cubano, Kathryn	Change	Teacher Resource Specialist- Curriculum and Instruction (Gr 6-12)		N/A	DIST	12/22/22	5/16/23	Change FMLA/NJFLA/CC from 1/10/23-4/3/23 unpaid, with benefits to 12/22/22-3/28/23, unpaid with benefits. Change CC from 4/4/23-6/4/23 unpaid, no benefits to 3/29/23-5/16/23, unpaid, no benefits. (RTW:5/17/23)
Edore, Caitlin	Change	Teacher Technology- 80%		N/A	HSS	2/13/23	5/12/23	Change FMLA/CC from 3/3/23-6/1/23 unpaid, with benefits to 2/13/23-5/12/23, unpaid, with benefits. (RTW: 5/15/23)
Geisz, Masooma	Change	Teacher Technology	5MA	\$66,600.00 (prorated)	VIL	2/1/23	6/30/23	Change salary from BA to MA as per contract.
Li, Jianing	Change	Teacher Dual Language Immersion-Chinese	1MA+30	\$64,000.00 (prorated)	MH	2/1/23	6/30/23	Change salary from MA to MA+30 as per contract.
Santangelo, Regina	Change	Teacher Social Studies	4MA	\$65,550.00 (prorated)	GMS	2/1/23	6/30/23	Change salary from BA to MA as per contract.
Bard, Jennifer	Change	Teacher Special Education- 120%	15BA	\$98.55/day	HSN	10/24/22	1/31/23	Change end date from TBD to 1/31/23 for additional per diem payment for an extra section.
Fityere, Christine	Change	Teacher Special Education- 120%	15MA+30	\$101.98./day	HSN	10/24/22	1/31/23	Change end date from TBD to 1/31/23 for additional per diem payment for an extra section.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gore, Matthew	Change	Teacher Special Education- 120%	6MA+30	\$69.75./day	HSN	10/24/22	1/31/23	Change end date from TBD to 1/31/23 for additional per diem payment for an extra section.
Lelinski, MaryPat	Change	Teacher Special Education- 120%	15MA	\$95.74/day	HSN	10/24/22	1/31/23	Change end date from TBD to 1/31/23 for additional per diem payment for an extra section.
McCarthy, Tara	Change	Teacher Special Education- 120%	15BA	\$97.95/day	HSN	10/24/22	1/31/23	Change end date from TBD to 1/31/23 for additional per diem payment for an extra section.
Leibowitz, Jaclyn	Change	Teacher Special Education- 120%	8MA	\$85,950.00	CMS	1/1/23	6/30/23	Change end date from 1/27/23 to 6/30/23. Change from \$71.63 additional per diem payment for an extra section to 120% salary for an additional section.
Catizone, Heather	Change	Teacher Special Education- 120%	9BA	\$85,680.00	CMS	1/1/23	6/30/23	Change end date from 1/27/23 to 6/30/23. Change from \$71.40 additional per diem payment for an extra section to 120% salary for an additional section.
Post, Ashley	Change	Teacher Special Education- 120%	6BA	\$78,600.00	CMS	1/1/23	6/30/23	Change end date from 1/27/23 to 6/30/23. Change from \$65.50 additional per diem payment for an extra section to 120% salary for an additional section.
Pierce, Katherine	Change	Teacher Special Education- 120%	15MA	\$119,688.00	CMS	1/1/23	6/30/23	Change end date from 1/27/23 to 6/30/23. Change from \$99.74 additional per diem payment for an extra section to 120% salary for an additional section.
Benezs, Brittney	Change %	Teacher Mathematics- 120%	4BA	\$63.45/day	CMS	1/11/23	2/13/23	Additional per diem payment for an extra section.
DeCasperis, Erin	Change %	Teacher Mathematics- 120%	8MA	\$71.63/day	CMS	1/11/23	2/13/23	Additional per diem payment for an extra section.
Hoppe, Sherrie	Change %	Teacher Mathematics- 120%	11MA	\$80.80/day	GMS	2/23/23	4/4/23	Additional per diem payment for an extra section.
Jensen, Diana	Change %	Teacher Mathematics- 120%	11MA	\$80.80/day	CMS	1/11/23	2/13/23	Additional per diem payment for an extra section.
Scanlan, Linda	Change %	Teacher Resource Specialist- Mathematics	15BA	\$99.75/day	CMS/ GMS	1/11/23	2/13/23	Additional per diem payment for an extra section.
Leave of Absence								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Green, Hughbert	Leave-FMLA/NJFLA	Teacher Mathematics		N/A	CMS	1/19/23	2/6/23	FMLA/NJFLA: 1/19/23-2/6/23 unpaid, with benefits. (RTW: 2/7/23)
Green, Hughbert	Leave-FMLA/NJFLA	Teacher Mathematics		N/A	CMS	2/7/23	6/30/23	Intermittent FMLA/NJFLA: 2/7/23-6/30/23, unpaid, with benefits.
Marshall, Kelly	Leave-FMLA/NJFLA/CC	School Counselor		N/A	MH	1/22/24	4/19/24	FMLA/NJFLA/CC: 1/22/24-4/19/24 unpaid, with benefits. (RTW: 4/22/24)
Mattia, Amber	Leave-FMLA/CC	Teacher Elementary		N/A	WIC	9/5/23	1/1/24	FMLA/CC: 9/5/23-11/28/23 unpaid, with benefits. CC: 11/29/23-1/1/24 unpaid, no benefits. (RTW: 1/2/24)
Stevenson, Alysha	Leave-FMLA/NJFLA/CC	Teacher Science		N/A	GMS	9/5/23	1/1/24	FMLA/NJFLA/CC: 9/5/23-11/28/23 unpaid, with benefits. CC: 11/29/23-1/1/24 unpaid, no benefits. (RTW: 1/2/24)
Liu, Yanqing	Leave- CC Extend	Teacher Science		N/A	GMS	9/1/23	6/30/24	Extend CC leave for 2nd year. (RTW: 9/1/24)
Payment								
Hacker, Thomas	Payment	Teacher Health & Physical Education		\$45,136.88	HSN	1/25/23	1/25/23	Payment for unused sick days, as per contract.
Stewart, Anita	Payment	Teacher Special Education		\$8,928.50	HSN	1/25/23	1/25/23	Payment for unused sick days, as per contract.
C. Non Certificated Staff								
Change								
Kafka, Kaleena	Change	Secretary 12 Months	1	\$46,721.00 (prorated)	CO/HSS/T C	1/17/23	6/30/23	Change start date from TBD to 1/17/23
Marzan, Kelvin	Change	Security Aide		\$30,000 (prorated)	HSS	1/9/23	6/30/23	Change start date from TBD to 1/9/23.
Rao, Pavithra	Change	Cafeteria Aide	0	\$15.09/hr.	MR	1/23/23	6/30/23	Change start date from TBD to 1/23/23.
Rizvi, Haniya	Change	Secretary To	1	\$49,076.00 (prorated)	CO	1/30/23	6/30/23	Change start date from TBD to 1/30/23.
Sethu, Kalyani	Change	Instructional Assistant	1	\$18.49/hr.	CMS	1/17/23	6/30/23	Change start date from TBD to 1/17/23



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Venkatraman, Durgalakshmi	Change	Instructional Assistant	1	\$18.49/hr.	TC	1/9/23	6/30/23	Change start date from TBD to 1/9/23.
Rescind								
Hofflinger, Elizabeth	Rescind	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	1/19/23	1/19/23	Rescind appointment.
Resignation								
Callahan-Anderson, Barbra	Resign	Secretary 12 Months		N/A	MH	1/19/23	1/19/23	Resign from position.
Payment								
Siemon, Lori	Payment	Purchasing Specialist		\$2,871.85	CO	1/25/23	1/25/23	Payment for unused vacation days, as per contract.
D. Substitute / Other								
Appoint-Substitute Teachers								
Simons, Florence	Appoint	Substitute Teacher		\$115.00/day	DIST	1/11/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Apicella, Dakota	Appoint	Substitute Teacher		\$105.00/day	DIST	1/3/23	6/30/23	Appoint as a Substitute Teacher (County Cert.), as needed for temporary assignments.
Callahan, Paul	Appoint	Substitute Teacher		\$105.00/day	DIST	1/25/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Feliciano, Lina	Appoint	Substitute Teacher		\$105.00/day	DIST	1/25/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Kritikos, Soula	Appoint	Substitute Teacher		\$105.00/day	DIST	1/25/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Ng, Victoria	Appoint	Substitute Teacher		\$105.00/day	DIST	1/25/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ragupathi,Sasikala	Appoint	Substitute Teacher		\$105.00/day	DIST	1/25/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Sakli,Masuka	Appoint	Substitute Teacher		\$105.00/day	DIST	1/25/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Shah,Prerana	Appoint	Substitute Teacher		\$105.00/day	DIST	1/25/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Shenoy,Anitha	Appoint	Substitute Teacher		\$105.00/day	DIST	1/25/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Appoint-Substitute Cafeteria Aides								
Cartmill, Cecilia	Appoint	Substitute Cafeteria Aide		\$14.13/hr.	DIST	1/25/23	6/30/23	Appoint as a Substitute Cafeteria Aide as needed for temporary assignments.
Change								
Conover, Meghan	Change	Substitute Teacher		\$115.00/day	DIST	1/3/23	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
Rescind								
Wilson,Samara	Rescind	Substitute Teacher		N/A	DIST	1/6/23	1/6/23	Rescind County Certified Substitute Teacher.
Resignation								
Pankove,Simon	Resign	Substitute Teacher		N/A	DIST	1/17/23	1/17/23	Resign from position
Simicevic, Elizabeth	Resign	Substitute Teacher		N/A	DIST	1/6/23	1/6/23	Resign from position.
E. Extracurricular / Extra Pay								
None								
E. Stipend Athletic								
Change								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Schattin, Jeffrey	Change	Volunteer Basketball		\$0.00	HSS	1/9/23	6/30/23	Change start date from TBD to 1/9/23 for Volunteer Basketball
E. Stipend Non-Athletic								
Change								
Mulvey, Sam	Stipend Non-Athletic	Volunteer Robotics		\$0.00	HSN	1/17/23	6/30/23	Change start date from TBD to 1/17/23 for Volunteer Robotics.
F. Community Education								
Appoint								
Nagin, Rebecca	Appoint	EDP High School Assistant		\$14.13/hr.	MR	1/25/23	6/30/23	Appoint as a High School Assistant.
Oertel, Linette	Appoint	EDP 1-to-1 Assistant		As per Contract	MR	1/19/23	6/30/23	Appoint as an EDP 1 to 1 Assistant.
Prakash, Rekha	Appoint	EDP 1-to-1 Assistant		As per Contract	MH	12/20/22	6/30/23	Appoint as an EDP 1 to 1 Assistant.
Change								
Desai, Suma	Change	EDP Assistant Group Leader		N/C	DN	12/5/22	6/30/23	Change location from MH to DN.
Hughes, Dianna	Change	EDP Group Leader		\$22,875.00 (prorated)	MH	1/25/23	6/30/23	Change from part time Group Leader to full time Group Leader with benefits.
Rescind								
Joshi, Sampada	Rescind	EDP Assistant Group Leader			MR	1/3/23	1/3/23	Rescind appointment.
Payment								
Sampath, Usha	Payment	EDP Site Supervisor		\$4,262.92	DIST	1/25/23	1/25/23	Payment for unused sick days, as per contract.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Leave of Absence								
McGovern, Diane	Leave-FMLA/NJFLA	Learning Disabilities Teacher Consultant		N/A	HSN	2/1/23	5/1/23	FMLA/NJFLA: 2/1/23- 5/1/23 unpaid, with benefits. (RTW: 5/2/23)
Change								
Churinkas, Linda	Change	Teacher Social Studies	9MA+30	\$76,170.00 (prorated)	GMS	2/1/23	6/30/23	Change salary from MA to MA+30 as per contract.
Locane, Victoria	Change	Teacher Special Education	14PhD	\$96,200.00 (prorated)	MH	2/1/23	6/30/23	Change Salary from MA +30 to PhD as per contract.
Proulx, Jane	Change	Teacher Art		N/A	HSN	2/27/23	5/26/23	Change FMLA/NJFLA/CC from 3/8/23-6/2/23 unpaid, with benefits to 2/27/23-5/26/23, unpaid with benefits. (RTW: 5/30/23)
Cubano, Kathryn	Change	Teacher Resource Specialist-Curriculum and Instruction (Gr 6-12)		N/A	DIST	3/29/23	5/19/23	Change end date from 5/17/23 to 5/19/23 for CC, unpaid, no benefits. (RTW:5/22/23)
Curtis, Stephanie	Change	Teacher Language Arts- 120%	15MA+30	\$125,610.00	HSN	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
Leonard, Rosemary	Change	Teacher Language Arts- 120%	15BA	\$119,700.00	HSS	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
Novak, Michael	Change	Teacher Language Arts- 120%	15BA	\$116,220.00	HSS	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
Stanley, Adrienne	Change	Teacher Language Arts- 120%	15MA	\$119,688.00	HSN	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
Wong, Jessica	Change	Teacher Language Arts- 120%	15MA	\$119,688.00	HSN	9/1/22	6/30/23	Change end date from 1/27/23 to 6/30/23 for change in salary from 100% to 120% for an additional section.
Fevola, Carol	Change %	Teacher Language Arts- 120%	15BA	\$102.64/day	HSS	1/24/23	2/28/23	Additional per diem payment for an extra section.
Reilly, Kathleen	Change %	Teacher Language Arts- 120%	5BA	\$64.45/day	HSS	1/24/23	2/28/23	Additional per diem payment for an extra section.
Glassband, Ellen	Change %	Teacher Language Arts- 120%	15MA	\$102.24/day	HSS	1/24/23	2/28/23	Additional per diem payment for an extra section.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Sheller, Dara	Change %	Teacher Language Arts- 120%	15BA	\$98.15/day	HSS	1/24/23	2/28/23	Additional per diem payment for an extra section.
C. Non Certificated Staff								
Change								
Shankoff, WonJoo	Change	Secretary 12 Months	1	\$46,721.00 (prorated)	MH	TBD	6/30/23	Change from Instructional Assistant to Secretary 12 Months, replacing Barbra Callahan-Andersen, who resigned.
E. Extracurricular / Extra Pay								
Lifeguard								
Bansal, Mahima	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/25/23	6/30/23	Student Lifeguard, as scheduled.
Lo, Brenda	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/25/23	6/30/23	Student Lifeguard, as scheduled.
Shah, Jayden	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/25/23	6/30/23	Student Lifeguard, as scheduled.
Atilgan, Melisa	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/25/23	6/30/23	Student Lifeguard, as scheduled.
Sattiraju, Conor	Extra Duty	Lifeguard		\$14.13/hr.	HSN	1/25/23	6/30/23	Student Lifeguard, as scheduled.
E. Stipend Athletic								
High School North								
Guarini, Elizabeth	Stipend-Athletic	Indoor Track - Asst. Coach		\$4,024.27	HSN	Winter 2022-2023	Winter 2022-2023	Indoor Track - Assistant Coach, 1 yr. exp., paid in FULL in March.
Paragone, Loran	Stipend-Athletic	Fitness Supervision		\$3,018.20	HSN	Winter 2022-2023	Winter 2022-2023	Fitness Supervisor - Winter, 0 yrs. exp., paid in FULL in March
E. Stipend Non-Athletic								
Mentor								
Dietler-Basta, Erica	Stipend Non Athletic-	Mentor		\$2,010.00 (prorated)	WIC	1/11/23	6/5/23	Mentor for Florence Simons, paid in FULL in June.
Stage Crafts								
Nordstrom, Jocelyn	Stipend Non Athletic-	Stage Crafts		\$2,263.73 (prorated)	GMS	1/11/23	6/30/23	Stage Crafts, 2 yr. experience, paid in FULL in June.
Washington Seminar								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bossio, Joseph	Stipend Non-Athletic	Washington Seminar Chaperone		\$629.00	HSN	3/9/23	3/11/23	Washington Seminar Chaperone stipend, paid in FULL in June.
Costanza, Michelle	Stipend Non-Athletic	Washington Seminar Chaperone		\$629.00	HSN	3/9/23	3/11/23	Washington Seminar Chaperone stipend, paid in FULL in June.
Julius, Chelsea	Stipend Non-Athletic	Washington Seminar Chaperone		\$629.00	HSN	3/9/23	3/11/23	Washington Seminar Chaperone stipend, paid in FULL in June.
Paulsson, Albert	Stipend Non-Athletic	Washington Seminar Chaperone		\$629.00	HSN	3/9/23	3/11/23	Washington Seminar Chaperone stipend, paid in FULL in June.
Allen, Chelsea	Stipend-Non Athletic	Washington Seminar Chaperone		\$629.00	HSS	3/15/23	3/17/23	Washington Seminar Chaperone stipend, paid in FULL in June.
Coburn, Matthew	Stipend-Non Athletic	Washington Seminar Chaperone		\$629.00	HSS	3/15/23	3/17/23	Washington Seminar Chaperone stipend, paid in FULL in June.
Galazin, Nadra	Stipend-Non Athletic	Washington Seminar Chaperone		\$629.00	HSS	3/15/23	3/17/23	Washington Seminar Chaperone stipend, paid in FULL in June.
Change								
Haley, Kaitlyn	Change	Standard Club Advisor		\$1,660.07 (prorated)	GMS	9/1/22	12/31/22	Change end date from 6/30/23 to 12/31/22 for Debate Club, 6 yrs. exp., paid 1/2 in Dec and 1/2 June.
Rescind								
Gambatese, John	Rescind	Marching Band, Color Guard Assistant		N/A	HSS	1/10/23	1/10/23	Rescind Marching Band, Color Guard Assistant, 0 yrs. exp., paid in FULL in Dec.



PERSONNEL ADDENDUM #2

RECOMMENDATION

D. PERSONNEL

To be voted on 1/24/23: Recommend approval of the following resolution:

Student Teacher

1. Approve the following student teachers for spring 2023, pending background clearances:
 - a) Laura Jensen: Wicoff School (The College of New Jersey)
 - b) Rachel Park: Maurice Hawk School (The College of New Jersey)

PERSONNEL ADDENDUM #3

RECOMMENDATION

D. PERSONNEL

To be voted on 1/24/23: Recommend approval of the following resolution:

Contract Termination

1. IT IS HEREBY RESOLVED, to approve a Separation Agreement and General Release of Claims with Employee Number 12242.
2. BE IT FURTHER RESOLVED to accept the resignation of Employee Number 12242.

PERSONNEL ADDENDUM #4

RECOMMENDATION

D. PERSONNEL

To be voted on 1/24/23: Recommend approval of the following resolution:

WWPEA – Sidebar Agreement

1. Approve a sidebar agreement with the West Windsor-Plainsboro Education Association (WWPEA) whereby:
 - a) Discrete Math Topics and Intro to Data Science tuition based summer programs established by the Board are recognized and
 - b) The Collective Negotiations Agreement (CNA) between the WWPEA and the Board, specifically Article 11:16, is amended to add stipends for these programs.

FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 01/24/23: Recommend approval of the following resolutions:

Cooperative Purchases Over the Bid Limit

1. Authorize the following purchase utilizing NJ Cooperative Bid – ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024, for the 72 Grovers Mill Road Project.

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
9	Cisco 7841 VoIP Phone	\$ 250.00	\$ 2,250.00
4	Cisco Catalyst 9200L switch 24 managed rack-mount	\$ 2,099.00	\$ 8,396.00
4	Cisco Digital Network Arch Essentials Term lic. 3 yr.	\$ 450.00	\$ 1,800.00
15	Cisco Direct MV63-HW	\$ 789.00	\$ 11,835.00
17	Cisco Meraki Enterprise subs lic. 5 yrs + 5 yr. Enterp.	\$ 450.00	\$ 7,650.00
4	APC Smart-UPS 1000va Smart Connect Port	\$ 538.17	\$ 2,152.68
12	Cisco Config 5 Secondary Power Supply hot-plug	\$ 1,299.00	\$ 15,588.00
6	Cisco Direct MA-MNT-MV-38	\$ 140.00	\$ 840.00
2	Cisco Direct MV93X-HW	\$ 1,399.00	\$ 2,798.00
4	Tripp Lite 2m duplex multi fiber Patch Cable 6ft	\$ 13.56	\$ 54.24
		Total Cost	\$ 53,363.92

Cooperative Purchases – Capital Reserve Funds

2. Authorize the following purchase utilizing NJ Cooperative Bid – ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024, for the High School North Media Center (FVHD Project #5063K2), using capital reserve funds:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
3	Samsung UN50TU7000F 7 Series 50" Class LED TV	\$ 410.12	\$ 1,230.36
3	Peerless ST640 Tilt Wall Mounting Kit	\$ 95.54	\$ 286.62
3	AXIS M3088-V 8MP Mini Dome Network Camera	\$ 455.69	\$ 1,367.07
		Total Cost	\$ 2,884.05

3. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, Bid #ESCNJ 20/21-13 to Open Systems Integrators, Hamilton, NJ as awarded through June 29, 2023, to furnish and install an audio/video system at West Windsor-Plainsboro High School North Media Center (FVHD Project #5063K2) at a price not to exceed \$55,948.96, using capital reserve funds.

4. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, Bid #MRESC 21/22-41 to Open Systems Integrators, Hamilton, NJ as awarded through June 25, 2023, to re-install 4 pull stations in the High School South pool enclosure (FVHD Project #5423) including programming and NFPA 72 inspections at a price not to exceed \$4,498.77, using capital reserve funds.

Change Order – Referendum Projects

5. Approve Change Order No. 11 to the single overall contract of Dandrea Construction Co., West Berlin, New Jersey, originally awarded September 1, 2020, for Additions and Renovations to West Windsor-Plainsboro High School South, as recommended by Fraytak Veisz Hopkins Duthie, PC, (Architects/ Planners Project No. 5063L) for additional costs related to the following: Seeding of 125,000 sq. ft. of grass areas to comply with Mercer County Soil Conservation District, installation of additional exit signs and egress lighting as requested by the West Windsor Building Department, and installation of flanged feet at the prep sink tables in Life Skills classroom C147, for a total not to exceed \$29,090.00. This change order increases the contract amount of \$22,451,867 to \$22,480,957.

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1122 BENEFITS COVERING NON-AFFILIATED ADMINISTRATIVE EMPLOYEES - CATEGORY A

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees listed below. This policy shall be reviewed annually and can be revised at any time. In the event any benefit provided to an employee through an individual employment contract is inconsistent with a benefit set forth in this policy, the individual employment contract shall supersede this policy.

Titles:

Accountant
Administrative Assistant
Administrative Analyst
Assistant Director of Buildings and Grounds
Assistant Transportation Coordinator
Director of Buildings and Grounds
Diversity, Equity and Inclusivity Coordinator
Food Services Manager
Health Benefits Specialist
Human Resources Specialist
Human Resources Manager
Payroll Supervisor
Program Administrator for Community Education
Program Analyst
Purchasing Specialist
Social Media Manager
Supervisor of Accounts
Support Specialist
Technology Manager
Transportation Coordinator
Visual Media Manager

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy with the district's

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group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory pre-certification.

Additionally, the eligible dependents of employees shall, if the employee so chooses, be covered under these plans subject to the terms and conditions for such coverage.

2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:

a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.

b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78 or, if applicable, P.L. 2020 c. 44.

c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.

3. Employees who have alternate medical/hospital, dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided by the Board by signing a waiver form. To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty five percent of the cost of the premium the Board would have paid had the employee not waived coverage. An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to the rules and regulations of the insurance carriers.

4. Employees in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten years from the effective date of retirement.

B. Leave of Absence

1. Employees shall be credited with fourteen days cumulative sick leave at the beginning of each school year. Three additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.

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2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district, an employee shall be compensated at one and one half times the then highest current per diem substitute teacher's pay for his/her accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1, 1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.

3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:

- a. Religious holidays;
- b. Closing on the purchase of a home;
- c. Moving day;
- d. Court appearance or other legal matters;
- e. Entering offspring in college;
- f. Attending graduation of offspring or spouse;
- f. Attending wedding of member of immediate family;
- g. Marriage;
- h. Adoption; and
- i. Other emergency or urgent reason not listed above.

An employee shall be granted up to three days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen sick days may be accumulated in any one year.

4. An employee shall be granted up to three days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.

6. Employees shall be granted up to five days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one day for a relative not a member of the immediate family or close friend. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household. Other close

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relatives shall include aunt, uncle, sister-in-law, brother-in law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:

- a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.
- b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety days prior to the requested commencement date of the leave. This ninety day notification period may be reduced by agreement between the employee and the Superintendent.
- c. Any tenured or non-tenured employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption or for other proper causes provided that such change will not substantially interfere with administration of the school. Any tenured employee granted a leave of absence with a return date during the same school year, who wishes to extend said leave beyond the school year in which it commences, shall be permitted to do so if he/she makes application at least three weeks prior to the commencement date of his/her leave of absence.
- d. An employee under tenure shall be granted a child care or adoption leave without pay for not more than three years from September of the school year in which he/she requests the leave. When the leave is granted, he/she shall return as a tenured employee.

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e. The Board shall not be required to extend the leave on non-tenured employees beyond the school year for which they were hired. Non-tenured employees wishing to return for the following school year shall be considered by the Board for re-employment for the following year.

f. Any tenured employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six months prior to the beginning of the school year in which he/she wishes to return.

g. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she is a 10 month employee and has ninety-one (91) or more working days of service to the district or he/she is a 12 month employee and has one hundred twenty one (121) or more working days of service to the district in the year in which the leave commences.

h. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor- Plainsboro Regional School District in the area of his/her competence.

i. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy:

(1) Medical/hospital;

(2) Prescription plan; and

(3) Dental plan.

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j. Return to service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant or if not, to a substantially equivalent position.

8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.

a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise able to use sick leave, such leave of absence shall be without pay.

b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.

c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits. Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.

e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:

(1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy.

(2) Physical incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if:

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(a) The employee fails to produce a certification from her physician that she is medically able to continue working; or

(b) The Board's physician and the employee's physician agree that she cannot continue working; or

(c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

(3) Just cause - Any other "just cause" as defined in N.J.S.A. Title 18A.

f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.

g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.

h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for pregnancy. The Board may, at its discretion require periodic physician certification of the employee's continued fitness to perform her duties.

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i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.

j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

D. Vacation

1. Employees shall receive vacation days in accordance with the following schedule:

a. Upon employment, fifteen vacation days per year (prorated in the first year if the start date is after July 1); and

b. On July 1 following five full school years of employment, twenty two vacation days per year

c. For purposes of subparagraphs (a) and (b), in the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.

2. Vacation days shall be prorated upon employment and shall be posted on July 1 of each year in accordance with procedures established by the Superintendent or designee.

3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty-two vacation days who resigns effective December 31 would receive eleven vacation days for his/her work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.

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4. Upon retirement from the district, an employee shall be compensated for cumulative vacation days at his/her then current per diem rate of pay. To the extent permitted by law, up to forty-five vacation days may be cumulative.

5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.

6. To the extent permitted by law, employees may accumulate unused vacation time from one year to the next; however, the total number of accumulated days may not exceed forty-five as of August 31 of any school year. If, on July 1 of any year, the total number of accumulated vacation days exceeds forty-five, the excess days must be used prior to August 31. Cumulative vacation days beyond forty-five days on August 31 of any school year shall be converted to sick leave; however, no person may increase his or her total accumulation of unused sick days by more than fifteen days in any one year.

7. For employees employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at N.J.S.A. 18A:30-9.1 and any other prevailing law.

E. Holidays

Employees shall receive the nineteen holidays as listed in the annual holiday schedule.

F. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the maximum rate permitted by State laws or regulation.

2. Employees are eligible to receive reimbursement for the costs associated with the enrollment in and attendance at approved courses for professional improvement as follows:

a. Reimbursement shall cover 100% of the cost of tuition, registration, and lab fees of any college or university. A maximum of twelve credits per year shall be covered by these regulations.

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b. For employees hired after February 1, 1997, reimbursement shall not exceed the cost of twelve (12) credits of graduate study at Rutgers University, regardless of the number of credits taken. An employee can receive up to the maximum reimbursement rate of twelve Rutgers graduate credits even if he/she took fewer than twelve credits at a college or university with a higher tuition rate.

c. Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

d. As a condition for reimbursement of tuition and costs, the employee shall continue in service of the Board for a period of at least two (2) years after the date of course completion. Upon failure to continue, the employee may be required to repay the Board a sum bearing the same ratio to the amount of reimbursement received that the unfulfilled portion of the two subsequent years' service bears to the full two years. However, the employee shall be released from such payment if his/her failure to serve the stipulated two years be due to his/her illness or disability or if he/she is discharged from his/her position. In addition, no repayment will be due from the employee's estate if he/she should expire before the end of the two year period. All requests for payment must be made within one year following completion of each course.

3. Travel and expense reimbursement shall be governed by Board Policy 3440.

Adopted: 24 June 2003

Revised: 26 September 2006

Revised: 20 November 2018

Revised: 22 June 2021

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Benefits-Support Staff

4420 BENEFITS COVERING NON-AFFILIATED SUPPORT STAFF - CATEGORY B

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees. This policy shall be reviewed annually and can be revised at any time.

Titles:

Confidential Secretary

Extended Day Program Coordinator

Pool Operator

Security Aide

Sr. Computer Support Specialist

Technical Project Assistant

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. The medical insurance plan shall include a mandatory second surgical opinion and mandatory hospital pre-certification.

2. The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:



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a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.

b. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78, or, if applicable, P.L. 2020 c. 44.

c. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.

3. Employees who have alternate medical and/or dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided in this Article by signing a waiver form.

To the extent permitted by law, an employee who waives coverage shall receive payment equal to twenty-five percent of the cost of the premium the Board would have paid had the employee not waived coverage.

An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to rules and regulations of the insurance carrier.

4. Employees in active service prior to October 1, 2006, who retire from the district with a minimum of twenty-five years of service to the district, shall receive, at Board expense, coverage for the employee only in the district's dental plan for a period of ten years from the effective date of retirement.

B. Leave of Absence



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1. Employees shall be credited with fourteen days of cumulative sick leave at the beginning of each school year. Three additional non-cumulative days of allowable sick leave shall be available to employees who have used all accumulated allowable sick leave.
2. To the extent permitted by law, upon retirement from the district, with at least fifteen (15) years of service to the district an employee shall be compensated on a pro-rata basis; i.e. one day of their then current rate of pay for every four (4) days of accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Effective July 1,1997, compensation for employees new to the district shall be capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;
 - e. Entering offspring in college;
 - d. Attending graduation of offspring or spouse;
 - e. Attending wedding of member of immediate family;
 - f. Marriage;
 - g. Adoption; and
 - h. Other emergency or urgent reason not listed above.



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An employee shall be granted up to three days of personal leave per year with full pay. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than fifteen sick days may be accumulated in any one year.

4. An employee shall be granted up to three days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

5. To the extent permitted by law, by individual consideration of unusual cases, the Board may grant sick leave with full or partial salary over and above the annual and accumulated sick leave.

6. Employees shall be granted up to five days leave per occurrence without loss of pay for a death in the immediate family, up to three days for other close relatives, and up to one day for a relative not a member of the immediate family or close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, daughter-in-law.

7. Employees shall be granted a child care or adoption leave without pay for not more than three years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:

a. Any tenured or non-tenured employee may request an unpaid leave of absence to care for a newly born or adopted child.

b. Employees seeking an unpaid leave of absence for child care or adoption shall, when possible, make written application to the Superintendent not less than ninety days prior to the requested commencement date of the leave. This ninety day notification period may be reduced by agreement between the employee and the Superintendent.



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c. Any employee may return to work within the school year in which the leave begins, provided he/she shall have specified the month when he/she desires to return. Any change of the date of return within the same school year shall only be allowed at the discretion of the Board provided application is made following the original grant of the leave of absence, but prior to the announced commencement date thereof. Such change may be granted by the Board for reasons associated with the pregnancy, birth, adoption, or for other proper causes provided that such change will not substantially interfere with administration of the school.

d. Any employee may return to work in a school year subsequent to the school year in which his/her leave begins, provided he/she shall have requested to do so in his/her application for a leave of absence. Any such employee shall be permitted to return to work at the beginning of any of the two school years following the school year in which his/her leave commences, provided such employee has given the Board written notice of his/her intention to do so not less than six months prior to the beginning of the school year in which he/she wishes to return.

e. Any employee granted a leave of absence under this Article shall be eligible for an increment in the following year (or in the year in which he/she actually returns from such leave) provided he/she has at least ninety-one or more working days (ten-month employee) of service to the district in the year in which the leave commences.

f. No employee on child care or adoption leave shall, on the basis of said leave, be denied the opportunity to substitute in the West Windsor-Plainsboro Regional School District in the area of his/her competence.

g. An employee granted a leave of absence under this Article shall have the following benefits paid by the Board for a period of three months after the beginning of such leave under the terms and conditions set forth in paragraph A of this policy.

- (1) Medical/hospital;
- (2) Prescription plan; and
- (3) Dental plan.



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h. Return to Service - An employee returning to service after a child care or adoption leave shall be considered for the same position that was held at the time the leave began, if vacant, or if not, to a substantially equivalent position.

8. Employees are entitled to sick leave benefits during the four weeks preceding and the four weeks following childbirth. No employee shall be required to take an unpaid leave of absence for pregnancy.

a. An employee who is unable to work due to a disability, including a maternity disability, may request a leave of absence for the period of time related to the disability. The Board shall not arbitrarily or unreasonably deny such requested leave. Unless the employee on leave has sick leave available and is otherwise unable to use sick leave, such leave of absence shall be without pay.

b. Any employee who becomes pregnant shall notify the Superintendent of her condition, and if she elects to remain in her position, may be required to submit periodic certification of her continuing fitness to perform her duties.

c. The Board recognizes that pregnancy-related disabilities must be treated like other disabilities. Thus, during the four weeks preceding and the four weeks following childbirth when the employee is presumed to be disabled, she will be entitled to sick leave benefits.

Should disability occur earlier in the pregnancy, or continue for more than one month following birth, the employee may use additional sick leave benefits if she presents a physician's statement attesting to her continued disability.

d. The Board reserves its right to request that an employee applying for leave submit a statement of health from her physician, and further reserves the right to require a maternity disability leave to start sooner than requested should the employee's condition (mental or physical) warrant this action.

e. The Board shall not remove any employee from her duties during pregnancy, except on any one of the following bases:



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(1) Performance - Her performance has substantially declined from the time immediately prior to her pregnancy;

(2) Physical Incapacity - Her physical condition, or capacity, is such that her health would be impaired if she were to continue working, and which physical incapacity shall be deemed to exist only if:

(a) The employee fails to produce a certification from her physician that she is medically able to continue working; or

(b) The Board's physician and the employee's physician agree that she cannot continue working; or

(c) Following any difference of medical opinion between the Board's physician and the employee's physician, the Board may request expert consultation in which case a third impartial physician, agreed upon by the employee and the Board, shall be appointed to examine the employee and render a medical opinion which shall be conclusive and binding on the issue of medical capacity to continue working. The expense of any examination by an impartial third physician under this paragraph shall be shared equally by the employee and the Board.

(3) Just cause - Any other "just cause" as defined in N.J.S.A. Title 18A.

f. When the anticipated period of disability occurs early in the school year, and therefore, could substantially disrupt the continuity of the educational process, it may be in the best interest of both parties for the leave to start at the beginning of the school year. Should both the Board and the employee agree, the employee may use up to two months of accumulated sick leave, despite the requirement that to receive disability payments an employee must work until one month before childbirth.

g. In the case of pregnancy, the commencement date of the requested maternity disability leave may be any time prior to birth.

h. The Board recognizes that pregnancy does not necessarily disable an employee. Thus, no employee will be required to take an unpaid leave of absence for



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pregnancy. The Board may at its discretion, require periodic physician certification of the employee's continued fitness to perform her duties.

i. As the Board permits employees to work until they are disabled by pregnancy, should an employee choose to take an unpaid leave prior to any actual disability, this employee will not be able to receive sick leave payments when disability does occur.

j. Except as otherwise provided in this Article, no tenured or non-tenured employee on maternity disability leave shall be barred from returning to work after the birth of her child by any prescribed waiting period between the birth of her child and the date of return to work; however, each such employee shall be required to file at least two weeks prior to the date of her return, or at the time of giving the required notice of intention to return, whichever is earlier, a certificate from her physician stating that she is physically capable of resuming her full duties.

C. Vacation

1. Twelve-month employees shall receive vacation days based upon the following schedule:

Upon employment	10 days per year
After four full school years of employment	15 days per year
After nine full school years of employment	20 days per year
After fourteen full school years of employment	22 days per year

2. Vacation days shall be prorated upon employment and shall be posted July 1 in accordance with procedures established by the Superintendent or designee. In the first year of employment, employees who start employment on or before December 31 shall be considered to have worked a full school year.



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3. An employee who leaves the employ of the school district prior to June 30 shall be entitled to a pro-rated number of vacation days for the employee's final school year of employment. (Example: an employee entitled to twenty vacation days who resigns effective December 31 would receive eleven vacation days for the work year.) If an employee who leaves the employ of the district prior to the end of a work year has taken vacation days in excess of his/her vacation entitlement, the employee shall reimburse the district for the excess vacation days at the rate of his/her per diem salary at the time of separation of employment.
4. Upon retirement from the district, an employee will be compensated for cumulative vacation days at his/her then current per diem rate of pay. Up to forty-five vacation days may be cumulative.
5. An employee who dies before a contract year is completed shall have payment for cumulative vacation days paid to his/her estate.
6. To the extent permitted by law, cumulative vacation days beyond forty-five days shall be converted to sick leave. However, no person may increase his/her total accumulation of unused sick days by more than fifteen days in any one year.
7. For administrators employed by the Board on or subsequent to May 21, 2010, accumulation and carryover of vacation days from school year to school year shall be subject to the limitation of state law found at N.J.S.A. 18A:30-9.1 and any other prevailing law.

D. Holidays

Employees shall receive the nineteen holidays as listed in the annual holiday schedule.

E. Miscellaneous

1. Employees who are required to use their own automobiles in the performance of their duties shall be reimbursed at the maximum rate permitted by State laws and regulation.
2. The Board shall reimburse the employee for one hundred percent of the cost of tuition registration, lab fees and textbooks for courses taken at the graduate or undergraduate level. Such courses need not be a requirement of any program of study leading to a degree. Courses must be approved in advance by the employee's Principal



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and/or immediate supervisor, and the Superintendent. The courses must be related to the employee's job duties. No more than four courses shall be approved in any one year.

Reimbursement shall be made to the employee only after submission of proof of the satisfactory completion of the courses with a grade of B or better (or "pass" in a pass/fail course) and evidence of payment of tuition costs.

N.J.S.A. 18A:6-6; 18A:16-12 et seq.

Adopted: 24 June 2003

Revised: 26 September 2006

Revised: 20 November 2018

Revised: 26 May 2020

Revised: 22 June 2021



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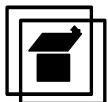
[See POLICY ALERT Nos. 191 and 229]

R 8420.2 BOMB THREATS

A bomb threat consists of a message regardless of the source or form or truth of the message, that someone has placed or intends to place in the school an explosive device or any material that will cause significant harm to persons in the school or damage to school property. **The procedures to be enacted when a bomb threat is received shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420** ~~The bomb threat message may be a telephone call, written, e-mailed, rumored, graffiti or any other communication method.~~

A. ~~Proceedures When a Bomb Threat is Reeceived~~

- ~~1. A bomb threat received by any school employee will be immediately relayed to the Principal or designee.~~
- ~~2. A written bomb threat should be placed in a folder or a folded paper and should be handled as little as possible.~~
- ~~3. If possible, a telephoned bomb threat should be transferred to the Principal or designee.
 - ~~a. The Principal or other person who talks to the caller will attempt to keep the caller on the line as long as possible to enhance the chance to identify the telephone caller.~~
 - ~~b. The person talking to the caller should attempt to obtain, by direct questioning and by listening to background clues, and record in writing as much information as possible about:
 - ~~(1) The alleged bomb (e.g., its nature, size, specific location, what will cause detonation, detonation time);~~~~~~



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~~(2) The caller (e.g., name, address, location, gender, age, background, motive);~~

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~~(3) The identity of the person who placed the bomb, if the caller denies responsibility;~~

~~(4) The means by which the bomb was delivered to the site;~~

~~(5) The caller's voice (e.g., calm, angry, excited, slow, rapid, loud, slurred, distinct, familiarity); and~~

~~(6) Background sounds (e.g. street noises, music, office or factory machinery, animal noises, voices).~~

~~B. Procedures to be Used After a Bomb Threat is Received~~

~~1. The Principal or designee will immediately call:~~

~~a. The Police Department/local law enforcement;~~

~~b. The Fire Department; and~~

~~c. The Superintendent's office.~~

~~2. If the Principal or designee determines there is reasonable cause to believe an explosive device is present and an immediate evacuation is warranted, the Principal or designee will order the immediate evacuation of the school building. The evacuation will be conducted as follows:~~

~~a. The fire drill alarm may include a building designated code to indicate that a bomb threat has been received;~~

~~b. If the Principal or designee determines that time permits, pupils will empty their lockers and leave them unlocked; and~~



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- e. ~~School staff members and pupils will be evacuated to a waiting place at least 1000 feet from the school building and behind cover or to a predetermined area outside the school building.~~

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- 3. ~~If the Principal or designee determines an immediate evacuation is not warranted the building will not be immediately evacuated until law enforcement officials arrive on the scene and are provided control of the bomb threat situation.~~
- 4. ~~The Principal or designee will also:~~
 - a. ~~Prohibit the use of any electronic communication devices to include, but not be limited to cellular telephones and walkie-talkies;~~
 - b. ~~Ensure any school buses enroute to the school or other vehicles entering the school grounds are redirected to a designated alternative location pending further instructions from law enforcement officials;~~
 - c. ~~Notify and maintain contact with the Superintendent of Schools regarding the communication to be released to parents, community and media; and~~
 - d. ~~Allow law enforcement officials to control the scene upon their arrival.~~
- 5. ~~School staff members, upon receiving notice the school is being evacuated for a bomb threat, will:~~
 - a. ~~Direct pupils to gather personal belongings in the classroom or within their immediate area;~~
 - b. ~~Instruct pupils to not use any electronic communication device until instructed otherwise;~~



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- e. ~~Conduct a quick visual survey of their classrooms for any suspicious or unfamiliar objects and report such to the Principal or designee;~~
- d. ~~Leave the windows and doors of their vacated rooms open and do not turn on or turn off any light or electrical switch;~~

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- e. ~~Take the pupil roster and the day's attendance;~~
 - f. ~~Lead their class or the pupils under their supervision upon receiving the evacuation notice to the evacuation area;~~
 - g. ~~Take attendance when arriving at the evacuation area and report any additional pupils or missing pupils to the Principal or designee;~~
 - h. ~~Not allow any pupil to re-enter the building, leave the evacuation area, or be dismissed from school unless authorized by the Principal or designee or law enforcement officials; and~~
 - i. ~~Not speak to the media or permit media to interview any pupil.~~
6. ~~If law enforcement officials determine the building can be re-entered, the Principal or designee will order the building to be re-entered. The regular instructional program will be resumed as quickly as possible. If the bomb threat disruption has occurred late in the school day, the Principal may recommend to the Superintendent that the school be closed and pupils dismissed.~~
7. ~~In the event an explosive device is found in the school building or on school grounds threatening the safety of staff and pupils, the Principal or designee will:~~



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- a. ~~Work with law enforcement officials to ensure the continued safety of pupils and staff;~~
- b. ~~Notify school officials at the evacuation assembly locations of the situation that pupils will be released for the day; and~~
- c. ~~In consultation with the Superintendent of Schools and law enforcement officials, will coordinate pupil dismissal procedures from the evacuation assembly areas and family notification and reunification protocols.~~

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- 8. ~~The school district will provide school district staff and other school district crisis response team members to provide counseling and support as needed.~~
- 9. ~~All bomb threat procedures will be conducted with seriousness and dispatch. It is the intention of these regulations that the school community be protected against harm without conferring notoriety on the person who threatens harm.~~
- 10. ~~In the event an explosion occurs while the building is evacuated, the Principal or designee, in consultation with the Superintendent of Schools and law enforcement officials, will coordinate pupil dismissal procedures from the evacuation assembly areas and family notification and reunification protocols.~~
- 11. ~~The Principal will submit to the Superintendent a written report of each bomb threat received, the steps taken in response, and the outcome of the threat.~~

~~These procedures are recommended for implementation in the event a bomb threat is received. However, based on the circumstance or situation, the Principal or designee or law enforcement officials may modify these procedures if it is determined modification is needed to best protect the building's occupants.~~



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~~Critical Incident Response Procedures for School Administrators, Faculty and Staff – The New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education - 2010~~

Adopted:



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[See POLICY ALERT Nos. 183, 191, and 229]

R 8420.7 LOCKDOWN PROCEDURES

In the event it is determined by the Principal or designee a circumstance or situation requires the school building's occupants to remain secure within the school building, the Principal or designee may implement lockdown procedures. The ~~following~~ procedures ~~to shall~~ be enacted during a lockdown **shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420** ~~which shall begin with notification to the building's occupants that all occupants should commence lockdown procedures. The notification may be a public address announcement or may be a discreet notification depending on the circumstance or situation.~~

A. ~~Procedures in the Event it is Determined a Lockdown is Warranted~~

1. ~~The Principal and/or designee will immediately:~~

- a. ~~Inform the Superintendent of Schools;~~
- b. ~~Contact local law enforcement;~~
- c. ~~Deactivate fire alarm pull stations without disengaging the fire sensors, if feasible, until law enforcement officials arrive on scene; and~~
- d. ~~Deactivate school bell systems, if feasible, until law enforcement officials arrive on scene.~~

2. ~~The Principal and/or designee will also:~~

- a. ~~Communicate to any staff outside the building to stop pedestrians and vehicles, including school buses, from entering the school grounds;~~



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- b. ~~Assign a staff member in the main office to maintain communication with classrooms and monitor status and, if needed, designate a staff member to meet and brief local law enforcement upon their arrival;~~

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- e. ~~Determine, in consultation and with the approval of the Superintendent of Schools, the most appropriate means to communicate information to be released to parents, community, and media; and~~

- d. ~~Will allow local law enforcement officials to control the scene upon their arrival.~~

3. ~~School staff members, upon receiving notice the school needs to be in a lockdown situation, will:~~

- a. ~~Turn off all lights, close blinds/shades and turn off electronic equipment;~~

- b. ~~Instruct students to be absolutely quiet and discourage the individual use of cellular telephones;~~

- c. ~~Instruct classroom occupants to get on the floor in a sitting or crouching position and direct students away from doors and windows wherever possible;~~

- d. ~~Close and lock doors and windows from inside the room, if possible;~~

- e. ~~Secure all staff, students and visitors, including those from hallways, behind locked doors, restrooms, gymnasiums, and other non-classroom areas without risking their own safety or the safety of others already secure;~~

- f. ~~Not permit anyone to leave a secured room or area until notified by the Principal or designee or law enforcement officials; and~~



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~~g. Ignore bells or alarms unless otherwise notified by the Principal or designee or law enforcement officials.~~

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- ~~4. Any school staff member not supervising students at the time of the lockdown notification should go to the nearest classroom or secure area to assist other staff members with students. These staff members should ensure any students in hallways and other unsecured and open areas are taken to the nearest classroom and/or secured area.~~
- ~~5. Teachers shall take student attendance for the students within their secured area and report any additional students in the room and any missing students.~~
- ~~6. Office personnel should remain in the general office areas or any other area that can be secured from the inside. All office doors shall be locked and secured to prevent entrance by an outside intruder.~~
- ~~7. The building's occupants should remain in lockdown condition until an announcement indicating the lockdown is over.~~
- ~~8. Lockdown Procedures for Those in Exposed Areas - Physical education classes using outside facilities shall, under the direction of the teacher, report to the nearest school entrance and upon entering the building locate to a secure classroom or location within the building. If there is reason to believe these students may be at risk re-entering the building, the students may be directed to another secure location off school grounds and/or away from the building.~~

~~B. Procedures After Lockdown Situation is Brought Under Control~~



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~~{Insert below the procedures to be implemented after lockdown situation is brought under control}~~

- ~~1. After the lockdown situation has been brought under control, the Principal or designee or law enforcement officials will communicate to building occupants the lockdown situation has ended.~~

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- ~~2. Evacuation of the building after the lockdown situation has been declared under control shall be under the direction of the Principal or designee and law enforcement officials.~~
- ~~3. The Principal or designee, in consultation and with the approval of the Superintendent of Schools, will coordinate family reuniting procedures.~~
- ~~4. The school district will provide school district staff and other school district crisis response team members to provide counseling and support as needed.~~
- ~~5. The Principal or designee will debrief with local law enforcement and all other agencies involved in the school lockdown situation.~~

~~These lockdown procedures are recommended for implementation in the event it is determined a lockdown is needed. However, based on the circumstance or situation, the Principal or designee or law enforcement officials may modify these procedures if he/she it is determined determines modification is needed to best protect the building's occupants.~~

~~Critical Incident Response Procedures for School Administrators, Faculty and Staff—The New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education—2010~~



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[See POLICY ALERT Nos. 191 and 229]

R 8420.10 ACTIVE SHOOTER

An active shooter or armed assault in a school building or on school grounds involves one or more individuals' intent on causing physical harm to students and school staff. Intruders may possess weapons or other harmful devices. **The procedures to be enacted during an active shooter or armed assault situation shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420** ~~In an active shooter situation, one or more subjects who are believed to be armed has used or threatened to use a weapon to inflict serious bodily injury to another person and/or continues to do so while having unrestricted access to additional victims, their actions have demonstrated their intent to continuously harm others, and their overriding objective appears to be that of mass injury.~~

~~A. Procedures in the Event of an Active Shooter in the School or on School Grounds~~

- ~~1. If the Principal or designee determines there is an active shooter in the school or on school grounds he/she will immediately:
 - ~~a. Order a lockdown of the school building. The notification may be a public address announcement or may be a discreet notification depending on the circumstance or situation;~~
 - ~~b. Contact local law enforcement;~~
 - ~~c. Inform the Superintendent of Schools;~~
 - ~~d. Deactivate fire alarm pull stations without disengaging the fire sensors, if feasible, until law enforcement officials arrive on scene;~~~~



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~~e. Deactivate school bell systems, if feasible, until law enforcement officials arrive on scene; and~~

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~~f. Direct staff and students outside the building, if the active shooter is believed to be in the building, to move immediately to a predetermined evacuation assembly location and be prepared to evacuate the school site, if necessary.~~

~~2. The Principal and/or designee will also:~~

~~a. Communicate to any staff outside the building to stop pedestrians and vehicles, including school buses, from entering the school grounds;~~

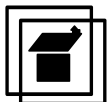
~~b. Assign a staff member in the main office to maintain communication with classrooms and monitor status and, if needed, designate a staff member to meet and brief local law enforcement upon their arrival;~~

~~c. Determine, in consultation and with the approval of the Superintendent of Schools, the most appropriate means to communicate information to be released to parents, community, and media; and~~

~~d. Will allow local law enforcement officials to control the scene upon their arrival.~~

~~3. School staff members, upon receiving notice there may be an intruder or active shooter in the school building or on school grounds, will:~~

~~a. If not already confirmed, upon first indication of an intruder or armed intruder will immediately notify the Principal or designee;~~



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- ~~b. Turn off all lights, close blinds/shades, and turn off electronic equipment;~~
- ~~c. Instruct students to be absolutely quiet and not to use any individual electronic communication device;~~

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- ~~d. Instruct classroom occupants to get on the floor in a sitting or crouching position and direct students away from doors and windows wherever possible;~~
 - ~~e. Close and lock doors and windows from inside the room, if possible;~~
 - ~~f. Secure all staff, students, and visitors, including those in the hallways, behind locked doors, restrooms, gymnasiums, and other non-classroom building areas without risking their own safety or the safety of others already secure;~~
 - ~~g. Not permit anyone to leave a secured room or area until notified by the Principal or designee or law enforcement officials; and~~
 - ~~h. Ignore bells or alarms unless otherwise notified by the Principal or designee or law enforcement officials.~~
- ~~4. Any school staff member not supervising students at the time of the lockdown notification should go to the nearest classroom or secure area to assist other staff members with students. These staff members should ensure any person in hallways and other unsecured and open areas are taken to the nearest classroom and/or secured area.~~
- ~~5. Teachers shall take student attendance for the students within their secured area and report any additional students in the room and any missing students.~~



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- ~~6. Office personnel should remain in the general office areas or any other area that can be secured. All office doors shall be locked and secured to prevent entrance by an outside intruder.~~
- ~~7. The building's occupants should remain in lockdown condition until an announcement indicating the lockdown is over.~~

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- ~~8. Physical education classes using outside facilities, under the direction and supervision of the teacher, shall report to the nearest school entrance and upon entering the building locate to a secure classroom or location within the building. If there is reason to believe students outside the school building may be at risk re-entering the building, the students may be directed to another secure location off school grounds and/or away from the building.~~
- ~~9. The school may establish a predetermined code word or procedure for a staff member to communicate with the school office or administrative staff in the event an intruder enters a classroom or other secured area.~~
- ~~10. The Principal or designee may establish with local law enforcement officials a notification procedure in the event an active shooter or intruder is believed to be in the school building. The notification procedure would alert law enforcement officials if a classroom or other secured area is safe and secure or if emergency assistance is needed. The procedure may be a color card system placing colored cards inside or outside doors or windows or any other procedure agreed to by the Principal and local law enforcement.~~

~~B. Procedures After Active Shooter Situation is Brought Under Control~~

- ~~1. After the active shooter situation has been brought under control, the Principal or designee or law enforcement officials will~~



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~~communicate to building occupants the active shooter situation has ended.~~

- ~~2. Evacuation of the building after the active shooter situation has been declared under control shall be under the direction of the Principal or designee and law enforcement officials.~~
- ~~3. The Principal or designee, in consultation and with the approval of the Superintendent of Schools, will coordinate family reunification procedures.~~

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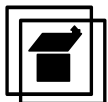
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- ~~4. The school district will provide school district staff and other crisis response team members to provide counseling and support as needed.~~
- ~~5. The Principal or designee will debrief with local law enforcement and all other agencies involved in the active shooter situation.~~
- ~~6. The Superintendent of Schools, in consultation with the Principal and law enforcement officials, will determine when school can resume normal activities and will communicate this information to staff, parents, and the community.~~

~~These active shooter procedures are recommended for implementation in the event it is determined an active shooter may be in a school building or on school grounds. However, based on the circumstance or situation, the Principal or designee or law enforcement officials may modify these procedures if he/she determines modification is needed to best protect the building's occupants.~~

~~Critical Incident Response Procedures for School Administrators, Faculty and Staff – The New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education – 2010~~



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Adopted:



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8467- WEAPONS (M)

Section: Operations

Date Created: June 2014

Date Edited: June 2014

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Weapons

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The Board of Education prohibits the possession, use, or exchange of any weapon in any school building, on school grounds, at any school-sponsored event, and on school sanctioned transportation except as the possession and use of a weapon is authorized by law and required in the performance of the possessor's duty and while the possessor is on duty.

For the purpose of this policy, "weapon" means anything readily capable of lethal use or of inflicting serious bodily injury. "Weapon" includes, but is not limited to, all firearms, knives, dangerous instruments intended to inflict harm, components that can be readily assembled into a weapon, explosive devices, and imitation firearms. For the purposes of this policy "firearm" means those items enumerated in N.J.S.A. 2C:39-1f and 18 U.S.C. 921.

Law Enforcement Officials

Actively employed law enforcement officials that are not on duty are not permitted to use, exchange or possess – whether concealed or not – a weapon while inside any school building, on school grounds, at any school-sponsored event. For district parent/guardians that are active law enforcement officials and are either picking up or dropping off their child/children while off duty are permitted to have their weapon on school grounds so long as it is concealed, remains outside of the school building and is secured to the best of the law enforcement officials ability.

District parents/guardians that are actively employed as law enforcement officials and are summoned to the school while on duty by the Administration for an issue involving their child/children or are attending a Holiday concert or other school event while on duty, are permitted to have their weapon on their possession so long as the Building Principal is notified in advance. In such instance, it is the Board's expectation that the Building Administration and the parent/guardian law enforcement official will work collaboratively to avoid an issue.

For purposes of this section the phrase "on duty" shall mean the normal work shift that is assigned to a law enforcement official by their superior / commanding officer, and does not include the general police powers that law enforcement officials possess 24/7.

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The provisions in this section shall not apply to law enforcement officers employed by the Hackettstown Police Department, nor to any law enforcement officers that are responding to an emergency situation at any of the Board's schools or facilities.

School Resource Officer Program

The provisions of the School Resource Office Program, including any assigned School Resource Officer or a Class Three Special Law Enforcement Officers are set forth in Board Policy 7446.

School District Employed Security Officers

As noted in Board Policy 7446, Security Officers employed by the Board are not permitted to carry a gun while in any school building, on schools grounds, at any school-sponsored event, and on school sanctioned transportation.

Any pupil or school employee who has reasonable grounds to suspect the presence of a weapon prohibited by this policy shall immediately report his/her suspicion to the Principal. The Principal shall conduct an appropriate search in accordance with Policy No. 5770 and confiscate any weapon discovered in the course of the search. He/she shall, if appropriate and feasible, summon the aid of law enforcement officers in the conduct of the search. Any school employee who confirms the presence of a weapon under circumstances that place persons at serious risk may confiscate the weapon immediately and may use such force as is reasonable and necessary to obtain possession.

Unless the weapon has been taken into custody by a law enforcement officer, the Principal shall immediately store any confiscated weapon in a securely locked box or container and report the presence of the weapon to the Superintendent. The Superintendent shall promptly notify, by telephone call and by letter, the Chief of Police of Hackettstown that a weapon is present on school premises; the notice shall request removal of the weapon by an authorized law enforcement officer. The Superintendent shall obtain and file a receipt for any weapon removed by a law enforcement officer.

Any pupil who possesses, uses, or exchanges a weapon in violation of this policy shall be subject to stringent discipline, which may include expulsion. Any pupil or school employee who suspects or knows of the presence of a weapon in violation of this policy and fails to report the same shall be subject to discipline.

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Any person who possesses a weapon on school premises or school transportation or at a school-sponsored function shall be reported to the appropriate law enforcement agency.

Any pupil who is convicted or is an adjudicated delinquent for possession of a firearm or who is found to be in possession of a firearm on school property must be immediately removed from the regular education program and provided with an alternative program, pending a hearing before the Board of Education. Pupils convicted or found to be delinquent for possessing a firearm on school property, on a school bus, or at a school-sponsored function or committing a crime while possessing a firearm shall be immediately removed from the regular education program for a period of not less than one calendar year and placed in an alternative education school or program pending a hearing before the Board of Education to remove the pupil. (Chapters 127 and 128 of 1995, The Zero Tolerance for Guns Act)

Any pupil who commits an assault upon members of the school community with a weapon other than a firearm on school property must be immediately removed from the regular education program and provided with an alternative program, pending a hearing before the Board of Education. (Chapters 127 and 128 of 1995, The Zero Tolerance for Guns Act)

Pupils with disabilities violating the provisions of this policy shall be dealt with in accordance with Policy No. 2460 and Regulation No. 2460.6.

Nothing in this policy shall be construed to prohibit the reporting of a crime committed by a child with a disability to the appropriate law enforcement or judicial authorities, or to prevent such authorities from exercising their responsibilities with regard to the application of Federal or State law to crimes committed by a child with disabilities.

Any pupil requiring removal from the regular education program for the reasons enumerated above shall be removed in accordance with Policy and Regulation No. 5611.

The Superintendent, or designee, shall prepare regulations to implement this policy for the guidance of school staff in dealing with incidents involving weapons in the school district.

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N.J.S.A. 2C:39-1 et seq.; 2C:58-6.1; 2C:58-15

N.J.S.A. 18A:6-1

N.J.S.A. 23:4-16

N.J.A.C. 6A:14-2.8 et seq.

Chapters 127 and 128 of 1995, The Zero Tolerance for Guns Act

18 U.S.C. 921

20 U.S.C 1415

Adopted: 11 June 2014



Harassment, Intimidation & Bullying Semi-Annual Report July 2022-December 2022

Barbara Gould
Director of Counseling, Health & Wellness
Barbara.Gould@wwprsd.org

AGENDA

01

What is
Harassment,
Intimidation &
Bullying?

State Definition &
Processes

02

How does WWP
proactively address
HIB?

03

What are the
patterns/themes in
WWP HIB data?

DEFINITION OF HIB (HARASSMENT, INTIMIDATION, BULLYING)

- Any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents
- Reasonably perceived as being motivated either by any actual or perceived characteristic
- That takes place on school property, at any school-sponsored function [or], on a school bus, or off school grounds
- Substantially disrupts or interferes with the orderly operation of the school or the rights of other students

2022 AMENDMENTS TO ANTI-BULLYING BILL OF RIGHTS

- HIB Form 338: When reporting potential incidents of HIB, districts must make HIB Form 338 available for families and caregivers. Staff members must also utilize HIB Form 338 to report potential incidents.
- If a student is founded to have committed three incidents of HIB within the a school year, the principal in consultation with appropriate staff shall develop an individual student intervention plan which is approved by the Superintendent
- If the school district's policy permits the use of a preliminary determination, the Superintendent must annually report to the BOE the number of times a preliminary determination was found to be outside the scope of HIB.
- Confirmed HIB shall be placed in the student's record.

2022 AMENDMENTS TO ANTI-BULLYING BILL OF RIGHTS

- Contact information for NJDOE's State School Climate Coordinator shall be available for families on district website (hib@doe.nj.gov).
- Revised district policies and regulations shall be made available to families.
- HIB Form 338 shall be available on district website for families to access.



**LET'S
JUST
BE
KIND.
STOP BULLYING**

HIB 338 FORMS

HOME ABOUT US PARENTS & STUDENTS CALENDARS DEPARTMENTS SCHOOLS NEWSROOM QUICK LINKS



Athletic



Events



Genesis



Anti-Bullying /HIB



Budget



Call to Action



Community Education



Employee Portal



Staff Resource Site



Tech Ticket-Staff



Follow Us



WW-P Gateway



WW-P Web Mail



West Windsor-Plainsboro Regional School District

321 Village Road East,
West Windsor, NJ 08550
Phone 1-609-716-5000 |
Fax 1-609-716-5012



Anti-Bullying

[Anti-Bullying Forms](#)

[General Information](#)

[HIB Grades](#)

File Name▲
User

Size
Modified



[HIB Incident Form For Parents & Guardians \(Rev. 2022\)](#)
[Kbergman](#)

[992 KB](#)
[09/06/2022](#)



[HIB Incident Form For School Personnel \(Rev. 2022\)](#)
[Kbergman](#)

[987 KB](#)
[09/06/2022](#)



HOW DOES WWP PROACTIVELY ADDRESS HIB?

Equity Strategic Goal
&
Social Justice
Standards

Counseling
Programming K-12

Positive School
Climate & Culture

Professional
Development &
Training for Staff

SEL Strategic Goal
&
CASEL Framework

Mental Health &
Counseling Staff

Counseling
Programming K-12

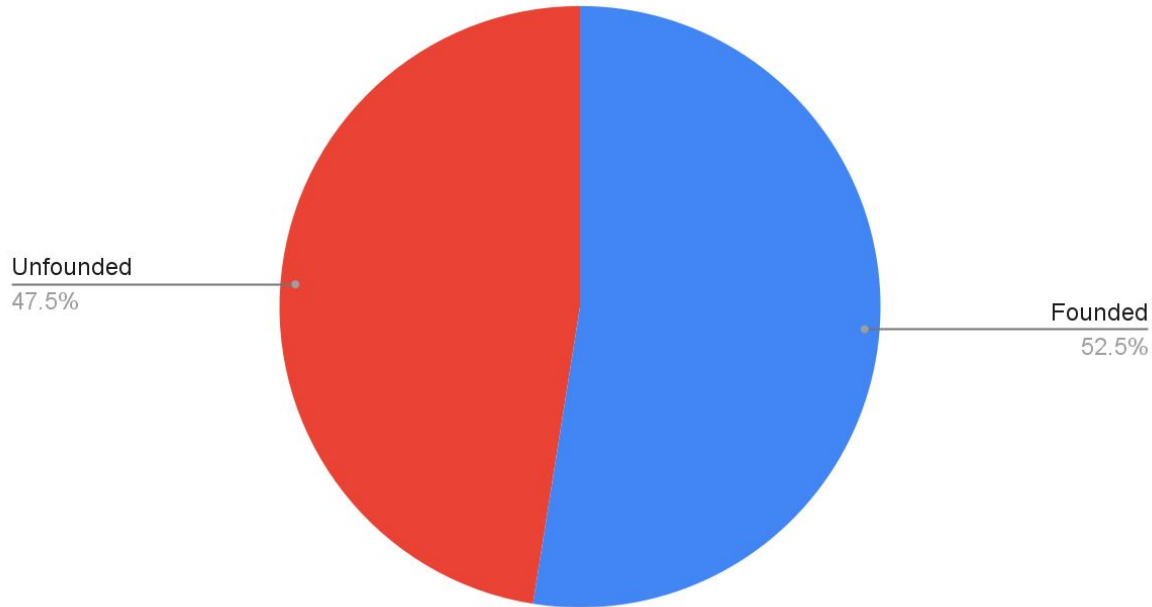
PTSA Sponsored
Experiences

School-based Culture
& Climate Teams

HIB Student Training

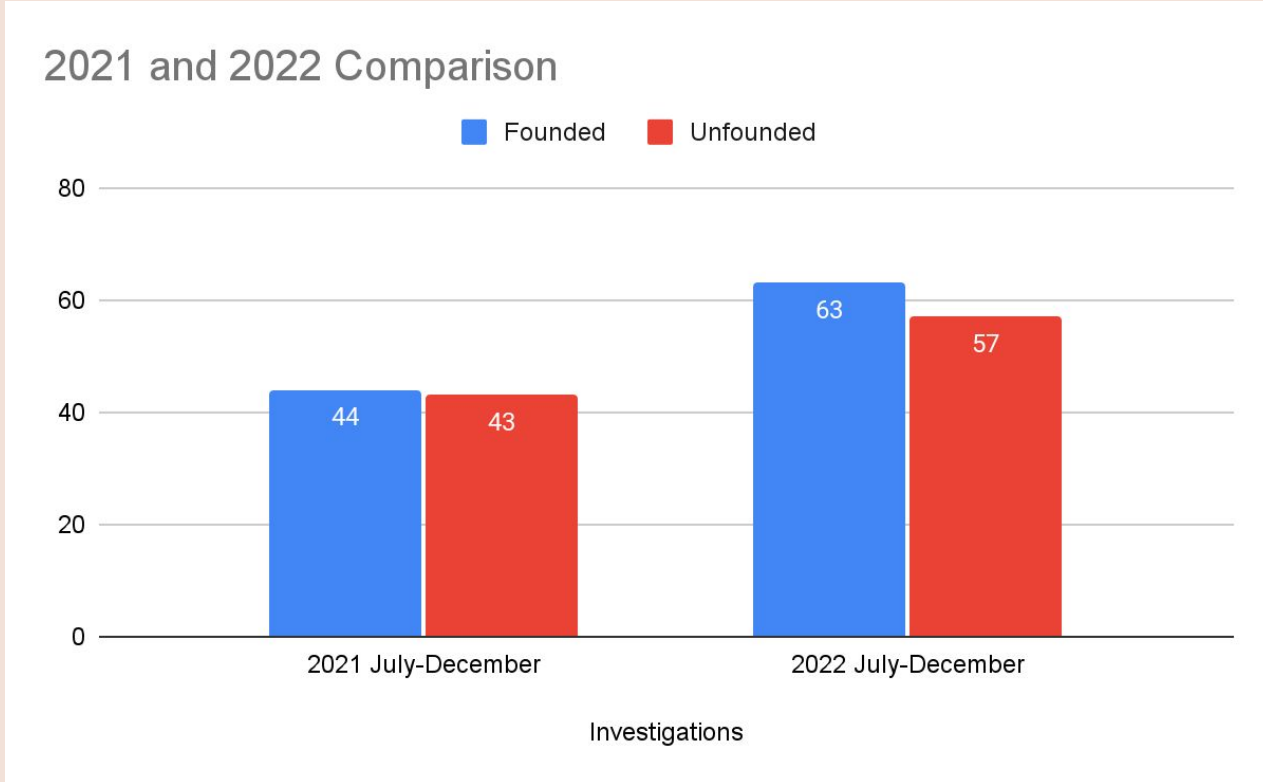
WWPRSD HIB INVESTIGATIONS REPORTING PERIOD 1

HIB Investigations July-December 2022



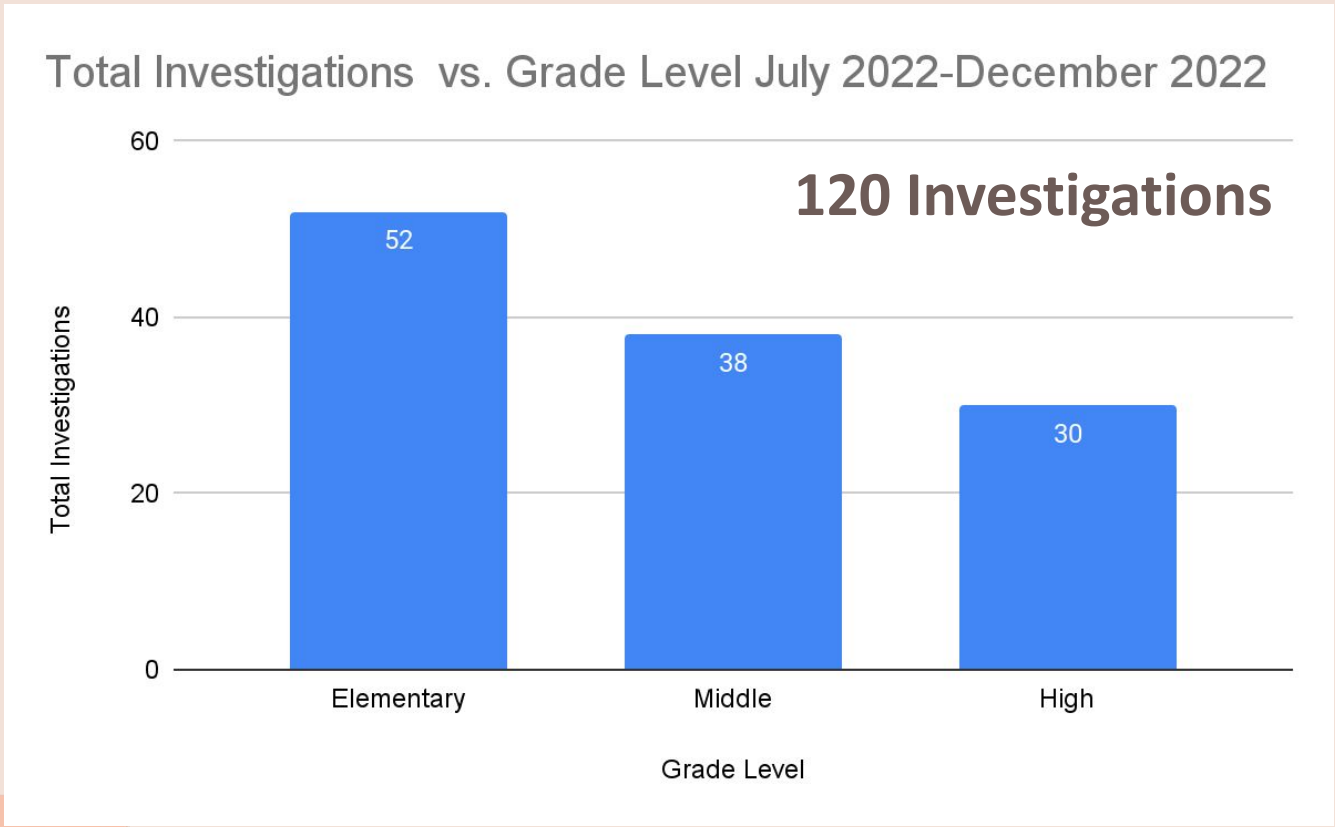
120 Investigations / 63 Founded / 57 Unfounded

WWPRSD HIB REPORTING PERIOD COMPARISON



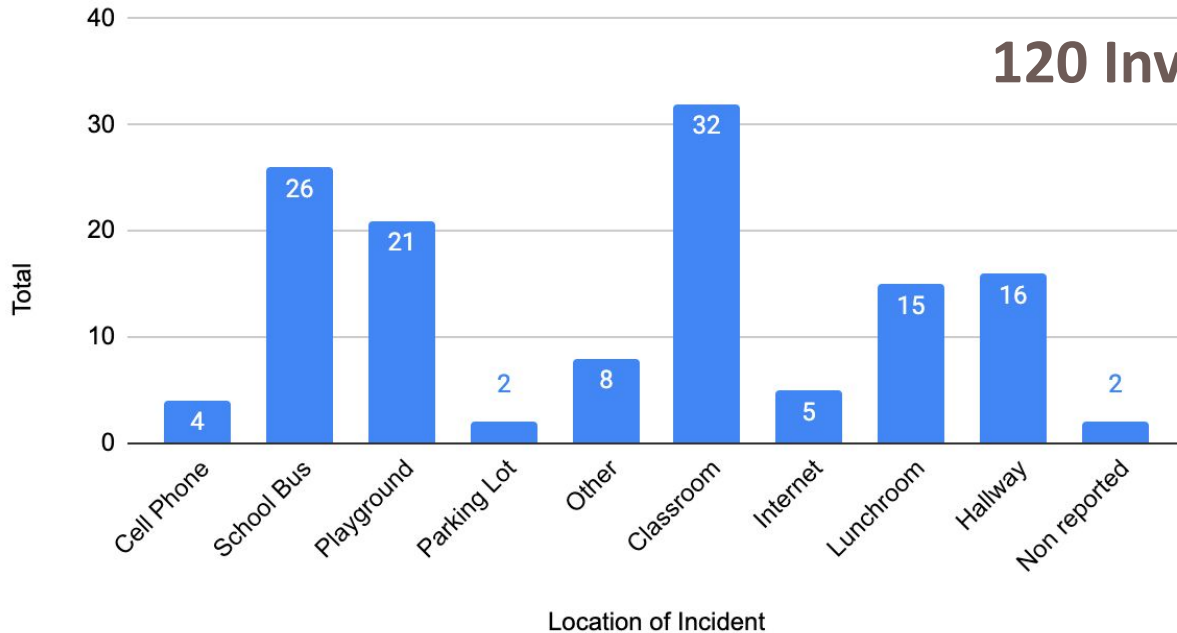
2021 87 Investigations / 2022 120 Investigations

WWP HIB INVESTIGATIONS BY GRADE LEVEL



WWPRSD HIB INVESTIGATIONS BY LOCATION JULY - DECEMBER 2022

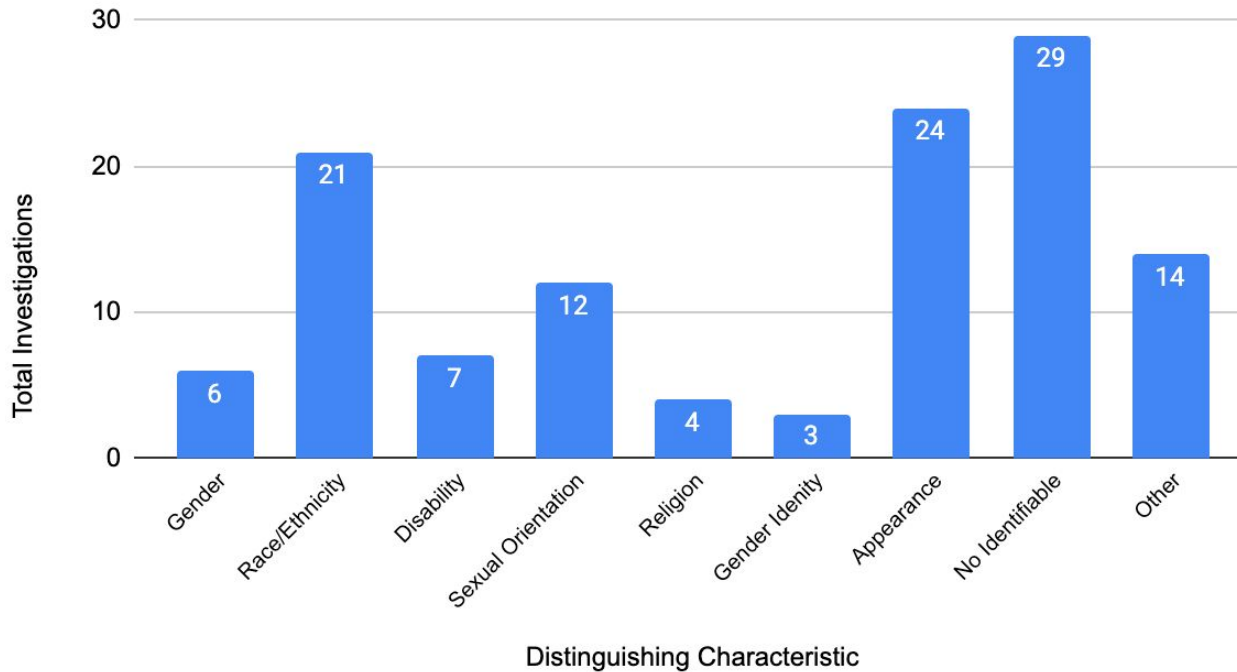
Total vs. Location of Incident



120 Investigations

WWPRSD HIB INVESTIGATIONS BY DISTINGUISHING CHARACTERISTICS JULY 2022-DECEMBER 2022

Distinguishing Characteristics July 2022-December 2022



PATTERNS & TRENDS



DATA



KNOWLEDGE



ACTION

- Increase in investigations
- Founded/Unfounded about 50/50
- Elementary School Cluster
- Appearance/Race/Ethnicity Distinguishing Characteristics
- Classroom/Bus/Playground/Hallway

WWP DISTRICT MISSION



WW-P is committed to providing all students with a safe learning environment that is free from harassment, intimidation, and bullying (HIB).

- Adhering to the New Jersey Anti-Bullying Bill of Rights
- Training all staff to identify, report, and address HIB
- Proactively educating parents, students, Board of Education members
- Establishing positive school communities, HIB expectations and a commitment to safety and respectful behavior



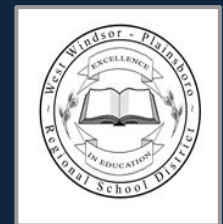
Any Questions?

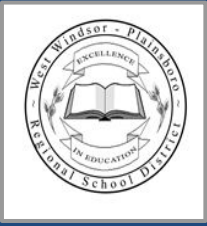
Start Strong: Fall 2022 Administrations

West Windsor Plainsboro
School District's

January 2023

Support in
Identifying
Student Needs





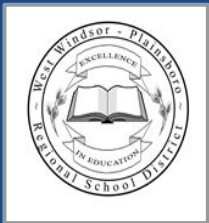
Start Strong Assessment Overview

Start Strong Fall 2022 assessments:

- Produced information to be used as a standards-based complement to the resources used by educators in their classrooms to evaluate the needs of students.
- Were administered **quickly**, in person, and provided immediate results.

Start Strong Fall 2022 assessments do not:

- Replace local standards-based benchmark assessments districts may already have in place.
- Replace the spring 2023 New Jersey Student Learning Assessments (NJSLA) statewide summative assessments or are predictive of their results.



Start Strong Test Design

- Based on a **subset** of prioritized **prior-year** academic standards to provide a data point on the level of support a student may need to engage in grade-level content.
 - Example: Grade 5 ELA Start Strong assessment is aligned to a subset of the NJSLA for Grade 4 ELA.
 - Example: Algebra I Start Strong assessment is aligned to Grade 8 learning standards relevant to algebraic concepts.
- Used **released** high-quality items from the NJSLA item bank
- Contained **efficient question types** to produce on-demand results for educators
- Could be administered in 45–60 minutes

Note: The test design, which allowed for shortened testing time and immediate results, means that Start Strong results must be interpreted and used differently than NJSLA results. They do not cover the breadth and depth of standards as seen on the NJSLA and do not support the same comparisons or inferences about student proficiency.



Start Strong Result Interpretation Considerations

- When publicly reporting assessment results, consider the impacts of COVID-19 on learning and testing conditions, as well as the impact on student participation in the assessments, which were administered in person.
- Districts **should not** compare any individual student/school/district Start Strong data to **any state-level data for Start Strong**, nor should comparisons be made to **any NJSLA data**.
- Please note that the Start Strong assessments were **not** designed to predict future student performance on the NJSLA, nor was it designed to estimate what score a student would have received if they had taken the NJSLA in spring 2022.



West Windsor Plainsboro School District's Number of Students Tested Start Strong Fall 2022 Administrations

English Language Arts	Students Tested	Mathematics	Students Tested	Science	Students Tested
ELA04	610	MAT04	613		
ELA05	661	MAT05	665		
ELA06	684	MAT06	676	SC06	681
ELA07	743	MAT07	468		
ELA08	747	MAT08	57		
ELA09	739	Algebra I	779	SC09	742
ELA10	716	Geometry	611		
		Algebra II	796	SC12	756
Total	4900	Total	4665	Total	2179

Note: "Students Tested" represents individual valid test scores for English Language Arts, Mathematics and Science

Support Levels

Start Strong	
Support Levels	Descriptor
Level 1	Strong Support May Be Needed
Level 2	Some Support May Be Needed
Level 3	Less Support May Be Needed



West Windsor Plainsboro School District's + *Statewide*

Start Strong Fall 2022 Administrations

English Language Arts– Support Levels

Grade	Total	Strong Support Needed (Percentage)	Some Support Needed (Percentage)	Less Support Needed (Percentage)
	Tested in District	WWP	WWP	WWP
4	610	16%	15%	69%
5	662	10%	15%	76%
6	684	15%	21%	64%
7	746	11%	17%	72%
8	746	14%	18%	68%
9	739	14%	8%	79%
10	716	11%	10%	79%
All Grades	4,903	13%	15%	72%



West Windsor Plainsboro School District's + *Statewide*

Start Strong Fall 2022 Administrations

Mathematics – Support Levels

Grade	Total	Strong Support Needed (Percentage)	Some Support Needed (Percentage)	Less Support Needed (Percentage)
	Tested in District	WWP	WWP	WWP
4	613	17%	18%	65%
5	667	21%	19%	59%
6	676	16%	18%	66%
7	471	17%	31%	52%
8*	57	61%	33%	5%
Algebra I (MS)	671	31%	27%	41%
Algebra 1 (HS)	106	69%	16%	15%
Geometry	611	11%	13%	76%
Algebra II (MS)	278	0%	5%	95%
Algebra II (HS)	519	17%	31%	53%
All Grades	4,669	19%	21%	60%

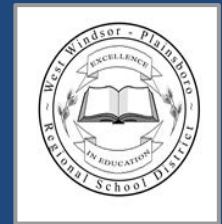


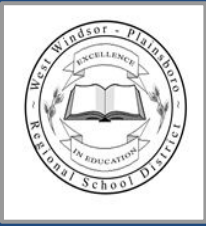
West Windsor Plainsboro School District's Start Strong Fall 2022 Administrations Science – Support Levels

Grade	Total Tested	Strong Support Needed (Percentage)	Some Support Needed (Percentage)	Less Support Needed (Percentage)
	Tested in District	WWP	WWP	WWP
6	681	15%	32%	53%
9	742	16%	44%	40%
12	757	21%	21%	58%
All Grades	2,180	17%	32%	51%

Achievement Levels By Subgroup & Demographic

ELA





West Windsor Plainsboro School District's Subgroup

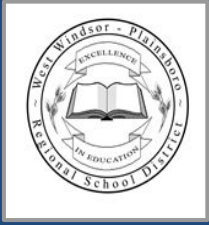
Start Strong Fall 2022 Administrations English Language Arts- Percentages

Subgroup	Total Tested	Strong Support Needed	Some Support Needed	Less Support Needed
English Learners (100)	63	68%	19%	13%
Students with Disabilities (908)	449	51%	20%	29%
General Education	4,417	9%	14%	77%
District (4903)	4,903	13%	15%	72%

Achievement Levels By Subgroup & Demographic

MATH





West Windsor Plainsboro School District's Subgroup Start Strong Fall 2022 Administrations Mathematics - Percentages

Subgroup	Total Tested	Strong Support Needed	Some Support Needed	Less Support Needed
English Learners	90	58%	18%	24%
Students with Disabilities	449	62%	21%	16%
General Education	4,136	14%	21%	65%
District	4,669	19%	21%	60%

Achievement Levels By Subgroup & Demographic

SCIENCE



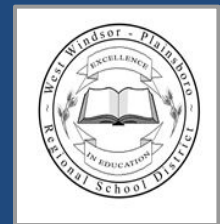


West Windsor Plainsboro School District's Subgroup Start Strong Fall 2022 Administrations Science - Percentages

Subgroup	Total Tested	Strong Support Needed	Some Support Needed	Less Support Needed
English Learners	35	83%	14%	3%
Students with Disabilities	179	61%	23%	16%
General Education	1,986	12%	33%	54%
District	2,180	17%	32%	51%

Notable Achievements & Strategies

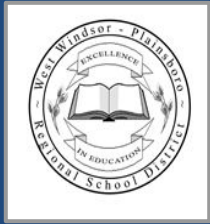
Start
Strong
2022





Notable Achievements

- Offered high quality instruction during the pandemic both virtually and in person.
- SEL tours for students to acclimate back to school
- Provided adult ELL classes for caregivers/ parents of students currently enrolled in WWP ELL programming.
- English Language Learners summer camp for k-12 students.
- Intensive literacy summer program for grade 1



Intervention Strategies

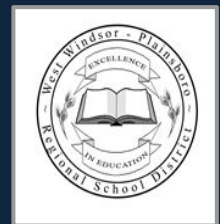
- Reading Recovery
- Interventionists
- Teacher Resource Specialists
 - K-3
 - 4-5
 - 6-12
- SIOP Model (Sheltered Instruction Observation Protocol Model)
- Structural changes
 - Workshop models Math & ELA scaled-up
 - Math sequence
- Equity Plan - District Goal Work and Equity Team

Thanks

West Windsor Plainsboro
School District

January 2023

Start Strong
2023





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

FEBRUARY 7, 2023: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and February 3, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Contract Negotiations with WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	Potential Litigation Regarding Property Access
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Cases

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. Student Representative Comments

III. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. **BOARD OF EDUCATION COMMITTEE REPORTS – (None)**

V. **MEETING**

A. **ADMINISTRATION**

To be voted on 02/07/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school’s recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated January 24, 2023, for the following case numbers: 240788-GMS-01122023; 240756-MRS-01122023; 240665-DNE-01112023; 240497-DNE-01092023;240416-DNE-01062023; 240412-DNE-01062023; 240384-CMS-01062023; 240232-GMS-01032023; 240224-HSS-01032023; 240122-HSS-12222022; 240104-HSS-12222022;240099-VS-12222022; 240022-MRS-12212022; 239909-GMS-12202022; 239908-GMS-12202022; 239906-GMS-12202022; and 239776-CMS-12162022.
2. Review superintendent of school’s recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated February 7, 2023, for the following case numbers: 242004-GMS-02022023; 241884-WES-01312023; 241611-MRS-01262023; 241530-DNE-01262023; 241485-DNE-01252023; 241429-HSN-01252023; 241422-MRS-01242023; 241389-GMS-01242023; 241272-MRS-01232023; 241271-HSN-01232023; 241031-HSN-01182023; 241024-MRS-01182023; 241023-MRS-01182023; 241001-GMS-01182023; 240966-HSN-01172023; 240712-MHE-01122023; 240680-MHE-01112023; and 240282-MHE-01042023.

School Security Drills

3. Acknowledge the following fire and security drills were performed in January, 2023 in compliance with N.J.S.A. 18A:41-1:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
01/11/23	01/20/23	Dutch Neck Elementary School
01/13/23	01/31/23	Maurice Hawk Elementary School
01/11/23	01/26/23	Town Center Elementary School

01/04/23	01/18/23	J.V.B. Wicoff Elementary School
01/05/23	01/19/23	Millstone River School
01/13/23	01/18/23	Village School
01/10/23	01/06/23	Community Middle School
01/11/23	01/18/23	Thomas Grover Middle School
01/03/23	01/04/23	WW-P High School North
01/09/23	01/20/23	WW-P High School South

Special Services – Chapters 192/193

4. Accept additional funding from the State of New Jersey Department of Education, under the Provisions of Chapters 192/193, for the fiscal year 2022-2023 in the amount of \$760.00 for annual exam and class services.

Additional or Compensatory Special Education and Related Services (ACSERS)

5. Accept 2022-2023 school aid from the New Jersey Department of Education, Division of Finance and Business Services for Additional or Compensatory Special Education and Related Services (ACSERS) for Students with Disabilities who are 21 as of July 1, 2022, in the amount of \$424,186.00

Special Services – Consultants/Evaluators

6. Approve AC Psychological Services, LLC, not to exceed \$400 per comprehensive psychological evaluation and \$50 per child study team meetings, and \$10,000 for the 2022-2023 school year.

B. CURRICULUM AND INSTRUCTION

To be voted on 02/07/23: Recommend approval of the following resolutions:

Grant

1. Accept a grant for Emily Saleh, Village School Visual Arts Teacher, from the National Education Association Foundation, in the amount of \$4,500. Funds will be used for the period November 15, 2022, through November 15, 2023, to purchase supplies, engage a contemporary teaching-artist, and design and create a site-specific ART-ivism Equity mural at Village Elementary School.

Overnight Field Trips

2. Approve an overnight field trip for Grover Middle School Future City to Future City Finals, Washington, D.C., from February 18, 2023 through February 22, 2023. The cost of the trip is approximately \$800 per student.

C. FINANCE

To be voted on 02/07/23: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:

- a) Bills List General for February 7, 2023 (run on 1-31-23) in the amount of \$9,450,553.49.
- b) Bills List Capital for February 7, 2023 (run on 1-27-23) in the amount of \$99,473.89.

Purchases over the Bid Limit:

- 2. Authorize a purchase utilizing New Jersey State Contract #88740 (T2989 – Communications Wiring Services) to Millennium Communications Group Inc., East Hanover, New Jersey, as awarded through March 19, 2023, to furnish and install 2.5” HDPE conduit between buildings at 72 Grovers Mill Road (FVHD Project No. 5423) for the 2022-2023 School Year at a not to exceed price of \$42,500.

Cooperative Energy Supply

- 3. Authorize Good Energy, retained consultant for the Educational Services Commission of New Jersey (ESCNJ), of which West Windsor-Plainsboro Regional School District is a member, to obtain bids from retail electric and natural gas suppliers on behalf of the District and to grant authorization to third party electric and natural gas supplies to receive data directly from local utility companies for this purpose.

Bid Award – Capital Outlay

- 4. Award the January 31, 2023, Bid #2023-01 for Parking Lot Driveway Alterations at West Windsor-Plainsboro High School South, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5430), for a single overall contract to Protective Paving, Milltown, New Jersey, for a lump sum bid award of \$133,400.

	<u>Bidder</u>	<u>Total Bid</u>
Other bids:	Top Line Construction Corp	\$134,575.00
	Earle Asphalt Co	\$167,213.13
	Diamond Construction	\$257,000.00

Recognition of Referendum Project Close-Out

- 5. Recognize the reduction of \$73,170.89 to the contract of Precise Construction for the High School South Site work Project (Architect/Planners Project No. 5063LS) dated May 26, 2020. This reduction decreases the contract amount due to Precise Construction to zero, as the contractor was unable to fully complete the project and provide required closing documentation. Dandrea Construction Co., through a series of approved change orders, performed the required work necessary to complete the project.

Recognition of Capital Outlay Project Close-Out

- 6. Recognize the reduction of \$11,282.00 to the contract of Your Way Construction for the High School North Bus Parking Lot Project (Architect/Planners Project No. 5168) dated March 31, 2020. This reduction decreases the contract amount due to Your Way Construction to zero, as the contractor completed the project but did not provide required closing documentation.

FY2023 State Funding for Return of Students

- 7. Accept from the New Jersey Schools Development Authority and the Department of Education, the District’s allocated portion (\$233,821) of the designated funding of \$75

million included in the New Jersey Fiscal Year 2023 budget, for emergent and capital projects necessary to facilitate students' return to in-person education. These funds shall be allocated as follows:

<u>School</u>	<u>Project</u>	<u>Amount</u>
HVAC Upgrades at Wicoff	5063J2	\$233,821

Equipment Disposal

- 8. The disposal of obsolete equipment that has met the district's life expectancy. [The age and/or physical condition of the equipment rendered it infective.]

Community Middle School

Microscopes - 16

Grover Middle School

Chair, teacher – 1
Stool, metal – 1
Table, round – 1
Typewriter - 3

High School North

Tables, adjustable - 1

Travel and Related Expenses Reimbursement

- 9. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:
 - a) One district administrator to attend the NJ Association of Designated Persons (NJADP) Integrated Pest Management (IPM) training on February 10, 2023 in Mahwah, New Jersey, at no cost to the district.
 - b) One district administrator to attend the PEOSH/NJ Association of Designated Persons (NJADP) 2022-2023 Indoor Air Quality (IAQ) training on February 24, 2023 in Mahwah, New Jersey, at no cost to the district.
 - c) One district administrator to attend the New Jersey School Buildings & Grounds Association Annual Conference/Expo in Atlantic City, New Jersey, from March 19, 2023, through March 22, 2023, at a total cost not to exceed \$1,000.00, including travel.
 - d) One district administrator to attend the NJADP Integrated Pest Management (IPM) training on March 31, 2023 in Bordentown, New Jersey, at no cost to the district.
 - e) One district administrator to attend the PEOSH/NJADP 2021-2022 Indoor Air Quality (IAQ) training on May 19, 2023 in Monroe Township, New Jersey, at no cost to the district.

To be discussed on 02/07/23:

2023-2024 Budget

1. Discussion of the proposed 2023-2024 budget.

D. PERSONNEL

To be voted on 02/07/23: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Student Teacher

2. Approve the following student teachers for spring 2023, pending background clearance:
 - a) Brianna Dunmeyer: High School North (The College of New Jersey)
 - b) Jacqueline Kalksma: Dutch Neck Elementary School (The College of New Jersey)
 - c) Jillian Palumbo: Millstone River School (The College of New Jersey)
 - d) Paola Ramirez: Dutch Neck Elementary School (The College of New Jersey)
 - e) Julia Vaughn: High School South (The College of New Jersey)

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 02/07/23:

- A. January 03, 2023 Reorganization Meeting
- B. January 03, 2023 Closed Executive Session
- C. January 24, 2023 Meeting

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 2/7/2023

Deadline for next Agenda: 2/15/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Kelly, Patrick	Appoint	Teacher Computer Programming		TBD	HSN/HSS	TBD	6/30/24	Appoint as Computer Programming Teacher, pending employment verification. (Tenure date: TBD)
Change								
Apicella, Dakota	Change	Teacher Health & Physical Education	0BA	\$59,000.00 (prorated)	HSN	1/26/23	6/30/23	Change start date from TBD to 1/26/23. Change tenure date from TBD to 1/27/27.
Decker, Michelle	Change	School Nurse	13MA+30	\$90,600.00 (prorated)	CMS	2/1/23	6/30/23	Change salary from MA to MA+30 as per contract.
Sweeney, Caitlyn	Change	School to Work Teacher/Coordinator	4MA	\$65,550.00 (prorated)	HSN	3/27/23	6/30/23	Change start date from TBD to 3/27/23. Change tenure date from TBD to 3/28/27.
Green, Hughbert	Change	Teacher Mathematics		N/A	CMS	1/19/23	1/27/23	Change end date from 2/6/23 to 1/27/23 for FMLA/NJFLA: 1/19/23-2/6/23 unpaid, with benefits. (RTW: 1/30/23)
Green, Hughbert	Change	Teacher Mathematics		N/A	CMS	1/30/23	6/30/23	Change intermittent FMLA/NJFLA from 2/7/23-6/30/23, unpaid, with benefits to 1/30/23-6/30/23, unpaid, with benefits.
Vetter, Stephanie	Change	Teacher Special Education		N/A	MH	2/28/23	5/26/23	Change FMLA/NJFLA/CC from 3/13/23-6/2/23 unpaid, with benefits to 2/28/23-5/26/23, unpaid, with benefits. (RTW: 5/30/23)
Benezs, Brittney	Change	Teacher Mathematics- 120%		\$63.45/day	CMS	1/11/23	1/31/23	Change end date from 2/13/23 to 1/31/23 for additional per diem payment for an extra section.
DeCasperis, Erin	Change	Teacher Mathematics- 120%		\$71.63/day	CMS	1/11/23	1/31/23	Change end date from 2/13/23 to 1/31/23 for additional per diem payment for an extra section.
Jensen, Diana	Change	Teacher Mathematics- 120%		\$80.80/day	CMS	1/11/23	1/31/23	Change end date from 2/13/23 to 1/31/23 for additional per diem payment for an extra section.
Scanlan, Linda	Change	Teacher Resource Specialist- Mathematics-120%		\$99.75/day	CMS/ GMS	1/11/23	1/31/23	Change end date from 2/13/23 to 1/31/23 for additional per diem payment for an extra section.
Biancosino, Gabriele	Change	Teacher Special Education- 120%		\$88.45/day	HSN	11/8/22	2/7/23	Change end date from TBD to 2/7/23 for additional per diem payment for an extra section.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Colpini, Jana	Change	Teacher Special Education- 120%		\$102.04/day	HSN	11/8/22	2/7/23	Change end date from TBD to 2/7/23 for additional per diem payment for an extra section.
Kitson, Mary	Change	Teacher Special Education- 120%		\$102.24/day	HSN	11/8/22	2/7/23	Change end date from TBD to 2/7/23 for additional per diem payment for an extra section.
Lagomarsino, Ryan	Change	Teacher Special Education- 120%		\$69.75/day	HSN	11/8/22	2/7/23	Change end date from TBD to 2/7/23 for additional per diem payment for an extra section.
Weber, Nicole	Change	Teacher Special Education- 120%		\$98.55/day	HSN	11/8/22	2/7/23	Change end date from TBD to 2/7/23 for additional per diem payment for an extra section.
Leave of Absence								
Backman, Mary	Leave- FMLA	Teacher Social Studies		N/A	CMS	2/3/23	2/16/23	FMLA: 2/3/23-2/16/23 unpaid, with benefits.
Resignation								
Jaworsky, Cynthia	Resign	Teacher Science		N/A	HSS	6/30/23	6/30/23	Resign, after 25 years in the district, for the purpose of retirement.
Shen, Jume	Resign	Teacher Chinese		N/A	HSS/HSN	6/30/23	6/30/23	Resign, after 25 years in the district, for the purpose of retirement.
Vasiliiu, Mariana	Resign	Teacher Music		N/A	GMS	6/30/23	6/30/23	Resign, after 22 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Appoint								
Jordan, Tiana	Appoint	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	TBD	6/30/23	Appoint as security officer - "Eyes on the Door", pending employment verification.
Change								
Selmon, Richie	Change	Security Officer "Eyes on the Door"- Substitute		\$15.00/hr.	DIST	2/6/23	6/30/23	Change start date from TBD to 2/6/23.
Vernier, Marizza	Change	Cafeteria Aide	0	\$15.09/hr.	MR	1/30/23	6/30/23	Change start date from TBD to 1/30/23.
Leave of Absence								
Barnett, Kate	Leave- FMLA/NJFLA	Secretary 12 Months		N/A	HSS	8/31/23	11/22/23	FMLA/NJFLA/CC: 8/31/23-11/22/23 unpaid, with benefits. (RTW: 11/27/23)
Payment								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Callahan-Andersen, Barbra	Payment	Secretary 12 Months		\$3,340.12	MH	2/8/23	2/8/23	Payment for unused vacation days, as per contract.
Resignation								
Marcelin, Frito	Resign	Bus Driver		N/A	TRAN	6/30/23	6/30/23	Resign, after 26 years in the district, for the purpose of retirement.
D. Substitute / Other								
Appoint								
Cox, Vicki	Appoint	Substitute Teacher		\$115.00/day	DIST	1/30/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Petrocelli, Tammy	Appoint	Substitute Teacher		\$115.00/day	DIST	3/1/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Chaudhary, Shivani	Appoint	Substitute Teacher		\$105.00/day	DIST	2/8/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Gosiker, Megan	Appoint	Substitute Teacher		\$105.00/day	DIST	2/8/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Gowdru Eshwarappa, Shilpa	Appoint	Substitute Teacher		\$105.00/day	DIST	2/8/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Kaur, Rajinder	Appoint	Substitute Teacher		\$105.00/day	DIST	2/8/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Makawi, Sanaa	Appoint	Substitute Teacher		\$105.00/day	DIST	2/8/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Mohapatra, Bhaktidhara	Appoint	Substitute Teacher		\$105.00/day	DIST	2/8/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Raju, Radhika	Appoint	Substitute Teacher		\$105.00/day	DIST	2/8/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
E. Extracurricular / Extra Pay								
Extended School Year								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pappano, Jennifer	Extra Duty	ESY Special Education Teacher/Coordinator		\$47.09/hr.	TC	07/01/23	08/08/23	Approve as Special Education Teacher/Coordinator for the Extended School Year Program, not to exceed 258 hours.
Extra Duty								
Locane, Victoria	Extra Duty	Extra Duty		\$47.09/hr.	MH	02/01/23	06/30/23	Lesson planning and grading coverage, total program not to exceed 100 hours.
Weston, Kristen	Extra Duty	Extra Duty		\$47.09/hr.	MH	02/01/23	06/30/23	Lesson planning and grading coverage, total program not to exceed 100 hours.
Professional Development Planning								
Coleman, Bradford	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Elementary Science Coordinator PD Planning, not to exceed 6 hours.
Knoblock Jennifer	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "1st Grade Phase III Science Curriculum", total program not to exceed 6 hours.
McFall, Renee	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "1st Grade Phase III Science Curriculum", total program not to exceed 6 hours.
Yi, Julie	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "1st Grade Phase III Science Curriculum", total program not to exceed 6 hours.
Bresnahan, Marie	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "3rd Grade Phase III Science Curriculum", total program not to exceed 6 hours.
Dailey, Tara	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "3rd Grade Phase III Science Curriculum", total program not to exceed 6 hours.
Exler, Melissa	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "3rd Grade Phase III Science Curriculum", total program not to exceed 6 hours.
Young, Janette	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "3rd Grade Phase III Science Curriculum", total program not to exceed 6 hours.
Johnson, Lauren	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "4th / 5th Grade Phase III Mystery Science, Millstone River School", total program not to exceed 3 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kleckner Wray, Kara	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "4th / 5th Grade Phase III Mystery Science, Village School", total program not to exceed 3 hours.
Liput, Ashley	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "4th Grade Phase III Science Curriculum, Millstone River School", total program not to exceed 9 hours.
Stevenson, Michael	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "4th Grade Phase III Science Curriculum, Village School", total program not to exceed 9 hours.
Lindes, Stacey	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "5th Grade Phase III Science Curriculum, Millstone River School", total program not to exceed 9 hours.
Mallon, Dennis	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/30/23	Planning and Presenting Professional Development, "5th Grade Phase III Science Curriculum, Village School", total program not to exceed 9 hours.
E. Stipend Athletic								
Athletic Coordinator								
Juarez-Stucker, Telma	Stipend- Athletic	Athletic Coordinator HS - Spring		\$5,030.33	HSS	Spring 2023	Spring 2023	Spring Athletic Coordinator HS, 2 yrs. exp., paid in FULL in June.
Kiemen- Stout, James	Stipend- Athletic	Athletic Coordinator HS - Spring		\$5,030.33	HSN	Spring 2023	Spring 2023	Spring Athletic Coordinator HS, 2 yrs. exp., paid in FULL in June.
Maggio, Vincent	Stipend- Athletic	Athletic Coordinator MS - Spring		\$4,828.50	CMS	Spring 2023	Spring 2023	Spring Athletic Coordinator MS, 10 yrs. exp., paid in FULL in June.
O'Shea, Owen	Stipend- Athletic	Athletic Coordinator MS - Spring		\$4,226.10	GMS	Spring 2023	Spring 2023	Spring Athletic Coordinator MS , 3 yrs. exp., paid in FULL in June.
Baseball								
Kinloch, Robert	Stipend- Athletic	Baseball - Head Coach		\$6,036.40	HSN	Spring 2023	Spring 2023	Baseball - Head Coach, 2 yrs. exp., paid in FULL in June.
Barbieri, Christopher	Stipend- Athletic	Baseball - Assistant Coach		\$4,024.27	HSN	Spring 2023	Spring 2023	Baseball - Assistant Coach, 2 yrs. exp., paid in FULL in June.
Taberno, Nicholas	Stipend- Athletic	Baseball - Assistant Coach		\$4,024.27	HSN	Spring 2023	Spring 2023	Baseball - Assistant Coach, 1 yr. exp., paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gero, Christopher	Stipend- Athletic	Baseball - Assistant Coach		\$4,226.10	HSS	Spring 2023	Spring 2023	Baseball - Assistant Coach, 4 yrs. exp., paid in FULL in June.
Fiocco, James	Stipend- Athletic	Baseball Coach		\$3,169.06	CMS	Spring 2023	Spring 2023	Baseball Coach, 3 yrs. exp., paid in FULL in June.
Fitness Supervisor								
Brack, Daniel	Stipend- Athletic	Fitness Supervision - 50%		\$1,660.48	HSS	Spring 2023	Spring 2023	Fitness Supervisor - shared 50%, 6 yrs. exp., paid in FULL in June.
Garzio, Michael	Stipend- Athletic	Fitness Supervision - 50%		\$1,584.53	HSS	Spring 2023	Spring 2023	Fitness Supervisor - shared 50%, 3 yrs. exp., paid in FULL in June.
Golf								
Becker, Eric	Stipend- Athletic	Golf - Boys Head Coach		\$3,961.84	HSN	Spring 2023	Spring 2023	Golf - Boys Head Coach, 4 yrs. exp., paid in FULL in June.
Connolly, Thomas	Stipend- Athletic	Golf - Girls Head Coach		\$4,716.13	HSN	Spring 2023	Spring 2023	Golf - Girls Head Coach, 14 yrs. exp., paid in FULL in June.
Wood, Drew	Stipend- Athletic	Golf - Assistant Coach		\$2,476.00	HSN	Spring 2023	Spring 2023	Golf - Assistant Coach, 3 yrs. exp., paid in FULL in June.
Walsh, Michelle	Stipend- Athletic	Golf - Girls Head Coach		\$4,716.13	HSS	Spring 2023	Spring 2023	Golf - Girls Head Coach, 14 yrs. exp., paid in FULL in June.
Lacrosse								
Giordano, Julia	Stipend- Athletic	Lacrosse - Head Girls Coach		\$6,941.55	HSN	Spring 2023	Spring 2023	Lacrosse - Girls Head Coach, 7 yrs. exp., paid in FULL in June.
Petrone, Christopher	Stipend- Athletic	Lacrosse-Head Boys Coach		\$7,244.31	HSN	Spring 2023	Spring 2023	Lacrosse - Boys Head Coach, 10 yrs. exp., paid in FULL in June.
Henry, David	Stipend- Athletic	Lacrosse - Boys Head Coach		\$6,337.08	HSS	Spring 2023	Spring 2023	Lacrosse - Boys Head Coach, 4 yrs. exp., paid in FULL in June.
Klugerman, Tracy	Stipend- Athletic	Lacrosse - Girls Head Coach		\$6,941.55	HSS	Spring 2023	Spring 2023	Lacrosse - Girls Head Coach, 8 yrs. exp., paid in FULL in June.
Kratz, Emily	Stipend- Athletic	Lacrosse - Girls Assistant Coach		\$4,226.10	HSN	Spring 2023	Spring 2023	Lacrosse - Girls Assistant Coach, 3 yrs. exp., paid in FULL in June.
Pettus, Evan	Stipend- Athletic	Lacrosse - Boys Assistant Coach		\$4,627.70	HSN	Spring 2023	Spring 2023	Lacrosse - Boys Assistant Coach, 8 yrs. exp., paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Serughetti, Beth	Stipend- Athletic	Lacrosse - Girls Assistant Coach		\$5,030.33	HSN	Spring 2023	Spring 2023	Lacrosse - Girls Assistant Coach, 21 yrs. exp. , paid in FULL in June.
Marquez, Gabriel	Stipend- Athletic	Lacrosse - Boys Assistant Coach		\$4,226.10	HSS	Spring 2023	Spring 2023	Lacrosse - Boys Assistant Coach, 3 yrs. exp., paid in FULL in June.
Bruno, Alexis	Stipend- Athletic	Lacrosse - Girls Assistant Coach		\$4,024.27	HSS	Spring 2023	Spring 2023	Lacrosse - Girls Assistant Coach, 0 yrs. exp., paid in FULL in June.
Mastroianni, Elisa	Stipend- Athletic	Lacrosse - Girls Assistant Coach		\$4,226.10	HSS	Spring 2023	Spring 2023	Lacrosse - Girls Assistant Coach, 4 yrs. exp., paid in FULL in June.
Carpino, Heili	Stipend- Athletic	Girls Lacrosse Coach		\$3,018.20	GMS	Spring 2023	Spring 2023	Girls Lacrosse Coach, 1 yr. exp., paid in FULL in June.
Ely, Jaime	Stipend- Athletic	Boys Lacrosse Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Boys Lacrosse Coach, 1 yr. exp., paid in FULL in June.
Kumor, Zachary	Stipend- Athletic	Lacrosse-Boys Coach		\$3,018.20	GMS	Spring 2023	Spring 2023	Lacrosse - Boys Coach, 1 yr. exp., paid in FULL in June.
Leverton, Ryan	Stipend- Athletic	Lacrosse-Boys Coach		\$3,169.06	GMS	Spring 2023	Spring 2023	Lacrosse - Boys Coach, 3 yrs. exp., paid in FULL in June.
Softball								
Lee, Mark	Stipend- Athletic	Softball - Head Coach		\$6,337.08	HSN	Spring 2023	Spring 2023	Softball - Head Coach, 4 yrs. exp., paid in FULL in June.
Campbell, Shannon	Stipend- Athletic	Softball - Assistant Coach		\$4,226.10	HSN	Spring 2023	Spring 2023	Softball - Assistant Coach, 4 yrs. exp., paid in FULL in June.
Fityere, Christine	Stipend- Athletic	Softball - Assistant Coach		\$5,030.33	HSN	Spring 2023	Spring 2023	Softball - Assistant Coach, 15 yrs. exp., paid in FULL in June.
Liput, Ashley	Stipend- Athletic	Softball Coach		\$3,169.06	CMS	Spring 2023	Spring 2023	Softball Coach, 3 yrs. exp., paid in FULL in June.
Palmer, Morgan	Stipend- Athletic	Softball Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Softball Coach, 2 yrs. exp., paid in FULL in June.
Churinkas, Linda	Stipend- Athletic	Softball Coach		\$3,169.06	GMS	Spring 2023	Spring 2023	Softball Coach, 3 yrs. exp., paid in FULL in June.
Oldehoff, Robert	Stipend- Athletic	Softball Coach		\$3,470.77	GMS	Spring 2023	Spring 2023	Softball Coach, 7 yrs. exp., paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Track								
Gould, Brian	Stipend- Athletic	Spring Track - Head Boys Coach		\$7,544.98	HSN	Spring 2023	Spring 2023	Spring Track - Head Boys Coach, 18 yrs. exp., paid in FULL in June.
Guarini, Elizabeth	Stipend- Athletic	Spring Track - Head Girls Coach		\$6,036.40	HSN	Spring 2023	Spring 2023	Spring Track - Head Girls Coach, 0 yrs. exp., paid in FULL in June.
Coburn, Matthew	Stipend- Athletic	Spring Track - Boys Head Coach		\$6,941.55	HSS	Spring 2023	Spring 2023	Spring Track - Boys Head Coach, 7 yrs. exp., paid in FULL in June.
Murphy, Jessica	Stipend- Athletic	Spring Track - Girls Head Coach		\$6,941.55	HSS	Spring 2023	Spring 2023	Spring Track -Girls Head Coach, 8 yrs. exp., paid in FULL in June.
Altvater, Deanna	Stipend- Athletic	Spring Track - Assistant Coach		\$4,024.27	HSN	Spring 2023	Spring 2023	Spring Track - Assistant Coach, 2 yrs. exp., paid in FULL in June.
Barnes, Tyler	Stipend- Athletic	Spring Track - Assistant Coach		\$4,425.86	HSN	Spring 2023	Spring 2023	Spring Track - Assistant Coach, 5 yrs. exp., paid in FULL in June.
Figueroa, Jessica	Stipend- Athletic	Spring Track - Assistant Coach		\$4,024.27	HSN	Spring 2023	Spring 2023	Spring Track - Assistant Coach, 1 yr. exp., paid in FULL in June.
Murphy, Robert	Stipend- Athletic	Spring Track-Boys Assistant Coach		\$4,024.27	HSS	Spring 2023	Spring 2023	Spring Track -Boys Assistant Coach, 2 yrs. exp., paid in FULL in June.
Muneer, Amirah	Stipend- Athletic	Spring Track-Girls Assistant Coach		\$4,226.10	HSS	Spring 2023	Spring 2023	Spring Track -Girls Assistant Coach, 3 yrs. exp., paid in FULL in June.
Reilly, Kathleen	Stipend- Athletic	Spring Track-Girls Assistant Coach		\$4,226.10	HSS	Spring 2023	Spring 2023	Spring Track -Girls Assistant Coach, 4 yrs. exp., paid in FULL in June.
Drascher, Annie	Stipend- Athletic	Spring Track Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Spring Track Coach CMS, 1 yr. exp., paid in FULL in June.
Edwards. Quinn	Stipend- Athletic	Spring Track Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Spring Track Coach, 2 yrs. exp., paid in FULL in June.
Markley, Kirk	Stipend- Athletic	Spring Track Coach		\$3,621.63	CMS	Spring 2023	Spring 2023	Spring Track Coach, 10 yrs. exp., paid in FULL in June.
Musumeci, Caitlin	Stipend- Athletic	Spring Track Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Spring Track Coach, 1 yr. exp., paid in FULL in June.
Biro, Monica	Stipend- Athletic	Spring Track Coach		\$3,772.49	GMS	Spring 2023	Spring 2023	Spring Track Coach, 11 yrs. exp., paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kaletski, Adam	Stipend- Athletic	Spring Track Coach		\$3,320.96	GMS	Spring 2023	Spring 2023	Spring Track Coach, 6 yrs. exp., paid in FULL in June.
Robinson, Todd	Stipend- Athletic	Spring Track Coach		\$3,772.49	GMS	Spring 2023	Spring 2023	Spring Track Coach, 12 yrs. exp., paid in FULL in June.
Scupp, Rachel	Stipend- Athletic	Spring Track Coach		\$3,621.63	GMS	Spring 2023	Spring 2023	Spring Track Coach, 9 yrs. exp., paid in FULL in June.
Thompson, Jay	Stipend- Athletic	Spring Track Coach		\$3,169.06	GMS	Spring 2023	Spring 2023	Spring Track Coach, 3 yrs. exp., paid in FULL in June.
Tennis								
Paulsson, Albert	Stipend- Athletic	Tennis - Boys Head Coach		\$6,916.58	HSN	Spring 2023	Spring 2023	Tennis - Boys Head Coach, 22 yrs. exp., paid in FULL in June
Arnold, Richard	Stipend- Athletic	Tennis-Boys Head Coach		\$6,916.58	HSS	Spring 2023	Spring 2023	Tennis - Boys Head Coach, 12 yrs. exp., paid in FULL in June.
Stewart, Eric	Stipend- Athletic	Tennis - Boys Assistant Coach		\$3,520.71	HSN	Spring 2023	Spring 2023	Tennis - Boys Assistant Coach, 2 yrs. exp., paid in FULL in June.
Sierzega, Daniel	Stipend- Athletic	Tennis-Boys Assistant Coach		\$4,226.10	HSS	Spring 2023	Spring 2023	Tennis - Boys Assistant Coach, 10 yrs. exp., paid in FULL in June.
Frame, Craig	Stipend- Athletic	Tennis Coach		\$3,621.63	GMS	Spring 2023	Spring 2023	Tennis Coach, 10 yrs. exp., paid in FULL in June.
Volleyball								
Lagomarsino, Ryan	Stipend- Athletic	Volleyball - Boys Head Coach		\$6,036.40	HSN	Spring 2023	Spring 2023	Volleyball - Boys Head Coach, 2 yrs. exp., paid in FULL in June.
Colon, David	Stipend- Athletic	Volleyball - Boys Head Coach		\$6,036.40	HSS	Spring 2023	Spring 2023	Volleyball - Boys Head Coach, 2 yrs. exp., paid in FULL in June.
Warner, Jared	Stipend- Athletic	Volleyball - Boys Assistant Coach		\$4,024.27	HSN	Spring 2023	Spring 2023	Volleyball - Boys Assistant Coach, 0 yrs. exp., paid in FULL in June.
Lynch, Kevin	Stipend- Athletic	Volleyball - Boys Assistant Coach		\$4,024.27	HSS	Spring 2023	Spring 2023	Volleyball - Boys Assistant Coach, 2 yrs. exp., paid in FULL in June.
Uematsu, Maki	Stipend- Athletic	Volleyball - Boys Assistant Coach		\$4,024.27	HSS	Spring 2023	Spring 2023	Volleyball - Boys Assistant Coach, 1 yr. exp., paid in FULL in June.
E. Stipend Non-Athletic								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Grover Middle School								
Armstrong, Rachel	Stipend Non-Athletic	Stage Crew	0	\$2,012.20 (prorated)	GMS	1/1/23	6/30/23	Stage Crew, 0 yrs. exp., paid in FULL in June.
O'Grady, Lauren	Stipend Non-Athletic	Standard Club Advisor	0	\$1,509.15 (prorated)	GMS	1/1/23	6/30/23	Debate Club, 0 yrs. exp., paid in FULL in June.
Mentor								
Danch, Alia	Stipend Non-Athletic	Mentor		\$2,010.00	HSN	9/1/22	6/30/23	Mentor for Adam Afonso, paid 1/2 in Feb. 1/2 in June.
DiVeglio, Krystina	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	MR	1/30/23	6/30/23	Mentor for Meghan Conover, paid in FULL in June.
Kiemen-Stout James	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	HSN	1/3/23	6/30/23	Mentor for Dakota Apicella, paid in FULL in June.
Change								
Hornick, Stephanie	Change	Standard Club Advisor- Shared		\$754.58	CMS	9/1/22	1/31/23	Change end date to 1/31/23 for Community CARES Advisor - shared 50%, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Staffieri, Monique	Change	Standard Club Advisor		\$1,509.15 (prorated)	CMS	2/1/23	6/30/23	Change Community CARES Advisor from shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June to Community CARES Advisor, 0 yrs. Exp., paid in June.
F. Community Education								
None								
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Carnevale, Mary-Ann	Appoint	Teacher Resource Specialist-Mathematics	15BA	\$92,850.00 (prorated)	VIL/MR	1/31/23	6/30/23	Appoint as Teacher Resource Specialist-Mathematics, temporary assignment.
Change								
Lynch, Kevin	Change%	Teacher Science-120%	2MA	\$63.45/day	CMS	3/23/23	6/30/23	Additional per diem payment for an extra section.
Postlethwait, Brooke	Change%	Teacher Science-120%	6MA	\$67.85/day	CMS	3/23/23	6/30/23	Additional per diem payment for an extra section.
Weinmann, Jeanne	Change%	Teacher Science-120%	15PhD	\$104.15/day	CMS	3/23/23	6/30/23	Additional per diem payment for an extra section.
Bard, Jennifer	Change%	Teacher Special Education-120%	15BA	\$98.55/day	HSN	2/6/23	3/27/23	Additional per diem payment for an extra section.
Gautieri, Alyssa	Change	Teacher Mathematics- 120%	5MA	\$66.60/day	GMS	2/13/23	4/4/23	Change start date from 2/23/23 to 2/13/23 for additional per diem payment for an extra section.
Gold, Steven	Change	Teacher Mathematics- 120%	15BA	\$98.55/day	GMS	2/13/23	4/4/23	Change start date from 2/23/23 to 2/13/23 for additional per diem payment for an extra section.
Hoppe, Sherrie	Change	Teacher Mathematics- 120%	11MA	\$80.80/day	GMS	2/13/23	4/4/23	Change start date from 2/23/23 to 2/13/23 for additional per diem payment for an extra section.
Pacifico, Lisa	Change	Teacher Mathematics- 120%	15MA+30	\$104.68/day	GMS	2/13/23	4/4/23	Change start date from 2/23/23 to 2/13/23 for additional per diem payment for an extra section.
Kumor, Zachary	Change	Teacher Mathematics		N/A	GMS	2/13/23	5/12/23	Change FMLA/NFLA/CC: unpaid, with benefits from 2/27/23-5/26/23 to 2/13/23-5/12/23. (RTW: 5/15/23)
Resignation								
Dunne, Nancy	Resign	School Counselor		N/A	DN	6/30/23	6/30/23	Resign, after 24 years in the district, for the purpose of retirement.
Fantry, Kenneth	Resign	Teacher Language Arts		N/A	HSN	6/30/23	6/30/23	Resign, after 25 years in the district, for the purpose of retirement.
Pittas, Jan	Resign	Teacher Health & Physical Education		N/A	GMS	6/30/23	6/30/23	Resign, after 17 years in the district, for the purpose of retirement.
E. Stipend Athletic								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Baseball								
Oates, Brian	Stipend-Athletic	Baseball - Assistant Coach		\$4,024.27	HSS	Spring 2023	Spring 2023	Baseball - Assistant Coach, 0 yrs. exp., paid in FULL in June.
Golf								
Kim, Sung	Stipend-Athletic	Golf - Assistant Coach		\$2,358.00	HSS	Spring 2023	Spring 2023	Golf - Assistant Coach, 0 yrs. exp., paid in FULL in June.
Tennis								
McGrady, Melissa	Stipend-Athletic	Tennis Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Tennis Coach, 0 yrs. exp., paid in FULL in June.
Volleyball								
O'Neill, Casey	Stipend-Athletic	Volleyball - Boys Assistant Coach		\$4,024.27	HSN	Spring 2023	Spring 2023	Volleyball - Boys Assistant Coach, 1 yr. exp., paid in FULL in June.



2023 – 2024 BUDGET PRESENTATION

WW-P Board of Education

BOE Meeting

02.07.2023

DISTRICT MISSION

The WWPRSD mission is to empower each learner through the implementation of the Strategic Goals. I will build experiences through the utilization of tools and structures in my setting that reflect students' unique needs, backgrounds, and approaches to learning, empower them to assume active roles in their communities by developing their global competence, support social-emotional learning for the Whole Child, and approach all facets of the work we do through the lens of equitable opportunity, access, and belonging.

WWPRSD Strategic Goals

Goal 1

Understanding that all students have diverse needs, backgrounds, and approaches to learning, we will integrate tools and structures to appropriately challenge and enable students to realize their full potential.

Goal 2

Embracing a rapidly changing world, we will empower learners to assume active roles in their communities, to face and engage global challenges and to contribute proactively toward a more peaceful, just, inclusive, and secure world.

Goal 3

Recognizing that children need to balance physical, social, emotional and academic needs, we will maintain a supportive culture and build structures for the health, safety, and well-being of the Whole Child.

Goal 4

West Windsor-Plainsboro Regional School District will cultivate a diverse and inclusive community where members of every race, sexual orientation, gender, gender identity, ability, religion, socio-economic class, ethnicity, and national origin are welcomed, valued, respected, and celebrated.

DISTRICT FINANCIAL OVERVIEW

PROPOSED BUDGET: 2023 - 2024

- **WHAT IS A SCHOOL BUDGET?**
 - **Budget Is a Planning Tool**
 - **Budget Considers Contingencies**
 - **Budget Manages Risk**
 - **Budget Must Be Fiscally Responsible**
 - **Is a reflection of our values**
 - **Budget Must Consider Safeguards and Buffers**

What is a School Budget?

- A School Budget in theory **is about our priorities for our students.** We want it to be about our children and their goals for their future.
- **However, in reality it is very much about money. Decisions are made with finances in mind.**
- Schools operate on a fiscal calendar (July 1st through June 30th). Budgets are put together between December and February of that *preceding* year.
- Whatever is done, Board must follow these **two simple rules:**
 1. Tax revenue must be within cap or with cap plus allowances
 2. Revenues must equal expenses

Where does the money come from?

- Budgets are funded through various revenues. The main sources of revenue are:
 - Local Taxes
 - State Aid
 - Federal Aid
 - Grants
 - Interest
 - Tuition
 - Budgeted Surplus / Reserve Withdrawals

Where does the revenue go?

- Salaries & Benefits
- Out of district Tuition costs
- Utility costs
- Repairs / Maintenance
- Professional Services
- Technology and Transportation costs
- Supplies, Textbooks and Materials
- Support Services
- Special Education
- Health Care Costs
- Capital Projects

BUDGET PROCESS & TIMELINES

- Summer/Fall: Finance Committee preliminary discussions; A&F Committee discussion of capital projects; Curriculum Committee discussion Program of Studies.
- December: BOE retreat.
- Mid-Year Budget Review with county office.
- November-February: Meetings with budget managers.
- January-March: BOE public budget discussions.
- Late February: Governor's address and release of state aid numbers.
- March 14: Adoption and filing of the preliminary budget with the county superintendent.
- April 25: Public hearing and adoption of the budget.

District Accolades

- Certificate of Excellence (Association of School Business Officials International) - fourteen (14) consecutive years
- Meritorious Budget Award for Excellence in the Preparation and Issuance of Budget (Association of School Business Officials International) - eight (8) consecutive years

Health Care

- Completing second year of being self-insured
- Use rates have been significantly increasing. Staff members will see a 9.9% increase in rates as of January 1st.
- Reserve Accounts set up

Transportation

- Route Renewals – CPI renew at 5.86%
- Gas Prices
- Lack of Drivers
- Hourly Rate Increases
- Insurance Increases

ABM – Building and Grounds

- Annual Renewal – Year 4 of 5
- Renewal rate plus additional square footage

Insurance and Salaries

- Increase in contractual costs
- Increase in insurance renewals
 - COVID
 - Natural Disasters
 - Theft
- Cyber Security

ROD GRANT PROJECTS

- Toilet Room Renovations at West Windsor-Plainsboro High School South
- Roof Rising Wall Replacement and Repairs at Community Middle School
- Toilet Room Renovations at Community Middle School
- Playground Replacement at Town Center Elementary School
- Roof Replacement at Town Center Elementary School

\$5.376 Cap Reserve

Revenues

- 2% General Fund Tax Increase and Allowances
 - Allowances
 - Health Care Adjustment - TBD
 - Banked Cap – NONE
 - Capital Reserve Allocation - TBD
 - State Aid Increase - Unknown

POTENTIAL ALLOCATION FOR THE FOLLOWING CATEGORIES?

- Health Care Costs – Increase of \$2.8M
- Salary Increases – Increase of \$2.3M
- Transportation – Increase of \$2.1M – assumes 5.86% CPI
- Building and Grounds – Increase of \$400K
- Insurance – Increase of 50K
- ABM – Increase of 560K
- Technology – 460K
- Special Education – 300K
- Capital Projects – 5.4M (ROD Grants)

Expenditures:

ABM (Custodial)	559,488
Healthcare	2,800,000
Insurance (Property & W/C)	46,995
Transportation (23/24 CPI 5.86%)	2,100,000
B&G	400,000
Administration (PERS, etc.)	100,000
Technology	460,000
Special Ed.	300,000
Salaries	2,300,000
	9,166,483

Revenues:

Tax Levy Increase

3,549,444

State Aid Increase

800,000

4,349,444

177,472,213

22/23 Levy

2%

3,549,444

23/24 Levy

Budget Options 2023 - 2024

Discussion of Budget Parameters

- Option #1:
 - Option #1 – 2.00% = \$3,549,444
- Option #2:
 - Option #1 – 2.00% = \$3,549,444
 - SGLA for Health Care – TBD
- Option #3:
 - Obliterate programs and reduce staff



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

FEBRUARY 28, 2023: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and February 24, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Contract Negotiations with WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	Case 3:22-CV-06420-MAS-TJB; OAL Docket NO: 01322-2023
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Cases

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. 2021-2022 Annual Comprehensive Financial Report

III. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. **BOARD OF EDUCATION COMMITTEE REPORTS**

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

V. **MEETING**

A. **ADMINISTRATION**

To be voted on 02/28/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated February 7, 2023, for the following case numbers: 242004-GMS-02022023; 241884-WES-01312023; 241611-MRS-01262023; 241530-DNE-01262023; 241485-DNE-01252023; 241429-HSN-01252023; 241422-MRS-01242023; 241389-GMS-01242023; 241272-MRS-01232023; 241271-HSN-01232023; 241031-HSN-01182023; 241024-MRS-01182023; 241023-MRS-01182023; 241001-GMS-01182023; 240966-HSN-01172023; 240712-MHE-01122023; 240680-MHE-01112023; and 240282-MHE-01042023.
2. Review superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated February 28, 2023, for the following case numbers: 243121-DNE-02162023; 242969-HSN-02152023; 242870-HSS-02142023; 242843-HSN-02142023; 242821-VS-02132023; 242659-GMS-02102023; 242462-GMS-02092023; 242457-MRS-02082023; 242334-GMS-02072023; 242330-GMS-02072023; 242245-GMS-02062023; 242241-GMS-02062023; 242239-GMS-02062023; 242221-GMS-02062023; 242173-HSN-02032023; 242076-CMS-02032023; 242075-CMS-02032023; 241978-GMS-02022023; 241956-DNE-02012023; 241955-GMS-02012023; 241868-HSS-01312023; 241851-DNE-01312023; 241846-DNE-01312023; 241611-MRS-01262023; 241567-GMS-01262023; 241404-GMS-01242023; 241298-GMS-01232023; and 240709-VS-01122023.

Policies: First Reading

3. First reading of the following policies:

- P 0152 Board Officers
- P 0161 Call, Adjournment, and Cancellations
- P 0162 Notice of Board Meetings

Policies: Second Reading

4. Second reading of the following policies:

- R 8420.2 Bomb Threats
- R 8420.7 Lockdown Procedures
- R 8420.10 Active Shooter

2024-2025 Calendar

5. Approve the 2024-2025 school year calendar.

Extended Day Program

6. Approve the 2023-2024 extended day program rates as follows:

Type of Care (EDP)	Number of Days	Cost per Month
Before School Only 7:00am *Before school programs are not available at the Middle Schools	5	\$183
	4	\$168
	3	\$123
	2	\$87
	1	\$66
After School Only until 6:30pm	5	\$319
	4	\$260
	3	\$213
	2	\$148
	1	\$114
Morning & Afternoon Combination 5 days only; until 6:30pm	5	\$460

Extra Fees- for CURRENT EDP participants only

- AM Care: \$15 per day
- PM Care: \$25 per day
- Early Dismissal: \$40 per day
- Late Pick-up: \$15 for the 1st 10 minutes of lateness; \$1 per minute late thereafter

- Kindergarten Extension: \$510 per month
- Pre-Kindergarten: \$395 per month

Special Services – Professional Service Consultants/Evaluators

7. Approve the following professional services and rates for the 2022-2023 school year:

- a) The Speech Tree Center, Feeding Evaluation -\$350; Speech and language evaluation - \$300; Speech and language Therapy - \$80/hour; Feeding Therapy - \$90/hour; Staff Training/Professional Development/Speaking Engagement \$100/hour; BCBA Trainings/Evaluations -\$120/hour; Behavior Technician Services - \$55/hour; and up to \$10,000 through June 30, 2023
- b) Inlingua Services, not to exceed \$130 per hour with a two hour minimum, \$35 per hour travel and up to \$26,000 through June 30, 2023.
- c) Elliot Gurskey, MD & Associates, not to exceed \$800 per evaluation and up to \$15,000 through June 30, 2023.

Special Services Settlement Agreement

8. Approve a settlement agreement for student #408441 dated February 23, 2023, as recommended by the Board Attorney and discussed in Closed Executive Session.

B. CURRICULUM AND INSTRUCTION

To be voted on 02/28/23: Recommend approval of the following resolutions:

Cable TV Interlocal Services

- 1. Authorize the fifth year of a five-year Shared Services Agreement dated January 22, 2019, between West Windsor Township and the West Windsor-Plainsboro Regional School District for cable television [originally approved February 19, 2019].

Professional Development Consultant

- 2. Approve Instructional Coaching Group to facilitate two professional development workshops for district teacher resource specialists, June 5, 2023, and June 6, 2023, at a cost not to exceed \$12,300.

Field Trips

3. Approve the following overnight field trips:

Community Middle School

- a) Outdoor Education to Camp Canadensis in Canadensis, Pennsylvania, from June 7, 2023 through June 9, 2023. The cost of the trip is approximately \$230 per student.

Grover Middle School

- b) Outdoor Education to Pine Forest Camp in Greeley, Pennsylvania, from June 5, 2023 through June 9, 2023. The cost of the trip is approximately \$300 per student.

High School Program

4. Approve the enrollment of one high school student in the online course, Financial Literacy/ Economics-New Jersey, at Educere, LLC, for the 2022-2023 school year, at a total cost not to exceed \$199.50.

Community Education

5. Approve the following additional Community Education Summer Adult and Youth Program: Swimming

C. FINANCE

To be voted on 02/28/23: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for February 28, 2023 (run on 02-23-23) in the amount of \$14,589,464.37.
 - b) Bills List Capital for February 28, 2023 (run on 02-17-23) in the amount of \$1,270,712.77.
2. Budget adjustments as follows:
 - a) 2022-2023 school year as shown on the expense account adjustments for January 31, 2023 (run on 02-09-23) (Adjustment Numbers 000298-000354).
3. Accept the following reports, this will become a permanent part of the Board Minutes:
 - a) A-148 Report of the Secretary to the Board of Education as of December 31, 2022, indicating that no major account is over-expended and the board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.
 - b) A-149 Report of the Treasurer of School Monies to the Board of Education as of December 31, 2022.

Donation

4. Accept a donation in the amount of \$3,000 from a West Windsor resident to the Cafeteria Account to partially fund the cost of outstanding lunch balances at the Millstone River Elementary School.

Audit Report – 2021-2022 School Year

5. Accept the audit report for the 2021-2022 school year, as prepared by PKF O'Connor Davies, LLP, for the Annual Comprehensive Financial Report (ACFR) and the Auditor's Management Report (AMR) for the year ending June 30, 2022, which were reviewed and discussed by the Board of Education.

- There were no findings for the Board of Education to review in the reporting period ending June 30, 2022; therefore, filing a Corrective Action Plan is non-applicable.

Professional Services

These contracts/agreements are awarded without competitive bidding as professional services under the provisions of the Public School Contracts Law, (*N.J.S.A. 18A:18A-5*) because such services are too be performed by a person or persons authorized by law to practice a recognized profession that is regulated by law:

Auditors

- Authorize the execution of an agreement with PKF O’Connor Davies, Cranford, New Jersey, school district auditors, for the 2022-2023 school year audit at a cost of \$91,200 plus reimbursable expenses. [This represents approximately a 2 percent increase.]

And,

Acknowledge the receipt, review, and evaluation of the external peer/quality report as required under *N.J.A.C. 6A:23A-16.2(i)*.

Cooperative Purchases Over the Bid Limit – Referendum Project

- Enter into a contract with Open Systems Integrators, Inc. as recommended by Fraytak Veisz Hopkins Duthie, PC, (Architect/Planner Project No. 5063J1) to furnish and install Notifier fire alarm, Phase 2, at J.V.B. Wicoff Elementary School in new entranceway, media center, and main office, including system design, engineering, permits, programming, testing, training and certification of all devices and remove existing fire alarm devices after approval, at a total cost of \$33,675.65, through Educational Services Commission of New Jersey Cooperative #65MCESCCPS, Bid #ESCNJ 21/22-41, Term 6/26/2022 – 6/25/2023.

State Contract Purchases Over the Bid Limit – Capital Reserve Projects

- Authorize a purchase utilizing NJ State Contract #A81621 from High Point Furniture Inc. of High Point, North Carolina, as awarded through June 30, 2023, for soft seating at the High School North Media Center (FVHD Project #5063K2) at a cost of \$31,120.86.

Resolution Authorizing the Submission of ROD Grant Project Documents - Revised

- Approve the following revised resolution, originally approved on December 13, 2022:

BE IT RESOLVED, that the West Windsor-Plainsboro Regional School District Board of Education approve the following projects at district schools:

<u>School Name</u>	<u>Project</u>
High School South	Toilet Room Renovations
Community Middle School	Roof Rising Wall Cladding Replacement
Community Middle School	Toilet Room Renovations
Town Center Elementary	Roof Replacement

BE IT FURTHER RESOLVED that the district’s architects, Fraytak Veisz Hopkins Duthie, PC, be authorized to submit applications for Regularly Operating District (ROD) Grants for the above projects to the New Jersey Department of Education for approval on the District’s behalf.

BE IT FURTHER RESOLVED that an amendment to the Long-Range Facilities Plan by Fraytak Veisz Hopkins Duthie, P.C. to incorporate the above projects be approved.

Transportation

Quotes – School Related Activities

11. Award the 2022-2023 Student Transportation Contract – Multi Contract Number HSSHOFF A-1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	Cost		Aide	
		<u>Per Diem</u>	<u>#Days</u>	<u>Per Diem</u>	<u>Inc/Dec</u>
HSSOFF	High School South	\$125.02	85	N/A	N/A

12. Award the 2022-2023 Student Transportation Contract – Multi Contract Number MRSHAM to A-1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	Cost		Aide	
		<u>Per Diem</u>	<u>#Days</u>	<u>Per Diem</u>	<u>Inc/Dec</u>
MRSHAM	Millstone ES	\$263.34	75	N/A	N/A

13. Award the 2022-2023 Student Transportation Contract – Multi Contract Number TGHAM to A-1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	Cost		Aide	
		<u>Per Diem</u>	<u>#Days</u>	<u>Per Diem</u>	<u>Inc/Dec</u>
TGHAM	Thomas Grover MS	\$263.34	75	N/A	N/A

Travel and Related Expenses Reimbursement

14. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district’s travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) One District administrator to attend the New Jersey Association of School Business Officials (NJASBO) 2023 annual conference from June 6, 2023 through June 9, 2023, in Atlantic City, New Jersey, at a cost not to exceed \$1,100 including travel.

To be discussed on 02/28/23:

2023-2024 Budget

1. Discussion of the proposed 2023-2024 budget.

D. PERSONNEL

To be voted on 02/28/23: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Comprehensive Equity Plan Statement of Assurance 2023-2024

2. Submit the 2023-2024 Comprehensive Equity Plan Statement of Assurance to the Executive County Superintendent stating that the West Windsor-Plainsboro Regional School District will continue to fully implement the NJDOE approved Comprehensive Equity Plan in compliance with all applicable laws, codes, and regulations governing equity in education.

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 02/28/23:

- A. January 24, 2023 Closed Executive Session
- B. February 7, 2023 Meeting

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 2/28/2023

Deadline for next Agenda: 3/1/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Manz, Tara	Appoint	Teacher Resource Specialist for Special Education- BCBA		TBD	DIST	TBD	6/30/24	Appoint as Teacher Resource Specialist for Special Education- BCBA, pending employment verification. (Tenure date: TBD)
Leave of Absence								
Villanueva, Karel	Leave- FMLA/NJFLA/CC	Teacher Science		N/A	HSS	9/5/23	11/24/23	FMLA/NJFLA/CC: 9/5/23-11/24/23 unpaid, with benefits. (RTW: 11/27/23)
Cabarle, Christine	Leave- NJFLA	Teacher Social Studies		N/A	HSN	2/21/23	4/14/23	NJFLA: 2/21/23-4/14/23 unpaid, with benefits. (RTW: 4/17/23)
Reading, Jenna	Leave- CC Extend	Teacher Kindergarten- 50%		N/A	WIC	9/1/23	6/30/24	Extend CC leave for 3rd year. (RTW: 9/1/24)
Resignation								
Ernst, Wayne	Resign	Teacher Science		N/A	HSN	6/30/23	6/30/23	Resign from position.
Mazon, Carissa	Resign	School Nurse		N/A	MR/MH	4/24/23	4/24/23	Resign from position.
Thyrum, Axel	Resign	Teacher Social Studies		N/A	HSN	6/30/23	6/30/23	Resign, after 27 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Appoint								
Chasia, Sandhya	Appoint	Instructional Assistant	1	\$18.49/hr.	GMS	TBD	6/30/23	Appoint as Instructional Assistant, pending employment verification, for 7.25 hrs/day, replacing Jeanne Schanz, who retired.
Change								
Robinson, Pamela	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	2/27/23	6/30/23	Change start date from TBD to 2/27/23.
Resignation								
Mohan, Poorani	Resign	Cafeteria Aide		N/A	MR	2/28/23	2/28/23	Resign from position.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Sharma, Madhu	Resign	Cafeteria Aide		N/A	DN	3/10/23	3/10/23	Resign from position.
Sharma, Subash	Resign	Cafeteria Aide		N/A	DN	3/10/23	3/10/23	Resign from position.
D. Substitute / Other								
Appoint								
Davidson, Alexis	Appoint	Substitute Teacher		\$115.00/day	DIST	3/1/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Kim, Samantha	Appoint	Substitute Teacher		\$115.00/day	DIST	3/1/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Holt, Samantha	Appoint	Substitute Teacher		\$105.00/day	DIST	3/1/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Palumbo, Jillian	Appoint	Substitute Teacher		\$105.00/day	DIST	3/1/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Change								
Kobus, Kelsey	Change	Substitute Teacher		\$115.00/day	DIST	2/14/23	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
Xie, Hui	Change	Substitute Teacher		\$115.00/day	DIST	2/8/23	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
Badrinarayanan, Revathi	Change	Substitute Teacher		N/A	DIST	12/6/22	12/6/22	Change end date from 6/30/23 to 12/6/22 for Substitute Teacher, County Certified.
Prakash, Rehka	Change	Substitute Teacher		N/A	DIST	11/2/22	11/2/22	Change end date from 6/30/23 to 11/2/22 for Substitute Teacher, County Certified.
Valenzuela, Vincent	Change	Substitute Teacher		N/A	DIST	3/30/23	3/30/23	Change end date from 3/15/23 to 3/30/23 for Substitute Teacher, County Certified.
E. Extracurricular / Extra Pay								
Curriculum								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Jackson-Escogido, Jennifer	Extra Duty	Curriculum		\$47.09/hr.	DIST	1/25/23	4/30/23	ELL Asynchronous Sheltered English Instruction video creation; total program not to exceed 8 hours.
ESSER								
Binger, Glen	Extra Duty	ESSER		\$47.09/hr.	DIST	1/3/23	6/30/23	ESSER - Academic Support; total program not to exceed 299 hours.
Gilchrist, Dawn	Extra Duty	ESSER		\$47.09/hr.	DIST	1/3/23	6/30/23	ESSER - Academic Support; total program not to exceed 299 hours.
Harris, Cynthia	Extra Duty	ESSER		\$47.09/hr.	DIST	1/3/23	6/30/23	ESSER - Academic Support; total program not to exceed 299 hours.
Henry, David	Extra Duty	ESSER		\$47.09/hr.	DIST	1/3/23	6/30/23	ESSER - Academic Support; total program not to exceed 299 hours.
Hoefflinger, Kimberly	Extra Duty	ESSER		\$47.09/hr.	DIST	1/3/23	6/30/23	ESSER - Academic Support; total program not to exceed 299 hours.
Lifeguard								
Krausse, Isabella	Extra Duty	Lifeguard		\$14.13/hr.	HSN	3/1/23	6/30/23	Student Lifeguard, as scheduled.
E. Stipend Athletic								
Track								
Gerstacker, Warren	Stipend- Athletic	Spring Track - Assistant Coach		\$4,425.86	HSN	Spring 2023	Spring 2023	Spring Track - Assistant Coach, 5 yrs. exp., paid in FULL in June.
Community Middle School								
Goode, Douglas	Stipend- Athletic	Baseball Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Baseball Coach, 0 yrs. exp., paid in FULL in June.
Apicella, Dakota	Stipend- Athletic	Lacrosse - Girls Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Girls Lacrosse Coach, 0 yrs. exp., paid in FULL in June.
Feddema, Sean	Stipend- Athletic	Lacrosse - Boys Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Boys Lacrosse Coach, 0 yrs. exp., paid in FULL in June.
Perez, Cassandra	Stipend- Athletic	Lacrosse - Girls Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Girls Lacrosse Coach, 1 yr. exp., paid in FULL in June.
Valenzuela, Vincent	Stipend- Athletic	Tennis Coach		\$3,018.20	CMS	Spring 2023	3/30/23	Tennis Coach, 0 yrs. exp., paid in FULL in June.
Grover Middle School								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Seitz, Katherine	Stipend- Athletic	Tennis Coach		\$3,018.20	GMS	Spring 2023	Spring 2023	Tennis Coach, 0 yrs. exp., paid in FULL in June.
Change								
Barbieri, Christopher	Change	Baseball Coach		\$3,018.20	GMS	Spring 2023	Spring 2023	Change from Baseball - Assistant Coach at HSN to Baseball Coach at GMS, 2 yrs. exp., paid in FULL in June. Change salary from \$4,024.27 to \$3,018.20.
E. Stipend Non-Athletic								
Community Middle School								
Crome, Cesia	Stipend Non-Athletic	8th Grade Trip Coordinator-Shared		\$250.00	CMS	3/1/23	6/30/23	Coordinator for Grade 8 Trip - shared 50%, paid in FULL in June.
DeCasperis, Erin	Stipend Non-Athletic	8th Grade Awards Coordinator		\$500.00	CMS	3/1/23	6/30/23	Coordinator for Grade 8 Awards, paid in FULL in June.
Shapteban, Susan	Stipend Non-Athletic	8th Grade Trip Coordinator-Shared		\$250.00	CMS	3/1/23	6/30/23	Coordinator for Grade 8 Trip - shared 50%, paid in FULL in June.
Niedermaier, Marissa	Stipend Non-Athletic	8th Grade Picnic Coordinator		\$500.00	CMS	3/1/23	6/30/23	Coordinator for Grade 8 Picnic, paid in FULL in June.
Specialized Support								
Ashokkumar, Shanthi	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Feb. and 1/2 in June.
Das, Rakhi	Stipend Non-Athletic	Instructional Assistant		\$1,000.00 (prorated)	TC	12/14/22	6/30/23	Specialized Support Stipend, paid 1/2 in Feb. and 1/2 in June.
Mehta, Kiran	Stipend Non-Athletic	Instructional Assistant		\$1,000.00	CMS	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in Feb. and 1/2 in June.
Change								
Borker, Dalia	Change	Volunteer Girls Who Code Club		\$0.00	HSN	2/23/23	6/30/23	Change start date from TBD to 2/23/23 for Volunteer for Girls Who Code Club.
Rescind								
Jimenez, Brian	Rescind	Volunteer Robotics		\$0.00	HSN	2/23/23	2/23/23	Rescind volunteer for Robotics.
F. Community Education								
Appoint								
Ruffo, Julia	Appoint	EDP Group Leader		\$14.75/hr.	DN/MH/VIL	3/1/23	6/30/23	Appoint as an EDP Group Leader.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Anders, Sarah	Appoint	CE Summer Nurse		\$47.09/hr.	CMS	6/26/23	8/11/23	Appoint as a CE Summer Nurse.
Bilicki, Rebecca	Appoint	CE Summer Nurse		\$47.09/hr.	CMS	6/26/23	8/11/23	Appoint as a CE Summer Nurse.
Calkin, Brydie	Appoint	CE Summer Nurse		\$47.09/hr.	CMS	6/26/23	8/11/23	Appoint as a CE Summer Nurse.
Crilly, Michelle	Appoint	CE Summer Nurse		\$47.09/hr.	CMS	6/26/23	8/11/23	Appoint as a CE Summer Nurse.
Decker, Michelle	Appoint	CE Summer Nurse		\$47.09/hr.	CMS	6/26/23	8/11/23	Appoint as a CE Summer Nurse.
Kraft, Janey	Appoint	CE Summer Nurse		\$47.09/hr.	CMS	6/26/23	8/11/23	Appoint as a CE Summer Nurse.
MacIsaac Roteman, Denise	Appoint	CE Summer Nurse		\$47.09/hr.	CMS	6/26/23	8/11/23	Appoint as a CE Summer Nurse.
Nelson, Shari	Appoint	CE Summer Nurse		\$47.09/hr.	CMS	6/26/23	8/11/23	Appoint as a CE Summer Nurse.
Lackey, Roxanne	Appoint	CE Summer 1-to-1 Assistant		As per contract.	CMS	6/26/23	8/11/23	Appoint as a CE Summer 1 to 1 Assistant.
Lee, Kelly	Appoint	CE Summer 1-to-1 Assistant		As per contract.	CMS	6/26/23	8/11/23	Appoint as a CE Summer 1 to 1 Assistant.
Lupo, Sandra	Appoint	CE Summer 1-to-1 Assistant		As per contract.	CMS	6/26/23	8/11/23	Appoint as a CE Summer 1 to 1 Assistant.
Shah, Hetal	Appoint	CE Summer 1-to-1 Assistant		As per contract.	CMS	6/26/23	8/11/23	Appoint as a CE Summer 1 to 1 Assistant.
Singh, Priyadarshini	Appoint	CE Summer 1-to-1 Assistant		As per contract.	CMS	6/26/23	8/11/23	Appoint as a CE Summer 1 to 1 Assistant.
Warner, Jean	Appoint	CE Summer 1-to-1 Assistant		As per contract.	CMS	6/26/23	8/11/23	Appoint as a CE Summer 1 to 1 Assistant.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Change								
Biancosino, Gabriele	Change %	Teacher Special Education-120%	13MA	\$88.45/day	HSN	2/13/23	TBD	Additional per diem payment for an extra section.
Colpini, Jana	Change %	Teacher Special Education-120%	15MA	\$102.04/day	HSN	2/13/23	TBD	Additional per diem payment for an extra section.
Gore, Matthew	Change %	Teacher Special Education-120%	6MA+30	\$69.75/day	HSN	2/13/23	TBD	Additional per diem payment for an extra section.
Lagomarsino, Ryan	Change %	Teacher Special Education-120%	6MA+30	\$69.75/day	HSN	2/13/23	3/6/23	Additional per diem payment for an extra section.
Lowrey, Nancyann	Change %	Teacher Special Education-120%	15BA	\$98.95/day	HSN	2/13/23	TBD	Additional per diem payment for an extra section.
McCarthy, Tara	Change %	Teacher Special Education-120%	15BA	\$97.95/day	HSN	2/13/23	TBD	Additional per diem payment for an extra section.
Maggio, Vincent	Change%	Teacher Science-120%	15MA	\$102.64/day	CMS	3/23/23	6/30/23	Additional per diem payment for an extra section.
Rego, Elizabeth	Change	School Psychologist		N/A	MR	3/10/23	6/8/23	Change FMLA/NJFLA/CC from 3/27/23-6/30/23 unpaid, with benefits to 3/10/23-6/8/23, unpaid, with benefits. (RTW: 6/9/23)
Resignation								
Becker, Eric	Resign	School Counselor		N/A	HSN	6/30/23	6/30/23	Resign, after 26 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Change								
Jordan, Tiana	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	2/27/23	6/30/23	Change start date from TBD to 2/27/23.
Leave of Absence								
Cheesman, Susanne	Leave-FMLA/NJFLA	Bus Driver		N/A	TRAN	3/8/23	3/17/23	FMLA/NJFLA: 3/8/23-3/17/23, unpaid, with benefits. (RTW: 3/20/23)
Cheesman, Susanne	Leave-FMLA/NJFLA	Bus Driver		N/A	TRAN	3/20/23	6/30/23	Intermittent FMLA/NJFLA: 3/20/23-6/30/23, unpaid, with benefits.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Resignation								
Wilkinson, Beverly	Resign	Secretary 12 Months		N/A	MR	6/30/23	6/30/23	Resign, after 21 years in the district, for the purpose of retirement.
D. Substitute / Other								
Appoint								
Gullett, Evelyn	Appoint	Substitute Teacher		\$105.00/day	DIST	3/1/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Resignation								
Cheng, Shuang	Resign	Substitute Teacher		N/A	DIST	2/23/23	2/23/23	Resign from position.
E. Extracurricular / Extra Pay								
AVID								
Maida, Daniel	Extra Duty	AVID Planning		\$47.09/hr	DIST	1/24/23	6/30/23	AVID exploration & planning meetings, not to exceed 15 hours.
Summer Nurse Coordinator								
Crilly, Michelle	Extra Duty	Coordinator, School Nurses & Health Services- Summer Hours		\$47.09/hr.	DIST	7/1/23	8/31/23	Coordinator, School Nurses & Health Services- Summer Hours, not to exceed 60 hours.
E. Stipend Athletic								
Baseball								
Ricciardi, Jason	Stipend-Athletic	Baseball Coach		\$3,018.20	GMS	Spring 2023	Spring 2023	Baseball Coach, 2 yrs. exp., paid in FULL in June.
Yatauro, Tyler	Stipend-Athletic	Baseball Coach		\$3,018.20	GMS	TBD	Spring 2023	Baseball Coach, 0 yrs. exp., paid in FULL in June.
Volleyball								
Duan, Shiloh	Stipend-Athletic	Volunteer Volleyball		\$0.00	HSS	TBD	6/30/23	Volunteer Volleyball.
Change								
Barbieri, Christopher	Change	Baseball - Assistant Coach		\$4,024.27	HSN	Spring 2023	Spring 2023	Change from Baseball Coach at GMS to Baseball-Assistant Coach at HSN, 2 yrs. exp., paid in FULL in June. Change salary from \$3,018.20 to \$4,024.27.
E. Stipend Non-Athletic								
Travel								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Savas, Lisa	Stipend Non-Athletic	Travel		\$300.00	HSN/HSS	9/1/22	6/30/23	Travel stipend, 1 day per cycle, paid 1/2 in Mar. and 1/2 in June.
F. Community Education								
Appoint								
Kulkarni, Shilpa	Appoint	EDP Group Leader		\$14.75/hr.	DN/MH/VIL	3/15/23	6/30/23	Appoint as an EDP Group Leader.
Shah, Parul	Appoint	EDP Group Leader		\$14.75/hr.	MR/TC/WIC	3/15/23	6/30/23	Appoint as an EDP Group Leader.



PERSONNEL ADDENDUM #2

RECOMMENDATION

D. PERSONNEL

To be voted on 2/28/23: Recommend approval of the following resolution:

Increment Withholding

1. IT IS HEREBY RESOLVED, upon the recommendation of the Superintendent, that employee #5681's employment and adjustment increments for the 2023-2024 school year be withheld for good cause and that the salary of such employee be maintained at the same amount as the salary level for such employee for the 2022-2023 school year and that the Superintendent will provide employee #5681 with written notice of this action within ten (10) days pursuant to N.J.S.A. 18A:29-14.

PERSONNEL ADDENDUM #3

RECOMMENDATION

D. PERSONNEL

To be voted on 2/28/23: Recommend approval of the following resolutions:

Increment Withholding

1. IT IS HEREBY RESOLVED, upon the recommendation of the Superintendent, that the Board approve a 2022-2023 Corrective Action Plan for employee #5111, and
2. IT IS HEREBY RESOLVED, upon the recommendation of the Superintendent, that the Board approve a 2022-2023 Corrective Action Plan for employee #7727.

ADMINISTRATION ADDENDUM

RECOMMENDATION

A. ADMINISTRATION

To be voted on 2/28/23: Recommend approval of the following resolutions:

Tuition Agreement – Thomas J. Rubino Academy

1. Approve a tuition agreement with Thomas J. Rubino Academy for one high school student to attend from March 1, 2023, through June 30, 2023 at a cost not to exceed \$19,260.

FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 02/28/23: Recommend approval of the following resolutions:

Other Capital Project Submission Authorization

1. Approve the following resolution:

BE IT RESOLVED, that the West Windsor-Plainsboro Regional School District Board of Education approve the following project:

<u>School Name</u>	<u>Project</u>	<u>FVHD #DOE Number</u>
Town Center Sensory Playground	5467	21-5715-130-23-xxxx

BE IT FURTHER RESOLVED that the district’s architects, Fraytak Veisz Hopkins Duthie, P.C., be authorized to submit, on behalf of the Board of Education, the above project for approval by the New Jersey Department of Education.

BE IT FURTHER RESOLVED that the above project be approved as an “Other Capital project” as defined in *N.J.A.C. 6A:26*. The District will not seek State funding for the above project.

BE IT FURTHER RESOLVED that amendments to the Long-Range Facilities Plan by Fraytak Veisz Hopkins Duthie, P.C. to incorporate the above project be approved.

BYLAW GUIDE

First Reading: February 28, 2023

BYLAWS
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Board Officers
Dec 22

0152 BOARD OFFICERS

The Board of Education shall organize at its first regular meeting by electing one of its members as President and another as Vice President.

Any **Board** member may place a **Board** member's name in nomination **for Board President and Vice President**; a second **on the nomination** is not required. Election for each office will be conducted by a vote when the nominations for that office are closed. ~~The candidate receiving a majority vote of the members of the Board present and constituting a quorum will be elected to office.~~

Select Option 1 or 2 below

[Option 1 – Written Paper Ballot

Voting shall take place by written ballot after nominations are closed for each position, President and Vice President. Each Board member will be provided a paper ballot after nominations are closed for each position. Each Board member shall write the name of one Board member they wish to vote for on the paper ballot. Each Board member must print and sign their name on their paper ballot. The ballots shall be read aloud by the Board Secretary identifying the Board member and their vote. ~~The person with the majority vote of the members of the Board present and constituting a quorum shall be elected. In the event no candidate receives a majority vote of the Board members present and constituting a quorum, the procedure shall be repeated until someone receives a majority vote of those Board members present and constituting a quorum.]~~

[Option 2 – Verbal Roll Call Vote

Voting shall take place by verbal roll call vote after nominations are closed. When more than one person has been nominated **for a single position**, the Board will vote on candidates in the order in which they were nominated. ~~In the event no candidate receives a majority vote of the members of the Board present and constituting a quorum, the procedure shall continue until someone receives a majority vote.]~~



BYLAW GUIDE

BYLAWS
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Board Officers

Select Option 1 or 2 below

[Option 1 – Elect Officers With a Majority Vote of all the Board Members Present

The person with the majority vote of the members of the Board present and constituting a quorum shall be elected. In the event no candidate receives a majority vote of the Board members present and constituting a quorum, the procedure shall be repeated until someone receives a majority vote of those Board members present and constituting a quorum.]

[Option 2 – Elect Officers With a Majority of all the Members of the Board

The person with the majority vote of all of the members of the Board shall be elected. In the event no candidate receives a majority vote of all of the members of the Board, the procedure shall be repeated until someone receives a majority vote of all of the members of the Board.]

Officers shall serve for one year and until their respective successors are elected and shall qualify, but if the Board shall fail to hold the organization meeting or to elect Board officers as prescribed by N.J.S.A. 18A:15-1, the Executive County Superintendent shall appoint from among the members of the Board a President and/or Vice President.

A President or Vice President who refuses to perform a duty imposed upon **them** ~~him/her~~ by law may be removed by a majority vote of **all of the Board** ~~all of the Board members of the Board present and constituting a quorum~~. In the event the office of President or Vice President shall become vacant the Board shall, within thirty days thereafter, fill the vacancy for the unexpired term. If the Board fails to fill the vacancy within such time, the Executive County Superintendent shall fill the vacancy for the unexpired term.

N.J.S.A. 18A:15-1; 18A:15-2

Adopted:



BYLAW GUIDE

First Reading: February 28, 2023

BYLAWS
0161/page 1 of 1
Call, Adjournment, and Cancellation
Dec 22

0161 CALL, ADJOURNMENT, AND CANCELLATION

All The Board of Education meetings shall be meet in public and each Board shall hold a meeting session at least once every two months during the period in which the schools **in the district** are in session.

~~All meetings shall be called to commence not later than 8:00 p.m. of the day designated.~~

The Secretary of the Board shall call a special meeting of the Board whenever: requested by the President of the Board; requested by the Superintendent when the Board fails to meet within two months during the period in which the schools in the district are in session; or when presented with a petition signed by a majority of the full membership of the Board requesting the special meeting.

~~A meeting not regularly scheduled may be called by the Board Secretary at the request of the President or upon the presentation to the Board Secretary of a petition requesting a meeting and signed by a majority of the full Board.~~

The Board may at any time recess or adjourn to an adjourned meeting at a time, date, and place announced **at the time of the recess or before** the adjournment ~~takes place~~. The adjourned meeting shall take up ~~its~~ business at the point in the agenda where the motion to adjourn was passed.

When circumstances are such as to prevent the attendance of a majority or all of Board members or to frustrate the purpose of the meeting, a meeting may be canceled by the Board Secretary at the request of the President. Notice of the cancellation shall be given, by expedient means, to all Board members, to the Superintendent, and, whenever possible, to the newspapers in which notice of Board meetings is regularly given. If possible, written notice of the cancellation shall also be posted at the place where the canceled meeting was scheduled to occur. Notice of the cancellation shall include the date, time, and place of the next scheduled meeting. Notice of the cancellation shall be read at the next following Board meeting and shall be duly recorded in the official minute book.

N.J.S.A. 18A:10-6
N.J.A.C. 6A:32-3.1

Adopted:



BYLAW GUIDE

First Reading: February 28, 2023

BYLAWS
0162/page 1 of 4
Notice of Board Meetings
Dec 22

0162 NOTICE OF BOARD MEETINGS

The Board of Education will give notice of all meetings in accordance with law.

~~Adequate Public~~ Notice

The Board Secretary shall provide written advance notice of at least forty-eight hours, giving the time, date, location and, to the extent known, the agenda of any regular, special, or rescheduled meeting, which notice shall accurately state whether formal action may or may not be taken and which shall be prominently posted in at least one public place reserved for such or similar announcements; mailed, telephoned, telegrammed, or hand delivered to at least two newspapers which newspapers shall be designated by the public body to receive such notices because they have the greatest likelihood of informing the public within the area of jurisdiction of the public body of such meetings, one of which shall be the official newspaper, where any such has been designated by the public body or if the public body has failed to so designate, where any has been designated by the governing body of the political subdivision whose geographic boundaries are coextensive with that of the public body; and filed with the clerk of the municipality when the public body's geographic boundaries are coextensive with that of a single municipality, with the clerk of the county when the public body's geographic boundaries are coextensive with that of a single county, and with the Secretary of State if the public body has Statewide jurisdiction. Where annual notice or revisions thereof in compliance with N.J.S.A. 10:4-6 et seq., the Open Public Meetings Act, set forth the location of any meeting, no further notice shall be required for such meeting.

~~The Board Secretary shall notify, in writing and no later than forty eight hours in advance of the meeting, each Board member and each person who has duly requested such notification of the time, date, location, and, to the extent it is known, the agenda of any regular, special, or rescheduled meeting. Forty eight hour notice shall also be posted in the _____, delivered to two newspapers designated by the Board, and filed with the clerk of the~~

BYLAWS



BYLAW GUIDE

0162/page 2 of 4
Notice of Board Meetings

~~_____~~, except that forty eight hour notice is not required where the time, date, and location of the meeting has been published in the annual list of meetings approved by the Board in accordance with law.

In accordance with N.J.S.A. 10:4-9, uUpon the affirmative vote of three-quarters of the members present, the Board may **hold a meeting meet notwithstanding the failure to provide adequate notice if:**

- 1. Such meeting is required in order to deal with matters of such urgency and importance that a delay for the purpose of providing adequate notice would be likely to result in substantial harm to the public interest; and**
- 2. The meeting is limited to discussion of and acting with respect to such matters of urgency and importance; and**
- 3. Notice of such meeting is provided as soon as possible following the calling of such meeting by posting written notice of the same in the public place described in N.J.S.A. 10:4.8.d., and also by notifying the two newspapers described in N.J.S.A. 10:4.8.d. by telephone, telegram, or by delivering a written notice of same to such newspapers; and**
- 4. Either the public body could not reasonably have foreseen the need for such meeting at a time when adequate notice could have been provided or although the public body could reasonably have foreseen the need for such meeting at a time when adequate notice could have been provided, it nevertheless failed to do so.**

~~in the absence of adequate notice, provided that discussion and action is limited to specific and unforeseen or unforeseeable matters of such urgency and importance that delay for the provision of notice would be likely to result in substantial harm to the public interest and that notice is given as soon as possible after the call of the meeting in accordance with the provisions of law and this bylaw.~~

BYLAWS



BYLAW GUIDE

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Notice of Board Meetings

Personal Notice of Meeting

~~The Board shall provide personal notice in writing to an adult student, the parent(s) or legal guardian(s) of a minor student, an employee or officer of this district, or a prospective employee whose privacy may be invaded or whose employment may be affected by the Board's deliberations in private session.~~

In accordance with the provisions of N.J.S.A. 10:4-12.b.(8), the Board may exclude the public from that portion of a meeting at which the Board discusses any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion, or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the Board, unless all the individual employees or appointees whose rights could be adversely affected request in writing that the matter or matters be discussed at a public meeting.

The Board will provide notice to the affected person that ~~Such personal notice~~ will include the date and time of the **closed session** ~~private~~ meeting, the subject or subjects scheduled for discussion at the **closed session** ~~private~~ meeting, and the right of the **affected person** ~~individual given notice~~ to request that the discussions be conducted at a public meeting. **Such Personal** ~~notice~~ will be given no less than **forty-eight hours** ~~_____ (days or hours)~~ in advance of the **closed session** ~~private~~ meeting.

A written request for public discussion must be ~~signed by the person making the request and must be~~ submitted to the Board Secretary prior to the commencement of the meeting. Any such properly submitted request will be granted. In the event that one or more, but fewer than all, of a group of persons whose employment will be discussed request a public meeting, the discussion regarding the person or persons who have submitted the request will be severed from the rest and will be conducted publicly.

A discussion held in public by reason of the written request of an individual will be conducted at a regularly scheduled meeting for which annual notice has been given or at a meeting for which adequate public notice has been given in accordance with law.

BYLAWS



BYLAW GUIDE

0162/page 4 of 4
Notice of Board Meetings

Nothing in this ~~B~~bylaw will permit an employee to request or the Board to grant the public discussion of tenure charges or permit the public disclosure of information regarding a ~~disabled~~ student.

N.J.S.A. 10:4-6 et seq.; 10:4-8~~d~~; 10:4-9~~b~~
N.J.S.A. 18A:6-11; 18A:10-6
N.J.A.C. 6A:32-3.1

Adopted:



REGULATION GUIDE

First Reading: January 24, 2023
Second Reading: February 28, 2023

OPERATIONS
R 8420.2/page 1 of 1
Bomb Threats
Dec 22

R 8420.2 BOMB THREATS

A bomb threat consists of a message regardless of the source or form or truth of the message, that someone has placed or intends to place in the school an explosive device or any material that will cause significant harm to persons in the school or damage to school property. The procedures to be enacted when a bomb threat is received shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420

Adopted:



REGULATION GUIDE

First Reading: January 24, 2023
Second Reading: February 28, 2023

OPERATIONS
R 8420.7/page 1 of 1
Lockdown Procedures
Dec 22
M

R 8420.7 LOCKDOWN PROCEDURES

In the event it is determined by the Principal or designee a circumstance or situation requires the school building's occupants to remain secure within the school building, the Principal or designee may implement lockdown procedures. The procedures to be enacted during a lockdown shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420

Adopted:



REGULATION GUIDE

First Reading: January 24, 2023
Second Reading: February 28, 2023

OPERATIONS
R 8420.10/page 1 of 1
Active Shooter
Dec 22
M

R 8420.10 ACTIVE SHOOTER

An active shooter or armed assault in a school building or on school grounds involves one or more individuals' intent on causing physical harm to students and school staff. Intruders may possess weapons or other harmful devices. The procedures to be enacted during an active shooter or armed assault situation shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420

Adopted:




Budget Information: 2023 – 2024

**WW-P Board of Education
Meeting**

2.28.23

WW-P MISSION STATEMENT

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character, and love of learning.



PROPOSED BUDGET: 2023-2024

▶ **WHAT IS A SCHOOL BUDGET?**

- ▶ **Budget is a planning tool**
- ▶ **Budget considers contingencies**
- ▶ **Budget manages risk**
- ▶ **Budget must be fiscally responsible**
- ▶ **Budget is a reflection of our values**
- ▶ **Budget must consider safeguards and buffers**



BUDGET PROCESS & TIMELINES

- Summer/Fall: Finance Committee preliminary discussions; A&F Committee discussion of capital projects; Curriculum Committee discussion of the Program of Studies.
 - December: BOE budget meetings.
 - Mid-Year Budget Review with county office.
 - November-February: Meetings with budget managers.
 - January-March: BOE public budget discussions.
 - February 28: Governor's address and release of state aid numbers (48 hours after the budget address, March 2).
 - March 14: Adoption and filing of the preliminary budget with the county superintendent.
 - April 25: Public hearing and adoption of the budget.
-



Budget Parameters Overview

- 2% on the general fund tax levy and adjustments
- Health care adjustments - \$2,230,434 (requesting to use \$743,478 in 23-24 budget)
- Banked cap – \$1,486,956 for use in subsequent years



Budget Discussion

2023-2024 Budget Stressors:

Special Services – Tuition Increases

Facilities - Custodial Contract Renewal plus additional square footage

Health Care Cost – Inflationary factors, State Educator Health Care Plan

Staffing Needs – Special education, program growth

Transportation – 5.86% CPI renewal, Addl. Routes (special education)

Salary Increases – As per negotiated agreement, negotiations year

Technology – Licensing, equipment refresh



Anticipated Appropriations

	23-24	22-23	Difference
Regular Programs	57,070,430	55,452,471	1,166,338
Spec. Ed. & Tuition	30,190,150	29,536,780	653,370
Athletics & Activities	3,031,283	2,979,315	51,968
Educational Support	16,306,401	15,732,378	574,023
Improvement of Instruction/Training	5,013,761	4,475,479	538,282



Anticipated Appropriations

	23-24	22-23	Difference
Admin & Technology	13,391,710	13,407,823	(16,113)
Ops & Maintenance	21,122,661	20,822,025	300,636
Transportation	17,977,389	16,227,793	1,749,596
Benefits/Pensions	36,700,064	33,557,694	3,142,370
Capital Outlay	Pending State Aid notice		



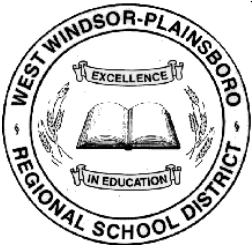
Capital Reserve/Capital Outlay Projects

TC Sensory Playground – ROD	500,000	Annual Building and Grounds Projects (General Fund)	1,087,500
TC Full Roof Replacement – ROD	2,662,400		
CMS Emergency Radio Tower	300,000		
HSN Sanitary Main Replacement	300,000		
WIC Gym Moisture Remediation	500,000		
		Carryover Projects 22-23	
		Total Capital Projects 23-24	
Capital Reserve Total:	4,262,400	Total Capital Projects (incl. C/O)	5,349,900

23-24 Budget Information:

▶ Questions?





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT

321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

MARCH 2, 2023: BOARD OF EDUCATION SPECIAL MEETING

Central Office

321 Village Road East, West Windsor, NJ 08550

NO ACTION WILL BE TAKEN

6:00 PM Board of Education Retreat – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Isabella Colitsas and Quinn Ferri, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and February 24, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

II. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments

III. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. 2023-2024 BUDGET DISCUSSION

V. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

VI. ADJOURNMENT



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

MARCH 14, 2023: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Eliana Du and Maya Patel, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and March 10, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Contract Negotiations with WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	DCR DOCKET NO. P2021-003390
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Cases

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. Student Representative Comments
- D. 2023-2024 Tentative Budget Presentation

III. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. **BOARD OF EDUCATION COMMITTEE REPORTS – None**

V. **MEETING**

A. **ADMINISTRATION**

To be voted on 03/14/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated February 243121-DNE-02162023; 242969-HSN-02152023; 242870-HSS-02142023; 242843-HSN-02142023; 242821-VS-02132023; 242659-GMS-02102023; 242462-GMS-02092023; 242457-MRS-02082023; 242334-GMS-02072023; 242330-GMS-02072023; 242245-GMS-02062023; 242241-GMS-02062023; 242239-GMS-02062023; 242221-GMS-02062023; 242173-HSN-02032023; 242076-CMS-02032023; 242075-CMS-02032023; 241978-GMS-02022023; 241956-DNE-02012023; 241955-GMS-02012023; 241868-HSS-01312023; 241851-DNE-01312023; 241846-DNE-01312023; 241611-MRS-01262023; 241567-GMS-01262023; 241404-GMS-01242023; 241298-GMS-01232023; and 240709-VS-01122023.
2. Review superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated March 14, 2023, for the following case numbers: 244581-VS-03092023; 244306-CMS-03072023; 244039-MHE-03022023; 244031-MRS-03022023; 243799-MRS-02282023; 243792-MRS-02282023; 243788-MRS-02282023; 243786-MRS-02282023; 243773-GMS-02272023; 243745-GMS-02272023; 243720-VS-02272023; 243716-GMS-02272023; 243684-CMS-02272023; 243607-DNE-02242023; 243592-HSN-02242023; 243524-GMS-02232023; 243500-MRS-02232023; 243445-TCE-02222023; 243383-CMS-02222023; 243382-CMS-02222023; 243275-VS-02202023; 243274-VS-02202023; 243062-CMS-02162023; 243048-GMS-02152023; 243047-GMS-02152023; 242969-HSN-02152023; 242843-HSN-02142023; 242765-GMS-02132023; 242703-GMS-02132023; 242687-CMS-02132023; 242504-GMS-02092023; 241832-MHE-01312023; and 241405-MHE-01242023.

School Security Drills

- 3. Acknowledge the following fire and security drills were performed in December 2022 in compliance with N.J.S.A. 18A:41-1:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
2/23/23	2/6/23	Dutch Neck Elementary School
2/28/23	2/13/23	Maurice Hawk Elementary School
2/10/23	2/28/23	Town Center Elementary School
2/15/23	2/13/23	J.V.B. Wicoff Elementary School
2/3/23	2/8/23	Millstone River School
2/13/23	2/6/23	Village School
2/23/23	2/13/23	Community Middle School
2/23/23	2/9/23	Thomas Grover Middle School
2/7/23	2/24/23	WW-P High School North
2/8/23	2/24/23	WW-P High School South

Special Services Extended Year Program

- 4. Approve the Special Services Extended School Year Program that will run from July 3, 2023 through August 1, 2023.

Non-public School Security Aid Program

- 5. To approve expenditures of the FY 2023 New Jersey Non-public School Security Aid Program as follows:

French American School of Princeton	\$ 21,320.00
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B. CURRICULUM AND INSTRUCTION

To be voted on 03/14/23: Recommend approval of the following resolutions:

Non-Public Technology Expenditure

- 1. Approve expenditures of the FY 2023 NJ Non-public School Technology Aid Initiative as follows:

French American School of Princeton	\$ 3,607.16
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Overnight Field Trips

- 2. Approve the following overnight field trips:

High Schools

- a) Robotics Team to Mount Olive High School, Flanders, New Jersey, from March 10, 2023, to March 12, 2023. The cost of the trip is approximately \$200 per student.
- b) High School South Model Congress to University of Pennsylvania, Philadelphia, Pennsylvania, from March 23, 2023 through March 26, 2023. The cost of the trip is approximately \$550 per student.

- c) High School North Model Congress to University of Pennsylvania, Philadelphia, Pennsylvania, from March 23, 2023 through March 26, 2023. The cost of the trip is approximately \$550 per student.

C. FINANCE

To be voted on 03/14/23: Recommend approval of the following resolutions:

2023-2024 Tentative Budget Submission

1. The Superintendent recommends approval to adopt the Tentative Budget for FY 2023-2024:

BE IT RESOLVED that the tentative budget be approved for the 2023-2024 School Year using the 2023-2024 state aid figures and the School Business Administrator/Board Secretary be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline:

		Budget	Local Tax Levy
Total General Fund	\$	230,931,147	181,765,135
Total Special Revenue Fund	\$	3,094,570	-
Total Debt Service Fund	\$	11,915,588	-
Totals	\$	245,941,305	181,765,135

And to advertise said tentative budget in the *Trenton Times* in accordance with the form required by the State Department of Education and according to law; and

BE IT FURTHER RESOLVED, that a public hearing be held at the West Windsor Plainsboro Board of Education located at 321 Village Road, East, West Windsor, NJ on April 25, 2023, at 7:30 p.m. for the purpose of conducting a public hearing on the budget for the 2023-2024 School Year. Included in the general fund budget is \$7,387,277 to be deposited in capital reserve to transfer to repayment of debt.

Included in the general fund budget is \$4,262,400 to be withdrawn from the Board of Education’s approved Capital Reserve Account to support funding of capital projects.

Included in the general fund budget is \$6,831,609 for deposit into the Board of Education’s approved Capital Reserve Account for future funding of capital projects.

The school district has proposed programs and services in addition to the New Jersey Student Learning Standards adopted by the State Board of Education. Information on this budget and the programs and services it provides is available from your local school district.

The tax levy includes a Spending Growth Limitation Adjustment (SGLA) for healthcare costs of \$743,478.

The tax levy includes \$0 of banked cap.

Maximum Travel Expenditure

2. Approve the following resolution:

Whereas, pursuant to *N.J.S.A. 18A:11-12*, in each pre-budget year, the West Windsor-Plainsboro Regional School District Board of Education is required to establish a maximum travel expenditure amount for the budget year that may not be exceeded; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education has established the maximum travel amount in the pre-budget year of \$495,000 and the amount spent to date is \$92,807; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education has determined that the maximum travel expenditure amount includes all travel that is supported by state and local funds; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education has not elected to exclude travel expenditures supported by federal funds from the maximum travel expenditure amount; now, therefore be it

Resolved, that the West Windsor-Plainsboro Regional School District Board of Education hereby establishes the maximum travel expenditure amount for the 2023-2024 school year will be a maximum of \$495,000.

Regular School District Business Travel

3. Approve the following resolution:

Whereas, Chapter 53 of the Laws of 2007 and *N.J.A.C. 6A:23A-1.1 et seq.* govern all reimbursements to school district employees for costs related to travel; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education (“Board”) recognizes that the needs of the district require many employees to travel between schools and other offices within the school district; and

Whereas, the Board recognizes that the needs of the district also require numerous employees to travel outside the school district to attend various meetings and activities related to their duties; and

Whereas, Chapter 53 of the Laws of 2007 and *N.J.A.C. 6A:23A-7.3* authorize the West Windsor-Plainsboro Regional School District Board of Education to establish a maximum amount for which employees may be reimbursed for costs related to “regular school district business travel” for which no specific approval of the Board of Education is required; and

Whereas, *N.J.A.C. 6A:23A-1.2* defines “regular school district business travel” as “regular official business travel, including attendance at meetings, conferences and any other gatherings” which are not considered “training and seminars,” “conventions and conferences,” or “school district-sponsored events” as defined by *N.J.A.C. 6A:23-1.2*; and

Whereas, *N.J.A.C. 6A:23A-1.2* also defines “regular school district business travel” as “attendance at regularly scheduled in-state county meetings and Department sponsored or association sponsored events provided free of charge and regularly scheduled in-state professional development activities with a registration fee that does not exceed \$150 per employee; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education wishes to ensure that its employees carry out their duties in an effective and efficient manner; now, therefore be it

Resolved, that the West Windsor-Plainsboro Regional School District Board of Education establishes \$1,500 as the maximum amount for which any individual

employee may be reimbursed for costs associated with regular school district business travel during the 2023-2024 school year, without specific approval by the Board of Education; and

Resolved, that all requests by employees for reimbursement for costs associated with regular district business travel shall be made and processed in accordance with applicable law and regulations and Board of Education policies and procedures.

Business Services

4. Payment of bills as follows:

- a) Bills List General for March 14, 2023 (run on 3-07-23) in the amount of \$9,310,866.24.
- b) Bills List Capital for March 14, 2023 (run on 2-28-23) in the amount of \$13,652.07.

Bid Award – Food Service

5. Award the February 16, 2023, Bid #2023-02 for the Walk-In Box Replacement at West Windsor-Plainsboro High School South, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5433), for a single overall contract to Joseph Porretta Builders, Inc., Hammonton, New Jersey, for a lump sum bid award of \$255,000. There were no other bidders.

Cooperative Purchase – Capital Reserve

6. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCECCPS, #ESCNJ 20/21-13 to Open Systems Integrators, Hamilton, NJ as awarded through June 29, 2023 to furnish and install a second touchscreen wall controller at a location of the District's choice in the High School North Media Center (Architects/Planners No. 5063K2) at a not to exceed price of \$3,988.99 utilizing capital reserve funds.

Change Order – Capital Reserve

7. Change Order #03 to the single overall contract of Levy Construction Company, Oaklyn, New Jersey, originally awarded on June 28, 2022, for Media Center Renovations at Various Buildings, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5063B3/5063G5), to install vapor barrier, rebar pinning, and concrete at the plumbing/electrical trenches at Dutch Neck and contract time extension to April 29, 2023 and compensation for supervision of the work, in the total amount of \$117,889.97 utilizing capital reserve funds. This change order increases the contract amount from \$1,117,666.78 to \$1,235,556.75.

Equipment Disposal

8. The disposal of obsolete equipment that has met the district's life expectancy. [The age and/or physical condition of the equipment rendered it infective.]

Millstone River

Desk, Secretarial – 3

Salad Bar Unit – 1

High School North
Coffee Pot - 1
Coffee System – Bunn – 1
Decanters, Coffee - 8

Transportation
Harness, school bus - 1

Transportation

Quotes – School Related Activities

9. Award the 2022-2023 Student Transportation Contract – Multi Contract Number TRUBINO to Rick Bus Co. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>Per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>Per Diem</u>	<u>Inc/Dec</u>
TRUBINO	Thomas Rubino	\$189.00	69	N/A	N/A

D. PERSONNEL

To be voted on 03/14/23: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Student Teacher

2. Approve the following student teacher for spring 2023, pending background clearance:
 - a) Alyssa Mei: High School North (Rutgers University)

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 03/14/23:

- A. February 7, 2023 Closed Executive Session
- B. February 28, 2023 Meeting
- C. March 2, 2023 Special Meeting

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 3/14/2023

Deadline for next Agenda: 3/15/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Approve								
Haines, Kimberly	Approve Salary	Teacher Reading Support	9MA	\$74,150.00	DN/MH	9/1/22	6/30/23	Approval of salary as an Elementary teacher to be funded by the IDEA federal grant.
Change								
MacPhie, Michelle	Change %	Teacher Special Education- 106.8%	8BA	\$23.46/day	DN	2/27/23	6/30/23	Additional per diem payment for increased schedule assignment.
McMullen, Alison	Change %	Teacher Kindergarten- 106.8%	7MA	\$23.63/day	MH	3/13/23	6/30/23	Additional per diem payment for increased schedule assignment.
Khalifa, Melody	Change %	School Counselor- 120%	8MA+30	\$73.77/day	VIL	3/6/23	4/4/23	Additional per diem payment for increased schedule assignment.
De Sanctis, Caren	Change %	Teacher Language Arts- 120%	15MA+30	\$104.87/day	HSN	3/6/23	4/4/23	Additional per diem payment for an extra section.
Shein, Courtney	Change %	Teacher Language Arts- 120%	1MA	\$62.50/day	HSN	3/6/23	4/4/23	Additional per diem payment for an extra section.
Leave of Absence								
Backman, Mary	Leave- FMLA	Teacher Social Studies		N/A	CMS	3/8/23	6/30/23	Intermittent FMLA: 3/8/23-6/30/23, unpaid, with benefits.
Costelloe, Jessica	Leave- FMLA/NJFLA/CC	Teacher German		N/A	CMS	9/14/23	12/6/23	FMLA/NJFLA/CC: 9/14/23-12/6/23, unpaid, with benefits. (RTW: 12/7/23)
Healey, Moira Jean	Leave- FMLA/NJFLA	School Nurse		N/A	WIC	3/9/23	3/15/23	FMLA/NJFLA: 3/9/23-3/15/23, unpaid, with benefits. (RTW: 3/16/23)
Healey, Moira Jean	Leave- FMLA/NJFLA	School Nurse		N/A	WIC	3/16/23	6/30/23	Intermittent FMLA/NJFLA: 3/16/23-6/30/23, unpaid, with benefits.
Resignation								
Buck, Eugene	Resign	Teacher Science		N/A	GMS	6/30/23	6/30/23	Resign, after 35 years in the district, for the purpose of retirement.
Gillen, Dawn	Resign	Media Specialist		N/A	MR	6/30/23	6/30/23	Resign, after 29.5 years in the district, for the purpose of retirement.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Haemmerle, Louise	Resign	Teacher Music		N/A	GMS	6/30/23	6/30/23	Resign, after 33 years in the district, for the purpose of retirement.
Lalli, Barbara	Resign	Teacher Health & Physical Education		N/A	MR	6/30/23	6/30/23	Resign, after 21 years in the district, for the purpose of retirement.
Schannen, Lisa	Resign	Teacher Special Education		N/A	HSS	6/30/23	6/30/23	Resign, after 22 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Appoint								
Garcia, Roberto	Appoint	Program Analyst		\$65,000.00	CO	TBD	6/30/23	Appoint as a Program Analyst, pending employment verification.
Jid, Dhara	Appoint	Cafeteria Aide	0	\$15.09/hr.	DN	TBD	6/30/23	Appoint as a Cafeteria Aide, pending employment authorization, for 2.5 hrs/day, replacing Madhu Sharma, who resigned.
Kothari, Kavita	Appoint	Cafeteria Aide	0	\$15.09/hr.	MR	TBD	6/30/23	Appoint as a Cafeteria Aide, pending employment authorization, for 2.5 hrs/day, replacing Poorani Mohan, who resigned.
Change								
Chasia, Sandhya	Change	Instructional Assistant	1	\$19.92/hr.	CMS	3/15/23	6/30/23	Change start date from TBD to 3/15/23. Change location from GMS to CMS.
Shankoff, WonJoo	Change	Secretary 12 Months	1	\$46,721.00 (prorated)	MH	3/8/23	6/30/23	Change start date from TBD to 3/8/23 for change from Instructional Assistant to Secretary 12 Months.
Resignation								
Putnam, Susan	Resign	Secretary To		N/A	HSN	3/9/23	3/9/23	Resign from position.
D. Substitute / Other								
Appoint								
Munoz, Deanna	Appoint	Substitute Teacher		\$115.00/day	DIST	3/15/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Pacheco, Alexis	Appoint	Substitute Teacher		\$115.00/day	DIST	3/15/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Caba, Jeandalize	Appoint	Substitute Teacher		\$105.00/day	DIST	3/15/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Gulati, Anika	Appoint	Substitute Teacher		\$105.00/day	DIST	3/15/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Linz, Helen	Appoint	Substitute Teacher		\$105.00/day	DIST	3/15/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Liou, Heng-Ling	Appoint	Substitute Teacher		\$105.00/day	DIST	3/15/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Mookerjee, Anindita	Appoint	Substitute Teacher		\$105.00/day	DIST	3/15/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Mohan, Poorani	Appoint	Substitute Cafeteria Aide		\$14.13/hr	DIST	3/15/23	6/30/23	Appoint as a Substitute Cafeteria Aide, as needed for temporary assignments.
E. Extracurricular / Extra Pay								
Art Literacy Club								
Piergrossi, Melinda	Extra Duty	Academic Support		\$47.09/hr.	WIC	2/15/23	6/30/23	After school art/literacy club, not to exceed 7.5 hours.
Setneska, Cheyenne	Extra Duty	Academic Support		\$47.09/hr.	WIC	2/15/23	6/30/23	After school art/literacy club, not to exceed 7.5 hours.
Shwom, Heather	Extra Duty	Academic Support		\$47.09/hr.	WIC	2/15/23	6/30/23	After school art/literacy club, not to exceed 7.5 hours.
ESSER								
Barabas, Martha	Extra Duty	ESSER		\$47.09/hr.	DIST	1/3/23	6/30/23	ESSER - Academic Support; total program not to exceed 299 hours.
Haggag, Radwa	Extra Duty	ESSER		\$47.09/hr.	DIST	1/3/23	6/30/23	ESSER - Academic Support; total program not to exceed 299 hours.
Shaughnessy, Peter	Extra Duty	ESSER		\$47.09/hr.	DIST	1/3/23	6/30/23	ESSER - Academic Support; total program not to exceed 299 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Burgess, Ellen	Extra Duty	ESSER		\$47.09/hr.	CMS	1/3/23	6/30/23	Community Connections Nights; total program not to exceed 110 hours.
Palmer, Morgan	Extra Duty	ESSER		\$47.09/hr.	CMS	1/3/23	6/30/23	Community Connections Nights; total program not to exceed 110 hours.
Salvador, Edward	Extra Duty	ESSER		\$47.09/hr.	CMS	1/3/23	6/30/23	Community Connections Nights; total program not to exceed 110 hours.
Scibienski, Faith	Extra Duty	ESSER		\$47.09/hr.	CMS	1/3/23	6/30/23	Community Connections Nights; total program not to exceed 110 hours.
Staffieri, Monique	Extra Duty	ESSER		\$47.09/hr.	CMS	1/3/23	6/30/23	Community Connections Nights; total program not to exceed 110 hours.
Stein, Jacob	Extra Duty	ESSER		\$47.09/hr.	CMS	1/3/23	6/30/23	Community Connections Nights; total program not to exceed 110 hours.
Wilson, N'Talia	Extra Duty	ESSER		\$47.09/hr.	CMS	1/3/23	6/30/23	Community Connections Nights; total program not to exceed 110 hours.
Intramural Club								
Verdamanickam, Anitha	Extra Duty	Intramural Club		\$19.48/hr.	HSN	3/14/23	6/30/23	After School Supervision for Intramural Club, as scheduled.
Learning Assistant								
Caba, Jeandalize	Extra Duty	Learning Assistant		\$19.00/hr.	HSN/HSS	TBD	6/30/23	Learning Assistant, as needed, for student support, paid by CEIS funds.
Professional Development Planning								
Spicer, Colleen	Extra Duty	Professional Development Planning		\$47.09/hr.	DIST	2/1/23	3/1/23	Planning and Presenting Professional Development, "Lifeguard Certification to Physical Education Teachers and Coaches", total program not to exceed 12 hours.
Title I								
Cautin, Carolann	Extra Duty	Title I		\$47.09/hr.	WIC	4/24/23	5/11/23	Title 1 SEL Camp, not to exceed 9 hours.
Incollingo, Ellen	Extra Duty	Title I		\$47.09/hr.	WIC	4/24/23	5/11/23	Title 1 SEL Camp, not to exceed 10 hours.
King, L. Rebecca	Extra Duty	Title I		\$47.09/hr.	WIC	4/24/23	5/11/23	Title 1 SEL Camp, not to exceed 10 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ronen, Pamela	Extra Duty	Title I		\$47.09/hr.	WIC	4/24/23	5/11/23	Title 1 SEL Camp, not to exceed 9 hours.
E. Stipend Athletic								
Lacrosse								
Wallace, Betty	Stipend- Athletic	Lacrosse - Girls Coach		\$3,018.20	GMS	Spring 2023	Spring 2023	Girls Lacrosse Coach, 0 yrs. exp., paid in FULL in June.
Track								
Maida, Daniel	Stipend- Athletic	Spring Track - Assistant Coach		\$4,024.27	HSN	Spring 2023	Spring 2023	Spring Track Assistant Coach, 0 yrs. exp., paid in FULL in June.
Gottel, Morgan	Stipend- Athletic	Spring Track - Coach		\$3,018.20	CMS	Spring 2023	Spring 2023	Spring Track Coach, 0 yrs. exp., paid in FULL in June.
Rescind								
Figuroa, Jessica	Rescind	Spring Track - Assistant Coach		N/A	HSN	Spring 2023	Spring 2023	Rescind Spring Track - Assistant Coach, 1 yr. exp., paid in FULL in June.
E. Stipend Non-Athletic								
Grover Middle School								
Thomas, Stephanie	Stipend Non-Athletic	Lunch Duty		\$1,988.00 (prorated)	GMS	3/14/23	6/30/23	Lunch Duty, paid in FULL in June.
Mentor								
Drummond, Alexis	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	DN	3/6/23	6/30/23	Mentor for Michelle Moore, paid in FULL in June.
Randazzo, Gabriel	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	HSN	3/1/23	6/30/23	Mentor for David Bowditch, paid in FULL in June.
Specialized Support								
Pettus, Evan	Stipend Non-Athletic	Instructional Assistant		\$250.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in March and 1/2 in June.
Wonnell, Frances	Stipend Non-Athletic	Instructional Assistant		\$250.00	HSN	9/1/22	6/30/23	Specialized Support Stipend, paid 1/2 in March and 1/2 in June.
Travel								
McMullen, Alison	Stipend Non-Athletic	Travel		\$480.00 (prorated)	MH	3/13/23	6/30/23	Travel stipend, 2 days per cycle, paid in FULL in June.
Change								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Webb, Joseph	Change	Lunch Duty		\$1,988.00 (prorated)	GMS	9/1/22	4/6/23	Change end date from 6/30/23 to 4/6/23 for Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
F. Community Education								
Appoint								
Pegues, Stephanie	Appoint	CE Instructor		\$47.09/hr.	HSN	4/8/23	6/30/23	Appoint as a CE Instructor (swimming).
Majumdar, Aadil	Appoint	CE Lifeguard		\$14.13/hr.	HSN	4/8/23	6/30/23	Appoint as a CE Lifeguard.
Prakash, Rekha	Appoint	CE Summer 1-to-1 Assistant		As per contract.	CMS	6/22/23	8/11/23	Appoint as a CE Summer 1-to-1 Assistant.
Ruffo, Julia	Appoint	CE Summer Assistant		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Assistant.
Vappala, Sree	Appoint	CE Summer Assistant		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Assistant.
Bales, Taylor	Appoint	CE Summer Coordinator		\$22.50/hr.	CMS	4/1/23	4/1/23	Appoint as a CE Summer Coordinator for Summer Open House, scheduled for April 1, 2023.
Kaplan, Debbie	Appoint	CE Summer Coordinator		\$31.05/hr.	CMS	4/1/23	4/1/23	Appoint as a CE Summer Coordinator for Summer Open House, scheduled for April 1, 2023.
Kesavabhotla, Padmavathi	Appoint	CE Summer Coordinator		\$22.50/hr.	CMS	4/1/23	4/1/23	Appoint as a CE Summer Coordinator for Summer Open House, scheduled for April 1, 2023.
Wiley, Thomas	Appoint	CE Summer Coordinator		\$22.50/hr.	CMS	4/1/23	4/1/23	Appoint as a CE Summer Coordinator for Summer Open House, scheduled for April 1, 2023.
Bales, Taylor	Appoint	CE Summer Coordinator		\$22.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Coordinator.
Kaplan, Debbie	Appoint	CE Summer Coordinator		\$31.05/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Coordinator.
Kesavabhotla, Padmavathi	Appoint	CE Summer Coordinator		\$22.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Coordinator.
Wiley, Thomas	Appoint	CE Summer Coordinator		\$22.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Coordinator.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Cohen, Michelle	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer EDP Group Leader.
Nabet, Arshid	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer EDP Group Leader.
Shah, Hetal	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer EDP Group Leader.
Lee, Amanda	Appoint	CE Summer Instructor		\$22.00/hr.	CMS	4/1/23	4/1/23	Appoint as a CE Summer Instructor (crochet) for Summer Open House, scheduled for April 1, 2023.
Lee, Amanda	Appoint	CE Summer Instructor		\$22.00/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Instructor (crochet).
Shinde, Madhura	Appoint	EDP 1-to-1 Instructional Assistant		As per contract.	MH	3/15/23	6/30/23	Appoint as an EDP 1-to 1-Instructional Assistant.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Varma-Kumar, Yamini	Appoint	Teacher Science	TBD	TBD	HSS	TBD	6/30/24	Appoint as a Science Teacher, pending employment verification, replacing Cynthia Jaworsky, who is retiring.
Shu, Gale	Appoint- Repl.	Teacher Science-LR	TBD	TBD	GMS	TBD	6/30/24	Appoint as a leave replacement Science Teacher, pending employment verification, replacing Yanqing Liu, who is on leave.
Resignation								
Costanza, Michelle	Resign	Teacher Social Studies		N/A	HSN	6/30/23	6/30/23	Resign from position.
Levy, Lorell	Resign	Learning Disabilities Teacher Consultant		N/A	TC/HSS	6/30/23	6/30/23	Resign, after 22 years in the district, for the purpose of retirement.
Marland, Eileen	Resign	Teacher Reading Recovery		N/A	MH	6/30/23	6/30/23	Resign, after 31.5 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Leave of Absence								
Knott, Dorothea	Leave- FMLA	Instructional Assistant		N/A	HSN	6/7/23	6/30/23	FMLA: 6/7/23-6/30/23 unpaid, with benefits. (RTW: 9/5/23)
Resignation								
Perilli, Linda	Resign	Secretary 12 Months		N/A	HSN	6/30/23	6/30/23	Resign, after 26 years in the district, for the purpose of retirement.
E. Extracurricular / Extra Pay								
Change								
Caba, Jeandalize	Change	Learning Assistant		\$19.00/hr.	HSN/HSS	3/10/23	6/30/23	Change start date from TBD to 3/10/23 for Learning Assistant, as needed, for student support, paid by CEIS funds.
E. Stipend Athletic								
High School North								
Grande, Julia	Appoint	Volunteer Track		\$0.00	HSN	TBD	Spring 2023	Volunteer Track.
Change								
Yatauro, Tyler	Change	Baseball Coach		\$3,018.20	GMS	3/10/23	Spring 2023	Change start date from TBD to 3/10/23 for Baseball Coach, 0 yrs. exp., paid in FULL in June.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Duan, Shiloh	Change	Volunteer Volleyball		\$0.00	HSS	3/10/23	6/30/23	Change start date from TBD to 3/10/23 for Volunteer Basketball.
E. Stipend Non-Athletic								
High School North								
Ciaranca, Cheryl	Stipend Non-Athletic	Volunteer Hands Across the Water		\$0.00	HSN	TBD	6/30/23	Volunteer Hands Across the Water Advisor.
Change								
Pettus, Evan	Change	Instructional Assistant		\$500.00	HSN	9/1/22	6/30/23	Change stipend amount from \$250.00 to \$500.00 for Specialized Support Stipend, paid 1/2 in March and 1/2 in June.
Wonnell, Frances	Change	Instructional Assistant		\$500.00	HSN	9/1/22	6/30/23	Change stipend amount from \$250.00 to \$500.00 for Specialized Support Stipend, paid 1/2 in March and 1/2 in June.
F. Community Education								
Resignation								
Naresh, Menaka	Resign	EDP 1-to-1 Assistant		N/A	MH	3/22/23	3/22/23	Resign from position.



CURRICULUM AND INSTRUCTION ADDENDUM

RECOMMENDATION

B. CURRICULUM AND INSTRUCTION

To be voted on 3/14/23: Recommend approval of the following resolutions:

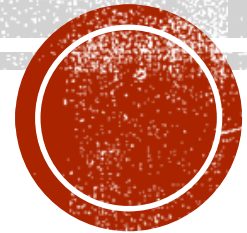
Tuition Agreements

1. Approve the following tuition agreements:
 - a) Edmentum for one high school student to attend EdOptions Academy Active, virtually, from March 15, 2023, through August 31, 2023, at a cost not to exceed \$2,500.00.
 - b) Educere for one high school student to attend online classes from March 15, 2023, through June 13, 2023, at a cost not to exceed \$1,192.50.

BUDGET DISCUSSION

2023 - 2024

WW-P Board of Education
Tentative Budget Presentation
03.14.2023



WW-P MISSION STATEMENT

**Building upon our tradition of excellence,
the mission of the West Windsor-Plainsboro
Regional School District is to empower all learners
to thoughtfully contribute to a diverse and
changing world with confidence, strength of
character, and love of learning.**



PROPOSED BUDGET: 2023 – 2024

■ **WHAT IS A SCHOOL BUDGET?**

- Budget is a planning tool
- Budget considers contingencies
- Budget manages risk
- Budget must be fiscally responsible
- Budget is a reflection of our values
- Budget must consider safeguards and buffers



2023 – 2024 Budget Discussion

- **Health Care Cost** – Increase district cost for NJ Educator Health Care Plan and Garden State Health Care Plan
- **Salary Increases** – As per negotiated agreements, unknown impact due to WWPEA Contract
- **Transportation** – Cost of route renewals/CPI (Consumer Price Index), Driver shortages and fuel increases
- **Building and Grounds** - Custodial Contract Renewal
- **Technology** – Device Refresh
- **Special Services** – Tuition Increases
- ▶ **Capital Projects** – Various facility projects



POTENTIAL ALLOCATION WITHIN THE FOLLOWING BUDGET CATEGORIES?

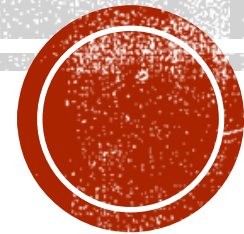
- Health Care Costs – Increase of \$2.8M
- Salary Increases – Increase of \$2.13M
- Transportation – Increase of \$2.1M – assumes 5.86% CPI
- Building and Grounds – Increase of \$675K
- Insurance – Increase of 50K
- ABM – Increase of 560K
- Technology – 450K
- Special Education – 300K
- Capital Projects – 4.3M (\$2.6M ROD Grants)



Capital Reserve/Capital Outlay Projects

TC Sensory Playground – ROD	500,000	Annual Building and Grounds Projects (General Fund)	1,087,500
TC Full Roof Replacement – ROD	2,662,400		
CMS Emergency Radio Tower	300,000		
HSN Sanitary Main Replacement	300,000		
WIC Gym Moisture Remediation	500,000		
		Carryover Projects 22-23	
		Total Capital Projects 23-24	
Capital Reserve Total:	4,262,400	Total Capital Projects (incl. C/O)	5,349,900

FULL DAY KINDERGARTEN



WHY ADD FULL DAY KINDERGARTEN?

- We are pleased to recommend a full-day Kindergarten program which will provide students with additional instructional time, supervised play time, center time, additional specials, lunch, and recess.



FULL DAY KINDERGARTEN

- Over the next few weeks we will discuss topics such as building use, elementary scheduling, staffing, transportation, food services, EDP care and more as it relates to Kindergarten students.
- Our Curriculum and Instruction Department and current Kindergarten Teachers will meet to discuss sequence and pacing of our kindergarten curriculum.



Revenues

- ▶ **2% General Fund Tax Increase and Allowances**
- ▶ **Allowances**
 - ▶ **Health Care Adjustment – SGLA Allowed - \$2,231,434 generated**
 - ▶ **Recommending the utilization of \$743,478**
 - ▶ **Enrollment Adjustment - None**
 - ▶ **Banked Cap – No banked cap for 23-24**
 - ▶ **Banked Cap will be generated in the amount of \$1,487,956**
- ▶ **Allowances (Banked Cap)**
 - ▶ **Banked Cap does not exist for 2023/2024.**
- ▶ **Cap Reserve Allocation/ROD/Property – \$4,262,400 (Several Potential ROD Projects)**
- ▶ **State Aid Increase - \$1,533,188**



Budget Options 2023 - 2024

Discussion of Budget Parameters

2 Options:

- Option #1 – 2.00% = \$3,549,444
- Option #2 – 2.42% = \$4,292,922 (2% + \$ 743,478 SGLA)
- SGLA generated due to Health Care increase exist for 2023/2024.



UNKNOWN BUDGET CONTRIBUTORS

- Negotiations with WWPEA
- Prescription Increases in December 2023
- Health Care Benefits Increase in December 2023



Expenditures Increases:

ABM (Custodial)	560,000
Healthcare	2,800,000
Insurance (Propoerty & W/C)	50,000
Transportation (23/24 CPI 5.86%)	2,100,000
Buildings & Grounds	675,000
Technology	450,000
Special Ed.	300,000
Salaries	2,130,000
	<hr/>
	\$ 9,065,000



Revenue Increases:

Tax Levy (2%)	3,549,444
SGLA (Healthcare)	743,478
Total Tax Levy	4,292,922
State Aid Increase (Projected)	1,533,188
	<hr/>
	\$ 5,826,110



BUDGET RECOMMENDATION

2023 - 2024

- **The Administration recommends the Board of Education selection of a budget to budget increase of 2.42%**
 - **2.42% = \$4,292,922 (2% + \$743,478 SGLA)**
 - **\$1,533,188 increase state aid**





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

MARCH 28, 2023: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Eliana Du and Maya Patel, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and March 24, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Contract Negotiations with WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments

III. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. **BOARD OF EDUCATION COMMITTEE REPORTS**

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

V. **MEETING**

A. **ADMINISTRATION**

To be voted on 03/28/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated March 14, 2023, for the following case numbers: 244581-VS-03092023; 244306-CMS-03072023; 244039-MHE-03022023; 244031-MRS-03022023; 243799-MRS-02282023; 243792-MRS-02282023; 243788-MRS-02282023; 243786-MRS-02282023; 243773-GMS-02272023; 243745-GMS-02272023; 243720-VS-02272023; 243716-GMS-02272023; 243684-CMS-02272023; 243607-DNE-02242023; 243592-HSN-02242023; 243524-GMS-02232023; 243500-MRS-02232023; 243445-TCE-02222023; 243383-CMS-02222023; 243382-CMS-02222023; 243275-VS-02202023; 243274-VS-02202023; 243062-CMS-02162023; 243048-GMS-02152023; 243047-GMS-02152023; 242969-HSN-02152023; 242843-HSN-02142023; 242765-GMS-02132023; 242703-GMS-02132023; 242687-CMS-02132023; 242504-GMS-02092023; 241832-MHE-01312023; and 241405-MHE-01242023.
2. Review the superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated March 28, 2023, for the following case numbers: 245632-HSS-03232023; 245107-CMS-03162023; 245044-HSS-03152023; 245040-DNE-03152023; 245015-MRS-03152023; 245002-HSN-03152023; 245000-CMS-03152023; 244997-CMS-03152023; 244671-CMS-03102023; 244667-CMS-03102023; 244509-HSS-03082023; 244449-CMS-03082023; 244437-HSN-03082023; 244285-GMS-03062023; 244284-GMS-03062023; 244061-GMS-03022023; 244055-HSS-03022023; 244051-MHE-03022023; 243943-GMS-03012023; and 243656-GMS-02242023.

Policies: First Reading

3. First reading of the following policies:

- P 2423 Bilingual and ESL Education
- R 2423 Bilingual and ESL Education
- R 2460.2 Participation By Private Attorney, Lay Advocates, Consultants or Advisors at meetings with School District Staff
- P 5537 Service Animals

Policies: Second Reading

4. Second reading and approval of the following policies:

- P 0152 Board Officers
- P 0161 Call, Adjournment, and Cancellations

Tuition Agreement – Thomas J. Rubino Academy

5. Approve a tuition agreement with Thomas J. Rubino Academy for one high school student to attend from March 29, 2023 through June 30, 2023, at a cost not to exceed \$8,000.

Special Services – Consultants/Evaluators

- 6. Approve Dr. Vanna Amorapanth, not to exceed \$1200 per evaluation and up to \$17,000 through June 30, 2023.
- 7. ASL Interpreter Referral Services, Inc, not to exceed \$105.00 per hour (2 hour minimum), \$107.00 per hour evenings/weekends, \$.47 per mile for travel and up to \$2,000 through June 30, 2023.

Special Services – Chapters 192/193

8. Accept additional funds from the State of New Jersey Department of Education, under the Provisions of Chapters 192/193, for the fiscal year 2022-2023 in the amount of \$479 for Home Instruction Services.

2023-2024 Calendar

9. Approve the revised 2023-2024 school year calendar, originally approved on February 8, 2022.

B. CURRICULUM AND INSTRUCTION

To be voted on 03/28/23: Recommend approval of the following resolutions:

Professional Development Consultants

- 1. Approve the following professional development consultants:
 - a) ACTFL to provide a one-day Developing and Assessing the Three Modes of Communication workshop on April 27, 2023, to Dual Language Immersion and World Language teachers, at a cost not to exceed \$2,977 including travel.

- b) Mindful Tech Initiative to present a two-hour AI in Education: The relationship we cultivate with our device workshop on May 11, 2023, to district administrators, at a cost not to exceed \$700 including travel.

New Textbook Adoption

- 2. Adopt the following textbook for the Algebra with Trigonometry course: Integrated Math III by Larson, Boswell, published by Big Ideas Learning, 2016.

Technology

- 3. Authorize entering into a three-year agreement with Screencastify, Inc., a screen recording software for students and staff to record, edit, and share videos, from August 22, 2023, through August 22, 2026, in the total amount of \$21,762.00 billed in equal annual installments and authorize the first year of the agreement in the amount of \$7,254.00.

Overnight Field Trips

- 4. Approve the following overnight field trips:

High Schools

- a) Robotics Team to Lehigh University, Bethlehem, Pennsylvania, from April 5, 2023, to April 8, 2023. The cost of the trip is approximately \$400 per student.
- b) High School North Junior Statesmen of America to Somerset, New Jersey, from April 21, 2023 through April 23, 2023. The cost of the trip is approximately \$225 per student.

Tuition Agreement

- 5. Approve enrollment with Edmentum for one high school student to attend EdOptions Academy Standard, virtually, from March 29, 2023, through June 9, 2023, at a cost not to exceed \$295.

C. FINANCE

To be voted on 03/28/23: Recommend approval of the following resolutions:

Business Services

- 1. Payment of bills as follows:
 - a) Bills List General for March 28, 2023 (run on 3-21-23) in the amount of \$12,607,685.35.
 - b) Bills List Capital for March 28, 2023 (run on 3-16-23) in the amount of \$9,500.00
- 2. Budget adjustments as follows:
 - a) 2022-2023 school year as shown on the expense account adjustments for February 28, 2023 (run on 3-09-23) (Adjustment Nos. 355-407).

3. Accept the following reports this will become a permanent part of the Board Minutes:
 - a) A-148 Report of the Secretary to the Board of Education as of January 31, 2023, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.
 - b) A-149 Report of the Treasurer of School Monies to the Board of Education as of January 31, 2023.

Grant Acceptance - FY 2022 National School Lunch Program Equipment Assistance

4. Accept a grant award from the State of New Jersey Department of Agriculture for the FY 2022 NSLP Equipment Assistance Grant for cafeteria equipment at Town Center Elementary School, Community Middle School, Grover Middle School, High School North and High School South for a total amount of \$72,145.98.

Grant Acceptance - Revised

5. Accept the revised amount of the FY23 Teach STEM Classes in Nonpublic Schools Grant Award to District Teachers, as awarded by the Department of Education, for participating teacher, Jillian P. Jeffries, to teach STEM classes at Rabbi Pesach Raymon Yeshiva nonpublic school, Edison, New Jersey, between September 1, 2022, and June 16, 2023, for a maximum of 244 hours at an amount not to exceed \$4,008.92 [originally accepted on July 26, 2022, for 243.75 hours at \$4,004.81].

Change Order – Capital Reserve

6. Change Order #04 to the single overall contract of Levy Construction Company, Oaklyn, New Jersey, originally awarded on June 28, 2022, for Media Center Renovations at Various Buildings, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/Planner Project No. FVHD #5063B3/5063G5), for additional costs associated with construction listed in Bulletin No. 2 at Dutch Neck Elementary and furnish and install new VCT in rooms C104 and C105 at Millstone River, in the total amount of \$18,953.57 utilizing capital reserve funds. This change order increases the contract amount from \$1,235,556.75 to \$1,254,510.32.

Equipment Disposal

7. The disposal of obsolete equipment that has met the district's life expectancy. [The age and/or physical condition of the equipment rendered it ineffective.]

Community

Camera, Document - 11
 Computer, Personal, Dell – 12
 Monitor, Dell – 10
 Printer, HP
 Switch, Cisco – 4
 VHS/DVD Player – 5

Dutch Neck

Phone, Cisco
 VHS Player – 3

Grover

Computer, Chromebook – 27

Computer, Laptop

Printer, HP – 4

Scale, Health

SmartBoard – 9

High School North

Computer, Chromebook – 10

Mat, Athletic – 2

Monitor, Opiquest – 5

Phone, Cisco

Printer, HP – 2

Projector, Hitachi – 10

Switch, Cisco – 5

High School South

Access Point, Wireless – 93

Computer, Laptop, Dell – 60

Computer, Server, Dell – 2

Ice Machine

iPad

Printer, HP – 6

Projector, Hitachi – 3

Maurice Hawk

Camera, Digital, Canon

Camera, Digital, Nikon

Computer, Chromebook

Computer, Mac Mini – 3

Computer, MacBook – 4

Computer, Personal, food service – 7

Printer, Brother – 2

Printer, Epson

Printer, HP - 2

Projector, Mitsubishi

Radio, Sony – 4

Scanner, Canon

Television, Apex

Television, GE

Television, Sony

VHS Player, Panasonic – 7

VHS/DVD Player, Sony

Millstone River

Printer, HP

VHS Player, Sharp – 5

VHS/DVD Player, JVC

Town Center

Television, Vizio – 4

Village

- Automated Weather Station
- Battery Backup
- Camera, 35mm
- Computer, Chromebook
- Computer, Desktop
- Computer, Laptop, Acer – 20
- Computer, Laptop, Dell – 8
- Headphones, Califone – 35
- Keyboard, Logitech – 36
- Monitor, Optiquest – 6
- Printer, HP – 3

Wicoff

- Camera, Document, AverMedia
- Camera, Document, IPEVO – 6
- Computer, Chromebook
- Printer, HP

Transportation

Quotes – To and From School

- 8. Award the 2022-2023 Student Transportation Contract – Multi Contract Number HRWWP to A-1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
HRWWP	High School North	\$369.74	51	N/A	\$0.00

Quotes – School Related Activities

- 9. Award 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number 26875 to Sheppard Bus as follows:

<u>Trip IC#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u>#Buses</u>	<u>Adj Cost Per Hour</u>
26875	Lehigh University, Bethlehem PA Springhill Suites, Center Valley PA	\$4,840.00	1	\$110.00

Travel and Related Expenses Reimbursement

- 10. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) One District administrator to attend the 2023 NJTESOL Conference, New Brunswick, New Jersey, from May 23, 2023 to May 25, 2023, at a cost not to exceed \$770, including travel [partially paid through contractual funds].
- b) One District administrator, 2 teacher resource specialists, and 2 interventionists to attend a one-day Building Thinking Classrooms workshop, Rowan University, Glassboro, New Jersey, May 24, 2023, at a cost not to exceed \$280 per person, including travel.
- c) One teacher resource specialist to attend a one-day Cultivating Genius workshop, Rutgers University, New Brunswick, New Jersey, May 25, 2023, at a cost not to exceed \$197 including travel.
- d) Seven staff members to attend a four-day Teachers College Summer Writing Institute, virtually, from June 20, 2023 to June 23, 2023, at a cost of \$850 per person.
- e) Two staff members to attend a four-day Teachers College Summer Reading Institute, virtually, from June 26, 2023 to June 29, 2023, at a cost of \$850 per person.
- f) Four staff members to attend a one-week Teachers College Summer Teaching Writing in High School Institute, virtually, from July 10, 2023 to July 13, 2023, at a cost of \$850 per person.
- g) One staff member to attend a one-week Teachers College Summer Rebalancing Balanced Literacy Institute, virtually, from July 31, 2023 to August 3, 2023, at a cost of \$850 per person.
- h) One staff member to attend a one-week Teachers College Summer Foundational Reading in the Upper-Grade Workshop, virtually, from July 31, 2023 to August 3, 2023, at a cost of \$850 per person.
- i) One staff member to attend a one-week Teachers College Summer Writing Institute, from July 18, 2023 to July 21, 2023, at a cost of \$850 per person, plus travel.

D. PERSONNEL

To be voted on 3/28/23: Recommend approval of the following resolutions:

Personnel

- 1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Job Descriptions

- 2. Approve the following job descriptions:
 - a) Health Benefits Analyst
 - b) Security Coordinator
 - c) Teacher Resource Specialist for Instruction and Intervention

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

- A. February 28, 2023 Closed Executive Session
- B. March 14, 2023 Meeting
- C. March 14, 2023 Closed Executive Session

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 3/28/2023

Deadline for next Agenda: 4/12/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Resignation								
Welborn, Michael	Resign	Principal		N/A	WIC	6/30/23	6/30/23	Resign, after 36 years in the district, for the purpose of retirement.
B. Certificated Staff								
Appoint								
Hickey, Katherine	Appoint	Speech Language Specialist		TBD	TC	TBD	6/30/24	Appoint as Speech Language Specialist, pending employment verification, replacing Jessica Duncan who resigned. (Tenure date: TBD)
Roseman, Ilyssa	Appoint	Teacher Technology		TBD	HSS/HSN	TBD	6/30/24	Appoint as Technology Teacher, pending employment verification, replacing Suraj Chivukula who resigned. (Tenure date: TBD)
Change								
Tsao, Chingyun	Change	Teacher Kindergarten-LR	0BA	\$59,500.00 (prorated)	TC	4/4/23	6/30/23	Change end date from 4/3/23 to 6/30/23. Change from Teacher Dual Language Immersion to Teacher Kindergarten. Change location from MH to TC.
Ferri, Robert	Change %	Teacher Special Education	15BA	\$99.75/day	HSS	3/14/23	TBD	Additional per diem payment for an extra section.
Hamilton, Tina	Change %	Teacher Special Education	15BA	\$99.75/day	HSS	3/14/23	TBD	Additional per diem payment for an extra section.
Leonhardt, Gary	Change %	Teacher Special Education	15MA	\$101.24/day	HSS	3/14/23	TBD	Additional per diem payment for an extra section.
Levanduski, Karen	Change %	Teacher Special Education	15MA	\$99.74/day	HSS	3/14/23	TBD	Additional per diem payment for an extra section.
Tafoya, Stacey	Change %	Teacher Special Education	15MA	\$100.74/day	HSS	3/14/23	TBD	Additional per diem payment for an extra section.
Leave of Absence								
Hill, Gina	Leave-FMLA/NJFLA/CC	Teacher Science		N/A	HSN	10/2/23	6/30/24	FMLA/NJFLA/CC: 10/02/23-01/01/24 unpaid, with benefits. CC: 01/02/24-06/30/24 unpaid, no benefits. (RTW: 09/03/24)
Mangieri, Haley	Leave-FMLA/NJFLA/CC	Teacher Science		N/A	HSN	10/11/23	3/1/24	FMLA/NJFLA/CC: 10/11/23-01/09/24 unpaid, with benefits. CC: 01/10/24-03/01/24 unpaid, no benefits. (RTW: 03/04/24)
Stonaker, Erika	Leave- NJFLA/CC	Teacher Elementary		N/A	TC	9/5/23	6/30/24	NJFLA/CC: 9/5/23-11/27/23 unpaid, with benefits. CC: 11/28/23-06/30/24 unpaid, no benefits. (RTW: 09/03/24)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Resignation								
Milman, Suzan	Resign	Teacher Science		N/A	GMS	6/30/23	6/30/23	Resign, after 25 years in the district, for the purpose of retirement.
Osburn, Barbara	Resign	Teacher Elementary		N/A	MR	6/30/23	6/30/23	Resign, after 26 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Change								
Brown, Judy	Change	Security Officer "Eyes on the Door"		\$15.00/hr.	DIST	3/20/23	6/30/23	Change from substitute Security Officer - "Eyes on the Door" to Security Officer - "Eyes on the Door".
Brown, William	Change	Security Officer "Eyes on the Door" Substitute		\$15.00/hr.	DIST	3/20/23	6/30/23	Change from Security Officer - "Eyes on the Door" to substitute Security Officer - "Eyes on the Door," as needed.
Andersen, Adin	Change	Security Officer "Eyes on the Door"		\$16.76/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.76 to \$16.76.
Brown, Judy	Change	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Edwards, Rita	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
Edwards, Robbie	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
Franceschino, John	Change	Security Officer "Eyes on the Door"		\$17.15/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.15 to \$17.15.
Gaeta, Peter	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
Hofflinger, Raymond	Change	Security Officer "Eyes on the Door"		\$17.15/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.15 to \$17.15.
Houston, Robert	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
Jemal, Hamdi	Change	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Jordan, Tiana	Change	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lester, Willie	Change	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Mejia Barahona, Roberto	Change	Security Officer "Eyes on the Door"		\$16.76/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.76 to \$16.76.
Nehme, Ghassan	Change	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Nixon, Brian	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
O'Brien, John	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
Rahim, Shameena	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
Ray, Perry	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
Robinson, Pamela	Change	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Rowe, Thomas	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
South, Charles	Change	Security Officer "Eyes on the Door"		\$16.38/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.38 to \$16.38.
Terry, Irene	Change	Security Officer "Eyes on the Door"		\$17.56/hr.	DIST	4/15/23	6/30/23	Change salary from \$16.56 to \$17.56.
Thomas, Clifton	Change	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Vargo, Kimberly	Change	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Williams, Norman	Change	Security Officer "Eyes on the Door"		\$16.38/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.38 to \$16.38.
Bossio, Alfred	Change	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Brown, William	Change	Security Officer "Eyes on the Door" Substitute		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Fung, Chi Too	Change	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Jones, Siaya	Change	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Selmon, Richie	Change	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
Shepherd, Jamila	Change	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
D. Substitute / Other								
Appoint								
Gupta, Ashoo	Appoint	Substitute Teacher		\$115.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Sues, Marina	Appoint	Substitute Teacher		\$115.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Gupta, Vijay Laxmi	Appoint	Substitute Teacher		\$105.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Kuppusamy, Archana	Appoint	Substitute Teacher		\$105.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Naik, Prerana	Appoint	Substitute Teacher		\$105.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Oates, Brian	Appoint	Substitute Teacher		\$105.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Puri, Mili	Appoint	Substitute Teacher		\$105.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Scafuto, Latia	Appoint	Substitute Teacher		\$105.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Shrivastava, Jyoti	Appoint	Substitute Teacher		\$105.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Waqar, Kiran	Appoint	Substitute Teacher		\$105.00/day	DIST	3/29/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
E. Extracurricular / Extra Pay								
French Classroom Support								
Compoli, Suzanne	Extra Duty	Curriculum		\$47.09/hr.	GMS	3/6/23	6/30/23	French Classroom Material Creation and Support, not to exceed 7.5 hours per week.
Micallef, Jamie	Extra Duty	Curriculum		\$47.09/hr.	GMS	3/6/23	6/30/23	French Classroom Material Creation and Support, not to exceed 7.5 hours per week.
Curriculum Writing								
Pintimalli, Dawn	Extra Duty	Curriculum		\$47.09/hr.	DIST	3/29/23	6/30/23	Summer Data Science Curriculum Writing, total program not to exceed 60 hours.
Robles, Regina	Extra Duty	Curriculum		\$47.09/hr.	DIST	3/29/23	6/30/23	Summer Data Science Curriculum Writing, total program not to exceed 60 hours.
Shaptban, Susan	Extra Duty	Curriculum		\$47.09/hr.	DIST	3/29/23	6/30/23	Summer Data Science Curriculum Writing, total program not to exceed 60 hours.
Silva, Samantha	Extra Duty	Curriculum		\$47.09/hr.	DIST	3/29/23	6/30/23	Summer Data Science Curriculum Writing, total program not to exceed 60 hours.
Licato, April	Extra Duty	Curriculum		\$47.09/hr.	DIST	3/29/23	6/30/23	Summer Discrete Math Topics Curriculum Writing, total program not to exceed 60 hours.
Pintimalli, Dawn	Extra Duty	Curriculum		\$47.09/hr.	DIST	3/29/23	6/30/23	Summer Discrete Math Topics Curriculum Writing, total program not to exceed 60 hours.
Title I								
Holleran, Kimberlee	Extra Duty	Title I		\$47.09/hr.	MH	2/13/23	6/22/23	Title I Academic Support, not to exceed 30 hours.
Moore, Jessica	Extra Duty	Title I		\$47.09/hr.	MH	2/13/23	6/22/23	Title I Academic Support, not to exceed 30 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Seo, Tae	Extra Duty	Title I		\$47.09/hr.	MH	2/13/23	6/22/23	Title I Academic Support, not to exceed 30 hours.
Wriede, Michelle	Extra Duty	Title I		\$47.09/hr.	MH	2/13/23	6/22/23	Title I Academic Support, not to exceed 30 hours.
Change								
Burke, Anastasia	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Kloutis, Kimberly	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Kravis, Yuko	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
McCormick, Gabrielle	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Nodong, Pema	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
O'Hara, Margaret	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Tran, Piao	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Aconi, Fabio	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Ali, Sukaina	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Bader Roman, Amanda	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Bissinger, Shayne	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Jackson-Escogido, Jennifer	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
Zola, Anna	Change	Curriculum		\$47.09/hr.	DIST	7/1/22	6/30/23	Change K-12 ESL Testing from total program not to exceed 400 hours to not to exceed 500 hours.
E. Stipend Athletic								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Fitness Supervision								
Beesley, Lucas	Stipend- Athletic	Fitness Supervision		\$3,018.20	HSN	Spring 2023	Spring 2023	Fitness Supervisor - Spring, 0 yrs. exp. , paid in FULL in June.
Track								
Roca, Stephen	Stipend- Athletic	Spring Track - Assistant Coach		\$4,024.27	HSN	TBD	Spring 2023	Spring Track - Assistant Coach, 0 yrs. exp., paid in FULL in June.
Change								
Grande, Julia	Change	Volunteer Track		\$0.00	HSN	3/21/23	Spring 2023	Change start date from TBD to 3/21/23 for Volunteer Track.
E. Stipend Non-Athletic								
High School North								
Ashokkumar, Shanthi	Stipend Non-Athletic	Chess Club		\$754.58 (prorated)	HSN	3/11/23	6/30/23	Chess Club Advisor, 0 yrs. exp., paid in FULL in June.
Change								
Ciaranca, Cheryl	Change	Volunteer Hands Across the Water		\$0.00	HSN	3/17/23	6/30/23	Change start date from TBD to 3/17/23 for Volunteer Hands Across the Water Advisor.
F. Community Education								
Appoint								
Surti, Pooja	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer EDP Group Leader.
Thakkar, Rinkoo	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer EDP Group Leader.
Baskin, Zackary	Appoint	CE Summer Assistant		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Assistant.
Marino, Phyllis	Appoint	CE Summer Assistant		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Assistant.
Sanyal, Aritra	Appoint	CE Summer High School Assistant		\$14.13/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer High School Assistant.
Change								
Shah, Parul	Change	EDP Group Leader		\$14.75/hr.	TC, MR, WIC	TBD	6/30/23	Change start date from 3/15/23 to TBD.
Kulkarni, Shilpa	Change	EDP Group Leader		\$14.75/hr.	DN, MH, VIL	TBD	6/30/23	Change start date from 3/15/23 to TBD.
Rescind								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bales, Taylor	Rescind	CE Summer Coordinator		N/A	CMS	3/14/23	3/14/23	Rescind appointment.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Eccles, Matteline	Appoint	Teacher Elementary		TBD	MR	9/1/23	6/30/24	Appoint as an Elementary Teacher, replacing Samantha Anclien, who resigned. (Tenure date: 9/2/27)
Guadagno, Skylar	Appoint	Teacher Science		TBD	HSN	TBD	6/30/24	Appoint as a Science Teacher, replacing Wayne Ernst, who resigned. (Tenure date: TBD)
Change								
Barton, Joseph	Change	Teacher Music	OBA	\$59,500.00 (prorated)	CMS	3/27/23	6/30/23	Change start date from TBD to 3/27/23. Change tenure date from TBD to 3/28/27.
Karpinski, Megan	Change	Teacher Elementary		N/A	WIC	4/24/23	9/25/23	Change FMLA/NJFLA/CC from FMLA/NJFLA/CC: 5/1/23-9/29/23 unpaid, with benefits to 4/24/23-9/25/23, unpaid, with benefits. (RTW: 9/26/23)
Resignation								
Maloney, William	Resign	Teacher Mathematics		N/A	GMS	6/30/23	6/30/23	Resign, after 19 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Change								
Garcia, Roberto	Change	Program Analyst		\$65,000.00	CO	4/3/23	6/30/23	Change start date from TBD to 4/3/23.
Kothari, Kavita	Change	Cafeteria Aide	0	\$15.09/hr.	MR	4/3/23	6/30/23	Change start date from TBD to 4/3/23.
Brown-Denson, Marcey	Change	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	4/15/23	6/30/23	Change salary from \$15.00 to \$16.00.
E. Extracurricular / Extra Pay								
Title I								
Baer, Debra	Extra Duty	Title I Academic Support		\$47.09/hr.	TC	3/20/23	6/30/23	Title I Academic Support; total program not to exceed 140 hours.
Boyce, Patricia	Extra Duty	Title I Academic Support		\$47.09/hr.	TC	3/20/23	6/30/23	Title I Academic Support; total program not to exceed 140 hours.
Covucci, Amanda	Extra Duty	Title I Academic Support		\$47.09/hr.	TC	3/20/23	6/30/23	Title I Academic Support; total program not to exceed 140 hours.
Engel, Emma	Extra Duty	Title I Academic Support		\$47.09/hr.	TC	3/20/23	6/30/23	Title I Academic Support; total program not to exceed 140 hours.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hancock, Melissa	Extra Duty	Title I Academic Support		\$47.09/hr.	TC	3/20/23	6/30/23	Title I Academic Support; total program not to exceed 140 hours.
Jones, Linda	Extra Duty	Title I Academic Support		\$47.09/hr.	TC	3/20/23	6/30/23	Title I Academic Support; total program not to exceed 140 hours.
Keenan, Beth	Extra Duty	Title I Academic Support		\$47.09/hr.	TC	3/20/23	6/30/23	Title I Academic Support; total program not to exceed 140 hours.
D. Substitute / Other								
Change								
Valenzuela, Vincent	Change	Substitute Teacher		N/A	DIST	4/26/23	4/26/23	Change end date from 3/30/23 to 4/26/23 for Substitute Teacher, County Certified.
E. Stipend Athletic								
Volunteer								
Logan, Jonathan	Stipend-Athletic	Volunteer Lacrosse		\$0.00	HSN	TBD	6/30/23	Volunteer Boys' Lacrosse.
Change								
Valenzuela, Vincent	Change	Tennis Coach		\$3,018.20	CMS	Spring 2023	4/26/23	Change end date from 3/30/23 to 4/26/23 for Tennis Coach, 0 yrs. exp., paid in FULL in June.
F. Community Education								
Appoint								
Arvind, Samyuktha	Appoint	CE Summer High School Assistant		\$14.13/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer High School Assistant.
Change								
Kulkarni, Shilpa	Change	EDP Group Leader		\$14.75/hr.	DN, MH, VIL	4/4/23	6/30/23	Change start date from TBD to 4/4/23.



FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 03/28/23: Recommend approval of the following resolutions:

Capital Reserve Purchases over the Bid Limit

Capital Reserve State Contract Purchase

1. Authorize a purchase, utilizing New Jersey State Contract #19-GNSV1-00630, G8015-High Density Filing Systems, from Spacesaver Storage Systems, Fort Atkinson, Wisconsin, as awarded through December 31, 2023, to furnish and install steel library shelving at Wicoff Elementary School at a not to exceed price of \$30,889.01 utilizing capital reserve funds.

Capital Reserve Cooperative Purchase

2. Authorize a purchase utilizing New Jersey approved Cooperative Purchasing System #65MCESCCPS, ESCNJ 22/23-08, to Wisconsin Bench Manufacturing LLC, Thorp, Wisconsin, as awarded through July 2, 2024, to furnish and install side panels and tops to library shelving at Wicoff Elementary School at a not to exceed price of \$19,797.45 utilizing capital reserve funds.

BYLAW GUIDE

First Reading: February 28, 2023

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Board Officers
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0152 BOARD OFFICERS

The Board of Education shall organize at its first regular meeting by electing one of its members as President and another as Vice President.

Any **Board** member may place a **Board** member's name in nomination **for Board President and Vice President**; a second **on the nomination** is not required. Election for each office will be conducted by a vote when the nominations for that office are closed. ~~The candidate receiving a majority vote of the members of the Board present and constituting a quorum will be elected to office.~~

Select Option 1 or 2 below

[Option 1 – Written Paper Ballot

Voting shall take place by written ballot after nominations are closed for each position, President and Vice President. Each Board member will be provided a paper ballot after nominations are closed for each position. Each Board member shall write the name of one Board member they wish to vote for on the paper ballot. Each Board member must print and sign their name on their paper ballot. The ballots shall be read aloud by the Board Secretary identifying the Board member and their vote. ~~The person with the majority vote of the members of the Board present and constituting a quorum shall be elected. In the event no candidate receives a majority vote of the Board members present and constituting a quorum, the procedure shall be repeated until someone receives a majority vote of those Board members present and constituting a quorum.]~~

[Option 2 – Verbal Roll Call Vote

Voting shall take place by verbal roll call vote after nominations are closed. When more than one person has been nominated **for a single position**, the Board will vote on candidates in the order in which they were nominated. ~~In the event no candidate receives a majority vote of the members of the Board present and constituting a quorum, the procedure shall continue until someone receives a majority vote.]~~



BYLAW GUIDE

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Board Officers

Select Option 1 or 2 below

[Option 1 – Elect Officers With a Majority Vote of all the Board Members Present

The person with the majority vote of the members of the Board present and constituting a quorum shall be elected. In the event no candidate receives a majority vote of the Board members present and constituting a quorum, the procedure shall be repeated until someone receives a majority vote of those Board members present and constituting a quorum.]

[Option 2 – Elect Officers With a Majority of all the Members of the Board

The person with the majority vote of all of the members of the Board shall be elected. In the event no candidate receives a majority vote of all of the members of the Board, the procedure shall be repeated until someone receives a majority vote of all of the members of the Board.]

Officers shall serve for one year and until their respective successors are elected and shall qualify, but if the Board shall fail to hold the organization meeting or to elect Board officers as prescribed by N.J.S.A. 18A:15-1, the Executive County Superintendent shall appoint from among the members of the Board a President and/or Vice President.

A President or Vice President who refuses to perform a duty imposed upon **them** ~~him/her~~ by law may be removed by a majority vote of **all of the Board** ~~all of the Board members of the Board present and constituting a quorum~~. In the event the office of President or Vice President shall become vacant the Board shall, within thirty days thereafter, fill the vacancy for the unexpired term. If the Board fails to fill the vacancy within such time, the Executive County Superintendent shall fill the vacancy for the unexpired term.

N.J.S.A. 18A:15-1; 18A:15-2

Adopted:



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First Reading: February 28, 2023

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0161 CALL, ADJOURNMENT, AND CANCELLATION

All The Board of Education meetings shall be meet in public and each Board shall hold a meeting session at least once every two months during the period in which the schools **in the district** are in session.

~~All meetings shall be called to commence not later than 8:00 p.m. of the day designated.~~

The Secretary of the Board shall call a special meeting of the Board whenever: requested by the President of the Board; requested by the Superintendent when the Board fails to meet within two months during the period in which the schools in the district are in session; or when presented with a petition signed by a majority of the full membership of the Board requesting the special meeting.

~~A meeting not regularly scheduled may be called by the Board Secretary at the request of the President or upon the presentation to the Board Secretary of a petition requesting a meeting and signed by a majority of the full Board.~~

The Board may at any time recess or adjourn to an adjourned meeting at a time, date, and place announced **at the time of the recess or before** the adjournment ~~takes place~~. The adjourned meeting shall take up ~~its~~ business at the point in the agenda where the motion to adjourn was passed.

When circumstances are such as to prevent the attendance of a majority or all of Board members or to frustrate the purpose of the meeting, a meeting may be canceled by the Board Secretary at the request of the President. Notice of the cancellation shall be given, by expedient means, to all Board members, to the Superintendent, and, whenever possible, to the newspapers in which notice of Board meetings is regularly given. If possible, written notice of the cancellation shall also be posted at the place where the canceled meeting was scheduled to occur. Notice of the cancellation shall include the date, time, and place of the next scheduled meeting. Notice of the cancellation shall be read at the next following Board meeting and shall be duly recorded in the official minute book.

N.J.S.A. 18A:10-6
N.J.A.C. 6A:32-3.1

Adopted:



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First Reading: March 28, 2023

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2423 BILINGUAL AND ESL EDUCATION

The Board of Education will provide programs of bilingual education, English as a second language (ESL), and English language services **program** for English language learners (ELLs) as required by law and rules of the **New Jersey State Board of Education**. ELLs are those students whose native language is other than English and who have varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability pursuant to N.J.S.A. 18:35-15 **through** ~~to~~ 26.1.

Identification of **Eligible** ELLs

The district shall use a multi-step process at the time of enrollment to determine the native language of each ELL. The district shall:

- 1. Maintain a census indicating all identified students whose native language is other than English; and**
- 2. Administer the Statewide home-language survey to determine which students in Kindergarten to grade twelve whose native language is other than English must be screened further to determine English language proficiency. The Statewide home-language survey shall be administered by a bilingual/ESL or other certified teacher and shall be designed to distinguish students who are proficient English speakers and need no further testing.**

The district shall determine the English language proficiency of all Kindergarten to grade twelve students who are not screened out and whose native language is other than English by administering an English language proficiency test, assessing the level of reading in English, reviewing the previous academic performance of students, including their performance on standardized tests in English, and reviewing the input of teaching staff members responsible for the educational program for ELLs. Students who do not meet the New Jersey Department of Education (Department) standard on a language proficiency test and who have at least one other indicator shall be considered ELLs. The district shall also use age-appropriate methodologies to identify preschool ELLs to determine their individual language development needs.



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~~The Board will conduct a screening process to determine the native language of each ELL at the time of enrollment in the school district. A census shall be maintained of all identified students whose native language is other than English. The English language proficiency of each student whose native language is not English shall be determined by a screening process that includes the administration of a New Jersey Department of Education approved English language proficiency test, an assessment of the student's level of reading in English, a review of the student's previous academic performance including their performance on standardized tests in English, and a review of the input of teaching staff members responsible for the educational program for ELLs.~~

Bilingual Programs for ELLs Program Implementation

The district shall provide the following programs:

1. An English language services program **in accordance with N.J.A.C. 6A:15-1.2** ~~to improve the English language proficiency of ELLs whenever there are at least one, but fewer than ten ELLs enrolled in the school district. English language services shall be provided in addition to the regular school program;~~
2. An ESL program **in accordance with N.J.A.C. 6A:15-1.2** ~~that provides at least one period of ESL instruction based on student language proficiency whenever there are ten or more ELLs enrolled in the school district; and~~
3. A bilingual education program **in accordance with N.J.A.C. 6A:15-1.2** ~~whenever there are twenty or more ELLs in any one language classification enrolled in the school district pursuant to N.J.S.A. 18A:35-18. Where the age range, grade span, and/or geographical location of eligible students makes a full-time bilingual program impractical, the Board may annually offer an instructional program alternative, provided a waiver for the alternative program has been requested and approval has been granted by the Department of Education. The Board may establish a program in bilingual education for any language classification with fewer than twenty students.~~



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All teachers in these programs shall be appropriately certified in accordance with the requirements as outlined in N.J.A.C. 6A:15-1.9. Every student participating in a bilingual, ESL, or English language services program shall be entitled to continue such participation for a period of three years pursuant to N.J.S.A. 18A:35-19.

Bilingual, English as a Second Language, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry

Students enrolled in ~~the~~ a bilingual, ESL, or English language services program shall be assessed annually using **English Language Placement (ELP) assessments** ~~a New Jersey Department of Education approved English language proficiency test~~ to determine their progress in achieving English language proficiency goals and readiness for exiting the program. **Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2., shall be assessed annually using an alternate ELP assessment.**

ELLs enrolled in the bilingual, ESL, or English language services program shall be placed in a monolingual English program when they have demonstrated readiness to **exit a bilingual, ESL, or English language services program through a Department-established criteria on an ELP assessment and a Department-established English language observation form.** ~~A function successfully in an English only program. The process to determine the readiness or inability of the individual student to function successfully in the English only program shall be initiated by the student's level of English proficiency as measured by a first achieve the New Jersey Department of Education-established English proficiency standard as measured by an ELP assessment on an English language proficiency test. The student's readiness of the student shall be further assessed by~~ ~~on~~ the use basis of a **Department-established English language observation form** ~~multiple indicators that considers shall include~~, at a minimum: classroom performance; the student's reading level in English; the judgment of the teaching staff member or members responsible for the educational program of the student; and performance on achievement tests in English.

In accordance with provisions of N.J.S.A. 18A:35-22.1, a parent may remove a student who is enrolled in a bilingual education program at any time; except that during the first three years of a student's participation in a bilingual education program, the parent may only remove the student at the end of each school year.



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~~If during the first three years of a student's participation in a bilingual education program,~~ a parent wishes to remove the student prior to the end of each school year, the removal ~~shall~~ **must** be approved by the Executive County Superintendent ~~of Schools.~~ **If the Executive County Superintendent determines the student should remain in the bilingual education program until the end of the school year,** ~~t~~The parent may appeal the Executive County Superintendent's decision to the Commissioner of Education **or designee pursuant to the provisions of N.J.S.A. 18A:35-19.2.**

Newly exited students who are not progressing in the mainstream English program may be considered for re-entry to bilingual and ESL programs in accordance with the provisions of N.J.A.C. 6A:15-1.10(e)1. through (e)5.

When the review process for exiting a student from a bilingual, ESL, or English language services program has been completed, the student's parent shall be informed by mail of the placement determination. A parent or teaching staff member who disagrees with the proposed placement may appeal the decision in writing to the Superintendent of Schools or designee, who will provide a written explanation for the decision within seven working days. The complainant may appeal this decision in writing to the Board within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision. The Board will review the appeal and respond in writing to the parent within forty-five calendar days of the Board's receipt of the parent's written appeal to the Board. **Upon exhausting an appeal to the Board, the** ~~A complainant not satisfied with the Board's determination of the appeal~~ may appeal to the Commissioner of Education.

Parental Involvement

The parents of ELLs will be notified in accordance with the provisions of N.J.A.C. 6A:15-1.13 that their child has been identified as eligible for enrollment in a bilingual, ESL, or English language services **education** program. Notice shall be in writing and in the language in which the parent(s) possesses a primary speaking ability, and in English. The notice must also include a statement that the parents have the option of declining their child's enrollment in a bilingual program, and shall be given an opportunity to do so if they choose.

The district will notify the parents of ELLs by mail within thirty days of the child's identification.



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Parents shall receive progress reports of students enrolled in bilingual, ESL, or English language services programs in the same manner and frequency as progress reports are sent to parents of other students enrolled in the district.

The Superintendent or designee will provide for the maximum practical involvement of parent(s) of ELLs in the development and review of program objectives and dissemination of information to and from the district Boards of Education and communities served by the bilingual, ESL, or English language services education programs. A ~~school~~ district that implements a bilingual education program shall establish a parent advisory committee on bilingual education of which the majority membership **shall will** be parents of ELLs.

Graduation

ELLs will qualify for graduation from high school in accordance with N.J.A.C. 6A:8-5.1(a) and Policy 5460.

Program Plan

The Superintendent shall prepare and submit a plan for a bilingual, ESL, or English language services program every three years to the Board and the New Jersey Department of Education for approval in accordance with the provisions of N.J.A.C. 6A:15-1.6.

N.J.S.A. 18A:35-15 through 18A:35-~~26.125~~
N.J.A.C. **6A:14-4.10**; 6A:15-1.1 et seq.

Adopted:



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First Reading: March 28, 2023

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R 2423 BILINGUAL AND ESL EDUCATION

A. Definitions (N.J.A.C. 6A:15-1.2)

1. **“Alternate English language proficiency assessment” (alternate ELP assessment) means a New Jersey Department of Education-approved assessment for students with the most significant cognitive disabilities that assesses a student’s English language proficiency on the four domains of listening, speaking, reading, and writing, and that is aligned with the State’s academic achievement standards, as permitted under the Every Student Succeeds Act (ESSA) and the Individuals with Disabilities Education Act (IDEA).**
24. **“Bilingual education program” means a full-time program of instruction in all courses or subjects that a child is required by law or rule to receive, given in the native language of English language learners (ELLs) enrolled in the program and also in English; in the aural comprehension, speaking, reading, and writing of the native language of ELLs enrolled in the programs, and in the aural comprehension, speaking, reading, and writing of English; and in the history and culture of the country, territory, or geographic area that is the native land of the parents of ELLs enrolled in the program, and in the history and culture of the United States.**
32. **“Bilingual part-time component” means a program alternative in which students are assigned to mainstream English program classes, but are scheduled daily for their developmental reading and mathematics instruction with a certified bilingual teacher.**
43. **“Bilingual resource program” means a program alternative in which students receive, **on an individual basis**, daily instruction from a certified bilingual teacher in identified subjects and with specific assignments ~~on an individual student basis~~.**

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54. “Bilingual tutorial program” means a program alternative in which students **receive** ~~are provided~~ one period of instruction from a certified bilingual teacher in a content area required for graduation and a second period of tutoring in other required content areas.
65. “Dual-language bilingual education program” means a full-time program of instruction in elementary and secondary schools that provides structured English language instruction and instruction in a second language in all content areas for ELLs ~~students~~ and for native English speaking students enrolled in the program.
76. “Educational needs” means the particular educational requirements of ELLs; the fulfillment of which will provide them with equal educational opportunities.
87. “English as a second language (ESL) program” means a daily developmental second-language program of at least one period of instruction based on student language proficiency **that** ~~which~~ teaches aural comprehension, speaking, reading, and writing in English using second language teaching techniques, and incorporates the cultural aspects of the student’s experiences in their ESL instruction. A period is the time allocated in the school schedule for instruction in core subjects.
98. “English language development standards” means the 2012 Amplification of the English Language Development Standards, Kindergarten - Grade 12, incorporated herein by reference, as amended and supplemented, developed by the World-Class Instructional Design and Assessment (WIDA) Consortium. They are the standards and language competencies ELLs in preschool programs and elementary and secondary schools need to become fully proficient in English and to have unrestricted access to grade-appropriate instruction in challenging academic subjects. The standards are published by the Board of Regents of the University of Wisconsin System, on behalf of the WIDA Consortium (www.wida.us) and are available for review at <http://www.wida.us/standards/eld.aspx>.

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109. “English language learner” or “ELL” means a student whose native language is other than English. The term refers to students with varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability as used in N.J.S.A. 18A:35-15 to 26.
1140. “English language proficiency **assessment test**” (**ELP assessment**) means a **New Jersey Department of Education-approved assessment that evaluates a student’s test that measures** English language **proficiency on skills in the four domains areas of listening aural-comprehension, speaking, reading, and writing, and that is aligned with the State’s academic achievement standards as permitted under ESSA.**
1244. “English language services” means services designed to improve the English language skills of ELLs. The services, provided in school districts with less than ten ELLs, are in addition to the regular school program and are designed to develop aural comprehension, speaking, reading, and writing skills in English.
1342. “Exit criteria” means the criteria that must be applied before a student may be exited from a bilingual, ESL, or English language services education program.
1413. “High-intensity ESL program” means a program alternative in which students receive two or more class periods a day of ESL instruction. One period is the standard ESL class and the other period is a tutorial or ESL reading class.
1514. “Instructional program alternative” means a part-time program of instruction that may be established by a Board of Education in consultation with and approval of the New Jersey Department of Education (**Department**). All students in an instructional program alternative receive English as a second language.



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1615. “Native language” means the language or mode of communication normally used by a person with a limited ability to speak or understand the English language. In the case of a student, the native language is the language normally used by the student’s parents, except that in all direct contact with a student, including during the evaluation of the child, the native language is the language normally used by the student in the home or in the learning environment ~~first acquired by the student, the language most often spoken by the student, or the language most often spoken in the student’s home regardless of the language spoken by the student.~~
17. “NJSLS” means the New Jersey Student Learning Standards as defined in N.J.A.C. 6A:8-1.3.
1816. “Parent(s)” for the purposes of Policy 2423 and this Regulation 2423 means the natural parent(s) or the legal guardian(s), foster parent(s), surrogate parent(s), or person acting in the place of a parent with whom the student legally resides. When parents are separated or divorced, parent means the person(s) who has legal custody of the student, provided such parental rights have not been terminated by a court of appropriate jurisdiction.
1917. “Review process” means the process established by the Board of Education to assess ELLs for exit from bilingual, ESL, or English language services programs.
2018. “Sheltered English instruction” means an instructional approach used to make academic instruction in English understandable to ELLs. Sheltered English classes are taught by regular classroom teachers who have received training on strategies to make subject-area content comprehensible for ELLs.
- B. Identification of Eligible English Language Learners (ELLs) (N.J.A.C. 6A:15-1.3)
1. The ~~district Superintendent of Schools will designate a teaching staff member(s) who shall use a multi-step process will determine the native language of each ELL~~ at the time of enrollment **to determine the native language of each ELL** the student in the school district. The district ~~shall will:~~

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- a. Maintain a census indicating all **identified** students ~~identified~~ whose native language is other than English; and
 - b. **Administer the Statewide** ~~Develop a screening process, initiated by a home-language survey;~~ to determine which students in Kindergarten to grade twelve, ~~of those~~ whose native language is other than English, must be **screened further** tested to determine English language proficiency. The **Statewide home-language survey** ~~screening~~ shall be **administered** ~~conducted~~ by a bilingual/ESL or other certified teacher, and shall be designed to distinguish students who are proficient English speakers and need no further testing.
2. The district shall determine the English language proficiency of all Kindergarten to grade twelve students who are not screened out and whose native language is other than English, by administering ~~an Department of Education approved~~ English language proficiency test, assessing the level of reading in English, reviewing the previous academic performance of students, including their performance on standardized tests in English, and reviewing the input of teaching staff members responsible for the educational program for ELLs. Students who do not meet the ~~New Jersey Department of Education~~ standard on a ~~Department approved~~ language proficiency test and who have at least one other indicator shall be considered ELLs. The district shall also use age-appropriate methodologies to identify preschool ELLs to determine their individual language development needs.
- C. Bilingual Programs for English Language Learners (ELLs) **(N.J.A.C. 6A:15-1.4)**
1. **The Board shall provide** ~~a~~All Kindergarten ~~to through~~ grade twelve ELLs enrolled in the district pursuant to N.J.S.A. 18A:7F-46 ~~will be provided~~ with all required courses and support services outlined in **N.J.A.C. 6A:15-1.4 (b) through (h) and C.2. a- through C.8. g-** below to prepare ELLs to meet the ~~NJSLS Core Curriculum Content Standards~~ for high school graduation. This may include tutoring, after-school programs, summer programs, and remedial services as needed by ELLs. The district

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shall also provide appropriate instructional programs to eligible pre-school ELLs based on need according to the New Jersey Preschool Program Implementation Guidelines, 2015. The guidelines provide developmentally appropriate recommendations for good practice and are intended for school districts that provide preschool programs.

- 2a. The Board of ~~Education~~ shall establish English language services designed to improve the English language proficiency of ELLs whenever there are at least one, but fewer than, ten ELLs enrolled in the school district. English language services shall be provided in addition to the regular school program.
- 3b. The Board of ~~Education~~ shall establish an ESL program that provides at least one period of ESL instruction based on student language proficiency whenever there are ten or more ELLs enrolled in the school district.
- a.(1) An ESL curriculum that addresses the WIDA English language development standards shall be developed and adopted by the Board to address the instructional needs of ELLs.
- b.(2) The ESL curriculum ~~shall will~~ be cross-referenced to the district's bilingual education and content area curricula to ensure that ESL instruction is correlated to all the content areas taught.
- 4e. The Board of ~~Education~~ shall establish bilingual education programs whenever there are twenty or more ELLs in any one-language classification enrolled in the school district pursuant to N.J.S.A. 18A:35-18. ~~The B~~bilingual education programs shall:
- a.(1) Be designed to prepare ELLs to acquire sufficient English skills and content knowledge to meet the ~~NJSLS Core Curriculum Content Standards~~ **NJSLS Core Curriculum Content Standards**. All ELLs participating in the bilingual programs shall also receive ESL instruction;

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- b.(2) Include a curriculum that addresses the **NJSLS Core Curriculum—Content—Standards**, the WIDA English language development standards, and the use of two languages. The bilingual education curriculum shall be adopted by the Board; and
- c.(3) Include **the** a full range of required courses and activities offered on the same basis and under the same rules that apply to all students within the school district.
- 5d. ELLs shall be provided with equitable instructional opportunities to participate in all non-academic courses necessary to meet the **NJSLS Core Curriculum—Content—Standards**, including comprehensive health and physical education, the visual and performing arts, and career awareness programs. The instructional opportunities shall be designed to assist ELLs to fully comprehend all subject matter and demonstrate their mastery of the content matter.
- 6e. The Board of ~~Education~~ shall offer sufficient courses and other relevant supplemental instructional opportunities in grades nine through twelve to enable ELLs to meet the **NJSLS Core Curriculum—Content—Standards** for graduation. When sufficient numbers of students are not available to form a bilingual class in a subject area, the Board shall develop plans in consultation with and approved by the ~~New Jersey Department of Education~~ to meet the needs of the students.
- 7f. **In addition to N.J.A.C. 6A:15-1.4(a) through (f) and C.1. through C.6. above,** ~~t~~The Board of ~~Education~~ shall design additional programs and services to meet the special needs of eligible ELLs and include, but not be limited to: remedial instruction through Title I programs; special education; school-to-work programs; computer training; and gifted and talented education services.

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- ~~8g.~~ The Board of ~~Education~~ may establish dual-language bilingual education programs in its schools and may make provisions for the coordination of instruction and services with the school district's world languages program. Dual-language bilingual education programs shall also enroll students whose primary language is English, and shall be designed to help students achieve proficiency in English and in a second language while mastering subject-matter skills. To the extent necessary, instruction shall be in all courses or subjects of study that allow students to meet all grade promotion and graduation standards. Where possible, classes in dual-language bilingual programs shall be comprised of approximately equal numbers of ELLs and of students whose native language is English.
92. The Board of ~~Education~~ may establish a program in bilingual education for any language classification with fewer than twenty students.

D. Waiver Process Provided by Statute (N.J.A.C. 6A:15-1.5)

The school district may request a waiver from N.J.A.C. 6A:15-1.4(d) **and C.4. above** to establish annually an instructional program alternative with the approval of the Department of ~~Education~~ when there are twenty or more students eligible for the bilingual education program in **grades** Kindergarten through ~~grade~~ twelve, and the school district is able to demonstrate that it would be impractical to provide a full-time bilingual program due to age range, grade span, and/or geographic location of eligible students.

1. Instructional program alternatives shall be developed in consultation with and approved annually by the Department of ~~Education~~ after review of student enrollment and achievement data. All bilingual instructional program alternatives shall be designed to assist ELLs to develop sufficient English skills and subject-matter skills to meet the ~~NJSLS Core Curriculum Content Standards~~.

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2. The instructional program alternatives that shall be established include, but are not limited to: the bilingual part-time component; the bilingual resource program; the bilingual tutorial program; the sheltered English instruction program; and the high-intensity ESL program.
 3. In the event the district implements program alternatives, the district shall annually submit student enrollment and achievement data that demonstrate the continued need for these programs.
- E. ~~Department of Education Approval Procedures of Bilingual, ESL, or English Language Services Programs (N.J.A.C. 6A:15-1.6)~~
1. **If the ~~Each school~~ district provides ~~providing~~ a bilingual program, ESL program, or English language services, the district shall submit a plan every three years to the ~~New Jersey Department of Education~~ for approval. At its discretion, the ~~Department of Education~~ may request modifications, as appropriate.**
 - a. Plans submitted by the **Board** ~~school district~~ for approval shall include information on the following:
 - (1)~~a~~. Identification of students;
 - (2)~~b~~. Program description;
 - (3)~~c~~. **The n**Number of certified staff hired for the program;
 - (4)~~d~~. Bilingual and ESL curriculum development;
 - (5)~~e~~. Evaluation design;
 - (6)~~f~~. Review process for exit; and
 - (7)~~g~~. A budget for bilingual and ESL programs or English language services.

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- ~~2. The Department of Education will establish procedures for monitoring and evaluation of school district bilingual/ESL programs by means of its district and school accountability process.~~
- F. Supportive Services (N.J.A.C. 6A:15-1.7)
1. Students enrolled in bilingual, ESL, or English language services programs shall have full access to educational services available to other students in the school district.
 2. To the extent that it is administratively feasible, supportive services to ELLs, such as counseling, tutoring, and career guidance, should be provided by bilingual personnel who are familiar with and knowledgeable of the unique needs and background of the ELLs and their parents.
- G. In-service Training (N.J.A.C. 6A:15-1.8)
1. ~~The Board A plan~~ shall be developed ~~a plan~~ for in-service training for bilingual, ESL, and mainstream teachers; administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teachers of ELLs. The plan shall include instructional strategies and appropriate assessments to help ELLs meet the ~~NJSLS Core Curriculum Content Standards~~ and the WIDA English language development standards. All ~~ESL and bilingual~~ **and ESL** teachers shall receive training in the use of the ESL curriculum.
 2. The Professional Development Plan of the school district shall include the needs of bilingual and ESL teachers, which shall be addressed through in-service training.
- H. Certification of Staff (N.J.A.C. 6A:15-1.9)
- ~~All teachers in these programs will hold the following certifications:~~
1. **All teachers of bBilingual cClasses shall hold** a valid New Jersey instructional certificate with an endorsement for the appropriate grade level and/or content area, as well as an endorsement in bilingual education, pursuant to N.J.S.A. 18A:6-38 et seq. and 18A:35-15 to 26.1.

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2. **All teachers of ESL cClasses shall hold** a valid New Jersey instructional certificate in ESL pursuant to N.J.S.A. 18A:6-38 et seq. and N.J.A.C. 6A:9B-10.5.
 3. **All teachers providing** English Language Services **shall hold** a valid New Jersey instructional certificate.
- I. Bilingual, English as a Second Language, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry (**N.J.A.C. 6A:15-1.10**)
1. All ELLs from Kindergarten through grade twelve shall be enrolled in the bilingual, ESL, or English language services **education** program established by the Board of ~~Education~~ as prescribed in N.J.A.C. 6A:15-1.4(b) through (e) and 1.5(a), **C.2. through C.5. and D. above**, and P.L. 1995, c. 59 and c. 327.
 2. Students enrolled in the bilingual, ESL, or English language services program shall be assessed annually using **ELP assessments** a ~~Department of Education approved English language proficiency test~~ to determine their progress in achieving English language proficiency goals and readiness for exiting the program. **Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2, shall be assessed annually using an alternate ELP assessment.**
 3. ELLs enrolled in the bilingual, ESL, or English language services program shall be placed in a monolingual English program when they have demonstrated readiness to **exit a bilingual, ESL, or ELS program through Department-established criteria on an ELP assessment and a Department-established English language observation form.** A ~~function successfully in an English-only program. The process to determine the readiness or inability of the individual student to function successfully in the English-only program shall be initiated by the student's level of English proficiency as measured by a~~ **first achieve the Department-established English proficiency standard as measured by an ELP assessment on an English language proficiency test.** The ~~student's~~ **student's** readiness ~~of the student~~ shall be

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further assessed ~~by~~ ~~on~~ the use basis of a **Department-established English language observation form** ~~multiple indicators~~ that ~~considers shall include~~, at a minimum: classroom performance; the student's reading level in English; the judgment of the teaching staff member or members responsible for the educational program of the student; and performance on achievement tests in English.

a. **Pursuant to C.F.R. §200.6(h)(4)(ii), an ELL with a disability whose disability makes it impossible for the student to be assessed in a particular domain because there are no appropriate accommodations for assessing the student in that domain may be exited from ELL status based on the student's score on the remaining domains in which the student was assessed.**

4. A parent may remove a student who is enrolled in a bilingual education program pursuant to provisions in N.J.S.A. 18A:35-22.1.

5. Newly exited students who are not progressing in the mainstream English program may be considered for reentry to bilingual and ESL programs as follows:

a. After a minimum of one-half ~~of~~ an academic year and within two years of exit, the mainstream English classroom teacher may recommend retesting with the approval of the Principal.

b. A waiver of the minimum time limitation may be approved by the Executive County Superintendent upon request of the Superintendent if the student is experiencing extreme difficulty in adjusting to the mainstream program.

c. The recommendation for retesting shall be based on the teacher's judgment that the student is experiencing difficulties due to problems in using English as evidenced by the student's inability to: communicate effectively with peers and adults; understand directions given by the teacher; and/or comprehend basic verbal and written materials.

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- d. The student shall be tested using a different form of the test or a different language proficiency test than the one used to exit the student.
 - e. If the student scores below the State-established standard on the language proficiency test, the student shall be re-enrolled into the bilingual or ESL program.
6. When the review process for exiting a student from a bilingual, ESL, or English language services program has been completed, the district shall notify by mail the student's parent(s) of the placement determination. If the parent(s) or teaching staff member disagrees with the placement, **they** ~~he/she~~ may appeal the placement decision in writing to the Superintendent or designee, who will provide a written explanation for the decision within seven working days of receiving the written appeal. The complainant may appeal this decision in writing to the Board of ~~Education~~ within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision. The Board will review the appeal and respond in writing to the parent within forty-five calendar days of the Board's receipt of the parent's written appeal to the Board. Upon exhausting an appeal to the Board, the complainant may appeal to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3.
- J. Graduation Requirements for English Language Learners **(N.J.A.C. 6A:15-1.11)**
- All ELLs **shall** ~~must~~ satisfy requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a).
- K. Location of ~~Programs~~ **(N.J.A.C. 6A:15-1.12)**
- All bilingual, ESL, and English language services programs shall be conducted within classrooms within the regular school buildings of the school district pursuant to N.J.S.A. 18A:35-20.

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L. Notification (N.J.A.C. 6A:15-1.13)

1. The school district ~~will~~ **shall** notify by mail the parents of ELLs of the fact that their child has been identified as eligible for enrollment in a bilingual, ESL, or English language services **education** program. The district shall issue the notification within thirty days of the child's identification. Notice shall include a statement that the parents may decline their child's enrollment in a bilingual program, and they shall be given an opportunity to do so if they choose. The notice shall be in writing and in the language in which the parent(s) possesses a primary speaking ability, and in English, and shall include the following information:
 - a. Why the student was identified as an ELL;
 - b. Why the student needs to be placed in a language instructional educational program that will help ~~them him~~ ~~or her~~ develop and attain English proficiency and meet ~~the~~ **NJSLS State academic standards**;
 - c. The student's level of English proficiency, how the level of English proficiency was assessed, and the student's academic level;
 - d. The method of instruction the school district will use to serve the student, including a description of other instruction methods available and how those methods differ in content, instructional goals, and the use of English and a native language, if applicable;
 - e. How the program will meet the student's specific needs in attaining English and meeting State standards;
 - f. The program's exit requirements, the expected rate of transition into a classroom not tailored for ELLs and, in the case of high school students, the expected rate of graduation; and



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- g. How the instructional program will meet the objectives of the individualized education program of a student with a disability.
- 2. The school district shall send progress reports to parent(s) of students enrolled in a bilingual, ESL, or English language services programs in the same manner and frequency as progress reports are sent to parent(s) of other students enrolled in the school district.
- 3. Progress reports shall be written in English and in the native language of the parent(s) of students enrolled in the bilingual and ESL program unless the school district can demonstrate and document in the three-year plan required in N.J.A.C. 6A:15-1.6(a) that the requirement would place an unreasonable burden on the district.
- 4. The school district shall notify the parent(s) when a student meets the exit criteria and **are** is placed in a monolingual English program. The notice shall be in English and in the language in which the parent(s) possesses a primary speaking ability.

M. Joint Programs (N.J.A.C. 6A:15-1.14)

With ~~the approval of the Executive County Superintendent of Schools~~ on a case-by-case basis, a school district may join with another Board of Education to provide bilingual, ESL, or English language services programs.

N. Parental Involvement (N.J.A.C. 6A:15-1.15)

- 1. The ~~district Superintendent or designee~~ **shall will** provide for the maximum practicable involvement of parent(s) of ELLs in the development and review of program objectives and dissemination of information to and from the district Boards of Education and communities served by the bilingual, ESL, or English language services education programs.
- 2. ~~If the A school district that~~ implements a bilingual education program, **the district** shall establish a parent advisory committee on bilingual education of which the majority **membership shall will** be parent(s) of ELLs.

Issued:



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First Reading:

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2460.2 PARTICIPATION BY PRIVATE ATTORNEYS, LAY ADVOCATES, CONSULTANTS OR ADVISORS AT MEETINGS WITH SCHOOL DISTRICT STAFF

The Administration recognizes that parents and adult students may wish to be accompanied by attorneys, lay advocates, consultants or advisors at certain types of meetings with school district employees. This regulation is intended to provide guidance as to the circumstances and conditions under which such participation will occur.

Parents and adult students are entitled to bring attorneys, lay advocates, consultants or advisors of their own choosing to participate in IEP Team meetings or meetings with administrators. "Participation" shall mean attendance at such a meeting by a friend, attorney, lay advocate, consultant or advisor for the purpose of speaking on the parent's behalf or providing input, opinions, suggestions, advice or emotional support at the meeting. Advance notice of at least 24 hours shall be given identifying the name and status (e.g. attorney, psychologist, advocate or friend) of any such outside person who will be attending.

Parents and adult students are not permitted to bring such persons to parent-teacher or student-teacher meetings where no administrator is present.

All participants at meetings under this regulation are expected to conduct themselves in a professional and civil manner and to refrain from the following:

- a) Making statements known to be false;
- b) Engaging in conduct or speech that is disruptive;
- c) Engaging in conduct or speech that unreasonably delays or extends a meeting;
- d) Uncivil behavior such as shouting at, threatening, demeaning or interrupting any person or otherwise disrupting the meeting.

The senior administrator at the meeting (or the case manager at an IEP meeting where no administrator is present) shall have authority to enforce this regulation and the above standards of conduct. Normally a warning should suffice to stop the improper conduct. In the event that an outside representative fails to conform to the above standards at an IEP team meeting, the administrator or case manager shall have the authority to terminate and reschedule the IEP team meeting or to obtain consent from the parent(s) to continue with the meeting without the participation of the attorney, law advocate, and consultant of advisor.

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Jan 19

[See POLICY ALERT Nos. 207 and 217]

5337 SERVICE ANIMALS

In compliance with Title II of the Americans with Disabilities Act (ADA) as amended by the ADA Amendments Act of 2008, it is the Policy of the Board to permit use of a service animal by an individual with a disability in all areas of the district where the public is normally permitted: in district buildings; on district property; and on vehicles owned, leased, or controlled by the district. (28 CFR §35.136)

A. Definitions

1. “Act” means the Americans with Disabilities Act (ADA) as amended by the ADA Amendments Act of 2008.
2. “Designated administrator” means Principal or person designated by the Principal to coordinate these activities.
3. “District” means this school district.
4. “Handler” means the animal’s owner **who is an individual with a disability** or a person, such as a trainer, assisting the owner with control of the service animal.
5. “Service animal” means a dog individually trained to do work or perform a specific job or task for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. (28 CFR §36.104)
 - a. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition.
 - b. The work or tasks performed by a service animal must be directly related to the individual’s disability (e.g. navigation, alerting physical support and assistance, preventing or interrupting impulsive or destructive behaviors).



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- c. Work or tasks for the purposes of this definition do not include the provision of emotional support, well-being, comfort, therapy, companionship, or crime deterrence.

B. Generally

1. The district shall permit the use of a service animal by an individual with a disability unless:
 - a. The animal is out of control and the animal's handler does not take effective action to control it;
 - b. The animal is not housebroken.
2. A service animal shall have a harness, leash, or other tether, unless either the handler is unable because of a disability to use a harness, leash, or other tether, or the use of a harness, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks, in which case the service animal must be otherwise under the handler's control (e.g. voice control, signals, or other effective means). (28 CFR §35.136(d))
3. If an animal is properly excluded, the district shall give the individual with a disability the opportunity to participate in the service, program, or activity without having the service animal on the premises. (28 CFR §35.136(b))
4. If there are places in the district where it is determined to be unsafe for a handler and service animal, reasonable accommodations will be provided to assure the individual **with a disability has** equal access to the activity.
5. Unless the need for a service animal is readily apparent, the **individual with a disability or his/her parent handler** will be required to provide the district with information that:
 - a. The service animal is required because of a disability; and
 - b. What work or task the animal has been trained to perform.



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6. The district may not require documentation, including proof that the animal has been certified, trained, or licensed as a service animal; nor that the dog demonstrates its ability to perform the work or task. (28 CFR §35.136(f))
7. Individuals **with a disability** who have service animals are not exempt from local animal control or public health requirements.
8. Service animals must be licensed and registered in accordance with State and local laws.

C. Delegation of Responsibility

1. The district is not responsible for the care or supervision of a service animal, **in accordance with** ~~(28 CFR §35.136(e)).~~
 - a. **The district is not responsible to pay for or provide a handler to aid the individual with a disability in the control of the service animal.**
 - b. **The district is responsible to provide assistance to an individual with a disability in performing the tasks required of the individual for the care and maintenance of the service animal.**
2. If the district normally charges individuals for damage they cause, an individual with a disability may be charged for damage caused by his or her service animal. (28 CFR §35.136(h))
3. The district will designate relief areas for the service animal which will be included in mobility training and orientation of students and animals new to the school.

D. Notification and Responsibilities

1. In the event a service animal will be introduced as part of the school community, the designated administrator will develop a comprehensive implementation plan prior to introduction of the service animal into the school to include:



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- a. Notification to parents of students who may be in contact with the service animal;
 - b. **Appropriate accommodations:**
 - (1) **For students who are allergic to the service animal; and/or**
 - (2) **For students who have fears regarding the service animal.**
 - c. Appropriate etiquette regarding service animals to include:
 - (1) Never pet a service animal while it is working;
 - (2) Never feed a working service animal;
 - (3) Do not deliberately startle, tease, or taunt a service animal;
 - (4) Do not hesitate to ask the handler if he or she would like assistance regarding directions **for navigating** of the facility.
2. The use of a service animal introduced as part of the school community will require inclusion into the student's Individualized Education Plan (IEP) or the student's Section 504 Accommodation Plan.
 3. The district ~~may will require~~ **request, but cannot require, that** the owner of a service animal introduced as part of the school community and, as included in the student's IEP or Section 504 Accommodation Plan, maintain liability insurance for the service animal ~~in the amount required by the Board of Education.~~ **The School Business Administrator/Board Secretary will ensure the school district has appropriate insurance in the event a service animal is introduced as part of the school community.**



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E. Miniature Horses

1. Miniature horses, although not included in the Act under the definition of “service animal,” may only be permitted if individually trained to do work or perform tasks for the benefit of the individual with a disability and if they meet the assessment factors outlined in 3. below. (28 CFR §35.136(i))
2. Ponies and full size horses are not considered miniature horses.
3. Assessment factors to determine whether the district can reasonably modify its policies, practices, and procedures to allow for the use of miniature horses on its property, facilities, or vehicles include:
 - a. Type, size, and weight of the miniature horse and whether the facility can accommodate those features;
 - b. Whether the handler has sufficient control of the miniature horse;
 - c. Whether the miniature horse is housebroken; and
 - d. Whether the miniature horse’s presence compromises legitimate safety requirements necessary for safe operation.
4. All requirements for the use of service animals also apply to the use of miniature horses.

28 CFR §35.136
28 CFR §36.104

Adopted:



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT 2023-2024 SCHOOL YEAR CALENDAR

SEPTEMBER 2023				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

FEBRUARY 2024				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

COLOR CODES	
	Schools Closed
	Emergency Closing Day
	Early Dismissal: Conferences
	Early Dismissal Day K-12
	Professional Development Day
	PD Day - NEW Teachers Only

OCTOBER 2023				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

MARCH 2024				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

FALL 2023

8/28-8/31	Professional Development Days - NEW TEACHERS ONLY
9/5 -6	PD Days for Staff
9/7	First Day of School
9/25	Schools Closed
10/10-13	Early Dismissal K-5 - Conferences
10/25-27	Early Dismissal 6-8 - Conferences
11/9-10	Schools Closed
11/22	Early Dismissal
11/23-24	Schools Closed - Thanksgiving Recess

NOVEMBER 2023				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

APRIL 2024				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

WINTER 2023-2024

12/22	Early Dismissal K-12 - Winter Recess
12/25-1/1	Schools Closed - Winter Recess
1/11-12	Early Dismissal K-5 - Conferences
1/15	Schools Closed
2/5-6	Early Dismissal 6-8 - Conferences
2/16	Schools Closed-PD Day for Staff
2/19	Schools Closed

DECEMBER 2023				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

MAY 2024				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

SPRING 2024

3/22	Early Dismissal K-5 - Conferences
3/25-3/29	Schools Closed - Spring Recess
4/1	Emergency Closing Day #2
4/10	Schools Closed
4/23	Schools Closed
4/24	Emergency Closing Day #1
5/24	Emergency Closing Day #3
5/27	Schools Closed
6/19	Last Day of School Early Dismissal K-12 High School Graduation
6/20	Professional Development Day - NEW TEACHERS ONLY

JANUARY 2024				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

JUNE 2024				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

EMERGENCY CLOSING DAYS	
Days Used	Schools Will Be Open On:
1	April 24
2	April 1
3	May 24

Note: If we have no emergency closing days, schools are closed April 1, April 24, and May 24

**BOARD APPROVAL: Feb. 8, 2022
(Revised: March 28, 2023)**



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

**APRIL 25, 2023: PUBLIC HEARING ON 2023-2024 BUDGET &
BOARD OF EDUCATION MEETING**

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

7:00 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Eliana Du and Maya Patel, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and April 21, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	Potential Legal Agreement
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. PUBLIC HEARING ON THE 2023-2024 BUDGET

III. OPPORTUNITY FOR PUBLIC COMMENTS ON THE BUDGET

The Board invites thoughts and reactions on the 2023-2024 budget from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. APPROVAL OF 2023-2024 BUDGET:

To be voted on 4/25/23: Recommend approval of the following resolution:

2023-2024 Budget

1. WHEREAS, The West Windsor Plainsboro Regional School District Board of Education adopted a tentative budget on March 14, 2023, 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, 10, 2023, and

WHEREAS, the tentative budget was advertised in the legal section of *The Trenton Times* and *The Home News Tribune* on April 19, 2023 and April 20, 2023, and

WHEREAS, the final budget was presented to the public during a hearing held in the Board of Education Administrative Offices, West Windsor, NJ, on April 25, 2023, now

Be It Resolved, to approve a school district budget for the fiscal year 2023-2024 as follows:

	Budget	Local Tax Levy
Total General Fund	\$ 230,931,147	181,765,135
Total Special Revenue Fund	\$ 3,094,570	-
Total Debt Service Fund	\$ 11,915,588	-
Totals	\$ 245,941,305	181,765,135

Included in the general fund budget is \$7,387,277 to be deposited in capital reserve to transfer to repayment of debt.

Included in the general fund budget is \$4,262,400 to be withdrawn from the Board of Education’s approved Capital Reserve Account to support funding of capital projects.

Included in the general fund budget is \$6,831,609 for deposit into the Board of Education’s approved Capital Reserve Account for future funding of capital projects.

The school district has proposed programs and services in addition to the New Jersey Student Learning Standards adopted by the State Board of Education. Information on this budget and the programs and services it provides is available from your local school district.

The tax levy includes a Spending Growth Limitation Adjustment (SGLA) for healthcare costs of \$743,478.

The tax levy includes \$0 of banked cap.

Maximum Travel Expenditure

2. Approve the following resolution:

Whereas, pursuant to *N.J.S.A. 18A:11-12*, in each pre-budget year, the West Windsor-Plainsboro Regional School District Board of Education is required to establish a maximum travel expenditure amount for the budget year that may not be exceeded; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education has established the maximum travel amount in the pre-budget year of \$495,000 and the amount spent to date is \$105,749 and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education has determined that the maximum travel expenditure amount includes all travel that is supported by state and local funds; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education has not elected to exclude travel expenditures supported by federal funds from the maximum travel expenditure amount; now, therefore be it

Resolved, that the West Windsor-Plainsboro Regional School District Board of Education hereby establishes the maximum travel expenditure amount for the 2023-2024 school year will be a maximum of \$495,000.

Regular School District Business Travel

3. Approve the following resolution:

Whereas, Chapter 53 of the Laws of 2007 and *N.J.A.C. 6A:23A-1.1 et seq.* govern all reimbursements to school district employees for costs related to travel; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education (“Board”) recognizes that the needs of the district require many employees to travel between schools and other offices within the school district; and

Whereas, the Board recognizes that the needs of the district also require numerous employees to travel outside the school district to attend various meetings and activities related to their duties; and

Whereas, Chapter 53 of the Laws of 2007 and *N.J.A.C. 6A:23A-7.3* authorize the West Windsor-Plainsboro Regional School District Board of Education to establish a maximum amount for which employees may be reimbursed for costs related to “regular school district business travel” for which no specific approval of the Board of Education is required; and

Whereas, *N.J.A.C. 6A:23A-1.2* defines “regular school district business travel” as “regular official business travel, including attendance at meetings, conferences and any other gatherings” which are not considered “training and seminars,” “conventions and conferences,” or “school district-sponsored events” as defined by *N.J.A.C. 6A:23-1.2*; and

Whereas, *N.J.A.C. 6A:23A-1.2* also defines “regular school district business travel” as “attendance at regularly scheduled in-state county meetings and Department sponsored or association sponsored events provided free of charge and regularly scheduled in-state professional development activities with a registration fee that does not exceed \$150 per employee; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education wishes to ensure that its employees carry out their duties in an effective and efficient manner; now, therefore be it

Resolved, that the West Windsor-Plainsboro Regional School District Board of Education establishes \$1,500 as the maximum amount for which any individual employee may be reimbursed for costs associated with regular school district business travel during the 2023-2024 school year, without specific approval by the Board of Education; and

Resolved, that all requests by employees for reimbursement for costs associated with regular district business travel shall be made and processed in accordance with applicable law and regulations and Board of Education policies and procedures.

V. **ADJOURNMENT OF PUBLIC HEARING ON THE 2023-2024 BUDGET**

VI. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. Student Representative Reports

VII. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

VIII. **BOARD OF EDUCATION COMMITTEE REPORTS**

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

IX. **MEETING**

A. **ADMINISTRATION**

To be voted on 04/25/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated March 28, 2023, for the following case numbers: 245632-HSS-03232023; 245107-CMS-03162023; 245044-HSS-03152023; 245040-DNE-03152023; 245015-MRS-03152023; 245002-HSN-03152023; 245000-CMS-03152023; 244997-CMS-03152023; 244671-CMS-03102023; 244667-CMS-03102023; 244509-HSS-03082023; 244449-CMS-03082023; 244437-HSN-03082023; 244285-GMS-03062023; 244284-GMS-03062023; 244061-GMS-03022023; 244055-HSS-03022023; 244051-MHE-03022023; 243943-GMS-03012023; and 243656-GMS-02242023

2. Review superintendent of school’s recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated April 25, 2023, for the following case numbers: 246676-VS-04102023; 246386-HSS-04032023; 246277-MRS-03312023; 246023-GMS-03282023; 246001-CMS-03282023; 245920-VS-03272023; 245833-DNE-03272023; 245826-HSN-03272023; 245807-MRS-03252023; 245791-HSS-03242023; 245753-DNE-03242023; 245656-HSS-03232023; 245584-HSS-03222023; 245576-HSN-03222023; 245542-HSS-03222023; 245476-GMS-03212023; 245474-HSS-03212023; 245459-GMS-03212023; 245457-MHE-03212023; 245414-MRS-03212023; 245370-GMS-03202023; 245364-MHE-03202023; 245332-HSN-03202023; 245130-GMS-03162023; 245085-GMS-03152023; 245054-GMS-03152023; 245031-MRS-03152023; 245027-MRS-03152023; 244430-HSS-03082023; 244347-MHE-03072023; 244070-GMS-03032023; 244069-GMS-03032023; 244068-GMS-03032023; 244051-MHE-03022023; 244046-MHE-03022023; 244030-HSS-03022023; 243455-HSS-02222023; 243452-HSS-02222023; 240297-HSS-01042023; and 240224-HSS-01032023.
3. The Board hereby affirms the findings in HIB case no. 241530-DNE-01262023

School Security Drills

4. Acknowledge the following fire and security drills were performed in March 2023 in compliance with N.J.S.A. 18A:41-1:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
3/29/23	3/8/23	Dutch Neck Elementary School
3/31/23	3/8/23	Maurice Hawk Elementary School
3/8/23	3/13/23	Town Center Elementary School
3/15/23	3/28/23	J.V.B. Wicoff Elementary School
3/16/23	3/8/23	Millstone River School
3/15/23	3/30/23	Village School
3/27/23	3/7/23	Community Middle School
3/27/23	3/6/23	Thomas Grover Middle School
3/1/23	3/29/23	WW-P High School North
3/1/23	3/10/23	WW-P High School South

Policies and Regulations: First Reading

5. First reading of the following policies:

P 5305	Health Services Personnel
P 5308	Student Health Records
R 5308	Student Health Records
P 5310	Health Services
R 5310	Health Services
P 7440	School District Security

Policies and Regulations: Second Reading

6. Second reading of the following policies:

P 2423	Bilingual and ESL Education
R 2423	Bilingual and ESL Education

- R 2460.2 Participation By Private Attorney, Lay Advocates, Consultants or Advisors at meetings with School District Staff
- P 5537 Service Animals

Policies: Abolish

- 7. Abolish Policy

- P 9100 Public Relations

Special Services – Chapters 192/193

- 8. Accept additional funds from the State of New Jersey Department of Education, under the Provisions of Chapters 192/193, for the fiscal year 2022-2023 in the amount of \$372 for speech services and \$330 for supplemental instruction services.

Counseling Software Services

- 9. Authorize a one-year agreement with PowerSchool (formerly Hobsons) to provide Naviance software services for college and career planning for middle schools and high schools from September 16, 2023 to September 15, 2024, at a cost not to exceed \$26,362.20.

Community Education Full-Day Preschool Program

- 10. Approve the 2023-2024 Full-Day Preschool program rates as follows:

Type of Program	Number of Days	Cost per Month
Full-Day 4 Year Olds 9:00 a.m.-3:00 p.m.	5	\$1,020

B. CURRICULUM AND INSTRUCTION

To be voted on 04/25/23: Recommend approval of the following resolutions:

Professional Development Consultants

- 1. Approve the following:
 - a) ACTFL to provide two one-day on-site AAPPL Familiarization workshops for World Language teachers May 30, 2023, and May 31, 2023, at a cost not to exceed \$6,468.
 - b) American Institutes of Research Center on Multi-Tiered System of Supports to provide on-site and virtual training for district employees from June 2023 through June 2024, at a cost not to exceed \$14,250.
 - c) Northwest Evaluation Association to provide a 2-hour virtual kindergarten MAP Reading Fluency - Essential Reports workshop for district teachers June 2023, at a cost not to exceed \$1,260.

Field Trips

- 2. Approve the following overnight field trip:

Grover Middle School

- a) Science Olympiad to Wichita State University, Wichita, Kansas, from May 18, 2023, through May 21, 2023. The cost of the trip is approximately \$1000 per student.

C. FINANCE

To be voted on 04/25/23: Recommend approval of the following resolutions:

Business Services

- 1. Payment of bills as follows:
 - a) Bills List General for April 25, 2023 (run on 4-18-23) in the amount of \$17,768,423.94.
 - b) Bills List Capital for April 25, 2023 (run on 4-17-23) in the amount of \$104,660.99.
- 2. Budget transfers as follows:
 - a) 2022-2023 school year as shown on the expense account adjustments for March 31, 2023 (run on 4-10-23) (Adjustment Nos. 408-473).
- 3. Accept the following reports this will become a permanent part of the Board Minutes:

A-148 Report of the Secretary to the Board of Education as of February 28, 2023, indicating that no major account is over-expended and the Board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

A-149 Report of the Treasurer of School Monies to the Board of Education as of February 28, 2023.

Grant Application – Local Foods for Schools

- 4. Approve an application for a Local Foods for Schools Opportunity Grant whereby the District will receive funding in the amount of \$27,464.90, to be used to through March 31, 2024, to purchase local whole, unprocessed or minimally processed foods primarily from small, socially disadvantaged, businesses and farms in New Jersey to be provided as a supplemental part of purchased student lunches, or to be used in culinary arts classes.

State Contract Purchase over the Bid Limit

- 5. Authorize a change to a purchase originally approved on November 1, 2022 utilizing New Jersey State Contract #88740 (T2989-Communications Wiring Services) to Millennium Communications Group Inc., East Hanover, New Jersey, as awarded through March 19, 2023, to furnish and install new fiber connections between buildings at 72 Grover Mill Road (FVHD Project #5324). This change is for an additional amount of \$7,095.04 for testing continuity and verifying the paths between the new site and HS North and creating and verifying the path between the new site and HS South.

Cooperative Purchases over the Bid Limit

6. Authorize a purchase utilizing Educational Services Commission of New Jersey Bid # ESCNJ 18/19-67 Technology Products as awarded through May 12, 2023 to Apple Products for classroom iPads and accessories in an amount not to exceed \$8,027.00.
7. Authorize purchases utilizing Educational Data Services Bid # 10430-Classroom Furniture & Equipment Catalogue Discount Vendors Bid #: 1469 MSRP –as awarded through December 1, 2023 from Hertz Furniture for classroom furniture and supplies at several district schools at an amount not to exceed \$45,000.
8. Authorize a purchase utilizing Educational Services Commission of New Jersey Bid # ESCNJ/AEPA-22G-Technology Catalog Supplies & Services, as awarded through June 30, 2023, to CDWG for district technology supplies and accessories in the amount of \$2,123.30.

Cooperative Purchase – Capital Reserve

9. Authorize a purchase utilizing New Jersey Cooperative #65MCESCCPS Bid #ESCNJ 19/20-38 to Open Systems Integrators, Hamilton, as awarded through June 29, 2023, to furnish and install an additional door intercom and master station at entrance of Wicoff School Phase 2 (FVHD Project #5339), at a not to exceed amount of \$8,629.18 utilizing capital reserve funds.
10. Authorize a purchase utilizing New Jersey Cooperative #65MCESCCPS Bid # ESCNJ 22/23-08 Furniture and Accessories to Virco, Conway, Arkansas, for HS North Media Center tables and chairs (FVHD Project #5063K2) in the amount of \$56,313.75 utilizing capital reserve funds.
11. Authorize a purchase utilizing New Jersey Cooperative #65MCESCCPS Bid # ESCNJ 22/23-08 Furniture and Accessories to KI, Green Bay, Wisconsin, for HS North Culinary Arts (FVHD Project #5063K2) lecterns and tables at a cost of \$13,765.95 and stools at a cost of \$7,357.43, utilizing capital reserve funds.
12. Authorize a purchase utilizing New Jersey Cooperative #65MCESCCPS Bid # ESCNJ 22/23-08 Furniture and Accessories to HON Company, Muscatine, Iowa, for HS North Media Center (FVHD Project #5063K2) furniture and files at a cost of \$13,996.08, utilizing capital reserve funds.

State Contract Copier Lease

13. Authorize a 5-year lease beginning, June 2023, utilizing NJ State Contract G2075-Copiers & Multi-Function Devices, Maintenance, Supplies & Print Services, Blanket PO 40467 51 58 Lease to Ownership Plans (LTOP), to Keystone Digital Imaging Inc., Mt. Laurel, New Jersey, for several Ricoh brand copiers at an annual cost not to exceed \$23,300. The new copiers will be added to the current service price per copy agreement.

Equipment Disposal

14. Disposal of obsolete equipment that has met the district's life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

Grover
Risers - 3
Stools – Classroom -3

High School South
Cabinets - Filing - 3

Town Center
Stove – 1

Transportation

Quotes – School Related Activities

15. Award the 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number 27060 to Rick Bus Company as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj Cost Per Hour</u>
27060	Rutgers Farms & Garden	\$412.00	2	\$0.00

Agreements/Jointures

16. Approve the following agreements/jointures payable by the West Windsor-Plainsboro Regional School District to East Windsor Regional School District for the 2022-2023 school year as follows:

<u>Route</u>	<u>Location</u>	<u># Students</u>	<u>Total Expenditure</u>
CPC	CPC High Point	1	\$5,476.94

17. Enter into transportation agreements/jointures for the participation in coordinated transportation for the 2023-2024 school year between the Board of Education of the West Windsor-Plainsboro Regional School District and the following:

- a) Educational Services Commission of New Jersey
- b) Lawrence Township Public School District
- c) Mercer County Special Services School District
- d) Mercer County Educational Services Commission
- e) Monmouth-Ocean Educational Services Commission
- f) East Windsor Regional School District
- g) Cranbury Township
- h) South Brunswick School District
- i) Robbinsville Board of Education
- j) Gloucester County Special Services School District
- k) Princeton Public Schools

Travel and Related Expenses Reimbursement

18. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are

subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) One staff member to participate in CompTIA Network+ certification training and testing during the month of May 2023, at a cost not to exceed \$500, including mileage.
- b) One central office administrator to attend the 2023 Public Employment Conference in East Brunswick, New Jersey, from May 4, 2023, at a cost not to exceed \$255, including travel.

D. PERSONNEL

To be voted on 04/25/23: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:

- A. Administrators
- B. Certificated Staff
- C. Non-Certificated Staff
- D. Substitutes/Other
- E. Extracurricular/Extra Pay
- F. Community Education Staff
- G. Emergent Hiring

Intern

2. Approve the following Counseling intern for Fall 2023, pending background clearance:

- a) Tara Hipple: High School South (Villanova University)

X. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 4/25/23:

- A. March 28, 2023 Meeting
- B. March 28, 2023 Closed Executive Session

XI. BOARD LIAISON REPORTS

XII. NEW BUSINESS

XIII. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

XIV. RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Contract Negotiations with WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	Superintendent Evaluation Process/Timelines
9. Matters involving quasi-judicial deliberations, and specifically:	

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will not return to open session to conduct business at the conclusion of the executive session.

XV. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 4/25/2023

Deadline for next Agenda: 4/26/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
None								
B. Certificated Staff								
Appoint								
Li, Zhengqing	Appoint	Teacher Dual Language Immersion-Chinese	TBD	TBD	VIL	TBD	6/30/24	Appoint as 5th Grade Dual Language Immersion Teacher-Chinese, pending employment verification, growth position. (Tenure date: TBD)
Obregon, Michelle	Appoint	School Counselor	TBD	TBD	DN	TBD	6/30/24	Appoint as a School Counselor, pending employment verification, growth position. (Tenure date: TBD)
Pareja, Daniela	Appoint	School Counselor	TBD	TBD	DN	TBD	6/30/24	Appoint as a School Counselor, pending employment verification, replacing Nancy Dunne, who retired. (Tenure date: TBD)
Poole, Abbey	Appoint	Speech Language Specialist	TBD	TBD	CMS/MR	TBD	6/30/24	Appoint as a Speech Language Specialist, pending employment verification, replacing Elizabeth Clements, who retired. (Tenure date: TBD)
Sheehan, Kelsey	Appoint	Teacher Dual Language Immersion-Language Arts	TBD	TBD	VIL	TBD	6/30/24	Appoint as 5th Grade Dual Language Immersion Teacher-Language Arts, pending employment verification, growth position. (Tenure date: TBD)
Sheehan, Michael	Appoint	Teacher Dual Language Immersion-Language Arts	TBD	TBD	VIL	TBD	6/30/24	Appoint as 4th Grade Dual Language Immersion Teacher-Language Arts, pending employment verification, replacing Carley Whalen, who resigned. (Tenure date: TBD)
Tsao, Chingyun	Appoint	Teacher Dual Language Immersion-Chinese	TBD	TBD	MH	9/1/23	6/30/24	Appoint as Kindergarten Dual Language Immersion Teacher-Chinese, pending employment verification, growth position. (Tenure date: TBD)
Change								
Barabas, Martha	Change	Teacher Language Arts	4MA	\$65,550.00 (prorated)	GMS	3/4/23	6/30/23	Change from leave replacement Language Arts Teacher to permanent Language Arts Teacher, replacing Shea Laurenzo, who resigned. (Tenure date: 3/5/27)
Grossmann, Tara	Change	Teacher Mathematics Interventionist	TBD	TBD	MH	9/1/23	6/30/24	Change from Teacher Elementary to Teacher Mathematics Interventionist, replacing Evan Milman, who retired.
Shu, Gail	Change	Teacher Science	TBD	TBD	GMS	9/1/23	6/30/24	Change from leave replacement Science Teacher to permanent Science Teacher, replacing Suzan Milman who retired. (Tenure date: 9/2/27)
Ferri, Jennifer	Change	Teacher Special Education	14MA	\$92.30/day	HSS	1/10/23	4/4/23	Change end date from TBD to 4/4/23 for additional per diem payment for an extra section.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hawkins, Michael	Change	Teacher Special Education	3MA	\$64.45/day	HSS	1/10/23	4/4/23	Change end date from TBD to 4/4/23 for additional per diem payment for an extra section.
Kemo, Kerry	Change	Teacher Special Education	15MA	\$102.64/day	HSS	1/10/23	4/4/23	Change end date from TBD to 4/4/23 for additional per diem payment for an extra section.
Raveendran, Jaina	Change	Teacher Special Education	11BA	\$77.90/day	HSS	1/10/23	4/4/23	Change end date from TBD to 4/4/23 for additional per diem payment for an extra section.
Schannen, Lisa	Change	Teacher Special Education	15BA	\$98.55/day	HSS	1/10/23	4/4/23	Change end date from TBD to 4/4/23 for additional per diem payment for an extra section.
Oliva, Hannah	Change	Teacher Special Education		N/A	TC	2/27/23	6/30/23	Extend CC leave from FMLA/NJFLA/CC: 2/27/23-5/26/23 unpaid, with benefits to CC leave 5/30/23 to 6/30/23, unpaid, without benefits. (RTW: 9/5/23)
Snedden, Jenna	Change	Speech Language Specialist		N/A	TC	5/4/23	10/4/23	Change FMLA/NJFLA/CC from: 4/26/23-9/26/23 unpaid, with benefits to 5/4/23-10/4/23, unpaid, with benefits. (RTW: 10/5/23)
Binger, Glen	Change %	Teacher Language Arts-120%		\$69.50/day	GMS	4/17/23	6/30/23	Additional per diem payment for an extra section.
Kinney, Bethann	Change %	Teacher Language Arts-120%		\$102.64/day	GMS	4/17/23	6/30/23	Additional per diem payment for an extra section.
Mueller, Devin	Change %	Teacher Language Arts-120%		\$63.45/day	GMS	4/17/23	6/30/23	Additional per diem payment for an extra section.
Shaughnessy, Peter	Change %	Teacher Language Arts-120%		\$92.30/day	GMS	4/17/23	6/30/23	Additional per diem payment for an extra section.
Leave of Absence								
DiVeglio, Krystina	Leave	Teacher Special Education		N/A	MR	5/1/23	5/30/23	Leave: 5/1/23-5/30/23 paid, with benefits. (RTW: 5/31/23)
Resignation								
Bossio, Deborah	Resign	Teacher Special Education		N/A	MR	6/30/23	6/30/23	Resign, after 35 years in the district, for the purpose of retirement.
Dowling, Seamus	Resign	Teacher Social Studies		N/A	GMS	6/30/23	6/30/23	Resign, after 21 years in the district, for the purpose of retirement.
Ginsburg Goldstein, Sarah	Resign	Teacher Technology		N/A	CMS	6/30/23	6/30/23	Resign from position.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gonzales, Marykate	Resign	School Psychologist		N/A	HSS	6/30/23	6/30/23	Resign, after 18 years in the district, for the purpose of retirement.
Hecht, Shirley	Resign	Teacher Technology		N/A	GMS	6/30/23	6/30/23	Resign from position.
Iannini, Lauren	Resign	Teacher Dual Language Immersion-Spanish		N/A	DN	6/30/23	6/30/23	Resign from position.
Mulloy-Rasheed, Michele	Resign	Teacher Elementary		N/A	MR	6/30/23	6/30/23	Resign, after 22 years in the district, for the purpose of retirement.
Oprysk, Michael	Resign	Teacher Science		N/A	HSN	5/31/23	5/31/23	Resign from position.
Rizziello, Lisa	Resign	Teacher Elementary		N/A	MH	6/30/23	6/30/23	Resign, after 36 years in the district, for the purpose of retirement.
Williams, ShaQuonna	Resign	Teacher Elementary		N/A	MH	6/30/23	6/30/23	Resign from position.
C. Non Certificated Staff								
Change								
Jid, Dhara	Change	Cafeteria Aide	0	\$15.09/hr.	DN	4/17/23	6/30/23	Change start date from TBD to 4/17/23.
Resignation								
Mehta, Sweety	Resign	Instructional Assistant		N/A	TC	4/26/23	4/26/23	Resign from position.
Perez, Myrna	Resign	Bus Driver		N/A	TRAN	4/4/23	4/4/23	Resign from position.
Chen, Cathy	Resign	Cafeteria Aide		N/A	VIL	4/28/23	4/28/23	Resign from position.
D. Substitute / Other								
Appoint								
Chakraborty, Rupa	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Kurt, Nevriye	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Loeffel, Meghan	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Pritchard, Nicolas	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Link, Hannah	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Obregon, Michelle	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Perumal, Jeyachithra	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Toth, Nadia	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Vaughn, Julia	Appoint	Substitute Teacher		\$105.00/day	DIST	4/26/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Change								
Schacht, Ronald	Change	Substitute Teacher		N/A	DIST	3/31/23	3/31/23	Change end date from 6/30/23 to 3/31/23 for Substitute Teacher, New Jersey Certified.
Shashikala, Renukadevi	Change	Substitute Teacher		N/A	DIST	3/31/23	3/31/23	Change end date from 6/30/23 to 3/31/23 for Substitute Teacher, County Certified.
Valenzuela, Vincent	Change	Substitute Teacher		N/A	DIST	6/30/23	6/30/23	Change end date from 4/26/23 to 6/30/23 for Substitute Teacher, County Certified.
Rescind								
Epstein, Myra	Rescind	Substitute Teacher		N/A	DIST	3/31/23	3/31/23	Rescind appointment as New Jersey Certified Substitute Teacher.
Paul, Dipika	Rescind	Substitute Teacher		N/A	DIST	3/23/23	3/23/23	Rescind appointment as County Certified Substitute Teacher.
Holleran, Jacquelyn	Rescind	Substitute Nurse (Certified)		N/A	DIST	3/31/23	3/31/23	Rescind appointment as New Jersey Certified Substitute Nurse.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
E. Extracurricular / Extra Pay								
AP Proctor								
Alberto, Michael	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Errico, Megan	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Facchini, Antonella	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Javick, Kristine	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Leventhal, Nathan	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Levine, Randi	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Mukherjee, Deblina	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Parrott, Brooke	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Raveendran, Jaina	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Rooney, Molly	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Sharma, Sunila	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Silva, Samantha	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Smith, Cheryl	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Yorke, Jeannine	Extra Duty	AP Proctor		\$47.09/hr	HSS	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Aliseo, Brian	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Becker, Eric	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Bowditch, David	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Crystal, Jamie	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
DeMuth, Melissa	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Fletcher, Christian	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Flynn, Alba	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Hill, Gina	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
James, Kavita	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Julius, Chelsea	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Karbhari, Sanaea	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Licato, April	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Maida, Daniel	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
McCann, Brendan	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Motley, Patricia	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Narang, Nirupma	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Nicosia, Victoria	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Pyle, Maria	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Ramaprasad, Venkat	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Riley, Eber	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Riley, Theresa	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Washington, Rosalyn	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Wood, Drew	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Zarodhansky, Tracy	Extra Duty	AP Proctor		\$47.09/hr	HSN	5/1/23	5/31/23	AP Proctor, total program not to exceed 150 hours.
Summer Guidance								
Alberto, Michael	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.
Allen, Chelsea	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.
Errico, Megan	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.
Facchini, Antonella	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.
Javick, Kristine	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.
Parrott, Brooke	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rooney, Molly	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.
Smith, Cheryl	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.
Walsh, Michelle	Extra Duty	Guidance Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Guidance; total program not to exceed 744 hours.
Summer Nurse								
Colt, Katrina	Extra Duty	Nurse Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Nurse at HSS; total program not to exceed 120 hours.
Giambagno, MaryAnn	Extra Duty	Nurse Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Nurse at HSS; total program not to exceed 120 hours.
Summer Science Technician								
Villanueva, Karel	Extra Duty	Science Chemical Inventory Technician- Summer Hours		\$47.09/hr.	HSS	7/1/23	8/31/23	Summer Science Chemical Inventory Technician, not to exceed 16 hours.
Supervision								
Pappano, Jennifer	Extra Duty	Supervision		\$19.48/hr.	CMS	3/1/23	6/30/23	Supervision (AM), not to exceed 3 hours per week.
Title I								
O'Hara, Margaret	Extra Duty	Title I Academic Support		\$47.09/hr.	TC	3/20/23	6/30/23	Title I Academic Support; total program not to exceed 140 hours.
E. Stipend Athletic								
Baseball								
Petrone, Jason	Stipend- Athletic	Baseball Coach		\$3,772.49	GMS	Spring 2023	Spring 2023	Baseball Coach, 18 yrs. exp., paid in FULL in June.
Change								
Logan, Jonathan	Change	Volunteer Lacrosse		\$0.00	HSN	4/17/23	6/30/23	Change start date from TBD to 4/17/23 for Volunteer Boys' Lacrosse.
E. Stipend Non-Athletic								
Grade 8 Coordinator								
Scibienski, Faith	Stipend Non-Athletic	8th Grade Salute Coordinator		\$500.00	CMS	3/30/23	6/30/23	Coordinator for Grade 8 Salute, paid in FULL in June.
Muslim Student Association								
Haggag, Radwa	Stipend Non-Athletic	Standard Club Advisor		\$1,509.15 (prorated)	GMS	1/1/23	6/30/23	Muslim Student Association (Spring Only), 0 yrs. exp., paid in FULL in June.
Specialized Support								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Venkatraman, Durgalakshmi	Stipend Non-Athletic	Instructional Assistant		\$1,000 (prorated)	TC	1/9/23	6/30/23	Specialized Support Stipend, paid in FULL in June.
Uematsu, Maki	Stipend Non-Athletic	Instructional Assistant		\$1,000 (prorated)	MR	2/27/23	6/30/23	Specialized Support Stipend, paid in FULL in June.
Summer Introduction to Data								
Robles, Regina	Stipend Non-Athletic	Summer Introduction to Data Science		\$4,545.00	DIST	7/10/23	8/4/23	Summer Introduction to Data Science, 1 section.
Shapteban, Susan	Stipend Non-Athletic	Summer Introduction to Data Science		\$4,545.00	DIST	7/10/23	8/4/23	Summer Introduction to Data Science, 1 section.
Silva, Samantha	Stipend Non-Athletic	Summer Introduction to Data Science		\$4,545.00	DIST	7/10/23	8/4/23	Summer Introduction to Data Science, 1 section.
Summer Discrete Math								
Ferrante, Julia	Stipend Non-Athletic	Summer Discrete Math Teacher		\$4,545.00	DIST	7/10/23	8/4/23	Summer Discrete Math Program, 1 section.
Frame, Craig	Stipend Non-Athletic	Summer Discrete Math Teacher		\$4,545.00	DIST	7/10/23	8/4/23	Summer Discrete Math Program, 1 section.
Hill, Henry	Stipend Non-Athletic	Summer Discrete Math Teacher		\$4,545.00	DIST	7/10/23	8/4/23	Summer Discrete Math Program, 1 section.
Licato, April	Stipend Non-Athletic	Summer Discrete Math Teacher		\$4,545.00	DIST	7/10/23	8/4/23	Summer Discrete Math Program, 1 section.
Change								
Bower, Daniel	Change	Lunch Duty		\$1,988.00 (prorated)	CMS	9/1/22	3/24/23	Change end date from 6/30/23 to 3/24/23 for Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Chiocca, Diane	Change	Standard Club Advisor		\$1509.15 (prorated)	GMS	9/1/22	1/31/23	Change end date from 6/30/23 to 1/31/23 for Hands Across the Water Club, 2 yrs. exp., paid 1/2 in Dec. and 1/2 June.
Conover, Patricia	Change	Drama Assistant Director		\$2,376.91	CMS	9/1/22	6/30/23	Change salary from \$2,263.73 to \$2,376.91. Change years of experience from 1 to 3 for Drama Assistant Director, paid 1/2 in Dec. and 1/2 in June.
Haggag, Radwa	Change	Standard Club Advisor		\$1,509.15 (prorated)	GMS	9/1/22	12/31/22	Change end date from 6/30/23 to 12/31/22 for International Alliance Club (Fall Only), 2 yrs. exp. paid in FULL in Dec.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Nordstrom, Jocelyn	Change	Stage Crafts		\$2,263.73	GMS	1/11/23	6/30/23	Change salary from \$2,263.73 (prorated) to \$2,263.73 for Stage Crafts, 2 yr. experience, paid in FULL in June.
Rescind								
Johnson, Henry	Rescind	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Rescind Black Student Union Club, 1 yr. exp., paid 1/2 in Dec and 1/2 in June.
F. Community Education								
Appoint								
Quirke, Nicole	Appoint	EDP Site Supervisor		\$28,374.00 (prorated)	DN	TBD	6/30/23	Appoint as an EDP Site Supervisor.
Ho, Alexander	Appoint	CE Assistant Instructor		\$18.00/hr.	CMS	4/29/23	5/20/23	Appoint as an Assistant Instructor (swimming).
Lee, Kelly	Appoint	CE Assistant Instructor		\$20.00/hr.	HSN	4/19/23	5/20/23	Appoint as an Assistant Instructor (swimming).
Masawi, Crystal	Appoint	CE Summer Assistant		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Assistant.
Quirke, Nicole	Appoint	CE Summer Assistant		\$18.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Assistant.
De Silva, Lisandi	Appoint	CE Summer High School Assistant		\$14.13/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer High School Assistant.
Sincoff, Shara	Appoint	CE Summer Coordinator		\$22.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Coordinator.
Shaw, Alexander	Appoint	CE Summer Instructor		\$40.00/hr.	HSN	6/22/23	8/11/23	Appoint as a CE Summer Instructor (swimming).
Walter, Julia	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE EDP Group Leader.
Change								
Shah, Parul	Change	EDP Group Leader		N/A	DN/ MH	4/28/23	6/30/23	Change start date from TBD to 4/28/23; change location from DN to DN/MH.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Strominger, Travis	Appoint- Repl.	Teacher Science-LR	TBD	TBD	GMS	9/1/23	6/30/24	Appoint as leave replacement Science Teacher, replacing Yanqing Liu, who is on leave.
Change								
Musso, Michael	Change	Media Specialist	TBD	TBD	MR	9/1/23	6/30/24	Change from 4th Grade Teacher at Village School to Media Specialist at Millstone River, replacing Dawn Gillen, who retired. (Tenure Date: 9/2/25)
Stevenson, Michael	Change	Teacher Science	TBD	TBD	GMS	9/1/23	6/30/24	Change from 4th Grade Teacher at Village School to Science Teacher at Grover Middle School, replacing Gene Buck, who retired.
Tsao, Chingyun	Change	Teacher Dual Language Immersion-Language Arts	TBD	TBD	MH	9/1/23	6/30/24	Change from Kindergarten Dual Language Immersion Teacher-Chinese to Dual Language Immersion Teacher-Language Arts, growth position.
Leave of Absence								
O'Hara, Margaret	Leave-FMLA/NJFLA/CC	Teacher ESL		N/A	TC	11/7/23	6/30/24	FMLA/NJFLA/CC: 11/7/23-2/5/24 unpaid, with benefits. CC: 2/6/24-6/30/24 unpaid, no benefits. (RTW: 9/3/24)
Resignation								
Giarrusso, Bridget	Resign	Learning Disabilities Teacher Consultant		N/A	MR	6/30/23	6/30/23	Resign from position.
E. Stipend Non-Athletic								
Volunteer								
Mulcahy, Jenna	Stipend Non-Athletic	Volunteer-NEA Grant Mural Project		\$0.00	VIL	TBD	6/30/23	Volunteer for NEA Grant Mural Project.



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Second Reading: April 25, 2023

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2423 BILINGUAL AND ESL EDUCATION

The Board of Education will provide programs of bilingual education, English as a second language (ESL), and English language services program for English language learners (ELLs) as required by law and rules of the New Jersey State Board of Education. ELLs are those students whose native language is other than English and who have varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability pursuant to N.J.S.A. 18:35-15 through 26.1.

Identification of Eligible ELLs

The district shall use a multi-step process at the time of enrollment to determine the native language of each ELL. The district shall:

1. Maintain a census indicating all identified students whose native language is other than English; and
2. Administer the Statewide home-language survey to determine which students in Kindergarten to grade twelve whose native language is other than English must be screened further to determine English language proficiency. The Statewide home-language survey shall be administered by a bilingual/ESL or other certified teacher and shall be designed to distinguish students who are proficient English speakers and need no further testing.

The district shall determine the English language proficiency of all Kindergarten to grade twelve students who are not screened out and whose native language is other than English by administering an English language proficiency test, assessing the level of reading in English, reviewing the previous academic performance of students, including their performance on standardized tests in English, and reviewing the input of teaching staff members responsible for the educational program for ELLs. Students who do not meet the New Jersey Department of Education (Department) standard on a language proficiency test and who have at least one other indicator shall be considered ELLs. The district shall also use age-appropriate methodologies to identify preschool ELLs to determine their individual language development needs.



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Bilingual and ESL Education

Bilingual Programs for ELLs

The district shall provide the following programs:

1. An English language services program in accordance with N.J.A.C. 6A:15-1.2
2. An ESL program in accordance with N.J.A.C. 6A:15-1.2 and
3. A bilingual education program in accordance with N.J.A.C. 6A:15-1.2

All teachers in these programs shall be appropriately certified in accordance with the requirements as outlined in N.J.A.C. 6A:15-1.9. Every student participating in a bilingual, ESL, or English language services program shall be entitled to continue such participation for a period of three years pursuant to N.J.S.A. 18A:35-19.

Bilingual, English as a Second Language, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry

Students enrolled in the bilingual, ESL, or English language services program shall be assessed annually using English Language Placement (ELP) assessments to determine their progress in achieving English language proficiency goals and readiness for exiting the program. Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C.6A:14-4.10(a)2., shall be assessed annually using an alternate ELP assessment.

ELLs enrolled in the bilingual, ESL, or English language services program shall be placed in a monolingual English program when they have demonstrated readiness to exit a bilingual, ESL, or English language services program through a Department-established criteria on an ELP assessment and a Department-established English language observation form. A student shall first achieve the Department established English proficiency standard as measured by an ELP assessment. The student's readiness shall be further assessed by the use of a Department-established English language observation form that considers, at a minimum: classroom performance; the student's reading level in English; the judgment of the teaching staff member or members responsible for the educational program of the student; and performance on achievement tests in English.



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Bilingual and ESL Education

In accordance with provisions of N.J.S.A. 18A:35-22.1, a parent may remove a student who is enrolled in a bilingual education program at any time; except that during the first three years of a student's participation in a bilingual education program, the parent may only remove the student at the end of each school year.

If a parent wishes to remove the student prior to the end of each school year, the removal shall be approved by the Executive County Superintendent. If the Executive County Superintendent determines the student should remain in the bilingual education program until the end of the school year, the parent may appeal the Executive County Superintendent's decision to the Commissioner of Education or designee pursuant to the provisions of N.J.S.A. 18A:35-19.2.

Newly exited students who are not progressing in the mainstream English program may be considered for re-entry to bilingual and ESL programs in accordance with the provisions of N.J.A.C. 6A:15-1.10(e)1. through (e)5.

When the review process for exiting a student from a bilingual, ESL, or English language services program has been completed, the student's parent shall be informed by mail of the placement determination. A parent or teaching staff member who disagrees with the proposed placement may appeal the decision in writing to the Superintendent of Schools or designee, who will provide a written explanation for the decision within seven working days. The complainant may appeal this decision in writing to the Board within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision. The Board will review the appeal and respond in writing to the parent within forty-five calendar days of the Board's receipt of the parent's written appeal to the Board. Upon exhausting an appeal to the Board, the complainant may appeal to the Commissioner of Education.

Parental Involvement

The parents of ELLs will be notified in accordance with the provisions of N.J.A.C. 6A:15-1.13 that their child has been identified as eligible for enrollment in a bilingual, ESL, or English language services education program. Notice shall be in writing and in the language in which the parent(s) possesses a primary speaking ability, and in English. The notice must also include a statement that the parents have the option of declining their child's enrollment in a bilingual program, and shall be given an opportunity to do so if they choose. The district will notify the parents of ELLs by mail within thirty days of the child's identification.



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Bilingual and ESL Education

Parents shall receive progress reports of students enrolled in bilingual, ESL, or English language services programs in the same manner and frequency as progress reports are sent to parents of other students enrolled in the district.

The Superintendent or designee will provide for the maximum practical involvement of parent(s) of ELLs in the development and review of program objectives and dissemination of information to and from the district Boards of Education and communities served by the bilingual, ESL, or English language services education programs. A district that implements a bilingual education program shall establish a parent advisory committee on bilingual education of which the majority membership shall be parents of ELLs.

Graduation

ELLs will qualify for graduation from high school in accordance with N.J.A.C. 6A:8-5.1(a) and Policy 5460.

Program Plan

The Superintendent shall prepare and submit a plan for a bilingual, ESL, or English language services program every three years to the Board and the New Jersey Department of Education for approval in accordance with the provisions of N.J.A.C. 6A:15-1.6.

N.J.S.A. 18A:35-15 through 18A:35-26.1
N.J.A.C. 6A:14-4.10; 6A:15-1.1 et seq.

Adopted:



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R 2423 BILINGUAL AND ESL EDUCATION

A. Definitions (N.J.A.C. 6A:15-1.2)

1. “Alternate English language proficiency assessment” (alternate ELP assessment) means a New Jersey Department of Education-approved assessment for students with the most significant cognitive disabilities that assesses a student’s English language proficiency on the four domains of listening, speaking, reading, and writing, and that is aligned with the State’s academic achievement standards, as permitted under the Every Student Succeeds Act (ESSA) and the Individuals with Disabilities Education Act (IDEA).
2. “Bilingual education program” means a full-time program of instruction in all courses or subjects that a child is required by law or rule to receive, given in the native language of English language learners (ELLs) enrolled in the program and also in English; in the aural comprehension, speaking, reading, and writing of the native language of ELLs enrolled in the programs, and in the aural comprehension, speaking, reading, and writing of English; and in the history and culture of the country, territory, or geographic area that is the native land of the parents of ELLs enrolled in the program, and in the history and culture of the United States.
3. “Bilingual part-time component” means a program alternative in which students are assigned to mainstream English program classes, but are scheduled daily for their developmental reading and mathematics instruction with a certified bilingual teacher.
4. “Bilingual resource program” means a program alternative in which students receive, on an individual basis, daily instruction from a certified bilingual teacher in identified subjects and with specific assignments.



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5. “Bilingual tutorial program” means a program alternative in which students receive one period of instruction from a certified bilingual teacher in a content area required for graduation and a second period of tutoring in other required content areas.
6. “Dual-language bilingual education program” means a full-time program of instruction in elementary and secondary schools that provides structured English language instruction and instruction in a second language in all content areas for ELLs and for native English speaking students enrolled in the program.
7. “Educational needs” means the particular educational requirements of ELLs; the fulfillment of which will provide them with equal educational opportunities.
8. “English as a second language (ESL) program” means a daily developmental second-language program of at least one period of instruction based on student language proficiency that teaches aural comprehension, speaking, reading, and writing in English using second language teaching techniques, and incorporates the cultural aspects of the students’ experiences in their ESL instruction. A period is the time allocated in the school schedule for instruction in core subjects.
9. “English language development standards” means the 2012 Amplification of the English Language Development Standards, Kindergarten - Grade 12, incorporated herein by reference, as amended and supplemented, developed by the World-Class Instructional Design and Assessment (WIDA) Consortium. They are the standards and language competencies ELLs in preschool programs and elementary and secondary schools need to become fully proficient in English and to have unrestricted access to grade-appropriate instruction in challenging academic subjects. The standards are published by the Board of Regents of the University of Wisconsin System, on behalf of the WIDA Consortium (www.wida.us) and are available for review at <http://www.wida.us/standards/eld.aspx>.



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10. “English language learner” or “ELL” means a student whose native language is other than English. The term refers to students with varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability as used in N.J.S.A. 18A:35-15 to 26.
11. “English language proficiency assessment” (ELP assessment) means a New Jersey Department of Education-approved assessment that evaluates a student’s English language proficiency on the four domains of listening, speaking, reading, and writing, and that is aligned with the State’s academic achievement standards as permitted under ESSA.
12. “English language services” means services designed to improve the English language skills of ELLs. The services, provided in school districts with less than ten ELLs, are in addition to the regular school program and are designed to develop aural comprehension, speaking, reading, and writing skills in English.
13. “Exit criteria” means the criteria that must be applied before a student may be exited from a bilingual, ESL, or English language services education program.
14. “High-intensity ESL program” means a program alternative in which students receive two or more class periods a day of ESL instruction. One period is the standard ESL class and the other period is a tutorial or ESL reading class.
15. “Instructional program alternative” means a part-time program of instruction that may be established by a Board of Education in consultation with and approval of the New Jersey Department of Education (Department). All students in an instructional program alternative receive English as a second language.



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16. “Native language” means the language or mode of communication normally used by a person with a limited ability to speak or understand the English language. In the case of a student, the native language is the language normally used by the student’s parents, except that in all direct contact with a student, including during the evaluation of the child, the native language is the language normally used by the student in the home or in the learning environment.
 17. “NJSLS” means the New Jersey Student Learning Standards as defined in N.J.A.C. 6A:8-1.3.
 18. “Parent(s)” for the purposes of Policy 2423 and this Regulation means the natural parent(s) or the legal guardian(s), foster parent(s), surrogate parent(s), or person acting in the place of a parent with whom the student legally resides. When parents are separated or divorced, parent means the person(s) who has legal custody of the student, provided such parental rights have not been terminated by a court of appropriate jurisdiction.
 19. “Review process” means the process established by the Board to assess ELLs for exit from bilingual, ESL, or English language services programs.
 20. “Sheltered English instruction” means an instructional approach used to make academic instruction in English understandable to ELLs. Sheltered English classes are taught by regular classroom teachers who have received training on strategies to make subject-area content comprehensible for ELLs.
- B. Identification of Eligible English Language Learners (ELLs) (N.J.A.C. 6A:15-1.3)
1. The district shall use a multi-step process at the time of enrollment to determine the native language of each ELL. The district shall
 - a. Maintain a census indicating all identified students whose native language is other than English; and



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- b. Administer the Statewide home-language survey to determine which students in Kindergarten to grade twelve whose native language is other than English must be screened further to determine English language proficiency. The Statewide home-language survey shall be administered by a bilingual/ESL or other certified teacher, and shall be designed to distinguish students who are proficient English speakers and need no further testing.
 2. The district shall determine the English language proficiency of all Kindergarten to grade twelve students who are not screened out and whose native language is other than English, by administering an English language proficiency test, assessing the level of reading in English, reviewing the previous academic performance of students, including their performance on standardized tests in English, and reviewing the input of teaching staff members responsible for the educational program for ELLs. Students who do not meet the Department standard on a language proficiency test and who have at least one other indicator shall be considered ELLs. The district shall also use age-appropriate methodologies to identify preschool ELLs to determine their individual language development needs.
- C. Bilingual Programs for English Language Learners (ELLs) (N.J.A.C. 6A:15-1.4)
1. The Board shall provide all Kindergarten to grade twelve ELLs enrolled in the district pursuant to N.J.S.A.18A:7F-46 with all required courses and support services outlined in N.J.A.C. 6A:15-1.4 (b) through (h) and C.2. through C.8. below to prepare ELLs to meet the NJSLs for high school graduation. This may include tutoring, after-school programs, summer programs, and remedial services as needed by ELLs. The district shall also provide appropriate instructional programs to eligible pre-school ELLs based on need according to the New Jersey Preschool Program Implementation Guidelines, 2015. The guidelines provide developmentally appropriate recommendations for good practice and are intended for school districts that provide preschool programs.



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2. The Board shall establish English language services designed to improve the English language proficiency of ELLs whenever there are at least one, but fewer than, ten ELLs enrolled in the school district. English language services shall be provided in addition to the regular school program.
3. The Board shall establish an ESL program that provides at least one period of ESL instruction based on student language proficiency whenever there are ten or more ELLs enrolled in the school district.
 - a. An ESL curriculum that addresses the WIDA English language development standards shall be developed and adopted by the Board to address the instructional needs of ELLs.
 - b. The ESL curriculum shall be cross-referenced to the district's bilingual education and content area curricula to ensure that ESL instruction is correlated to all the content areas taught.
4. The Board shall establish bilingual education programs whenever there are twenty or more ELLs in any one-language classification enrolled in the school district pursuant to N.J.S.A. 18A:35-18. Bilingual education programs shall:
 - a. Be designed to prepare ELLs to acquire sufficient English skills and content knowledge to meet the NJSLs. All ELLs participating in the bilingual programs shall also receive ESL instruction;
 - b. Include a curriculum that addresses the NJSLs, the WIDA English language development standards, and the use of two languages. The bilingual education curriculum shall be adopted by the Board; and



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- c. Include the full range of required courses and activities offered on the same basis and under the same rules that apply to all students within the school district.
5. ELLs shall be provided with equitable instructional opportunities to participate in all non-academic courses necessary to meet the NJSLs including comprehensive health and physical education, the visual and performing arts, and career awareness programs. The instructional opportunities shall be designed to assist ELLs to fully comprehend all subject matter and demonstrate their mastery of the content matter.
6. The Board shall offer sufficient courses and other relevant supplemental instructional opportunities in grades nine through twelve to enable ELLs to meet the NJSLs for graduation. When sufficient numbers of students are not available to form a bilingual class in a subject area, the Board shall develop plans in consultation with and approved by the Department to meet the needs of the students.
7. In addition to N.J.A.C. 6A:15-1.4(a) through (f) and C.1. through C.6. above, the Board shall design additional programs and services to meet the special needs of eligible ELLs and include, but not be limited to: remedial instruction through Title I programs; special education; school-to-work programs; computer training; and gifted and talented education services.
8. The Board may establish dual-language bilingual education programs in its schools and may make provisions for the coordination of instruction and services with the school district's world languages program. Dual-language bilingual education programs shall also enroll students whose primary language is English, and shall be designed to help students achieve proficiency in English and in a second language while mastering subject-matter skills. To the extent necessary, instruction shall be in all courses or subjects of study that allow students to meet all grade promotion and graduation standards. Where possible, classes in dual-language bilingual programs shall be comprised of approximately equal numbers of ELLs and of students whose native language is English.



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9. The Board may establish a program in bilingual education for any language classification with fewer than twenty students.

D. Waiver Process Provided by Statute (N.J.A.C. 6A:15-1.5)

The school district may request a waiver from N.J.A.C. 6A:15-1.4(d) and C.4. above to establish annually an instructional program alternative with the approval of the Department when there are twenty or more students eligible for the bilingual education program in grades Kindergarten through twelve, and the school district is able to demonstrate that it would be impractical to provide a full-time bilingual program due to age range, grade span, and/or geographic location of eligible students.

1. Instructional program alternatives shall be developed in consultation with and approved annually by the Department after review of student enrollment and achievement data. All bilingual instructional program alternatives shall be designed to assist ELLs to develop sufficient English skills and subject-matter skills to meet the NJSLS.
2. The instructional program alternatives that shall be established include, but are not limited to: the bilingual part-time component; the bilingual resource program; the bilingual tutorial program; the sheltered English instruction program; and the high-intensity ESL program.
3. In the event the district implements program alternatives, the district shall annually submit student enrollment and achievement data that demonstrate the continued need for these programs.

E. Approval Procedures (N.J.A.C. 6A:15-1.6)

1. If the district provides a bilingual program, ESL program, or English language services, the district shall submit a plan every three years to the Department for approval. At its discretion, the Department may request modifications, as appropriate.



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- a. Plans submitted by the Board for approval shall include information on the following:
 - (1) Identification of students;
 - (2) Program description;
 - (3) The number of certified staff hired for the program;
 - (4) Bilingual and ESL curriculum development;
 - (5) Evaluation design;
 - (6) Review process for exit; and
 - (7) A budget for bilingual and ESL programs or English language services.

F. Supportive Services (N.J.A.C. 6A:15-1.7)

1. Students enrolled in bilingual, ESL, or English language services programs shall have full access to educational services available to other students in the school district.
2. To the extent that it is administratively feasible, supportive services to ELLs, such as counseling, tutoring, and career guidance, should be provided by bilingual personnel who are familiar with and knowledgeable of the unique needs and background of the ELLs and their parents.

G. In-service Training (N.J.A.C. 6A:15-1.8)

1. The Board shall develop a plan for in-service training for bilingual, ESL, and mainstream teachers; administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teachers of ELLs. The plan shall include instructional strategies and appropriate assessments to help ELLs meet the NJSLs and the WIDA English language development standards. All bilingual and ESL teachers shall receive training in the use of the ESL curriculum.



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2. The Professional Development Plan of the school district shall include the needs of bilingual and ESL teachers, which shall be addressed through in-service training.
- H. Certification (N.J.A.C. 6A:15-1.9)
1. All teachers of bilingual classes shall hold a valid New Jersey instructional certificate with an endorsement for the appropriate grade level and/or content area, as well as an endorsement in bilingual education, pursuant to N.J.S.A. 18A:6-38 et seq. and 18A:35-15 to 26.1.
 2. All teachers of ESL classes shall hold a valid New Jersey instructional certificate in ESL pursuant to N.J.S.A. 18A:6-38 et seq. and N.J.A.C. 6A:9B-10.5.
 3. All teachers providing English Language Services shall hold a valid New Jersey instructional certificate.
- I. Bilingual, English as a Second Language, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry (N.J.A.C. 6A:15-1.10)
1. All ELLs from Kindergarten through grade twelve shall be enrolled in the bilingual, ESL, or English language services education program established by the Board as prescribed in N.J.A.C. 6A:15-1.4(b) through (e) and 1.5(a), C.2. through C.5. and D. above, and P.L. 1995, c. 59 and c. 327.
 2. Students enrolled in the bilingual, ESL, or English language services program shall be assessed annually using ELP assessments to determine their progress in achieving English language proficiency goals and readiness for exiting the program. Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2, shall be assessed annually using an alternate ELP assessment.



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3. ELLs enrolled in the bilingual, ESL, or English language services program shall be placed in a monolingual English program when they have demonstrated readiness to exit a bilingual, ESL, or ELS program through Department-established criteria on an ELP assessment and a Department-established English language observation form. A first achieve the Department-established English proficiency standard as measured by an ELP assessment. The student's readiness shall be further assessed by the use of a Department-established English language observation form that considers, at a minimum: classroom performance; the student's reading level in English; the judgment of the teaching staff member or members responsible for the educational program of the student; and performance on achievement tests in English.
 - a. Pursuant to C.F.R. §200.6(h)(4)(ii), an ELL with a disability whose disability makes it impossible for the student to be assessed in a particular domain because there are no appropriate accommodations for assessing the student in that domain may be exited from ELL status based on the student's score on the remaining domains in which the student was assessed.
4. A parent may remove a student who is enrolled in a bilingual education program pursuant to provisions in N.J.S.A. 18A:35-22.1.
5. Newly exited students who are not progressing in the mainstream English program may be considered for reentry to bilingual and ESL programs as follows:
 - a. After a minimum of one-half of an academic year and within two years of exit, the mainstream English classroom teacher may recommend retesting with the approval of the Principal.
 - b. A waiver of the minimum time limitation may be approved by the Executive County Superintendent upon request of the Superintendent if the student is experiencing extreme difficulty in adjusting to the mainstream program.



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- c. The recommendation for retesting shall be based on the teacher's judgment that the student is experiencing difficulties due to problems in using English as evidenced by the student's inability to: communicate effectively with peers and adults; understand directions given by the teacher; and/or comprehend basic verbal and written materials.
 - d. The student shall be tested using a different form of the test or a different language proficiency test than the one used to exit the student.
 - e. If the student scores below the State-established standard on the language proficiency test, the student shall be re-enrolled into the bilingual or ESL program.
6. When the review process for exiting a student from a bilingual, ESL, or English language services program has been completed, the district shall notify by mail the student's parent(s) of the placement determination. If the parent(s) or teaching staff member disagrees with the placement, they may appeal the placement decision in writing to the Superintendent or designee, who will provide a written explanation for the decision within seven working days of receiving the written appeal. The complainant may appeal this decision in writing to the Board within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision. The Board will review the appeal and respond in writing to the parent within forty-five calendar days of the Board's receipt of the parent's written appeal to the Board. Upon exhausting an appeal to the Board, the complainant may appeal to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3.
- J. Graduation Requirements for English Language Learners (N.J.A.C. 6A:15-1.11)

All ELLs **shall** ~~must~~ satisfy requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a).



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K. Location (N.J.A.C. 6A:15-1.12)

All bilingual, ESL, and English language services programs shall be conducted within classrooms within the regular school buildings of the school district pursuant to N.J.S.A. 18A:35-20.

L. Notification (N.J.A.C. 6A:15-1.13)

1. The school district shall notify by mail the parents of ELLs of the fact that their child has been identified as eligible for enrollment in a bilingual, ESL, or English language services education program. The district shall issue the notification within thirty days of the child's identification. Notice shall include a statement that the parents may decline their child's enrollment in a bilingual program, and they shall be given an opportunity to do so if they choose. The notice shall be in writing and in the language in which the parent(s) possesses a primary speaking ability, and in English, and shall include the following information:

- a. Why the student was identified as an ELL;
- b. Why the student needs to be placed in a language instructional educational program that will help them develop and attain English proficiency and meet the NJSLS;
- c. The student's level of English proficiency, how the level of English proficiency was assessed, and the student's academic level;
- d. The method of instruction the school district will use to serve the student, including a description of other instruction methods available and how those methods differ in content, instructional goals, and the use of English and a native language, if applicable;
- e. How the program will meet the student's specific needs in attaining English and meeting State standards;



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- f. The program's exit requirements, the expected rate of transition into a classroom not tailored for ELLs and, in the case of high school students, the expected rate of graduation; and
 - g. How the instructional program will meet the objectives of the individualized education program of a student with a disability.
2. The school district shall send progress reports to parent(s) of students enrolled in a bilingual, ESL, or English language services programs in the same manner and frequency as progress reports are sent to parent(s) of other students enrolled in the school district.
 3. Progress reports shall be written in English and in the native language of the parent(s) of students enrolled in the bilingual and ESL program unless the school district can demonstrate and document in the three-year plan required in N.J.A.C. 6A:15-1.6(a) that the requirement would place an unreasonable burden on the district.
 4. The school district shall notify the parent(s) when a student's meets the exit criteria and are placed in a monolingual English program. The notice shall be in English and in the language in which the parent(s) possesses a primary speaking ability.
- M. Joint Programs (N.J.A.C. 6A:15-1.14)
- With approval of the Executive County Superintendent on a case-by-case basis, a school district may join with another Board to provide bilingual, ESL, or English language services programs.



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N. Parental Involvement (N.J.A.C. 6A:15-1.15)

1. The district shall provide for the maximum practicable involvement of parent(s) of ELLs in the development and review of program objectives and dissemination of information to and from the district Boards of Education and communities served by the bilingual, ESL, or English language services education programs.
2. If the district implements a bilingual education program, the district shall establish a parent advisory committee on bilingual education of which the majority membership shall be parent(s) of ELLs.

Issued:



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First Reading: March 28, 2023
Second Reading: April 25, 2023

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2460.2 PARTICIPATION BY PRIVATE ATTORNEYS, LAY ADVOCATES, CONSULTANTS OR ADVISORS AT MEETINGS WITH SCHOOL DISTRICT STAFF

The Administration recognizes that parents and adult students may wish to be accompanied by attorneys, lay advocates, consultants or advisors at certain types of meetings with school district employees. This regulation is intended to provide guidance as to the circumstances and conditions under which such participation will occur.

Parents and adult students are entitled to bring attorneys, lay advocates, consultants or advisors of their own choosing to participate in Individualized Educational Plan (IEP) Team meetings or meetings with administrators. The IEP is a plan developed to ensure that a child who has a disability identified under the law receives specialized instruction and related services. “Participation” shall mean attendance at such a meeting by a friend, attorney, lay advocate, consultant or advisor for the purpose of speaking on the parent’s behalf or providing input, opinions, suggestions, advice or emotional support at the meeting. Advance notice of at least 24 hours shall be given identifying the name and status (e.g. attorney, psychologist, advocate or friend) of any such outside person who will be attending.

A school administrator may be present when an attorney, advocate, consultant or advisor is in attendance.

All participants at meetings under this regulation are expected to conduct themselves in a professional and civil manner and to refrain from the following:

- a) Making statements known to be false;
- b) Engaging in conduct or speech that is disruptive;
- c) Engaging in conduct or speech that unreasonably delays or extends a meeting;
- d) Uncivil behavior such as shouting at, threatening, demeaning or interrupting any person or otherwise disrupting the meeting.

The senior administrator at the meeting (or the case manager at an IEP meeting where no administrator is present) shall have authority to enforce this regulation and the above standards of conduct. Normally a warning should suffice to stop the improper conduct. In the event that an outside representative fails to conform to the above standards at an IEP team meeting, the administrator or case manager shall have the authority to terminate and reschedule the IEP team meeting or to obtain consent from the parent(s) to continue with the meeting without the participation of the attorney, law advocate, and consultant of advisor.

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5305 HEALTH SERVICES PERSONNEL

The Board of Education shall appoint at least one school physician pursuant to N.J.S.A. 18A:40-1. The Board may appoint a lead school physician to serve as health services director if more than one school physician is **contracted required by the Board**. ~~The school physician shall be currently licensed by the New Jersey Board of Medical Examiners in medicine or osteopathy whose training and scope of practice includes child and adolescent health and development.~~ **The school physician(s) shall be currently licensed by the New Jersey Board of Medical Examiners in medicine or osteopathy and shall have a training and scope of practice that includes child and adolescent health and development. The contract between the Board and the school physician(s) appointed pursuant to N.J.S.A. 18A:40-1 shall include a statement of assurance that the school physician(s) has completed the Student-Athlete Cardiac Screening professional development module developed pursuant to N.J.S.A. 18A:40-41d and has read the sudden cardiac arrest pamphlet developed pursuant to N.J.S.A. 18A:40-41.** The school district shall conduct a criminal history background check on any physician before entering into an agreement for delivery of services **pursuant to N.J.A.C. 6A:16-2.3.**

The school physician(s) shall provide, at a minimum, the following services:

1. Consultation in the development and implementation of school district policies, procedures, and mechanisms related to health, safety, and medical emergencies, pursuant to N.J.A.C. 6A:16-2.1(a) **and Policy and Regulation 5310;**
2. Consultation to school district medical staff regarding the delivery of school health services, which includes special health care needs of technology-supported and medically fragile children, including students covered by 20 U.S.C. §1400 et seq., Individuals with Disabilities Education ~~Improvement~~ Act;
3. Physical examinations conducted in the school physician's office or other comparably equipped facility for students who do not have a medical home ~~or whose parent has identified the school as the medical home for the purpose of a sports physical examination;~~



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4. Provision of written notification to the parent stating approval or disapproval of the student's participation in athletics based upon the medical report;
5. Direction for professional duties of other medical staff;
6. Written standing orders that shall be reviewed and re-issued before the beginning of each school year;
7. Establishment of standards of care for emergency situations and medically-related care involving students and school staff;
8. Assistance to the certified school nurse or non-certified nurse in conducting health screenings of students and staff and assistance with the delivery of school health services;
9. Review, as needed, of reports and orders from a student's medical home regarding student health concerns;
10. Authorization of tuberculin testing for conditions outlined in N.J.A.C. 6A:16-2.2(c) **and Policy and Regulation 5310**;
11. Review, approval, or denial with reasons of a medical home determination of a student's anticipated confinement and resulting need for home instruction; and
12. Consultation with the school district certified school nurse(s) to obtain input for the development of the school nursing services plan, pursuant to N.J.A.C. 6A:16-2.1(b) **and Policy and Regulation 5310**.

The Board shall employ a certified school nurse to provide nursing services while school is in session pursuant to N.J.S.A. 18A:40-1 and 3.3. The certified school nurse shall work under the direction of the school physician and Superintendent of Schools.

The certified school nurse shall possess a standard educational **services** certificate with a school nurse endorsement or school nurse/non-instructional endorsement pursuant to N.J.A.C. 6A:9B-14.3 or 14.4. The certified school nurse shall possess a current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing; a bachelor's degree from a regionally accredited college or university; a current Cardiopulmonary Resuscitation (CPR) and



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Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines; **and**. ~~The certified school nurse shall~~ complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma, and Immunology.

The role of the certified school nurse shall include, but not be limited to:

1. Carrying out written orders of the medical home and standing orders of the school physician;
2. Conducting health screenings which include height, weight, blood pressure, hearing, vision, and scoliosis pursuant to N.J.A.C. 6A:16-2.2 **and Policy and Regulation 5310** and monitoring vital signs and general health status for emergent issues for students suspected of being under the influence of alcohol and controlled dangerous substances, pursuant to N.J.S.A. 18A:40-4 and **18A:40A-12 +2 and Policy and Regulation 5530**;
3. Maintaining student health records, pursuant to N.J.S.A. 18A:40-4 and N.J.A.C. 6A:16-2.4, **and Policy and Regulation 5308**;
4. Recommending to the ~~school~~ Principal students who shall not be admitted to or retained in the school building based on a parent's failure to provide evidence of the child's immunization according to the schedules specified in N.J.A.C. 8:57-4;
5. Annually reviewing student immunization records to confirm with the medical home that the medical condition for the exemption from immunization continues to be applicable, pursuant to N.J.A.C. 8:57-4.3;
6. Recommending to the ~~school~~ Principal exclusion of students who show evidence of communicable disease, pursuant to N.J.S.A. 18A:40-7, 8, and 10;



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7. Directing and supervising the emergency administration of epinephrine and glucagon, and training school staff designated to serve as delegates, pursuant to N.J.S.A. 18A:40-12.6 and 12.14 **and Policy and Regulation 5330;**
8. Administering asthma medication through the use of a nebulizer and/or inhaler/spacer per school physician recommendation;
9. Directing and supervising the health services activities of any school staff to whom the certified school nurse has delegated a nursing task;
10. ~~Providing~~ **Classroom instruction in areas related to health education,** pursuant to N.J.A.C. 6A:9B-14.3;
11. Reviewing and summarizing available health and medical information regarding the student and transmitting a summary of relevant health and medical information to the Child Study Team, ~~for the meeting~~ pursuant to N.J.A.C. 6A:14-3.4(h);
12. Writing and updating, at least annually, the individualized health care plans and the individualized emergency healthcare plans for students' medical needs, and instructing staff as appropriate;
13. Writing and updating, at least annually, any written healthcare provisions required under Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794(a), for any student who requires them;
14. Assisting in the development of and implementing healthcare procedures for students in the event of an emergency;
15. Instructing teachers on communicable disease and other health concerns, pursuant to N.J.S.A. 18A:40-3; ~~and~~
16. **Reviewing completed health history update questionnaires and sharing with the school athletic trainer for review, if applicable, pursuant to N.J.S.A. 18A:40-41.7; and**
1716. Providing other nursing services consistent with the nurse's educational services certification endorsement as a school nurse



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issued by the State Board of Examiners and current license approved by the State Board of Nursing.

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A certified school nurse who possesses the school nurse/non-instructional certificate is not authorized to teach in areas related to health, pursuant to N.J.A.C. 6A:9B-14.4.

The Board may appoint a non-certified nurse under the supervision of a certified school nurse to supplement the services of a certified school nurse **provided in accordance with the provisions of N.J.A.C. 6A:16-2.3(c).** ~~a~~ The non-certified nurse shall be assigned to the same school building or complex as the certified school nurse pursuant to N.J.S.A. 18A:40-3.3.(a.) and **a noncertified nurse** is limited to providing services only as permitted under ~~a~~ the non-certified nurse's license issued by the State Board of Nursing **in accordance with N.J.A.C. 6A:16-2.3(c).**

**N.J.S.A. 18A:40-1; 18A:40-3.3; 18A:40-4; 18A:40-7;
18A:40-8; 18A:40-10; 18A:40-12; 18A:40-12.6;
18A:40-12.14; 18A:40-41.7**
**N.J.A.C. 6A:9B-14.3; 6A:9B-14.4; 6A:14-3.4; 6A:16-2.1;
6A:16-2.2; 6A:16-2.3**



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5308 STUDENT HEALTH RECORDS

The school district shall maintain mandated student health records for each student pursuant to N.J.A.C. 6A:16-2.4 and **N.J.A.C. 6A:32-7**. The district will document student health records using a form approved by the Commissioner of Education.

The maintenance and security of student health records shall be in accordance with N.J.A.C. 6A:32-7.4 and 6A:16-2.4. Student health records, **whether stored on paper or electronically, shall be maintained in accordance with N.J.A.C. 6A:32-7** ~~may be stored electronically or in paper format and shall be maintained separately from other student records in a secure location accessible to authorized personnel while school is in session. The health history and immunization record shall be removed from the student's health record and placed in the student's mandated record upon graduation or termination and kept according to the schedule set forth in N.J.A.C. 6A:32-7.8.~~ **Student health records shall be maintained separately from other student records. Student health records also shall be maintained according to the requirements of N.J.A.C. 6A:32-7 until such time as graduation or termination from the school district, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record. The school district of last enrollment, graduation, or permanent departure of the student shall keep, for 100 years, a mandated record of a student's health history and immunization in accordance with N.J.A.C. 6A:32-7.8(f). No additions shall be made to the record after graduation or permanent departure without prior written consent of the parent or adult student pursuant to N.J.A.C. 6A:32-7.8(e).**

The transfer of student health records when a student transfers to or from a school district shall be in accordance with N.J.A.C. 6A:16-7.91 ~~et seq~~ and **N.J.A.C. 6A:32-7.5**.

Any Board of Education employee with knowledge of, or access to, the following health information shall comply with restrictions for sharing information as required by Federal and State statutes and regulations: information that identifies a student as having HIV infection or AIDS shall



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be shared only with prior written informed consent of the student age twelve or greater, or of the student's parent as required by N.J.S.A. 26:5C-1 et seq. and only for the purpose of determining an appropriate educational program for the student; information obtained by the school's alcohol and other drug program that would identify the student as an alcohol or other drug user may be disclosed only for those purposes and under conditions permitted by 42 CFR Part 2; information provided by a secondary school student while participating in a school-based alcohol or other drug counseling program that indicates that a parent or other person residing in the student's household is dependent upon or illegally using a substance shall be shared only for those purposes and conditions permitted by N.J.S.A. 18A:40A-7.1.

~~Any Board of Education employee with knowledge of, or access to, information that identifies a student as having HIV infection or AIDS; information obtained by the school's alcohol or drug program which would identify the student as an alcohol or drug user; or information provided by a secondary school student while participating in a school-based alcohol or drug counseling program that indicates a parent, guardian, or other person residing in the student's household is dependent upon or illegally using a substance shall comply with restrictions for sharing such information in accordance with N.J.A.C. 6A:16-2.4(b) through (e) and as required by Federal and State statutes and regulations.~~

Access to and disclosure of information in a student's health record shall meet the requirements of the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99, incorporated herein by reference, as amended and supplemented, and N.J.A.C. 6A:32-7.5; Student Records.

The school district shall provide access to the student's health record to licensed medical personnel not holding educational certification who are working under contract with, or as employees of, the school district only to the extent necessary to enable the licensed medical personnel to perform their duties. Secretarial or clerical personnel under the supervision of the certified school nurse shall be permitted access to those portions of the student health record necessary for entry and recording of data and for conducting routine clerical tasks as outlined in N.J.S.A. 18A:40-3.4 and N.J.A.C. 6A:32-7.5.



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Nothing in N.J.A.C. 6A:16-2.4 or in **this** Policy and Regulation 5308 shall be construed to prohibit school personnel from disclosing to students or adults in connection with an emergency the information contained in the student health record if the release is necessary to protect the immediate health or safety of the student or other persons pursuant to N.J.A.C. 6A:32-7.5.

N.J.S.A. 18A:40-3.4

N.J.A.C. 6A:16-2.4 ~~et seq.~~; **6A:32-7.1**; 6A:32-7.4 ~~et seq.~~;
6A:32-7.5 ~~et seq.~~; **6A:32-7.8**

Adopted:



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R 5308 STUDENT HEALTH RECORDS

Student health records shall be maintained for each student pursuant to N.J.A.C. 6A:16-2.4. Maintenance and security of student health records shall be in accordance with N.J.A.C. 6A:32-7.4.

A. Mandated Student Health Records

1. The **district shall maintain for each student, pursuant to N.J.A.C. 6A:32, a student health record that includes the following mandated records** ~~following mandated student health records shall be maintained:~~
 - a. Findings of health histories, medical examinations, and health screenings pursuant to N.J.A.C. 6A:16-2.2 and 4.3; and
 - b. Documentation of immunizations against communicable diseases or exemption from these immunizations pursuant to N.J.A.C. 8:57-4.1, 4.3, and 4.4.
2. The district will document the findings of student health histories, health screenings, and required medical examinations that are relevant to school participation on the student's health record using a form approved by the Commissioner of Education.

B. Maintenance **and Security** of Student Health Records

1. The school district shall maintain student health records in accordance with N.J.A.C. 6A:32-7.4 as follows:
 - a. Student health records may be stored electronically or in paper format. ~~When records are stored electronically, proper security and backup procedures shall be administered;~~



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(1) When student health records are stored electronically, proper security and backup procedures shall be administered;

b. Student health records, whether stored on paper or electronically, shall be maintained **in accordance with N.J.A.C. 6A:32-7.1(1)**. ~~separately from other student records, until such time as graduation or termination whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record; and~~

(1) Student health records shall be maintained separately from other student records. Student health records also shall be maintained in accordance with the requirements of N.J.A.C. 6A:32-7 until such time as graduation or termination from the district, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.

c. Student health records shall be accessible during the hours in which the school program is in operation.

C. Transferring Student Health Records

The school district shall ensure compliance with the requirements of N.J.A.C. 6A:32-7 – Student Records and Policy and Regulation 8330 when transferring student health records.

D. Restrictions for Sharing Student Health Information

1. Any Board of Education employee with knowledge of, or access to, the following health information shall comply with restrictions for sharing information as required by Federal and State statutes and regulations.



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- a. Information that identifies a student as having HIV infection or AIDS shall be shared only with prior written informed consent of the student age twelve or greater, or of the student's parent as required by N.J.S.A. 26:5C-1 et seq. and only for the purpose of determining an appropriate educational program for the student.
- b. Information obtained by the school's alcohol and other drug program ~~that which~~ would identify the student as an alcohol or other drug user may be disclosed only for those purposes and under ~~those~~ conditions permitted by 42 CFR Part 2.
- c. Information provided by a secondary school student while participating in a school-based alcohol or other drug counseling program that indicates a parent, ~~guardian~~, or other person residing in the student's household is dependent upon or illegally using a substance shall be shared only for those purposes and conditions permitted by N.J.S.A. 18A:40A-7.1.

E. Access to Student Health Records

1. Access to and disclosure of information in the student's health record shall meet the requirements of the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g and 34 CFR Part 99, ~~incorporated herein by reference~~, as amended and supplemented, and N.J.A.C. 6A:32-7 – ~~et seq.~~, Student Records.
2. The school district shall provide access to the student health records to licensed medical personnel not holding educational certification who are working under contract with, or as employees of, the school district only to the extent necessary to enable the licensed medical personnel to perform their duties.
 - a. Secretarial or clerical personnel under the supervision of the certified school nurse shall be permitted access to ~~those~~ portions of the student's health record necessary for entry and recording of data and for conducting routine clerical tasks as outlined in N.J.S.A. 18A:40-3.4 and N.J.A.C. 6A:32-7.5.



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3. Nothing in N.J.A.C. 6A:16-2.4 or in Policy **5308** and **this Regulation 5308** shall be construed to prohibit school personnel from disclosing to students or adults in connection with an emergency the information contained in the student health record if the release is necessary to protect the immediate health or safety of the student or other persons pursuant to N.J.A.C. 6A:32-7.54.

Adopted Issued:



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5310 HEALTH SERVICES

The Board of Education shall develop and adopt the following written policies, procedures, and mechanisms in accordance with N.J.A.C. 6A:16-2.1(a) for the provision of health, safety, and medical emergency services, and shall ensure staff are informed as appropriate:

1. The review of immunization records for completeness, pursuant to N.J.A.C. 8:57-4.1 through 4.20 (Policy and Regulation 5320);
2. The administration of medication to students in the school setting **by the following authorized individuals in accordance with N.J.A.C. 6A:16-2.1(a)2.** (Policy and Regulation 5330);
 - a. **The school physician;**
 - b. **A certified school nurse or noncertified nurse;**
 - c. **A substitute school nurse employed by the school district;**
 - d. **The student's parent;**
 - e. **A student approved to self-administer medication, pursuant to N.J.A.C. 6A:16-2.1(a)5.iii. and 6A:16-2.1(a)9. and N.J.S.A. 18A:40-12.3 and 12.4;**
 - f. **Other school employees who volunteer to be trained and designated by the certified school nurse to administer epinephrine in an emergency, pursuant to N.J.S.A. 18A:40-12.5 and 12.6; and**
 - g. **Other employees who volunteer to be designated as a delegate and trained to administer glucagon, pursuant to N.J.S.A. 18A:40-12.14.**
3. The review of Do Not Resuscitate (DNR) orders received from the student's parent or medical home (Policy 5332);



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4. The provision of health services in emergency situations, including:
 - a. The emergency administration of epinephrine via **an epinephrine Epi-pen** auto-injector, pursuant to N.J.S.A. 18A:40-12.5 (Policy and Regulation 5330);
 - b. The emergency administration of glucagon, pursuant to N.J.S.A. 18A:40-12.14 (Policy and Regulation 5338);
 - c. The care of any student who becomes injured or ill while at school or participating in school-sponsored functions (Policy and Regulation 8441);
 - d. The transportation and supervision of any student determined to be in need of immediate care (Policy and Regulation 8441);
 - e. The notification to parents of any student determined to be in need of immediate medical care (Policy and Regulation 8441); and
 - f. The establishment and implementation of an emergency action plan for responding to a sudden cardiac event, including the use of an automated external defibrillator (AED), pursuant to N.J.S.A. 18A:40-41b. (Policy and Regulation 5300).
5. The treatment of asthma in the school setting in accordance with the provisions of N.J.A.C. 6A:16-2.1(a)5. (Policy 5335);
6. Administration of student medical examinations, pursuant to N.J.S.A. 18A:40-4, N.J.S.A. 18A:35-4.8, and N.J.A.C. 6A:16-2.2 (Policy and Regulation 5310);
7. Utilization of sanitation and hygiene when handling blood and bodily fluids pursuant to N.J.A.C. 12:100-4.2, Safety and Health Standards for Public Employees, and in compliance with 29 CFR §1910.1030, ~~Public Employees~~ Occupational Safety and Health Program ~~(PEOSH)~~ Bloodborne Pathogens Standards (Policy and Regulation 7420);



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8. Provision of nursing services to nonpublic schools located in the school district as required by N.J.S.A. 18A:40-23 et seq. and N.J.A.C. 6A:16-2.5 (Policy and Regulation 5306);
9. Self-administration of medication by a student for asthma or other potentially life-threatening **illness or life-threatening** allergic reaction pursuant to N.J.S.A. 18A:40-12.3, 12.5, and 12.6, and the self-management and care of a student's diabetes as needed, pursuant to N.J.S.A. 18A:40-12.15 (Policy and Regulation 5330);
10. Development of an individualized healthcare plan and individualized emergency healthcare plan for students with chronic medical conditions, including ~~life-threatening allergies~~, diabetes, ~~and~~ asthma, **and life-threatening allergies** requiring special health services in accordance with N.J.S.A. 18A:40-12.11.c, 12.12, 12.13, and 12.15; and N.J.A.C. 6A:16-2.3(b)3.xii. (Policies and Regulations 5331 and 5338 and Policy 5335); and
11. Management of food allergies in the school setting and the emergency administration of epinephrine to students for anaphylaxis, pursuant to N.J.S.A. 18A:40-12.6a through 12.6d (Policy and Regulation 5331).

The Board of Education shall annually adopt the school district's nursing services plan at a regular meeting, **pursuant to N.J.A.C. 6A:16-2.1(b) and Policy 5307.**

~~The Board of Education shall comply with the following required health services as outlined in N.J.A.C. 6A:16-2.2:~~

- ~~1. Immunization records shall be reviewed and updated annually, pursuant to N.J.A.C. 8:57-4.1 through 4.24.~~
- ~~2. A Building Principal or designee shall not knowingly admit or retain in the school building any student whose parent has not submitted acceptable evidence of the child's immunization, according to the schedule specified in N.J.A.C. 8:57-4, Immunization of Pupils in School.~~



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- ~~3. The school district shall perform tuberculosis tests on students using methods required by and when specifically directed to do so by the New Jersey Department of Health based upon the incidence of tuberculosis or reactor rates in specific communities or population groups, pursuant to N.J.S.A. 18A:40-16.~~
- ~~4. The school district shall immediately report by telephone to the health officer of the jurisdiction in which the school is located any communicable diseases identified as reportable, pursuant to N.J.A.C. 8:57-1, whether confirmed or presumed.~~
- ~~5. Each school in the district shall have and maintain for the care of students at least one nebulizer in the office of the school nurse or a similar accessible location, pursuant to N.J.S.A. 18A:40-12.7.~~
- ~~6. Each student medical examination shall be conducted at the medical home of the student. If a student does not have a medical home, the school district shall provide the examination at the school physician's office or other comparably equipped facility, pursuant to N.J.S.A. 18A:40-4.~~
- ~~7. The findings of required examinations under 8.b., c., d., and e. below shall include the following components:
 - ~~a. Immunizations, pursuant to N.J.A.C. 8:57-4.1 through 4.24;~~
 - ~~b. Medical history, including allergies, past serious illnesses, injuries, operations, medications, and current health problems;~~
 - ~~c. Health screenings including height, weight, hearing, blood pressure, and vision; and~~
 - ~~d. Physical examinations.~~~~
- ~~8. The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and 6. above and:~~



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- a. ~~Prior to participation on a school sponsored interscholastic or intramural team or squad for students enrolled in any grades six to twelve in accordance with N.J.A.C. 6A:16-2.2(h)1.;~~
 - b. ~~Upon enrollment in school in accordance with N.J.A.C. 6A:16-2.2(h)2.;~~
 - e. ~~When applying for working papers in accordance with N.J.A.C. 6A:16-2.2(h)3.;~~
 - d. ~~For the purposes of the comprehensive Child Study Team evaluation, pursuant to N.J.A.C. 6A:14-3.4 in accordance with N.J.A.C. 6A:16-2.2(h)4.; and~~
 - e. ~~When a student is suspected of being under the influence of alcohol or controlled dangerous substances, pursuant to N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3 in accordance with N.J.A.C. 6A:16-2.2(h)5.~~
9. ~~Each school shall have available and maintain an AED, pursuant to N.J.S.A. 18A:40-41a.a.(1) and (3), and in accordance with N.J.A.C. 6A:16-2.2(i).~~
 10. ~~The Board of Education shall make accessible information regarding the New Jersey FamilyCare Program to students who are knowingly without medical coverage, pursuant to N.J.S.A. 18A:40-34.~~
 11. ~~Information concerning a student's HIV/AIDS status shall not be required as part of the medical examination or health history, pursuant to N.J.S.A. 26:5C-1 et seq.~~
 12. ~~The Board of Education shall ensure that students receive health screenings as outlined in N.J.A.C. 6A:16-2.2(l).~~



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~~13. The school nurse or designee shall screen to ensure hearing aids worn by students who are deaf and/or hard of hearing are functioning properly. The school nurse or designee will ensure any FM hearing aid systems in classrooms or any school equipment in the school building used to assist students to hear, are functioning properly.~~

N.J.S.A. **18A:35-4.8; 18A:40-4 et seq.; 18A:40-12;
18A:40-12.3; 18A:40-12.5; 18A:40-12.6;
18A:40-12.6a; 18A:40-12.6b; 18A:40-12.6c;
18A:40-12.6d; 18A:40-12.7; 18A:40-12.11;
18A:40-12.15; 18A:40-16; 18A:40-23 et seq.;**
18A:40-41a.; 18A:40-41b.

N.J.A.C. 6A:16-1.3; 6A:16-2.1; 6A:16-2.2



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R 5310 HEALTH SERVICES

A. Definitions – (N.J.A.C. 6A:16-1.3)

1. Advanced practice nurse (APN) – means a person who holds a current license as **either an advanced practice nurse or a nurse practitioner/clinical nurse specialist** from the State Board of Nursing.
2. Certified school nurse – means a person who holds a current license as a registered professional nurse from the State Board of Nursing and an **eEducational sServices cCertificate**, school nurse, or school nurse/non-instructional endorsement from the Department of Education, pursuant to N.J.A.C. 6A:9B-~~1412.3~~ and ~~1412.4~~.
3. Medical home – means a health care provider, including New Jersey FamilyCare providers as defined by N.J.S.A. 30:4J-12 and the provider’s practice site chosen by the student’s parent for the provision of health care.
4. Non-certified nurse – means a person who holds a current license as a professional nurse from the State Board of Nursing and is employed by a Board of Education ~~or nonpublic school~~, and who is not certified as a school nurse by the Department of Education.
5. Parent – means the natural parent(s), adoptive parent(s), legal guardian(s), **resource family foster** parent(s), or ~~parent~~ surrogate(s) **parent(s)** of a student. When parents are separated or divorced, “parent” means the person or agency who has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.
67. Physical examination – means the examination of the body by a professional licensed to practice medicine or osteopathy, or an advanced practice nurse, or physician assistant. The term includes specific procedures required by statute as stated in N.J.A.C. 6A:16-2.2.



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76. Physician assistant (PA) – means a health care professional licensed to practice medicine with physician supervision.

~~7. Physical examination – means the examination of the body by a professional licensed to practice medicine or osteopathy, or an advanced practice nurse, or physician assistant. The term includes specific procedures required by statute as stated in N.J.A.C. 6A:16-2.2.~~

8. School physician – means a physician **currently licensed by the New Jersey Board of Medical Examiners in medicine or osteopathy whose training and scope of practice includes child and adolescent health and development** ~~with a current license to practice medicine or osteopathy from the New Jersey Board of Examiners who works under a contract or as an employee of the school district.~~ The physician is also referred to as the medical inspector as per N.J.S.A. 18A:40-1.

B. Medical Examinations – General Conditions (N.J.A.C. 6A:16-2.2)

1. Each student medical examination shall be conducted at the medical home of the student. If a student does not have a medical home, the school district shall provide the examination at the school physician's office or other comparably equipped facility, pursuant to N.J.S.A. 18A:40-4.

2. The findings of required examinations under **N.J.A.C. 6A:16-2.2(h)2. through (h)5. and D. through G.** below shall include the following components:

a. Immunizations, pursuant to N.J.A.C. 8:57-4.1 through 4.24;

b. Medical history, including allergies, past serious illnesses, injuries, operations, medications, and current health problems;

c. Health screenings including height, weight, hearing, blood pressure, and vision; and

d. Physical examinations.



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3. Each school shall have available and maintain an automated external defibrillator (AED), pursuant to N.J.S.A. 18A:40-41a.a.(1) and (3), that is:
 - a. In an unlocked location on school property, with an appropriate identifying sign;
 - b. Accessible during the school day and any other time when a school-sponsored athletic event or team practice is taking place in which students of the school district or nonpublic school are participating; and
 - c. Within a reasonable proximity of the school athletic field or gymnasium, as applicable.
4. The Board of Education shall make accessible information regarding the ~~NJ New Jersey~~ FamilyCare Program ~~to for~~ students who are knowingly without medical coverage, pursuant to N.J.S.A. 18A:40-34.
5. **Information concerning a student's HIV/AIDS status shall not be required as part of the medical examination or health history, pursuant to N.J.S.A. 26:5C-1 et seq.**
65. Pursuant to N.J.S.A. 18A:40-4.4, a student who presents a statement signed by **their** ~~his/her~~ parents that **such** required examinations interfere with the free exercise of **their** ~~his/her~~ religious beliefs shall be examined only to the extent necessary to determine whether the student is ill or infected with a communicable disease or **to determine their fitness** ~~under the influence of alcohol or drugs or is disabled or is fit~~ to participate in any health, safety, or physical education course required by law.
6. ~~Information concerning a student's HIV/AIDS status shall not be required as part of the medical examination or health history, pursuant to N.J.S.A. 26:5C-1 et seq.~~



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- C. Medical Examinations - Prior to Participation on a School-Sponsored Interscholastic or Intramural **Athletic** Team or Squad for Students Enrolled in Any Grades Six to Twelve **(N.J.A.C. 6A:16-2.2(h)1.)**
1. The school district shall ensure that students receive medical examinations **in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and** prior to participation on a school-sponsored interscholastic or intramural **athletic** team or squad for students enrolled in any grades six to twelve. ~~The examination shall be conducted within 365 days prior to the first day of official practice session in an athletic season and shall be conducted by a licensed physician, APN, or PA.~~
 - a. **The examination shall be conducted within 365 days prior to the first day of official practice in an athletic season and shall be conducted by a licensed physician, APN, or PA.**
 - b2. The physical examination shall be documented using the Preparticipation Physical Evaluation (PPE) form developed jointly by the American Academy of Family Physicians, American Academy of Pediatrics, American College of Sports Medicine, American Medical Society for Sports Medicine, American Orthopaedic Society for Sports Medicine, and American Osteopathic Academy of Sports Medicine and is available online at <http://www.state.nj.us/education/students/safety/health/records/athleticphysicalsform.pdf>, in accordance with N.J.S.A. 18A:40-41.7.
 - (1)~~a~~. Prior to performing a preparticipation physical examination, the licensed physician, APN, or PA who performs the student-athlete's physical examination shall complete the Student-Athlete Cardiac Screening professional development module and shall sign the certification statement on the PPE form attesting to the completion, pursuant to N.J.S.A. 18A:40-41d.



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- (a~~±~~) If the PPE form is submitted without the signed certification statement and the school district has confirmed that the licensed physician, APN, or PA from the medical home did not complete the module, the student-athlete's parent may obtain a physical examination from a physician who can certify completion of the module or request that the school physician provides the examination.
 - (2)~~b~~. The medical report shall indicate if a student is allowed or not allowed to participate in the required sports categories and shall be completed and signed by the original examining physician, APN, or PA.
 - (3)~~e~~. An incomplete form shall be returned to the student's medical home for completion unless the school nurse can provide documentation to the school physician that the missing information is available from screenings completed by the school nurse or physician within the prior 365 days.
- c3. Each student whose medical examination was completed more than ninety days prior to the first day of official practice in an athletic season shall provide a health history update questionnaire completed and signed by the student's parent. The completed health history update questionnaire shall include information listed below as required by N.J.S.A. 18A:40-41.7.b.

The completed health history update questionnaire shall be reviewed by the school nurse and, if applicable, the school athletic trainer and shall include information as to whether, in the time period since the date of the student's last preparticipation physical examination, the student has:

- (1)~~a~~. Been advised by a licensed physician, APN, or PA not to participate in a sport;



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- (2)~~b~~. Sustained a concussion, been unconscious, or lost memory from a blow to the head;
 - (3)~~c~~. Broken a bone or sprained, strained, or dislocated any muscles or joints;
 - (4)~~d~~. Fainted or blacked out;
 - (5)~~e~~. Experienced chest pains, shortness of breath, or heart racing;
 - (6)~~f~~. Had a recent history of fatigue and unusual tiredness;
 - (7)~~g~~. Been hospitalized, visited an emergency room, or had a significant medical illness;
 - (8)~~h~~. Started or stopped taking any over the counter or prescribed medications; or
 - (9)~~i~~. Had a sudden death in the family, or whether any member of the student's family under the age of fifty has had a heart attack or heart trouble.
- d4.** The school district shall provide to the parent written notification signed by the school physician stating approval of the student's participation in athletics based upon the medical report or the reasons for the school physician's disapproval of the student's participation.
- e5.** The Board of Education ~~shall will~~ not permit a student enrolled in grades six to twelve to participate on a school-sponsored interscholastic or intramural **athletic** team or squad unless the student submits a PPE form signed by the licensed physician, APN, or PA who performed the physical examination and, if applicable, a completed health history update questionnaire, pursuant to N.J.S.A. 18A:40-41.7.c.



REGULATION GUIDE

STUDENTS
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Health Services

f6. The school district shall distribute to a student-athlete and **the student-athlete's** ~~his or her~~ parent the sudden cardiac arrest pamphlet developed by the Commissioner of Education, in consultation with the Commissioner of Health, the American Heart Association, and the American Academy of Pediatrics, pursuant to N.J.S.A. 18A:40-41.

(1)a. A student-athlete and **the student-athlete's** ~~his or her~~ parent annually shall sign the Commissioner-developed form that they received and reviewed the pamphlet, and shall return it, to the student's school, pursuant to N.J.S.A. 18A:40-41.d.

(2)b. The Commissioner shall update the pamphlet, as necessary, pursuant to N.J.S.A. 18A:40-41.b.

(3)e. The Commissioner shall distribute the pamphlet, at no charge, to **the all** school districts ~~and nonpublic schools~~, pursuant to N.J.S.A. 18A:40-41.b.

D. Medical Examinations - Upon Enrollment in School (N.J.A.C. 6A:16-2.2(h)2.)

1. The school district shall ensure that students receive medical examinations **in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and** upon enrollment in school. ~~The school district requires a parent to provide within thirty days of enrollment entry-examination documentation for each student.~~

a. The school district shall require parents to provide within thirty days of enrollment entry-examination documentation for each student.

b2. When a student transfers to another school, the sending school district shall ensure the entry-examination documentation is forwarded to the receiving school district, pursuant to N.J.A.C. 6A:16-2.4(d).



REGULATION GUIDE

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Health Services

- c3. Students transferring into this school district from out-of-State or out-of-country may be allowed a thirty-day period to obtain entry-examination documentation.
 - d4. The school district shall notify parents through its website or other means about the importance of obtaining subsequent medical examinations of the student at least once during each developmental stage: at early childhood (pre-school through grade three), pre-adolescence (grades four through six), and adolescence (grades seven through twelve).
- E. Medical Examinations - When Students Apply for Working Papers (N.J.A.C. 6A:16-2.2(h)3.)
1. Pursuant to N.J.S.A. 34:2-21.7 and 34:2-21.8(3) **The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and when applying for working papers.**
 2. ~~T~~he school district may provide for the administration of a medical examination for a student pursuing a certificate of employment.
 32. The school district shall not be held responsible for the costs for examinations at the student's medical home or other medical provider(s).
- F. Medical Examinations - For the Purposes of the Comprehensive Child Study Team Evaluation Pursuant to N.J.A.C. 6A:14-3.4 (N.J.A.C. 6A:16-2.2(h)4.)
1. The school district shall ensure that students receive medical examinations **in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and** for the purposes of the comprehensive ~~c~~Child ~~s~~Study ~~t~~Team evaluation, pursuant to N.J.A.C. 6A:14-3.4.



REGULATION GUIDE

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Health Services

G. Medical Examinations - When a Student is Suspected of Being Under the Influence of Alcohol or Controlled Dangerous Substances, pursuant to N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3 (**N.J.A.C. 6A:16-2.2(h)5.**)

1. **The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and when a student is suspected of being under the influence of alcohol or controlled dangerous substances, pursuant to N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3.**

21. If a student who is suspected of being under the influence of alcohol or controlled dangerous substances is reported to the certified school nurse, the certified school nurse shall monitor the student's vital signs and general health status for emergent issues and take appropriate action pending the medical examination, pursuant to N.J.A.C. 6A:16-4.3.

32. No school staff shall interfere with a student receiving a medical examination for suspicion of being under the influence of alcohol or controlled dangerous substances, pursuant to N.J.A.C. 6A:16-4.3.

H. Health Screenings (**N.J.A.C. 6A:16-2.2(l)**)

The Board of Education shall ensure that students receive health screenings in accordance with N.J.A.C. 6A:16-2.2(l).

1. Screening for height, weight, and blood pressure shall be conducted annually for each student in Kindergarten through grade twelve.

2. Screening for visual acuity shall be conducted biennially for students in Kindergarten through grade ten.

3. Screening for auditory acuity shall be conducted annually for students in Kindergarten through grade three and in grades seven and eleven, pursuant to N.J.S.A. 18A:40-4.



REGULATION GUIDE

STUDENTS
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Health Services

4. Screening for scoliosis shall be conducted biennially for students between the ages of ten and eighteen, pursuant to N.J.S.A. 18A:40-4.3.
5. Screenings shall be conducted by a school physician, school nurse, or other school personnel properly trained.
6. The school district shall notify the parent of any student suspected of deviation from the recommended standard.
7. **The school nurse or designee shall screen to ensure hearing aids worn by students who are deaf and/or hard of hearing are functioning properly. The school nurse or designee will ensure any FM hearing aid systems in classrooms or any school equipment in the school building used to assist students to hear, are functioning properly.**

Adopted Issued:



POLICY GUIDE

First Reading: March 28, 2023
Second Reading: April 25, 2023

STUDENTS
5337/page 1 of 4
Service Animals
Jan 19

5337 SERVICE ANIMALS

In compliance with Title II of the Americans with Disabilities Act (ADA) as amended by the ADA Amendments Act of 2008, it is the Policy of the Board to permit use of a service animal by an individual with a disability in all areas of the district where the public is normally permitted: in district buildings; on district property; and on vehicles owned, leased, or controlled by the district. (28 CFR §35.136)

A. Definitions

1. “Act” means the Americans with Disabilities Act (ADA) as amended by the ADA Amendments Act of 2008.
2. “Designated administrator” means Principal or person designated by the Principal to coordinate these activities.
3. “District” means this school district.
4. “Handler” means the animal’s owner who is an individual with a disability or a person, such as a trainer, assisting the owner with control of the service animal.
5. “Service animal” means a dog individually trained to do work or perform a specific job or task for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. (28 CFR §36.104)
 - a. Other species of animals, whether wild or domestic, trained or untrained, are not service animals for the purposes of this definition.
 - b. The work or tasks performed by a service animal must be directly related to the individual’s disability (e.g. navigation, alerting physical support and assistance, preventing or interrupting impulsive or destructive behaviors).



POLICY GUIDE

STUDENTS
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Service Animals

- c. Work or tasks for the purposes of this definition do not include the provision of emotional support, well-being, comfort, therapy, companionship, or crime deterrence.

B. Generally

1. The district shall permit the use of a service animal by an individual with a disability unless:
 - a. The animal is out of control and the animal's handler does not take effective action to control it;
 - b. The animal is not housebroken.
2. A service animal shall have a harness, leash, or other tether, unless either the handler is unable because of a disability to use a harness, leash, or other tether, or the use of a harness, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks, in which case the service animal must be otherwise under the handler's control (e.g. voice control, signals, or other effective means). (28 CFR §35.136(d))
3. If an animal is properly excluded, the district shall give the individual with a disability the opportunity to participate in the service, program, or activity without having the service animal on the premises. (28 CFR §35.136(b))
4. If there are places in the district where it is determined to be unsafe for a handler and service animal, reasonable accommodations will be provided to assure the individual with a disability has equal access to the activity.
5. Unless the need for a service animal is readily apparent, the individual with a disability or his/her parent will be required to provide the district with information that:
 - a. The service animal is required because of a disability; and
 - b. What work or task the animal has been trained to perform.



POLICY GUIDE

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Service Animals

6. The district may not require documentation, including proof that the animal has been certified, trained, or licensed as a service animal; nor that the dog demonstrates its ability to perform the work or task. (28 CFR §35.136(f))
7. Individuals with a disability who have service animals are not exempt from local animal control or public health requirements.
8. Service animals must be licensed and registered in accordance with State and local laws.

C. Delegation of Responsibility

1. The district is not responsible for the care or supervision of a service animal, in accordance with (28 CFR §35.136(e))
 - a. The district is not responsible to pay for or provide a handler to aid the individual with a disability in the control of the service animal.
 - b. The district is responsible to provide assistance to an individual with a disability in performing the tasks required of the individual for the care and maintenance of the service animal.
2. If the district normally charges individuals for damage they cause, an individual with a disability may be charged for damage caused by his or her service animal. (28 CFR §35.136(h))
3. The district will designate relief areas for the service animal which will be included in mobility training and orientation of students and animals new to the school.

D. Notification and Responsibilities

1. In the event a service animal will be introduced as part of the school community, the designated administrator will develop a comprehensive implementation plan prior to introduction of the service animal into the school to include:



POLICY GUIDE

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Service Animals

- a. Notification to parents of students who may be in contact with the service animal;
 - b. Appropriate accommodations:
 - (1) For students who are allergic to the service animal; and/or
 - (2) For students who have fears regarding the service animal.
 - c. Appropriate etiquette regarding service animals to include:
 - (1) Never pet a service animal while it is working;
 - (2) Never feed a working service animal;
 - (3) Do not deliberately startle, tease, or taunt a service animal;
 - (4) Do not hesitate to ask the handler if he or she would like assistance regarding directions for navigating the facility.
2. The use of a service animal introduced as part of the school community will require inclusion into the student's Individualized Education Plan (IEP) or the student's Section 504 Accommodation Plan.
 3. The district may request, but cannot require, the owner of a service animal introduced as part of the school community and, as included in the student's IEP or Section 504 Accommodation Plan, maintain liability insurance for the service animal. The School Business Administrator/Board Secretary will ensure the school district has appropriate insurance in the event a service animal is introduced as part of the school community.

28 CFR §35.136
28 CFR §36.104

Adopted:



POLICY GUIDE

First Reading: April 25, 2023

PROPERTY
7440/page 1 of 3
School District Security
Mar 23
M

7440 SCHOOL DISTRICT SECURITY

The Board of Education believes the buildings and facilities of the school district represent a substantial community investment. The Board directs the development and implementation of a plan for school district security to protect the school community's investment in the school buildings and facilities. The Board will comply with the security measures required in N.J.S.A. 18A:7G-5.2 for new school construction and for existing school buildings.

The school district security program will include: maintenance of facilities that are secure against unwelcome intrusion; protection against fire hazards and faulty equipment; and compliance with safe practices in the use of electrical, plumbing, heating, and other school building equipment.

As used in this Policy and N.J.S.A. 18A:41-7.1, "critical incident mapping data" means information provided in electronic or digital form to assist first responders in an emergency including, but not limited to: aerial images of schools; floor plans, including room and suite numbers; building access points; locations of hazardous materials and utility shut-offs; and any other relevant location information.

The Board shall provide to local law enforcement authorities **critical incident mapping data** ~~a copy of the current blueprints and maps~~ for all schools and school grounds ~~within the school district or nonpublic school~~. In the case of a school building located in a municipality in which there is no municipal police department, **critical incident mapping data** ~~a copy of the blueprints and maps~~ shall be provided to an entity designated by the Superintendent of the New Jersey State Police. The Board shall provide revised **mapping data** ~~copies~~ to the applicable law enforcement authorities or designated entities any time that there is a change to the **critical incident mapping data** ~~blueprints or maps~~.

Critical incident mapping data provided pursuant to N.J.S.A. 18A:41-7.1.a shall be: compatible with all platforms and applications used by local, State, and Federal law enforcement authorities; provided in a printable format; and verified for accuracy through an annual walkthrough of school buildings and school grounds.



POLICY GUIDE

PROPERTY
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School District Security

Nothing in this Policy or N.J.S.A. 18A:41-7.1 shall be construed to require local law enforcement authorities or designated entities to access critical incident mapping data using third party viewing software.

The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency pursuant to N.J.S.A. 18A:41-10 through 13 **and this Policy and Regulation 7440.**

The Superintendent of Schools shall designate a school administrator, or a school employee with expertise in school safety and security, as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3 **and this Policy and Regulation 7440.** The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist certification in accordance with the provisions of N.J.S.A. 18A:17-43.2 **and this Policy and Regulation 7440.** The School Safety Specialist shall also serve as the school district's liaison with local law enforcement and national, State, and community agencies and organizations in matters of school safety and security.

Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.

In accordance with N.J.S.A. 18A:7G-5.2.b.(15), propping open doors to buildings on school grounds is strictly prohibited and students and staff shall not open a door for any individual. All persons seeking entry into the ~~main~~ building shall be directed to the main entrance.

Building records and funds shall be kept in a safe place and secured as appropriate and necessary.

Protective devices designed to be used as safeguards against illegal entry and vandalism may be installed when appropriate. The Board may approve the employment of school resource officers, school security officers, and/or law enforcement officers in situations in which special risks are involved.



POLICY GUIDE

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School District Security

The school district shall annually conduct a school safety audit for each school building in accordance with the provisions of N.J.S.A. 18A:41-14.

N.J.S.A. 18A:7G-5.2; 18A:17-43.1; 18A:17-43.2; 18A:17-43.3;
18A:41-7.1; 18A:41-10; 18A:41-11; 18A:41-12;
18A:41-13; 18A:41-14
N.J.A.C. 6A:16-1.3; 6A:26-1.2

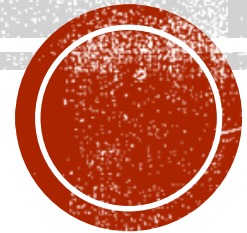
Adopted:



BUDGET DISCUSSION

2023 - 2024

WW-P Board of Education
Annual Budget Hearing
04.25.2023



WW-P MISSION STATEMENT

**Building upon our tradition of excellence,
the mission of the West Windsor-Plainsboro
Regional School District is to empower all learners
to thoughtfully contribute to a diverse and
changing world with confidence, strength of
character, and love of learning.**



WWPRSD STRATEGIC GOALS

Goal 1

Understanding that all students have diverse needs, backgrounds, and approaches to learning, we will integrate tools and structures to appropriately challenge and enable students to realize their full potential.

Goal 2

Embracing a rapidly changing world, we will empower learners to assume active roles in their communities, to face and engage global challenges and to contribute proactively toward a more peaceful, just, inclusive, and secure world.

Goal 3

Recognizing that children need to balance physical, social, emotional and academic needs, we will maintain a supportive culture and build structures for the health, safety, and well-being of the Whole Child.

Goal 4

West Windsor-Plainsboro Regional School District will cultivate a diverse and inclusive community where members of every race, sexual orientation, gender, gender identity, ability, religion, socio-economic class, ethnicity, and national origin are welcomed, valued, respected, and celebrated.



PROPOSED BUDGET: 2023 – 2024

■ **WHAT IS A SCHOOL BUDGET?**

- Budget is a planning tool
- Budget considers contingencies
- Budget manages risk
- Budget must be fiscally responsible
- Budget is a reflection of our values
- Budget must consider safeguards and buffers

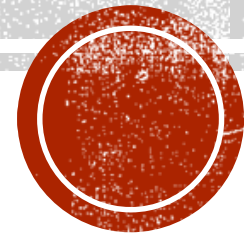


2023 – 2024 Budget Discussion

- **Special Services** – Tuition Increases
 - **Facilities** - Custodial Contract Renewal
 - **Health Care Cost** – Increase district cost for NJ Educator Health Care Plan and Garden State Health Care Plan
 - **Staffing Needs** – Special education
 - **Transportation** – Cost of route renewals/CPI (Consumer Price Index), Driver shortages and fuel increases
 - **Technology**
 - **Facilities and Capital Projects**
 - **Salary Increases** – As per negotiated agreements, currently negotiating with the WWPEA Contract
-



BUDGET CONSIDERATIONS



STAFF INCREASES

- **Instructional Assistants – DLI and Special Education**
- **Monitor Special Education sections and services as per IEP's**
- **Additional staffing for full-day Kindergarten**



FULL DAY KINDERGARTEN

- Included in this budget is the implementation of a Districtwide full-day kindergarten program.
- While our half-day program has provided an excellent learning and growth experience for our current students, we are excited to provide a full-day program for our future kindergarten students.
- The implementation of a full day kindergarten will provide your students with additional instructional time, supervised playtime, center time, additional specials, lunch and recess.



FULL DAY KINDERGARTEN

- With decreased enrollment in our elementary schools, the District has the opportunity to provide the expansion of our kindergarten program beginning next school year (2023-2024 school year).
- The District has enough classrooms with bathrooms to accommodate the estimated number of kindergarten students that are anticipated by offering a full-day program.



HEALTH CARE

- Completing second year of being self-insured.
- Use rates have been significantly increasing. Staff members have seen a 9.9% increase in rates as of January 1st.



TRANSPORTATION

- Route Renewals – CPI renew at 5.86%
- Fuel Prices
- Lack of Drivers
- Hourly Rate Increases
- Insurance Increases



INSURANCE AND SALARIES

- Increase in contractual costs
- Increase in insurance renewals
 - COVID
 - Natural Disasters
 - Theft
- Cyber Security



ABM – BUILDING AND GROUNDS

- Annual Renewal – Year 4 of 5
- Renewal rate plus additional square footage



CAPITAL PROJECTS

- Town Center Roof – ROD Grant
- Town Center Sensory Playground
- HSN Sanitary Main
- CMS Emergency Radio Repeater
- Wicoff Gym Floor Moisture Remediation



REGULAR OPERATING DISTRICT (ROD) GRANT PROJECTS

- Toilet Room Renovations at West Windsor-Plainsboro High School South
- Roof Rising Wall Cladding Replacement and Repairs at Community Middle School
- Toilet Room Renovations at Community Middle School
- Playground Replacement at Town Center Elementary School
- Roof Replacement at Town Center Elementary School

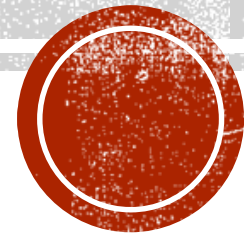
\$5.492 Cap Reserve



Capital Reserve/Capital Outlay Projects

TC Sensory Playground – ROD	500,000	Annual Building and Grounds Projects (General Fund)	1,087,500
TC Full Roof Replacement – ROD	2,662,400		
CMS Emergency Radio Tower	300,000		
HSN Sanitary Main Replacement	300,000		
WIC Gym Moisture Remediation	500,000		
		Total Capital Projects 23-24	4,262,400
		Total Capital Projects (incl. C/O)	5,349,900

BUDGET PARAMETERS



UNKNOWN BUDGET CONTRIBUTORS

- Prescription Increases in December 2023
- Health Care Benefits Increase in December 2023
- Staffing challenges due to statewide shortages
- Sodexo (food services) contract renewals.
- Kindergarten and PK will drive staffing and facility space.



Revenues

- ▶ **2% General Fund Tax Increase and Allowances - \$3,549,444**
 - ▶ **Allowances**
 - ▶ Health Care Adjustment – SGLA Allowed - \$2,230,434 generated
 - ▶ Recommending the utilization of \$743,478
 - ▶ Enrollment Adjustment - None
 - ▶ Banked Cap – No banked cap for 23-24
 - ▶ Future Banked Cap will be generated in the amount of \$1,486,956
 - ▶ **Cap Reserve Allocation**
 - ▶ **State Aid Increase - \$1,533,188**
-



CATEGORICAL INCREASES

- **Health Care Costs – Increase of \$2.8M**
- **Salary Increases – Increase of \$2.13M**
- **Transportation – Increase of \$2.1M – assumes 5.86% CPI**
- **Building and Grounds – Increase of \$675K**
- **Insurance – Increase of 50K**
- **ABM – Increase of 560K**
- **Technology – 450K**
- **Special Education – 300K**
- **Capital Projects – 5.349M (\$2.6M ROD Grants)**



Expenditures Increases:

ABM (Custodial)	560,000
Healthcare	2,800,000
Insurance (Propoerty & W/C)	50,000
Transportation (23/24 CPI 5.86%)	2,100,000
Buildings & Grounds	675,000
Technology	450,000
Special Ed.	300,000
Salaries	2,130,000
	<hr/>
	\$ 9,065,000



Revenue Increases:

Tax Levy (2%)	3,549,444
SGLA (Healthcare)	743,478
Total Tax Levy	4,292,922
State Aid Increase (Projected)	1,533,188
	<hr/>
	\$ 5,826,110



Allocation of Revenues

Revenues: 2023-24	2022-23 Adopted Budget	2023-24 Proposed Budget	Difference	% Change
Tax Levy	177,472,213	181,021,657	3,549,444	2.00%
Banked Cap	-	743,478	743,478	100.00%
Total Tax Levy	177,472,213	181,765,135	4,292,922	2.42%
Misc. Income	1,090,349	1,090,349	-	0.00%
Total Local Funds	178,562,562	182,855,484	4,292,922	2.40%
State Aid	12,960,802	14,493,990	1,533,188	11.83%
Total State Funds	12,960,802	14,493,990	1,533,188	11.83%
SEMI	107,965	136,031	28,066	26.00%
Total Federal Funds	107,965	136,031	28,066	26.00%
General Fund Balance	13,420,353	19,100,251	5,679,898	42.32%
Capital Reserve Withdrawal - Local Share	12,500,000	4,262,400	(8,237,600)	-65.90%
Capital Reserve Withdrawal - Debt Service	10,059,408	10,082,991	23,583	0.23%
Total Use of Balances	35,979,761	33,445,642	(2,534,119)	-7.04%
Total General Fund Budget	\$ 227,611,090	\$ 230,931,147	\$ 3,320,057	1.46%



Revenues: 2023-24	2022-23 Adopted Budget	2023-24 Proposed Budget	Difference	% Change
Local Sources	1,138,049	1,139,370	1,321	0.00%
State Sources	56,225	54,876	(1,349)	0.00%
Federal Sources	2,297,945	1,900,324	(397,621)	0.00%
Total Grants & Entitlements	3,492,219	3,094,570	(397,621)	-11.39%
Transfers from Capital Reserve	10,059,408	10,082,991	23,583	0.23%
Debt Service Aid Type II	1,742,871	1,777,449	34,578	1.98%
Budgeted Fund Balance	53,516	55,148	1,632	3.05%
Total Repayment of Debt	11,855,795	11,915,588	59,793	0.50%
Total Revenue/Sources	\$ 242,959,104	\$ 245,941,305	\$ 2,982,201	1.23%



TOWNSHIP ENROLLMENT

TOWNSHIP ENROLLMENT CHANGES

Year	Plainsboro (%)	West Windsor (%)
2023	41.19	58.81
2022	41.76	58.24
2021	41.70	58.30
2020	41.85	58.15
2019	41.62	58.38
2018	42.01	57.99
2017	42.20	57.80
2016	41.87	58.13
2015	41.97	58.03
2014	42.06	57.94



TAX IMPLICATIONS

Plainsboro

- The proposed budget would increase the tax rate to \$1.654 per \$100 of assessed property value, for an increase of 2.5 cents. For a home assessed at the township average, this would be an increase of \$114. For the owner of a home at the township average of \$457,900, school taxes are estimated to be \$7,574.



TAX IMPLICATIONS

West Windsor

- The proposed budget would increase the tax rate to \$1.722 per \$100 of assessed property value, for an increase of 2.1 cents. For a home assessed at the township average, this would be an increase of \$121. For the owner of a home at the township average of \$524,196, school taxes are estimated to be \$9,027.



BUDGET RECOMMENDATION

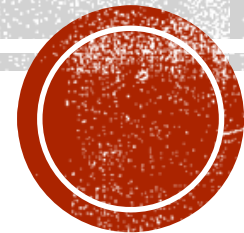
2023 - 2024

- **The Administration recommends the Board of Education selection of a budget to budget increase of 2.42%**
 - **2.42% = \$4,292,922 (2% + \$743,478 SGLA)**
 - **\$1,533,188 increase state aid**



**WEST WINDSOR-PLAINSBORO
REGIONAL SCHOOL DISTRICT**

www.ww-p.org





WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

**MAY 9, 2023: PUBLIC HEARING ON POLICY 2361
& BOARD OF EDUCATION MEETING**

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Eliana Du and Maya Patel, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and May 5, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Contract Negotiations with WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	Superintendent Evaluation Process/Timelines
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. Student Representative Comments

III. **SPECIAL PUBLIC HEARING AND PRESENTATION ON POLICY 2361: ACCEPTABLE USE OF COMPUTER NETWORKS/COMPUTERS AND RESOURCES**

IV. **SPECIAL OPPORTUNITY FOR PUBLIC COMMENT ON POLICY 2361: ACCEPTABLE USE OF COMPUTER NETWORKS/COMPUTERS AND RESOURCES**

The Board invites thoughts and reactions on Policy 2361 from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

V. **ADJOURNMENT OF SPECIAL PUBLIC HEARING ON POLICY 2361: ACCEPTABLE USE OF COMPUTER NETWORKS/COMPUTERS AND RESOURCES**

VI. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

VII. **BOARD OF EDUCATION COMMITTEE REPORTS – (NONE)**

VIII. **MEETING**

A. **ADMINISTRATION**

To be voted on 05/09/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated April 25, 2023, for the following case numbers: 246676-VS-04102023; 246386-HSS-04032023; 246277-MRS-03312023; 246023-GMS-03282023; 246001-CMS-03282023; 245920-VS-03272023; 245833-DNE-03272023; 245826-HSN-03272023; 245807-MRS-03252023; 245791-HSS-03242023; 245753-DNE-03242023; 245656-HSS-03232023; 245584-HSS-03222023; 245576-HSN-03222023; 245542-HSS-03222023; 245476-GMS-03212023; 245474-HSS-03212023; 245459-GMS-03212023; 245457-MHE-03212023; 245414-MRS-03212023; 245370-GMS-03202023; 245364-MHE-03202023; 245332-HSN-03202023; 245130-GMS-03162023; 245085-GMS-

03152023; 245054-GMS-03152023; 245031-MRS-03152023; 245027-MRS-03152023; 244430-HSS-03082023; 244347-MHE-03072023; 244070-GMS-03032023; 244069-GMS-03032023; 244068-GMS-03032023; 244051-MHE-03022023; 244046-MHE-03022023; 244030-HSS-03022023; 243455-HSS-02222023; 243452-HSS-02222023; 240297-HSS-01042023; and 240224-HSS-01032023.

2. Review superintendent of school’s recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated May 9, 2023 for the following case numbers: 247731-MRS-05022023; 247654-VS-05012023; 247612-VS-05012023; 247488-HSS-04272023; 247466-CMS-04272023; 247406-TCE-04262023; 247142-HSN-04212023; 246514-MHE-04042023; and 246286-GMS-03312023.

School Security Drills

3. Acknowledge the following fire and security drills were performed in April 2023 in compliance with N.J.S.A. 18A:41-1:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
4/24/23	4/4/23	Dutch Neck Elementary School
4/28/23	4/4/23	Maurice Hawk Elementary School
4/17/23	4/27/23	Town Center Elementary School
4/19/23	4/4/23	J.V.B. Wicoff Elementary School
4/4/23	4/19/23	Millstone River School
4/19/23	4/21/23	Village School
4/24/23	4/19/23	Community Middle School
4/24/23	4/20/23	Thomas Grover Middle School
4/17/23	4/4/23	WW-P High School North
4/18/23	4/19/23	WW-P High School South

Special Services – Extraordinary Aid

4. Submit the Application for Extraordinary Aid to the New Jersey Department of Education in accordance with the Comprehensive Educational Improvement and Financing Act (CEIFA), for fiscal year 2022-2023.

Special Services – Consultants

5. Summit Speech School to provide Itinerant Services at the rate not to exceed \$195/hour for Itinerant Teacher of the Deaf, \$195/hour staff/student in-service, \$195/hour consultative services, and \$250/hour Review/Observation/Intake (ROI) provided by the Coordinator/Supervisor of the Itinerant Program.

Special Services – Chapters 192/193

6. Accept additional funds from the State of New Jersey Department of Education, under the Provisions of Chapters 192/193, for the fiscal year 2022-2023 in the amount of \$279 for speech services.

B. CURRICULUM AND INSTRUCTION

To be voted on 05/09/23: Recommend approval of the following resolutions:

Tuition Agreement

- 1. Approve one high school student to enroll with Educere, LLC, for online classes from May 2, 2023, through June 30, 2023, at a cost not to exceed \$195.

C. FINANCE

To be voted on 05/09/23: Recommend approval of the following resolutions:

Business Services

- 1. Payment of bills as follows:
 - a) Bills List General for May 9, 2023 (run on 5-02-23) in the amount of \$6,815,732.00
 - b) Bills List Capital for May 9, 2023 (run on 5-02-23) in the amount of \$381,101.85

Capital Reserve - Change Order

- 2. Change Order #05 to the single overall contract of Levy Construction Company, Oaklyn, New Jersey, originally awarded on June 28, 2022, for Media Center Renovations at Various Buildings, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5063B3/5063G5), for additional costs at Dutch Neck school to provide temporary protection during ACM removal by third party, furnish and install new partition wall between rooms 103 and 104, and furnish and install one additional manually operated window blind, in the total amount of \$16,090.76 utilizing capital reserve funds. This change order increases the contract amount from \$1,254,510.32 to \$1,270,601.08.

Cooperative Purchases Over The Bid Limit

- 3. Authorize the following purchases utilizing NJ Cooperative Bid – #26 EDCP, MSRP Furniture #10430 to Hertz Furniture Systems, LLC of Ramsey, NJ as awarded through December 1, 2023, for the Classroom Furniture at Millstone River School, as per Quote #692066:

72	EE2 Adjustable Height Open Front School Desks	\$ 152.95	\$ 11,012.40
72	16"H Inspiration Poly	\$ 108.50	\$ 7,812.00
12	Squirele Active Seating Stool	\$ 162.05	\$ 1,944.60
		<u>TOTAL</u>	<u>\$ 20,769.00</u>

- 4. Authorize the following purchases utilizing NJ Cooperative Bid – #26 EDCP, MSRP Furniture #10430 to Hertz Furniture Systems, LLC of Ramsey, NJ as awarded through December 1, 2023, for the School Office Furniture at Millstone River School, as per Quote #691310:

1	Single Pedestal Desk Right	\$ 822.12	\$ 822.12
2	Return - Left	\$ 669.60	\$ 1,339.20
1	Keyboard Tray	\$ 85.56	\$ 85.56
2	Single Pedestal Desk Right	\$ 993.24	\$ 1,986.48
2	Bookcase 36" wide	\$ 589.62	\$ 1,179.24
1	Round Table 48" Diameter Curved Legs	\$ 868.62	\$ 868.62
2	Center Drawer	\$ 169.26	\$ 338.54
1	Return Left	\$ 712.38	\$ 712.38
		<u>TOTAL</u>	<u>\$ 7,332.14</u>

Transportation

Bid Rejections – Transportation

5. Reject bids received from Garas Trans, LLC and A-1 Limousine, Inc, as submitted for the April 5, 2023, bid opening for PUB23-1, 2023-2024 Student Transportation - Student Activities as both contain material defects as per N.J.A.C 6A:27-9.4(g). Both bids should be considered non-responsive.
6. Reject the following bid from the April 5, 2023 bid opening: PUB23-2, 2023-2024 Student Transportation - To and From School from K&D Bus Service LLC., for being non-responsive to the bid per 18A:18A-2.y.

Quotes – To and From School

7. Award the 2022-2023 Student Transportation Contract-Multi Contract Number HS22/DN06 to Rick Bus Company as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
HS22/DN06	High School South/ Dutch Neck School	\$482.00	9	N/A	\$4.00

8. Award the 2022-2023 Student Transportation Contract-Multi Contract Number WWPDRIVER to Rick Bus Company as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
WWPDRIVER	Various	\$542.00	35	N/A	\$4.00

9. Award the 2022-2023 Student Transportation Contract-Multi Contract Number WWPCPC to A-1 Limousine, Inc. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
WWPCPC	CPC High Point Adolescent	\$377.72	36	N/A	\$0.00

10. Award the 2022-2023 Student Transportation Contract-Multi Contract Number PRWWP to R&M Transportation as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
PRWWP	High Point North	\$173.00	37	N/A	\$0.00

11. Award the 2022-2023 Student Transportation Contract-Multi Contract Number TGEW to St. Mary Transportation LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
TGEW	Thomas Grover MS	\$150.00	36	N/A	\$0.00

12. Award the 2022-2023 Student Transportation Contract-Multi Contract Number MRSEW to St. Mary Transportation LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
MRSEW	Millstone River School	\$150.00	36	N/A	\$0.00

Bid Award – Special Services

13. Award the April 5, 2023 Bid Number PUB23.2, Out of District Special Needs Transportation Contract, Multi Contract Number IR-PUB23-2 to Irvin Raphael, Inc. for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
COL12A	Collier School	\$423.00	213	\$106.00	\$1.95

Bid Award – School Related Activities

14. Award the April 5, 2023 Bid Number PUB23-1, 2023-2024 Student Transportation Contract School Related Activities Multi Contract Number IR-PUB23-1 to Irvin Raphael, Inc. as follows:

<u>Trip ID</u>	<u>Destination</u>	<u>Cost per Hour/Trip</u>	<u>Adj. Cost per hour</u>
HSNFA23	Various	\$190.00	\$150.00

Agreements/Jointures

15. Approve 2022-2023 Joint Transportation Agreement; West Windsor Plainsboro Regional School District Board of Education serving as district to East Windsor Regional School District as follows:

<u>Route</u>	<u>Destination</u>	<u>#Host Students</u>	<u>#Joiner Students</u>	<u>Revenue</u>
WWPCPC	CPC High Point Adolescent	1	1	\$6,798.96

16. Approve the following agreement payable by the West Windsor-Plainsboro Regional School District to DCF Office of Education for the 2022-2023 school year as follows:

<u>Route</u>	<u>Location</u>	<u># Students</u>	<u>Total Expenditure</u>
1	DCF Regional School	1	\$4,500.00

Evacuation Drills

17. Acknowledge the following bus evacuation drills were performed in compliance with N.J.A.C. 6A: 27-11.2:

Date	Time	School	Location	Routes	Overseer
4/25/23	7:25	HS North	90 Grovers Mill Rd	HN1-34//NC50-58	J. Dauber
4/26/23	8:40/12:40	Maurice Hawk	303 Clarksville Rd	MH1-18/MH50-52 MHK90-95	S. Bright
4/24/23	8:40	Millstone River	75 Grover's Mill Rd	MR1-26 MR50-54	G. Dalton
4/24/23	8:40/12:40	Wicoff	510 Plainsboro Rd	WE1-9 /WE53/ WEK90-91	M. Wellborn
4/28/23	8:40/12:40	Town Center	700 Wyndhurst Dr	TC1-10/TC53-56 TCK 90-92	E. Falk
4/26/23	7:25	CMS	95 Grovers Mill Rd	CM1-CM26/ NC50-58	K. Schimpf
4/26/23	7:25	TGMS	10 Southfield Rd	TG1-27/TG51	L. Thomas
4/27/23	8:40	Village	601 New Village Rd	VE1-20, VE/WC51	G. Tulp
4/25/23	7:25	HSS	326 Clarksville Rd	HS128/HS50,53, 54,55	J. Cincotta
4/24/23	8:40/12:40	Dutch Neck	392 Village Rd E	DN1/DN03/DN18/ DN51/DNK90-94	D. Argese

Travel and Related Expenses Reimbursement

18. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) Three district administrators to attend The 41st Annual NJASA/NJAPSA Spring Leadership Conference, Atlantic City, New Jersey, on May 17, 2023, at a cost not to exceed \$345 per person, including mileage.
- b) One central office administrator to attend the NJASA/NJAPSA Spring Leadership Conference in Atlantic City, New Jersey, from May 17, 2023 through May 19, 2023, at a cost not to exceed \$685, including travel.

D. PERSONNEL

To be voted on 05/09/23: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Collective Negotiations Agreement

2. Approve a successor collective negotiations agreement between the West Windsor - Plainsboro Regional Board of Education (Board) and the West Windsor – Plainsboro Education Association (“WWPEA”) covering the period July 1, 2023, through June 30, 2027, in accordance with the terms and conditions set forth in the Memorandum of Agreement dated March 28, 2023, as follows:

IT IS HEREBY RESOLVED that the Board adopts, approves, and ratifies the Memorandum of Agreement and salary guides which sets forth the terms for a successor collective negotiation agreement with the WWPEA; and

IT IS FURTHER RESOLVED that the Board authorizes the Board President to sign the successor Collective Negotiation Agreement on behalf of the Board of Education.

IX. APPROVAL OF BOARD OF EDUCATION MINUTES - (NONE)

X. BOARD LIAISON REPORTS

XI. NEW BUSINESS

XII. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

XIII. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 5/9/2023

Deadline for next Agenda: 5/10/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Reappointment of Assistant Superintendents								
McDonald, Marshall	Reappoint	Assistant Superintendent for Pupil Services/Planning		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 7/20/2023.
Russo, Christopher	Reappoint	Assistant Superintendent for Finance/Board Secretary		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenured.
Reappointment of Non-Affiliate C Staff								
Bergman, Kia	Reappoint	Director of Communications		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Cheney, Bonnie	Reappoint	Comptroller/ Assistant Board Secretary		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/3/2025.
Comella, Charity	Reappoint	Director of Human Resources		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenured.
Duncan, Patrick	Reappoint	Special Assistant for Labor Relations		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Gould, Barbara	Reappoint	Director of Counseling, Health & Wellness		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/2/2023.
Martin, Christine	Reappoint	Director of Community Education		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mead, Derek	Reappoint	Assistant Business Administrator		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenured.
Totaro, Susan	Reappoint	Special Assistant for Strategic Initiatives		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 7/2/2025.
Reappointment of Nontenured Administrators, Principals, Directors and Supervisors								
James, Peter	Reappoint	Director of Technology		\$165,082.05	DIST	7/1/23	6/30/23	Reappoint for the 2023-2024 school year; Tenure date 7/2/2023.
Bright, Sara	Reappoint	Principal		\$165,553.71	MH	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/18/2026.
Cincotta, Jessica	Reappoint	Principal		\$191,966.84	HSS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Dalton, Gerard	Reappoint	Principal		\$173,571.98	MR	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/2/2023.
Falk, Erin	Reappoint	Principal		\$175,930.30	TC	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 7/2/2023.
Tulp, Guyler	Reappoint	Principal		\$170,742.01	VIL	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/2/2023.
Braverman, Jennifer	Reappoint	Assistant Principal		\$131,122.31	MR	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 7/2/2025.
Covington, Ernest	Reappoint	Assistant Principal		\$143,385.55	HSS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/14/2025.
Keyack, Kimberly	Reappoint	Assistant Principal		\$127,349.01	GMS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 7/2/2025.
Kim, Fay	Reappoint	Assistant Principal		\$157,535.44	HSN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/31/2025.
Nass, Alison	Reappoint	Assistant Principal		\$126,405.68	VIL	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/12/2023.
O'Brien, Megan	Reappoint	Assistant Principal		\$141,027.24	HSN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 10/24/2023.
Rodriguez, Valerie	Reappoint	Assistant Principal		\$126,877.35	HSS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 7/26/2026.
Singh, Sukhpreet	Reappoint	Assistant Principal		\$139,140.59	CMS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/3/2024.
Reilly, Jeffrey	Reappoint	Assistant Director of Athletics/ Supervisor of Health, Physical Education and Driver Education		\$129,235.66	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/3/2023.
Assini, Cynthia	Reappoint	Supervisor of Social Studies		\$161,308.75	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/2/2026.
Anantharaman, Anita	Reappoint	Supervisor of Special Services (Grades 9-12)		\$130,178.99	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/2/2023.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Creveling, Emily	Reappoint	Supervisor of Language Arts (Grades 6-12)		\$139,612.25	HSS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/20/2025.
Jablonski, Lindsay	Reappoint	Supervisor of Language Arts (Grades K-5)		\$130,178.99	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 7/2/2023.
Warren, Ashley	Reappoint	Supervisor of World Languages, ELL, and DLI (Grades 6-12)		\$134,895.62	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/2/2023.
Reappointment of Tenured Administrators								
All Tenured Principals, Directors & Supervisors	Reappoint	Tenured Administrators		By Collective Negotiations Agreement	DIST	7/1/23	6/30/24	Reappoint all currently employed tenured, certificated Principals, Directors & Supervisors covered by the Collective Negotiations Agreement by & between the BOE of the WWPRSD & the WWPAAs for the 2023-2024 school year pursuant to the terms and conditions of the collective negotiations agreement, with the exception of employees who have resigned.
B. Certificated Staff								
Appoint								
Gorman, Kristin	Appoint-Repl.	Teacher Elementary-LR	TBD	TBD	MH	TBD	6/30/24	Appoint as a leave replacement Elementary Teacher, pending employment verification, replacing Brianne Elfo, who is on leave.
Lombardi, Alexa	Appoint	Teacher Elementary	TBD	TBD	MH	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification, growth position.
Maida, Daniel	Appoint	School Counselor	TBD	TBD	HSN	9/1/23	6/30/24	Appoint as School Counselor, replacing Eric Becker, who retired.
Osborne, Christine	Appoint	Teacher Science	TBD	TBD	HSN	TBD	6/30/24	Appoint as a Science Teacher, pending employment verification, replacing Michael Oprysk, who resigned.
Palumbo, Jillian	Appoint	Teacher Elementary	TBD	TBD	MR	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification, replacing Michele Mulloy-Rasheed, who retired.
Shigeta, Christine	Appoint	Teacher Elementary	TBD	TBD	MH	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification, replacing Tara Grossmann, who transferred.
Reappointment of Nontenured Certificated Staff								
High School North								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Aliseo, Brian	Reappoint	Teacher Science	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Anders, Sarah	Reappoint	School Nurse	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 3/30/2025.
Apicella, Dakota	Reappoint	Teacher Health & Physical Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/27/2027.
Beesley, Lucas	Reappoint	Teacher Health & Physical Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/17/2024.
Bjornstad, Deborah	Reappoint	Teacher French-60%	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Calabro, Lorraine	Reappoint	Teacher Special Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 3/7/2027.
Calkin, Brydie	Reappoint	School Nurse	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Carroll, Kathryn	Reappoint	Media Specialist	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Coulter, Kristen	Reappoint	School Transition Coordinator	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Crome, Joshua	Reappoint	Teacher Technology	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Crystal, Jamie	Reappoint	Student Assistance Counselor	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 10/2/2023.
Daily, Jenna	Reappoint	Athletic Trainer-80%	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Damour, Judith	Reappoint	Teacher French	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/14/2023.
Figuroa, Jessica	Reappoint	Teacher Spanish	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Fletcher, Christian	Reappoint	Teacher Social Studies	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Frederick, Ellen	Reappoint	Teacher Special Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Godowski, Chelsea	Reappoint	School Counselor	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Greenhouse, Randi	Reappoint	Teacher Language Arts	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Jemal, Nabil	Reappoint	Teacher Mathematics	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Juarez-Stucker, Telma	Reappoint	Teacher Family & Consumer Science	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Karbhari, Sanaea	Reappoint	School Psychologist	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Non-Citizen; Non-Tenured.
Lelinski, MaryPat	Reappoint	Teacher Special Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Licato, April	Reappoint	Teacher Mathematics	TBD	TBD	HSN/HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Mastropasqua, Taylor	Reappoint	Teacher Health & Physical Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
McCann, Brendan	Reappoint	Teacher Computer Science	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Motley, Patricia	Reappoint	School Social Worker	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/30/2025.
Newbury, Christine	Reappoint	Teacher Special Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/31/2027.
Nicosia, Victoria	Reappoint	School Psychologist	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Pegues, Stephanie	Reappoint	Teacher Health & Physical Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Ramaprasad, Venkat	Reappoint	Teacher Language Arts	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Searles, Jordan	Reappoint	Teacher Health & Physical Education	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Shein, Courtney	Reappoint	Teacher Language Arts	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Sreenivasan, Samhitha	Reappoint	Teacher Mathematics	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Straus, Samantha	Reappoint	Teacher Science	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Sweeney, Caitlyn	Reappoint	School to Work Teacher Coordinator	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 3/28/2027.
Valentin, Daniel	Reappoint	Teacher Art	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Warner, Jared	Reappoint	Teacher Science	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Wiley, Thomas	Reappoint	Teacher Language Arts	TBD	TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Wilson, N'Talia	Reappoint	Teacher Dance-90%	TBD	TBD	HSN/HSS/CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
High School South								
Ahmad, Shehnaz	Reappoint	Teacher Mathematics	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Non-Citizen; Non-Tenured.
Akhlaq, Samirah	Reappoint	Teacher Art	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Al-Najjar, Anwar	Reappoint	Learning Disabilities Teacher Consultant	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Barnes, Tyler	Reappoint	Teacher Language Arts	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Desmond, Mary	Reappoint	Media Specialist	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Errico, Megan	Reappoint	School Counselor	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/20/2026.
Feddema, Sean	Reappoint	Teacher Social Studies	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Ferrante, Julia	Reappoint	Teacher Mathematics	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Figueroa, Ivett	Reappoint	Teacher Spanish	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Furlong, William	Reappoint	Teacher Health & Physical Education	TBD	TBD	HSS/HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Grygiel, Donna	Reappoint	Teacher Special Education	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Hawkins, Michael	Reappoint	Teacher Special Education	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Hill, Henry	Reappoint	Teacher Mathematics	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Kelley, Jennifer	Reappoint	Teacher Spanish	TBD	TBD	HSS/CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Ketterer, Joseph	Reappoint	Teacher Music Technology	TBD	TBD	HSS/HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 12/13/2026.
Kim, Sung	Reappoint	Teacher Social Studies	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/30/2025.
Ma, Hui	Reappoint	Teacher Spanish	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Non-Citizen; Non-Tenured.
Miller, Sydney	Reappoint	Teacher Social Studies	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Miller, Karen	Reappoint	Teacher Science	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Moore, Jacob	Reappoint	Teacher Music	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Muneer, Amirah	Reappoint	Teacher Health & Physical Education	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Pitts, David	Reappoint	Teacher Science	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Porter, Joseph	Reappoint	Teacher Social Studies	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Shea, Riley	Reappoint	Teacher Social Studies	TBD	TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Community Middle School								
Barton, Joseph	Reappoint	Teacher Music	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 3/28/2027.
Benezs, Brittney	Reappoint	Teacher Mathematics	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Bhavsar, Priya	Reappoint	Teacher Language Arts	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Bruno, Alexis	Reappoint	Speech Language Specialist	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Cubano, Kathryn	Reappoint	Teacher Resource Specialist- Curriculum and Instruction (Gr 6-12)	TBD	TBD	CMS/GMS/HSN/HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Decker, Michelle	Reappoint	School Nurse	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Drascher, Annie	Reappoint	Teacher Science	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Edwards, Quinn	Reappoint	Teacher Science	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Elghazaly, Veronica	Reappoint	Teacher Language Arts	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/22/2025.
Fiocco, James	Reappoint	Teacher Technology	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Garcia, Madeline	Reappoint	Teacher Special Education	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Gottel, Morgan	Reappoint	Teacher Health & Physical Education	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Hittesdorf, Matthew	Reappoint	Teacher Mathematics	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/1/2026.
Lynch, Kevin	Reappoint	Teacher Science	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Marotta, Lauren	Reappoint	Teacher Science	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Massih, Devin	Reappoint	Teacher Communication Arts	TBD	TBD	CMS/GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Merkert, Ashley	Reappoint	School Psychologist	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Murphy, Madison	Reappoint	Teacher Music	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Musumeci, Caitlin	Reappoint	Teacher Special Education	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Negron, Brianna	Reappoint	Teacher Language Arts	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 3/4/2025.
Nelson, Shari Ann	Reappoint	School Nurse	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 10/22/2024.
Nemeroff, Catherine	Reappoint	Teacher Social Studies	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Niedermaier, Marissa	Reappoint	Teacher Mathematics	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Palmer, Morgan	Reappoint	Teacher Science	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Shapteban, Susan	Reappoint	Teacher Mathematics	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Staffieri, Monique	Reappoint	School Counselor	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Weiss, Brooke	Reappoint	Teacher Resource Specialist-BCBA	TBD	TBD	CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Grover Middle School								
Ali, Sukaina	Reappoint	Teacher ESL	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Araki, Masami	Reappoint	School Psychologist	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Armstrong, Rachel	Reappoint	School Counselor	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Barabas, Martha	Reappoint	Teacher Language Arts	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 3/5/2027.
Barbieri, Christopher	Reappoint	Teacher Special Education	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Bernard, Annamarie	Reappoint	Teacher Social Studies	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Bilicki, Rebecca	Reappoint	School Nurse	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Carpino, Heili	Reappoint	Teacher Social Studies	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Colon, Marissa	Reappoint	Teacher Health & Physical Education	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Epifane, Samantha	Reappoint	School Nurse	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Fernandez, Yanisbel	Reappoint	Teacher Spanish	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/3/2025.
Gautieri, Alyssa	Reappoint	Teacher Mathematics	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Harris, Cynthia	Reappoint	Teacher Special Education	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Henry, David	Reappoint	Teacher Special Education	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Johnson, Henry	Reappoint	Teacher Social Studies	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Kapadia, Chandni	Reappoint	School Counselor	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
McGrath, Alexis	Reappoint	Teacher Family & Consumer Science	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Mueller, Devin	Reappoint	Teacher Language Arts	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Nolan, Austin	Reappoint	School Social Worker	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
O'Grady, Lauren	Reappoint	Teacher Special Education	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
O'Neill, Casey	Reappoint	Teacher Social Studies	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Ricciardi, Jason	Reappoint	Teacher Science	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Thomas, Stephanie	Reappoint	Teacher Language Arts	TBD	TBD	GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Wisniewski, Christa	Reappoint	Teacher Art	TBD	TBD	GMS/CMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Millstone River Elementary School								
Case, Jarrett	Reappoint	Teacher Elementary	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Conover, Meghan	Reappoint	Teacher Special Education	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/19/2027.
Eaves, Beth	Reappoint	Teacher Elementary	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Herbert, Kerry	Reappoint	Teacher Elementary	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hirsch, Jennifer	Reappoint	Teacher Special Education	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/29/2025.
James, Hannah	Reappoint	Teacher Special Education	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Kraft, Janey	Reappoint	School Nurse	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/29/2024.
Lee, Madeline	Reappoint	Teacher Elementary	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Nemeth, Ashley	Reappoint	Teacher Elementary	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Paetow, Devin	Reappoint	Teacher Elementary	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Rego, Elizabeth	Reappoint	School Psychologist	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Toth, Alyssa	Reappoint	Teacher Elementary	TBD	TBD	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Village Elementary School								
Bruno, Vanessa	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Chang, Ching-Lien	Reappoint	Teacher Dual Language Immersion-Chinese	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/30/2026.
Chapman, Gail	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Chen, Audrey	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 10/7/2026.
Dignan, Courtney	Reappoint	Teacher Special Education	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Fernandes, Jacqueline	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Frascella, Julianne	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Goris, Odenis	Reappoint	Teacher Dual Language Immersion-Spanish	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Goswami, Sukanya	Reappoint	Teacher Special Education	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Khalifa, Melody	Reappoint	School Counselor	TBD	TBD	VIL	9/1/22	6/30/23	Reappoint for the 2023-2024 school year; Tenure date 10/12/2025.
Klapsogorge, Peter	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Meyers, Carly	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 10/29/2024.
Piccini, Ines	Reappoint	Teacher Spanish	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 10/15/2023.
Scott, Mariah	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Szenczi, Brianna	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Williams, Desiree	Reappoint	School Social Worker	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 2/3/2026.
Zemanovich, Kristen	Reappoint	Teacher Elementary	TBD	TBD	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Dutch Neck Elementary School								
Bailin, Sarah	Reappoint	Teacher Elementary	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Cautin, Carolann	Reappoint	Teacher Health & Physical Education- 68.9%	TBD	TBD	DN/MH/TC /WIC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/10/2025.
D'Orazio, Jessica	Reappoint	Teacher Resource Specialist- BCBA (General Education Gr K-5)	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/31/2024.
Flynn, Emily	Reappoint	Teacher Dual Language Immersion-Language Arts	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lavan, Brenda	Reappoint	School Nurse	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Lenart, Erin	Reappoint	School Nurse	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 12/21/2026.
Mazzuchelli, Mark	Reappoint	Teacher Elementary	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Pagnani, Samantha	Reappoint	Teacher Elementary	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Palladino, Michelle	Reappoint	Teacher Music	TBD	TBD	DN/MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 2/1/2026.
Schiavo, Rena	Reappoint	Teacher Dual Language Immersion- Language Arts	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Seitz, Katherine	Reappoint	Teacher Special Education	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Smith, Mariah	Reappoint	Speech Language Specialist	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Spallone, Vegonia	Reappoint	Teacher Dual Language Immersion- Spanish	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Spender, Maria	Reappoint	Teacher Dual Language Immersion- Spanish	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Williams, Aarti	Reappoint	Teacher Dual Language Immersion- Spanish	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Wright, Talauria	Reappoint	Teacher Elementary	TBD	TBD	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Maurice Hawk Elementary School								
Amato, Lori	Reappoint	Speech Language Specialist	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Bailin, Jenna	Reappoint	Teacher Elementary	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Efstathios, Marisa	Reappoint	School Counselor	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Gialanella, Alicia	Reappoint	School Psychologist	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/1/2026.
Gu, Ying	Reappoint	Teacher Dual Language Immersion-Chinese	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Non-Citizen; Non-Tenured.
Harold, Rachel	Reappoint	Teacher Special Education	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Holleran, Kimberlee	Reappoint	Teacher Elementary	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Jurczynski, Nicole	Reappoint	Teacher Elementary	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Kopeika, Christie	Reappoint	Teacher Special Education	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Kosar, Laura	Reappoint	Teacher Music	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Li, Jianing	Reappoint	Teacher Dual Language Immersion-Chinese	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Non-Citizen; Non-Tenured.
Maclsaac Roteman, Denise	Reappoint	School Nurse	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 2/22/2026.
Miao, Tianran	Reappoint	Teacher Dual Language Immersion-Chinese	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
O'Leary, Tara	Reappoint	Teacher Special Education	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2024.
Pan-Ng, Anna	Reappoint	Teacher Dual Language Immersion-Chinese	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Skau, Marianne	Reappoint	Teacher Dual Language Immersion-Language Arts	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Vetter, Stephanie	Reappoint	Teacher Elementary	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/19/2026.
Yeager, Shannon	Reappoint	Teacher Dual Language Immersion-Language Arts	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Zeng, Yi	Reappoint	Teacher Chinese-28.6%	TBD	TBD	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Non-Citizen; Non-Tenured.
Town Center Elementary School								
Bowen, Elissa	Reappoint	Teacher Music	TBD	TBD	TC/VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Bucy, Randi	Reappoint	Occupational Therapist- 50%	TBD	TBD	TC/GMS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 6/2/2025.
Covucci, Amanda	Reappoint	Teacher Special Education	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Crawford, Nancy	Reappoint	Speech Language Specialist	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
DeLucia, Christina	Reappoint	School Nurse	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Engel, Emma	Reappoint	Teacher Music	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Fox, Kelly	Reappoint	Teacher Special Education	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/10/2026.
Grumet, Amanda	Reappoint	Speech Language Specialist	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Jarvis, Alexa	Reappoint	Teacher Special Education	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/3/2024.
Jones, Linda	Reappoint	Teacher Elementary	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Kaufman, Alexis	Reappoint	Teacher Special Education	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Koncsol, Kim	Reappoint	Occupational Therapist- 80%	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 2/11/2024.
O'Hara, Margaret	Reappoint	Teacher Elementary	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Oliva, Hannah	Reappoint	Teacher Special Education	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Perez, Cassandra	Reappoint	Teacher Elementary	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Snedden, Jenna	Reappoint	Speech Language Specialist	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Stanek, Shannen	Reappoint	Teacher Special Education	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2026.
Waller, Suzanne	Reappoint	Teacher Art	TBD	TBD	TC/MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Woodward, Amy	Reappoint	Teacher Resource Specialist- BCBA (Special Education)	TBD	TBD	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Wicoff Elementary School								
Robinson, Niccole	Reappoint	Teacher Elementary	TBD	TBD	WIC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2023.
Setneska, Cheyenne	Reappoint	Teacher Art	TBD	TBD	WIC/MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/2025.
Reappointment of Tenured Certificated Staff								
All Tenured Certificated Staff	Reappoint	Tenured Certificated Staff			DIST	9/1/23	6/30/24	Reappoint all currently employed tenured, certificated teaching staff covered by the Collective Negotiations Agreement by & between the BOE of the WWPRSD & the WWPEA for the 2023-2024 school year pursuant to the terms and conditions of the collective negotiations agreement, with the exception of employees who have resigned.
Change								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Dratch, Marnie	Change %	Teacher Language Arts	15PhD	\$107.05/day	CMS	4/24/23	6/30/23	Additional per diem payment for an extra section.
McGuinness, Catherine	Change %	Teacher Language Arts	15MA	\$101.84/day	CMS	4/24/23	6/30/23	Additional per diem payment for an extra section.
Meredith, Amy	Change %	Teacher Language Arts	12MA	\$84.40/day	CMS	4/24/23	6/30/23	Additional per diem payment for an extra section.
Silvers, Lori	Change %	Teacher Language Arts	15BA	\$99.75/day	CMS	4/24/23	6/30/23	Additional per diem payment for an extra section.
Bugge, Danielle	Change %	Teacher Science	TBD	TBD	HSS	9/1/23	6/30/24	Change salary from 100% to 120% for an additional section.
Sierzega, Daniel	Change %	Teacher Science	TBD	TBD	HSS	9/1/23	6/30/24	Change salary from 100% to 120% for an additional section.
Leave of Absence								
Stevenson, Shaundrika	Leave	Speech Language Specialist		N/A	DIST	9/1/23	6/30/24	Leave of absence to assume responsibilities of the full-time release WWPEA President, pursuant to the Collective Negotiations Agreement. (Salary paid by the WWPEA)
Hittesdorf, Matthew	Leave	Teacher Mathematics		N/A	CMS	9/1/23	12/31/23	Leave of absence, unpaid, without benefits.
Hittesdorf, Matthew	Leave	Teacher Mathematics		N/A	CMS	1/1/24	5/3/24	Leave of absence, paid, with benefits.
Hittesdorf, Matthew	Leave	Teacher Mathematics		N/A	CMS	5/6/24	6/30/24	Leave of absence, unpaid, without benefits.
Resignation								
Behan, Jillian	Resign	Teacher Special Education		N/A	TC	6/30/23	6/30/23	Resign from position.
C. Non Certificated Staff								
Appoint								
Camara, Aboubacar	Appoint	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	TBD	6/30/23	Appoint as security officer - "Eyes on the Door", pending employment verification, replacing Tiana Jordan, who resigned.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ray, Perry	Appoint	Security Coordinator		\$70,000.00	DIST	7/1/23	6/30/24	Appoint as Security Coordinator, growth position.
Reappointment of Non-Affiliate A Staff								
Aminio, Catherine	Reappoint	Human Resources Manager		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Brottman, Louis	Reappoint	Accountant		TBD	CO	7/1/23	12/31/23	Reappoint for the 2023-2024 school year.
Caudo, Patricia	Reappoint	Payroll Supervisor		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Chaves, Douglas	Reappoint	Support Specialist for Networking		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Cunillera, Luis	Reappoint	Assistant Director of Buildings and Grounds		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
D'Alfonso, Michelle	Reappoint	Program Administrator for Community Education		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Daly, Thomas	Reappoint	Director of Buildings and Grounds		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Degrucio, Karen	Reappoint	Supervisor of Accounts		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Doctor, Harry	Reappoint	IT Manager		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Edwards, Christopher	Reappoint	Support Specialist for Repair Services		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Gagliardo, Theresa	Reappoint	Human Resources Specialist		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Garcia, Roberto	Reappoint	Program Analyst		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Harrington, Ivy	Reappoint	Social Media Manager		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Jenkins, Guss "Ty"	Reappoint	Visual Media Manager		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Jones, Anthony	Reappoint	Diversity, Equity and Inclusivity Coordinator		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Kelsey, Craig	Reappoint	Assistant Director of Buildings and Grounds		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Knighten, Phyllis	Reappoint	Purchasing Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Kowalak, Anthony	Reappoint	Food Services Manager		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Maheswaran, Archana	Reappoint	Administrative Analyst		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mandara, Justin	Reappoint	Administrative Analyst for Finance		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mastrangeli, Pietro	Reappoint	Support Specialist for Systems		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Nazario, Luis	Reappoint	Support Specialist for Portable Devices		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Novick, Amanda	Reappoint	Administrative Assistant		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
O'Cone, Colleen	Reappoint	Administrative Assistant		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Patil, Saranya	Reappoint	Administrative Analyst		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Pierson, Mary	Reappoint	Coordinator of Transportation		TBD	TRAN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sharma, Reshma	Reappoint	Program Analyst		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sheppard, Kelsey	Reappoint	Administrative Analyst for Human Resources		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Soller, Michelle	Reappoint	Administrative Assistant		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Tejani, Darshana	Reappoint	Program Analyst		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Urbani, Lisa	Reappoint	Health Benefits Specialist		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Wagenblast, Kathleen	Reappoint	Assistant Coordinator of Transportation		TBD	TRAN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Reappointment of Non-Affiliate B Staff								
Albeta, Thomas	Reappoint	Senior Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Biemuller, Thomas	Reappoint	Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Czepiga, Kyle	Reappoint	Senior Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Estwan, Christine	Reappoint	Security Aide		TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Gass, Stephen	Reappoint	Security Aide		TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Ives, Abdu	Reappoint	Security Aide		TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lalumia, Joseph	Reappoint	Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lendor, Bernard	Reappoint	Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Marzan, Kelvin	Reappoint	Security Aide		TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Medina, Immanuel	Reappoint	Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Moon, Alfred	Reappoint	Security Aide		TBD	HSN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mouzon, Rufus	Reappoint	Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Oertel, Lloyd	Reappoint	Security Aide		TBD	HSS	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Pyle, Alex	Reappoint	Senior Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
South, Michael	Reappoint	Senior Computer Support Specialist		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Tenaglia, Noreen	Reappoint	Pool Operator- 50%		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Weston, Lynda	Reappoint	Technical Project Assistant		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Reappointment of Non-Affiliate D Staff								
Andersen, Adin	Reappoint	Security Officer "Eyes on the Door"		\$17.51/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Brown, Judy	Reappoint	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Edwards, Rita	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Edwards, Robbie	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Franceschino, John	Reappoint	Security Officer "Eyes on the Door"		\$17.90/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Gaeta, Peter	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Hofflinger, Raymond	Reappoint	Security Officer "Eyes on the Door"		\$17.90/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Houston, Robert	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Jemal, Hamdi	Reappoint	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lester, Willie	Reappoint	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Mejia Barahona, Roberto	Reappoint	Security Officer "Eyes on the Door"		\$17.51/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Nehme, Ghassan	Reappoint	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Nixon, Brian	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
O'Brien, John	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rahim, Shameena	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Robinson, Pamela	Reappoint	Security Officer "Eyes on the Door"		\$16.00/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rowe, Thomas	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
South, Charles	Reappoint	Security Officer "Eyes on the Door"		\$17.13/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Terry, Irene	Reappoint	Security Officer "Eyes on the Door"		\$18.31/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Thomas, Clifton	Reappoint	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Vargo, Kimberly	Reappoint	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Williams, Norman	Reappoint	Security Officer "Eyes on the Door"		\$17.13/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Bossio, Alfred	Reappoint	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, as needed.
Brown-Denson, Marcey	Reappoint	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, as needed.
Fung, Chi Too	Reappoint	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, as needed.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Shepherd, Jamila	Reappoint	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, as needed.
Selmon, Richie	Reappoint	Security Officer "Eyes on the Door"- Substitute		\$16.00/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, as needed.
Reappointment of Non-Affiliate F Staff								
Caicedo, Rodrigo	Reappoint	Operations Lead		TBD	CMS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Dahdah, Kenneth	Reappoint	Operations Lead		TBD	TC	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Hanyecz, Louis	Reappoint	Plumber		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Hyland, Michael	Reappoint	HVAC Foreman		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Ibrahim Khalil, Sameh	Reappoint	Operations Lead		TBD	VIL	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Larsen, Gary	Reappoint	Utility Foreman		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Leck, Thomas	Reappoint	Operations Lead		TBD	HSN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
McNerney, Andrew	Reappoint	Electrical Foreman		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Minckler, Michael	Reappoint	HVAC Foreman		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Ramirez Mejia, Danis	Reappoint	HVAC Foreman		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rodriguez, Edison	Reappoint	Operations Lead		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rodriguez, Hector	Reappoint	Operations Lead		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rodriguez Encarnacion, Jordany	Reappoint	Operations Lead		TBD	MR	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rodriguez Encarnacion, Melvin	Reappoint	Operations Lead		TBD	WIC	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Saavedra, Hector	Reappoint	Operations Lead		TBD	GMS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Santiago, Ramon	Reappoint	Operations Lead		TBD	DN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Uniejewski, Robert	Reappoint	Operations Lead		TBD	HSS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Villafuerte Castaneda, Jose	Reappoint	Auto Mechanic		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Reappointment of Non-Affiliate G Staff								
Farreny, Erin	Reappoint	Board Certified Behavior Analyst		TBD	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Reappointment of Non-Affiliated Staff								
Cream Jr., Nicholas	Reappoint	Attendance Officer		TBD	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Liedtka, Jill	Reappoint	Treasurer		TBD	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Reappointment of Transportation Staff								
Adams, Loretta	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Cassidy, Trinity	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Cheesman, Susanne	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Correa, Cheryl	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Dimanche, Jean	Reappoint	Bus Driver	5	\$29.89/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Hill, Michael	Reappoint	Bus Driver	6	\$30.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Jones, Jeanette	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Livingston, Osborn	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Louis, Jean Lunick	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Nixon, Brian	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Nixon, Rashad	Reappoint	Bus Driver	6	\$30.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rice, Deborah	Reappoint	Bus Driver	6	\$30.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sanic, Norma	Reappoint	Bus Driver	8	\$31.39/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Zimmermann, Laura	Reappoint	Bus Driver	5	\$29.89/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Carlisi, Tracy	Reappoint	Bus Aide	8	\$18.13/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Pender, Sheresa	Reappoint	Bus Aide	1	\$15.63/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Revolorio, Jason	Reappoint	Bus Aide	5	\$16.98/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rundbaken, MaryAnn	Reappoint	Bus Aide	4	\$16.60/hr.	TRAN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Reappointment of Instructional Assistants								
Abbas, Munira	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Agnello, Annmarie	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Aloi, Tina	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ashokkumar, Shanthi	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Badrinarayanan, Revathi	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Bailin, Lori	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Banerjee, Oormimala	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Bhatia, Indu	Reappoint	Instructional Assistant	6	\$22.44/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Bhatia, Samita	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Bist, Pooja	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Boehm, Ashley	Reappoint	Instructional Assistant	7	\$23.07/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Buck, Holly	Reappoint	Instructional Assistant	7	\$23.07/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Bugge, Michele	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Burke, Thea	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Calotta, Cynthia	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Chasia, Sandhya	Reappoint	Instructional Assistant	1	\$20.61/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Choudhury, Kishwar	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Choudhury, Monalisa	Reappoint	Instructional Assistant	2	\$20.86/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Cohen, Gaye	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Collins, Eileen	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Cushman, Kimberly	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Das, Rakhi	Reappoint	Instructional Assistant	2	\$20.86/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
DeSilva, Dona	Reappoint	Instructional Assistant	8	\$23.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Devine Horn, Patricia	Reappoint	Instructional Assistant	3	\$19.67/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Dey, Sara	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Forst-Carlson, Linda	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Frazier, Angela	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Gamarnik, Aleksandr	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Ganesh, Padmavathy	Reappoint	Instructional Assistant	8	\$23.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Garcia, Ramon	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Ghosh, Sudipta	Reappoint	Instructional Assistant	3	\$19.67/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Gorman, Elizabeth	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Graciani, Joel	Reappoint	Instructional Assistant	8	\$22.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gupta, Anita	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Husain, Ayesha	Reappoint	Instructional Assistant	2	\$20.86/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Hvisdock, Diana	Reappoint	Instructional Assistant	5	\$20.45/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Jones, Maureen	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Josephson, Emily	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Jothi, Jayanthi	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Kamath, Annapoorna	Reappoint	Instructional Assistant	7	\$23.07/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Khemani, Bharti	Reappoint	Instructional Assistant	2	\$19.42/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Knott, Dorothea	Reappoint	Instructional Assistant	9	\$23.24/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Kodali, Vasavi	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Konar, Jaba	Reappoint	Instructional Assistant	7	\$23.07/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Kretzmann, Angela	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Krishnan, Rajeswari	Reappoint	Instructional Assistant	8	\$23.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lackey, Roxanne	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
LaFemina, Christine	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lapidus, Elsa	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lee, Kelly	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lee, Tracey	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lincoln, Diane	Reappoint	Instructional Assistant	9	\$24.68/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lloyd, Regina	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lora-Simon, Milagros	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Lupo, Sandra	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Madasamy Ponniah, Vanitha	Reappoint	Instructional Assistant	5	\$21.89/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mani, Gayathri	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mansfield, Maryann	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
McPhail, Tracy	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mehta, Kiran	Reappoint	Instructional Assistant	6	\$21.00/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mishra, Nandita	Reappoint	Instructional Assistant	2	\$20.86/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mitchell, Tina	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Mohapatra, Simantini	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Moore, Franklin	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Morelli, Daneen	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Murray, Stacy	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Nadkarni, Neeta	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Nikolaeva, Aneta	Reappoint	Instructional Assistant	3	\$19.67/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Nordstrom, Jocelyn	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Oertel, Linette	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
O'Halloran, Josephine	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Osadchuk, Anna	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Pachas, Annette	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Paradkar, Kirti	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Patten, Catherine	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Perrine, Kimberley	Reappoint	Instructional Assistant	6	\$22.44/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Peters, Frances	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Pettus, Evan	Reappoint	Instructional Assistant	8	\$22.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pherwani, Sunita	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Pitcherello, Lisa	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Prakash, Rekha	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Ramesh, Shanmuga	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Ranganathan, Ramya	Reappoint	Instructional Assistant	2	\$20.86/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rosenbaum, Ellen	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rosenthal, Wendy	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Rossi, Mary	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Samal, Smita	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sanyal, Malini	Reappoint	Instructional Assistant	2	\$19.42/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Schuster, Linda	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sen, Chandrani	Reappoint	Instructional Assistant	3	\$22.21/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sethu, Kalyani	Reappoint	Instructional Assistant	2	\$19.42/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Shah, Dipika	Reappoint	Instructional Assistant	9	\$24.68/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Shah, Hetal	Reappoint	Instructional Assistant	3	\$21.11/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Shah, Netri	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sharma, Ashoo	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Shinde, Madhura	Reappoint	Instructional Assistant	2	\$20.86/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Siano, Wendy	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Singh, Priyadarshini	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Smith, Lisa	Reappoint	Instructional Assistant	9	\$24.68/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sorensen, Karen	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Stahura, Joanne	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Stewart, Eric	Reappoint	Instructional Assistant	8	\$24.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Surendran, Menaka	Reappoint	Instructional Assistant	2	\$19.42/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Suri, Nirmala	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Sutradhar, Karuna	Reappoint	Instructional Assistant	2	\$19.42/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Tejwani, Pooja	Reappoint	Instructional Assistant	5	\$21.89/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Thompson, William	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Tindall, Bonnie	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Todd, Bradley	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Tsui, Lelia-Allison	Reappoint	Instructional Assistant	10	\$24.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Tuan, Borying	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Uematsu, Maki	Reappoint	Instructional Assistant	2	\$19.42/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Uppuluri, Madhavi	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Vemulapalli, Bharathi	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Venkatachalam, Mangai	Reappoint	Instructional Assistant	5	\$21.89/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Venkatraman, Durgalakshmi	Reappoint	Instructional Assistant	2	\$19.42/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Verdamanickam, Anitha	Reappoint	Instructional Assistant	2	\$20.86/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Waghulde, Bhagyashri	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Walsh, Gina	Reappoint	Instructional Assistant	10	\$25.82/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Warner, Jean	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Weinberger, Lovelyne	Reappoint	Instructional Assistant	8	\$22.38/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Wilson, Nancy	Reappoint	Instructional Assistant	5	\$20.45/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Wonnell, Frances	Reappoint	Instructional Assistant	10	\$26.92/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Franco, Monica	Reappoint	Instructional Assistant/Bus Driver	2	\$28.49/hr.	DIST	9/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Balasubramanian, Shobhana	Reappoint	Instructional Assistant- Dual Language Immersion	10	\$26.92/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Bouchard, Maria	Reappoint	Instructional Assistant- Dual Language Immersion	4	\$20.05/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
George, Rachel	Reappoint	Instructional Assistant- Dual Language Immersion	10	\$25.82/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Kelmanovich, Helen	Reappoint	Instructional Assistant- Dual Language Immersion	10	\$25.82/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Li, Pingxu	Reappoint	Instructional Assistant- Dual Language Immersion	3	\$21.11/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Li, Yixiao	Reappoint	Instructional Assistant- Dual Language Immersion	3	\$21.11/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Perez, Genesis	Reappoint	Instructional Assistant- Dual Language Immersion	2	\$21.96/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Ruffo, Lilia	Reappoint	Instructional Assistant- Dual Language Immersion	5	\$20.45/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Shah, Blanca	Reappoint	Instructional Assistant- Dual Language Immersion	3	\$21.11/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Steiner, Angel	Reappoint	Instructional Assistant- Dual Language Immersion	4	\$21.49/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Tang, Wangyu	Reappoint	Instructional Assistant- Dual Language Immersion	2	\$21.96/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Yao, Ting	Reappoint	Instructional Assistant- Dual Language Immersion	3	\$21.11/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year for 6.5 hrs/day.
Reappointment of Cafeteria Aides								
Antony, Mary	Reappoint	Cafeteria Aide	8	\$18.13/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Arif, Zubia	Reappoint	Cafeteria Aide	2	\$15.88/hr.	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Cohen, Michelle	Reappoint	Cafeteria Aide	8	\$18.13/hr.	WIC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Coudray, Eriko	Reappoint	Cafeteria Aide	2	\$15.88/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Falkowski, Patrice	Reappoint	Cafeteria Aide	1	\$15.63/hr.	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Halder, Smita	Reappoint	Cafeteria Aide	1	\$15.63/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Hitchings, Maureen	Reappoint	Cafeteria Aide	8	\$18.13/hr.	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Iyer, Usha	Reappoint	Cafeteria Aide	7	\$17.74/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Jagnade, Aparna	Reappoint	Cafeteria Aide	2	\$15.88/hr.	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Jid, Dhara	Reappoint	Cafeteria Aide	0	\$15.43/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Kaplan, Debra	Reappoint	Cafeteria Aide	8	\$18.13/hr.	WIC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Kesavabhotla, Padmavathi	Reappoint	Cafeteria Aide	6	\$17.36/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Kothari, Kavita	Reappoint	Cafeteria Aide	0	\$15.43/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kothari, Nita	Reappoint	Cafeteria Aide	8	\$18.13/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Kurt, Nevriye	Reappoint	Cafeteria Aide	1	\$15.63/hr.	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Layne, Sharon	Reappoint	Cafeteria Aide	8	\$18.13/hr.	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 3.0 hrs/day.
Lee, Raymond	Reappoint	Cafeteria Aide	2	\$15.88/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Lerner, Kathryn	Reappoint	Cafeteria Aide	8	\$18.13/hr.	WIC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
McDonough, Suzanne	Reappoint	Cafeteria Aide	5	\$16.98/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Mittal, Vimi	Reappoint	Cafeteria Aide	5	\$16.98/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Mui-Moy, Bonnie	Reappoint	Cafeteria Aide	2	\$15.88/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Nayak, Manasi	Reappoint	Cafeteria Aide	5	\$16.98/hr.	WIC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Nimkar, Veena	Reappoint	Cafeteria Aide	3	\$16.23/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Paul, Tincy	Reappoint	Cafeteria Aide	1	\$15.63/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Pender, Sheresa	Reappoint	Cafeteria Aide	2	\$15.88/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Rao, Pavithra	Reappoint	Cafeteria Aide	1	\$15.63/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Rivera, Melinda	Reappoint	Cafeteria Aide	1	\$15.63/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Sachs, Andrea	Reappoint	Cafeteria Aide	8	\$18.13/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Scafuto, Latia	Reappoint	Cafeteria Aide	5	\$16.98/hr.	MH	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Smith, Debra	Reappoint	Cafeteria Aide	8	\$18.13/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Srinivasan, Sujatha	Reappoint	Cafeteria Aide	2	\$15.88/hr.	TC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Stevens, LEMONIA	Reappoint	Cafeteria Aide	2	\$15.88/hr.	WIC	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Szkudlapski, Helene	Reappoint	Cafeteria Aide	8	\$18.13/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Thakkar, Rinkoo	Reappoint	Cafeteria Aide	4	\$16.60/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Thool, Deepti	Reappoint	Cafeteria Aide	1	\$15.63/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Tilli, Robert	Reappoint	Cafeteria Aide	2	\$15.88/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Vannatta, Donna	Reappoint	Cafeteria Aide	4	\$16.60/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Vernier, Marizza	Reappoint	Cafeteria Aide	1	\$15.63/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Vuppala, Sree	Reappoint	Cafeteria Aide	5	\$16.98/hr.	MR	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Walter, Julia	Reappoint	Cafeteria Aide	1	\$15.63/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Reappointment of Buildings and Grounds Staff								
Crowley, Robert	Reappoint	District Courier		\$21.31/hr.	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Gonzalez Castro, German	Reappoint	Grounds Worker	15	\$18.66/hr.	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Herrera Rodriguez, Reynaldo	Reappoint	Grounds Worker	13	\$17.82/hr.	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Mallen Romero, Joaquin	Reappoint	Grounds Worker	12	\$17.42/hr.	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Vargas, Henry	Reappoint	Assistant Head Custodian	12	\$23.61/hr.	DIST	7/1/23	6/30/24	Reappoint for the 2023-2024 school year.
Reappointment of Nontenured Secretarial Staff								
Barkenbush, Rosemarie	Reappoint	Secretary To	3	\$51,951.00	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 5/2/24.
Dutta, Pooja	Reappoint	Secretary To	2	\$50,951.00	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/25/25.
Kiernan, Ashley	Reappoint	Secretary To	2	\$50,951.00	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/7/25.
Lapolla, Kristen	Reappoint	Secretary To	3	\$51,951.00	CE	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/14/24.
Lawton, Caryn	Reappoint	Secretary To	3	\$51,951.00	HSN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/28/24.
Markus, Maritza	Reappoint	Secretary To	2	\$50,951.00	MH	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/2/25.
Rizvi, Haniya	Reappoint	Secretary To	1	\$49,951.00	MH	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/31/26.
Amos-Whitfield, Deonna	Reappoint	Secretary 12 Months	2	\$48,506.00	MR	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/4/25.
Badalamenti, AnnMarie	Reappoint	Secretary 12 Months	2	\$48,506.00	HSN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/16/25.
Beauchamp, Marissa	Reappoint	Secretary 12 Months	2	\$48,506.00	GMS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/17/25.
Cavorley, Donna	Reappoint	Secretary 12 Months	3	\$49,458.00	GMS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 7/24/24.
Drago, Rose	Reappoint	Secretary 12 Months	2	\$48,506.00	TRAN	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 3/16/25.
Faivre, Sandra	Reappoint	Secretary 12 Months	2	\$48,506.00	HSS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 8/16/25.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kafka, Kaleena	Reappoint	Secretary 12 Months	1	\$47,554.00	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 1/18/26.
Kelly, Jamie	Reappoint	Secretary 12 Months	2	\$48,506.00	CO	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 11/2/25.
Klena, Shari	Reappoint	Secretary 12 Months	2	\$48,506.00	GMS	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/13/25.
Prabhakar, Latika	Reappoint	Secretary 12 Months	2	\$48,506.00	TC	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Non-Citizen, Non-tenured.
Shankoff, Wonjoo	Reappoint	Secretary 12 Months	1	\$47,554.00	MH	7/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 3/9/26.
Riley, April	Reappoint	Secretary 10 Months	3	\$41,561.00	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/24.
Coyne, Elizabeth	Reappoint	Secretary 10 Months-50%	2	\$20,380.00	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year; Tenure date 9/2/25.
Reappointment of Tenured Secretarial Staff								
All Tenured Secretarial Staff	Reappoint	Tenured 10 Month, 12 Month and Secretary To Secretarial Staff			DIST	7/1/23 9/1/23	6/30/24	Reappoint all currently employed tenured, secretarial staff covered by the Collective Negotiations Agreement by & between the BOE of the WWPRSD & the WWPSA for the 2023-2024 school year pursuant to the terms and conditions of the collective negotiations agreement, with the exception of employees who have resigned.
Change								
Degnan-Kobus, Laura	Change	Health Benefits Analyst		TBD	CO	7/1/23	6/30/24	Change from Health Benefits Specialist to Health Benefits Analyst.
Adams, Loretta	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 6.65 hours to 5.75 hours per day, not to exceed 40 hours per week.
Cassidy, Trinity	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 8.0 hours to 7.5 hours per day, not to exceed 40 hours per week.
Cheesman, Susanne	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 7.9 hours to 7.0 hours per day, not to exceed 40 hours per week.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Correa, Cheryl	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 7.9 hours to 7.0 hours per day, not to exceed 40 hours per week
Dimanche, Jean	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 7.3 hours to 6.5 hours per day, not to exceed 40 hours per week.
Louis, Jean	Appoint	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 7.8 hours to 7.0 hours per day, not to exceed 40 hours per week
Marcelin, Frito	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 7.9 hours to 7.0 hours per day, not to exceed 40 hours per week
Nixon, Brian	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 8.0 hours to 7.0 hours per day, not to exceed 40 hours per week
Nixon, Rashad	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 7.4 hours to 7.0 hours per day, not to exceed 40 hours per week.
Zimmermann, Laura	Change	Bus Driver		N/C	TRAN	6/1/23	6/30/23	Change from 7.3 hours to 6.5 hours per day, not to exceed 40 hours per week.
Carlisi, Tracy	Change	Bus Aide		N/C	TRAN	6/1/23	6/30/23	Change from 7.05 hours to 6.75 hours per day, not to exceed 40 hours per week.
Rundbaken, MaryAnn	Change	Bus Aide		N/C	TRAN	6/1/23	6/30/23	Change from 5.55 hours to 5.25 hours per day, not to exceed 40 hours per week
Resignation								
Jordan, Tiana	Resign	Security Officer "Eyes on the Door"		N/A	DIST	5/12/23	5/12/23	Resign from position.
Kaufman, Elizabeth	Resign	Secretary To		N/A	MH	10/31/23	10/31/23	Resign, after 25 year in the district, for the purpose of retirement.
D. Substitute / Other								
Appoint								
An, Betty	Appoint	Substitute Teacher		\$115.00/day	DIST	5/10/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.
Patterson, Roland	Appoint	Substitute Teacher		\$115.00/day	DIST	5/10/23	6/30/23	Appoint as a Substitute Teacher (NJ Cert), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Das, Moumita	Appoint	Substitute Teacher		\$105.00/day	DIST	5/10/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Kopparthi, Vijayasanthi	Appoint	Substitute Teacher		\$105.00/day	DIST	5/10/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Mulcahy, Jenna	Appoint	Substitute Teacher		\$105.00/day	DIST	5/10/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Rivera, Vanessa	Appoint	Substitute Teacher		\$105.00/day	DIST	5/10/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Vinod, Vidyashree	Appoint	Substitute Teacher		\$105.00/day	DIST	5/10/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Chakrabarty, Subhodeep	Appoint	Substitute Cafeteria Aide		\$14.13/hr.	DIST	5/10/23	6/30/23	Appoint as a Substitute Cafeteria Aide as needed for temporary assignments.
Change								
Kritikos, Soula	Change	Substitute Teacher		\$115.00/day	DIST	4/10/23	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
Resignation								
Gumpu, Ganga	Resign	Substitute Teacher		N/A	DIST	4/26/23	4/26/23	Resign from position.
E. Extracurricular / Extra Pay								
Summer - Transportation								
All WWPSA Bus Drivers	Extra Duty	Bus Drivers- Summer Hours		As per Contract	TRAN	7/1/23	6/30/24	Approve all WWPSA bus drivers for summer hours, as assigned by Supervisor.
All WWPSA Bus Aides	Extra Duty	Bus Aides- Summer Hours		As per Contract	TRAN	7/1/23	6/30/24	Approve all WWPSA bus aides for summer hours, as assigned by Supervisor.
Technology Classroom Material								
Bebawi, Kimberly	Extra Duty	Extra Duty		\$47.09/hr.	DIST	3/10/23	3/16/23	Technology Classroom Material Creation and Support, not to exceed 5 hours.
E. Stipend Athletic								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Deckard, Brandon	Stipend- Athletic	Volunteer Football		\$0.00	HSN/HSS	TBD	Fall 2023	Volunteer Football.
Greco, Joe	Stipend- Athletic	Volunteer Football		\$0.00	HSN/HSS	TBD	Fall 2023	Volunteer Football.
Rescind								
Yatauro, Tyler	Rescind	Baseball Coach		N/A	GMS	Spring 2023	Spring 2023	Rescind - Baseball Coach
E. Stipend Non-Athletic								
Grover Middle School								
Kumor, Zachary	Stipend Non-Athletic	8th Grade Picnic Coordinator		\$500.00	GMS	5/1/23	6/30/23	Coordinator for Grade 8 Picnic, paid in FULL in June.
Haley, Kaitlyn	Stipend Non-Athletic	8th Grade Awards Coordinator		\$500.00	GMS	5/1/23	6/30/23	Coordinator for Grade 8 Awards, paid in FULL in June.
Kapadia, Chandni	Stipend Non-Athletic	8th Grade Salute Coordinator		\$500.00	GMS	5/1/23	6/30/23	Coordinator for Grade 8 Salute, paid in FULL in June.
Marching Band								
Natarajan, Ameya	Stipend Non-Athletic	Volunteer Marching Band		\$0.00	HSN	TBD	6/30/24	Volunteer for Marching Band.
Ronquillo, Cai	Stipend Non-Athletic	Volunteer Marching Band		\$0.00	HSN	TBD	6/30/24	Volunteer for Marching Band.
Roush, Dan	Stipend Non-Athletic	Volunteer Marching Band		\$0.00	HSN	TBD	6/30/24	Volunteer for Marching Band.
Tomasso, Henry	Stipend Non-Athletic	Volunteer Marching Band		\$0.00	HSN	TBD	6/30/24	Volunteer for Marching Band.
Outdoor Education								
Nordstrom, Jocelyn	Stipend Non-Athletic	Outdoor Education Coordinator-Shared		\$2,841.50	GMS	5/1/23	6/30/23	Outdoor Education Coordinator, shared 50%, paid in FULL in June.
Pacifico, Lisa	Stipend Non-Athletic	Outdoor Education Coordinator-Shared		\$2,841.50	GMS	5/1/23	6/30/23	Outdoor Education Coordinator, shared 50%, paid in FULL in June.
Kraft, Janey	Stipend Non-Athletic	Outdoor Education Nurse		\$900.00	GMS	6/5/23	6/8/23	Outdoor Education nurse, 3 nights, paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Maclsaac Roteman, Denise	Stipend Non-Athletic	Outdoor Education Nurse		\$1,200.00	GMS	6/5/23	6/9/23	Outdoor Education nurse, 4 nights, paid in FULL in June.
Barbieri, Christopher	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Bernard, Annamarie	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Bhatheja, Shveta	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Binger, Glen	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Buck, Eugene	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Churinkas, Linda	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Curbishley, Cheryl	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Delasandro, Michael	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Ditzel, Marina	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Ferrara, Shannon	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Gautieri, Alyssa	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Gilchrist, Dawn	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/6/23	6/8/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Haley, Kaitlyn	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Kinney, Bethann	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Maggipinto, Gennifer	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Micallef, Jamie	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Nordstrom, Jocelyn	Stipend Non-Athletic	Outdoor Education Teacher		\$1,088.00	GMS	6/5/23	6/9/23	Outdoor Education teacher, 2 camps, paid in FULL in June.
O'Neill, Casey	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Pacifico, Lisa	Stipend Non-Athletic	Outdoor Education Teacher		\$1,088.00	GMS	6/5/23	6/9/23	Outdoor Education teacher, 2 camps, paid in FULL in June.
Santangelo, Regina	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Shaughnessy, Peter	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Tumillo, Nancy	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Wachtin, Heidi	Stipend Non-Athletic	Outdoor Education Teacher		\$1,088.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 2 camps, paid in FULL in June.
Wallace, Betty	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Zola, Anna	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	GMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
F. Community Education								
Appoint								
Chakrabarty, Subhodeep	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as CE Summer EDP Group Leader (substitute).
Shah, Paul	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as CE Summer EDP Group Leader (substitute).
Nikolaeva, Aneta	Appoint	CE Summer 1-to-1 Assistant		As per contract.	CMS	6/22/23	8/11/23	Appoint as CE Summer 1 to 1 Assistant.
Change								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Quirke, Nicole	Change	EDP Site Supervisor		\$28,374.00 (prorated)	DN	5/9/23	6/30/23	Change start date from TBD to 5/9/23.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Change								
Falk, Erin	Change	Principal		\$179,331.00	TC	7/1/23	6/30/24	Change salary from \$175,930.30 to \$179,331.00.
B. Certificated Staff								
Appoint								
Birbohn-Kaminski, Kaitlyn	Appoint- Repl.	Teacher Science- LR	TBD	TBD	HSN	TBD	3/4/24	Appoint as leave replacement Science Teacher, pending employment verification, replacing Haley Mangieri, who is on leave.
Jensen, Laura	Appoint	Teacher Elementary	TBD	TBD	WIC	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification.
Change								
Bjornstad, Deborah	Change	Teacher French- 80%	TBD	TBD	HSN/ GMS	9/1/23	6/30/24	Change FTE from 60% to 80%. Tenure date 9/2/2025.
Cautin, Carolann	Change	Teacher Health & Physical Education	TBD	TBD	DN/MH/TC /WIC	9/1/23	6/30/24	Change FTE from 68.9% to 100%; Tenure date 9/10/2025.
Zeng, Yi	Change	Teacher Dual Language Immersion- Mandarin Literacy & Culture	TBD	TBD	MH/VIL	9/1/23	6/30/24	Change tenure date from Non-Citizen to 10/05/2025.
Proulx, Jane	Change	Teacher Art		N/A	HSN	2/27/23	6/30/23	Extend CC leave from FMLA/NJFLA/CC: 2/27/23-5/26/23 unpaid, with benefits to CC leave FMLA/NJFLA/CC: 2/27/23-5/26/23, with benefits, CC Leave: 5/29/23 to 6/30/23, unpaid, without benefits. (RTW: 9/1/23)
Bebawi, Kimberly	Change %	Teacher Family & Consumer Science	15MA+30	\$97.97/day	HSS	4/17/23	TBD	Additional per diem payment for an extra section.
Bidwell, Jessica	Change %	Teacher Family & Consumer Science	7MA+30	\$71.55/day	HSS	4/17/23	TBD	Additional per diem payment for an extra section.
Biro, Monica	Change %	Teacher Mathematics	15MA	\$101.04/day	HSN	4/17/23	TBD	Additional per diem payment for an extra section.
McDowell, Kathleen	Change %	Teacher Mathematics	15BA	\$98.15/day	HSN	4/17/23	TBD	Additional per diem payment for an extra section.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Totaro, William	Change %	Teacher Business	15MA	\$99.74/day	HSN/ HSS	4/17/23	TBD	Additional per diem payment for an extra section.
Leave of Absence								
Diaz, Lauren	Leave-FMLA/NJFLA/CC	Teacher Health & Physical Education		N/A	GMS	12/19/23	3/15/24	FMLA/NJFLA/CC: 12/19/23-3/15/24 unpaid, with benefits. (RTW: 3/18/24)
Resignation								
Paulsson, Albert	Resign	Teacher Social Studies		N/A	HSN	6/30/23	6/30/23	Resign, after 24 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Appoint								
Shah, Parul	Appoint	Cafeteria Aide	0	\$15.09/hr.	DN	TBD	6/30/23	Appoint as a Cafeteria Aide, pending employment authorization, for 2.5 hrs/day, replacing Subhash Sharma, who resigned.
Zelt, Donald	Appoint	Cafeteria Aide	0	\$15.09/hr.	VIL	TBD	6/30/23	Appoint as a Cafeteria Aide, pending employment authorization, for 2.5 hrs/day, replacing Cathy Chen, who retired.
Dutta, Rhea	Appoint	Summer Computer Assistant		\$14.13/hr.	DIST	TBD	9/1/23	Appoint as Summer Computer Assistant.
Kelmanovich, Stephen	Appoint	Summer Computer Assistant		\$15.00/hr.	DIST	6/1/23	9/1/23	Appoint as Summer Computer Assistant.
Kocher, Aidan	Appoint	Summer Computer Assistant		\$14.13/hr.	DIST	TBD	9/1/23	Appoint as Summer Computer Assistant.
Mastrangeli, Alina	Appoint	Summer Computer Assistant		\$15.00/hr.	DIST	6/1/23	9/1/23	Appoint as Summer Computer Assistant.
Mouzon, Alyssa	Appoint	Summer Computer Assistant		\$15.00/hr.	DIST	6/1/23	9/1/23	Appoint as Summer Computer Assistant.
Murray-Dye, Kaden	Appoint	Summer Computer Assistant		\$15.00/hr.	DIST	6/1/23	9/1/23	Appoint as Summer Computer Assistant.
Patil, Pranav	Appoint	Summer Computer Assistant		\$15.00/hr.	DIST	6/1/23	9/1/23	Appoint as Summer Computer Assistant.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Pinto, Yohan	Appoint	Summer Computer Assistant		\$15.00/hr.	DIST	6/1/23	9/1/23	Appoint as Summer Computer Assistant.
Thompson, Matthew	Appoint	Summer Computer Assistant		\$15.00/hr.	DIST	6/1/23	9/1/23	Appoint as Summer Computer Assistant.
Zheng, Amy	Appoint	Summer Computer Assistant		\$14.13/hr.	DIST	TBD	9/1/23	Appoint as Summer Computer Assistant.
Change								
Tsui, Lelia-Allison	Change	Instructional Assistant		N/C	GMS/VIL	3/27/23	6/30/23	Change hours from 7.25 hrs/day to 7.75 hrs/day.
E. Extracurricular / Extra Pay								
Summer - Transportation								
Franco, Monica	Extra Duty	Instructional Assistant/Bus Driver- Summer Hours		As per Contract	TRAN	7/1/23	6/30/24	Approve as bus driver for summer hours, as assigned by Supervisor.



PERSONNEL ADDENDUM #2

RECOMMENDATION

D. PERSONNEL

To be voted on 5/9/23: Recommend approval of the following resolution:

Separation Agreement

1. IT IS HEREBY RESOLVED, to approve a Separation Agreement with Position Control Number (PCN) 10570.

FINANCE ADDENDUM

RECOMMENDATIONS

C. FINANCE

To be voted on 05/09/23: Recommend approval of the following resolutions:

Donation

1. Accept a donation from the First Day of School Foundation, in the amount of \$50,000, to be used for an adaptive/sensory playground at Town Center Elementary School.

Cooperative Purchases Over the Bid Limit

2. Authorize a purchase utilizing ESCNJ Contract #ESCNJ 20/21-06, Playground Equipment, Site Furnishings, Outdoor Circuit Training Equipment and Related Products to Marturano Recreation Company, Inc. as awarded through June 30, 2023 for the purchase of playground equipment at Town Center Elementary School at a not to exceed price of \$96,622.85. This equipment purchase will be funded utilizing a combination of a \$50,000 donation from the First Day of School Foundation, ARP IDEA funds, and IDEA preschool funds.

ACCEPTABLE USE OF COMPUTER NETWORKS/COMPUTERS AND RESOURCES

- Policy 2361

Presenter



Peter James
Director of Technology
peter.james@wwprsd.org



Components of the Policy

- Purpose
- Responsibilities
- Standards of Use
- System Access
- Parent Notification and Responsibility
- Liability and Due Process
- Rights

● Purpose

○ Access to District Devices and Accounts are:

1. Designed to support student success as a student and prepare for life beyond graduation
2. Protected and filtered as identified in the Children's Internet Protection Act
3. Monitored to ensure proper use

● Responsibilities

The district will:

- Set up individual accounts for students and staff
- Provide access to storage for digital work
- Comply with Federal and State Laws that regulate Internet Safety on district network and accounts
- Take steps to protect the school networks from cyber attacks
- Educate students and staff on safe practices

● Responsibilities

The school will:

- Educate students on safe practices and evaluating information
- Foster appropriate student use of technology
- Enforce the code of conduct

● Responsibilities

The user will:

- Maintain the security of their individual credentials, and not share with any other user

● Standards of Use

○ The user will:

- Abide by the laws and standards governing the use of publicly owned and operated networks
- Utilize the network and devices provided to advance the educational purpose of the district

● System Access



- All employees and students have access to the internet through the district networks
- Personal devices may only connect to the district network wirelessly, and must adhere to the Acceptable Use Policy
- District staff may create user accounts for students to access online educational resources

● Parent Notification and Responsibility

○ The district will:

- Notify parents of the policy governing technology use
 - Public Hearing
 - Student Handbook
 - Code of Conduct
- Work with parents to ensure student safety while using the internet

● Liability and Due Process

- The district assumes no liability for personal electronics.
- The district will cooperate fully with local, state, and federal officials in any reasonable investigation
- Student infractions to the policy will be addressed in accordance with the district's disciplinary code.
- Employee violations will be handled in accordance with district policy

● Rights

- The district retains the right to access of files and emails that are created on or stored in district accounts and devices to insure compliance with use for educational purposes as stated in this policy.
- Educational materials and products created by users are subject to the same Freedom of Speech guidelines as print materials

Thanks!

ANY QUESTIONS?

Peter James

Director of Technology

peter.james@wwprsd.org



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

MAY 23, 2023: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Eliana Du and Maya Patel, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and May 19, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Contract Negotiations with WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	HIB Matters

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. Multi - Level Classes

III. **FIRST OPPORTUNITY FOR PUBLIC COMMENTS**

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. **BOARD OF EDUCATION COMMITTEE REPORTS**

- Administration & Facilities Committee
- Curriculum Committee
- Finance Committee

V. **MEETING**

A. **ADMINISTRATION**

To be voted on 05/23/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated May 9, 2023, for the following case numbers: 247731-MRS-05022023; 247654-VS-05012023; 247612-VS-05012023; 247488-HSS-04272023; 247466-CMS-04272023; 247406-TCE-04262023; 247142-HSN-04212023; 246514-MHE-04042023; and 246286-GMS-03312023
2. Review superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated May 23, 2023, for the following case numbers: 248652-MRS-05162023; 248531-MRS-05152023; 248488-MRS-05122023; 248483-MRS-05122023; 248378-HSS-05112023; 248339-HSS-0511202; 248331-HSS-05112023; 248330-HSS-05112023; 248185-MHE-0509202; 248120-HSS-05082023; 248119-MRS-05082023; 248116-HSS-05082023; 248072-MRS-05082023; 247902-GMS-05042023; 247657-DNE-05012023; 247319-MHE-04252023; 247191-MHE-04242023; 247133-VS-04212023; 247123-HSS-04212023; 246357-MHE-03312023; and 241851-DNE-01312023.

Policies: First Reading

3. First reading of the following policies:

P 5200 Attendance
R 5200 Attendance

- P 8140 Student Enrollments
- R 8140 Enrollment Accounting
- P 8330 Student Records
- R 8330 Student Records

Policies: Second Reading

4. Second reading and approval of the following policies:

- P 5305 Health Services Personnel
- P 5308 Student Health Records
- R 5308 Student Health Records
- P 5310 Health Services
- R 5310 Health Services
- P 7440 School District Security

Administrator Contracts - Merit Goals

5. Certify the following merit goal submissions:

- a) Acknowledge that Pamela Nathan has achieved her 2022-2023 quantitative merit goal criteria #1; and
- b) Authorize submission of the 2022-2023 goal attainment for Pamela Nathan, with appropriate documentation, for review and approval by the executive county superintendent.

School Safety Specialist

6. Designate Lee McDonald, assistant superintendent for pupil services/planning, as school safety specialist in accordance with state law (P.L. 2017 c. 162).

Advancement Via Individual Determination

7. Approve participation in the AVID program at High School North and High School South for the 2023-2024 school year, at a total cost not to exceed \$11,868.

IEP Direct

8. Approve the annual subscription with Frontline Technologies Centris Group LLC for IEP Direct, a Special Education management and IEP software renewal; support services license; the Document Repository renewal; and the Centris Sync renewal from July 1, 2023 through June 30, 2024, in the amount of \$29,729.14, based upon enrollment.

Professional Services Rates

9. Approve the rates for the following professional services for the 2023-2024 year:

Athletics (medical coverage for home football games)

- a) Dr. William Rossi, \$285 per game (Princeton Orthopedic Associates)

Human Resources

- a) Law Offices of Gurnani & Gurnani, to provide professional services including immigration and recruitment services, court review, appeals, and auditing notice at a total legal fee not to exceed \$5,000.
- b) Law Offices of Bhagwati & Bhagwati, to provide professional services including immigration and recruitment services, court review, appeals, and auditing notices at a total legal fee not to exceed \$20,000.

Special Services – Consultants/Evaluators

- a) AC Psychological Services, LLC, Dr. Alyssa B. Catuogno, Psy. D. NCSP not to exceed \$400 per comprehensive psychological evaluation and \$50 per child study team meetings, and \$10,000 for the 2023-2024 school year.
- b) Advancing Opportunities, Cerebral Palsy of NJ, not to exceed \$180 per hour AT support and training; \$ 1200 AT evaluation; \$200 per hour for support services; \$1,400 per AAC evaluation and up to \$20,000 through June 30, 2024.
- c) Alfred I Dupont Hospital for Children Nemours Foundation; not to exceed \$40 hour for educational services and up to \$5,000 through June 30, 2024.
- d) Apex Learning; not to exceed \$300/course for virtual school education, \$2100 per student for K5 full-time semester, and \$8,200 through June 30, 2024.
- e) Arc Mercer, Inc.; not to exceed \$50 per day without teaching assistance; \$25 per day with teaching assistance provided by WW-P Regional School District and up to \$2,000 through June 30, 2024.
- f) Arc of New Jersey (Project Hire) job training services not to exceed \$67/hour and up to \$30,000 through June 30, 2024.
- g) Arin International, LLC-Amee Shah; interpreting services not to exceed \$50 per hour and up to \$500 through June 30, 2024.
- h) ASL Interpreter Referral Services, Inc., not to exceed \$ 115.00 per hour (2 hour minimum), \$117 per hour evenings/weekends, \$.47 per mile for travel and up to \$15,000 through June 30, 2024.
- i) Attachment Trauma Center Institute, Debra Wesselmann, MSW, LSW; not to exceed \$110 per hour and up to \$2,200 through June 30, 2024.
- j) BA Vision Education Services, LLC- Beth Abramson; not to exceed \$150 per hour and up to \$1,500 through June 30, 2024
- k) Bayada Home Health Care, Inc., RN not to exceed \$60 per hour; LPN \$50 per hour and up to \$150,000 through June 30, 2024
- l) Behavior Therapy Associates; not to exceed \$200 hour, day rate \$1,200 and up to \$200,000 through June 30, 2024.
- m) Beyond Communications, Inc.; not to exceed \$800 per evaluation and up to \$2,400 through June 30, 2024
- n) BMW Enterprises, Inc. A division of Hackensack Meridian Health Carrier Clinic; not to exceed \$85/hour bedside instruction and up to \$1,100 through June 30, 2024.
- o) Marcia L. Braden, PH.D. Licensed Psychologist; not to exceed \$200 per hour, \$2,000 a day for remote training and up to \$10,000 through June 30, 2024
- p) Brett DiNovi & Associates, LLC.; Behavior Consultation provided not to exceed \$135 per hour and up to \$75,000 through June 30, 2024
- q) Bridges to Employment, a division of Alternatives, Inc., not to exceed \$60 per hour, \$75 transportation per trip and up to \$25,000 through June 30, 2024.
- r) Brookfield Schools, Jefferson Health Program; not to exceed \$47.09 an hour and up to \$5,000 through June 30, 2024
- s) Carnegie Healthcare; nursing services not to exceed \$74/RN; LPN \$68 and up to \$75,000 through June 30, 2024

- t) Center for Hearing & Communication, not to exceed \$700 for evaluation and up to \$1,400 through June 30, 2024
- u) The Center for Neurological and Neurodevelopmental Health, CNNH; not to exceed \$660 per Neurological Evaluations or Neuropsychiatric/Psychiatric evaluation; \$2,750 per Neuropsychological evaluation and up to \$5,000 through June 30, 2024.
- v) Children Specialized Hospital, not to exceed \$930 per Neurodevelopmental Evaluation and up to \$1,860 through June 30, 2024
- w) CHOP Educational Services; not to exceed \$57.99/hour and up to \$3,000 through June 30, 2024
- x) CHOP Specialty Care Center in Princeton, not to exceed \$644.31 per evaluation, \$212.55 tympanometry, \$301.25 Evoked Opto-acoustic Emissions, \$227.61 hearing aid check-monaural, \$341.39 hear aid check-binaural and up to \$1,500 through June 30, 2024
- y) Communication Technology Resources, Joan Bruno; not to exceed \$550/AAC evaluation, \$120 per hour, \$450 for 4 hours, \$550 for 5 hours, \$600 for 6 hours, \$35 ½ hour travel and up to \$1,000 through June 30, 2024.
- z) Community Options, Inc.; not to exceed \$60 an hour for job transition services and up to \$ 50,000 through June 30, 2024.
- aa) Cross County Clinical & Educational Services, Foreign Language evaluations not to exceed \$980, report summary in 2nd language \$295, complete report translation in 2nd language \$450, translator and interpreter services (minimum of 2 hours a day on site: \$100-250 per hour), FBA 2,350, \$980 PT/OT evaluations and up to \$11,000 through June 30, 2024
- bb) Delta-T Group North Jersey, Inc., not to exceed \$100 per hour; \$600 per evaluation and up to \$1,200 through June 30, 2024.
- cc) Demonte Therapy Services, not to exceed \$150 per visit, \$350 OT & PT evaluation and up to \$10,000 through June 30, 2024
- dd) Douglass Developmental Disabilities Center, not to exceed \$3,360 per evaluation; up to \$250 per hour and .56 per mile travel, for services and up to \$15,000 through June 30, 2024
- ee) Eden Autism Services, not to exceed \$1,700 per evaluation; up to \$150 per hour in-home ABA therapy/training and up to \$10,000 through June 30, 2024
- ff) Educational Audiology Resources; not to exceed \$675 per AP evaluation; \$950 per Class Acoustic evaluation and up to \$2,025 through June 30, 2024
- gg) Education Inc.; not to exceed \$47/hour for educational services and up to \$1,880 through June 30, 2024
- hh) Educational Services Commission of NJ: Psych. & Learning evaluation not to exceed \$284; Social evaluation-\$242; OT & PT evaluation-\$401; Speech evaluation-\$289; Bi-Lingual Psych & Learning evaluation-\$464, Bi-Lingual Social evaluation-\$357; Bi-Lingual Speech evaluation-\$473; \$147 hour/services for children with hearing loss; \$54/hour home instruction services and up to \$300,000 through June 30, 2024.
- ii) Educational Services Commission of Morris County: Social, Psych, Learning, Speech/Language, OT & PT evaluation not to exceed \$380; Bi-Lingual evaluation-\$425 and up to \$760 through June 30, 2024.
- jj) Educere LLC; not to exceed \$29 hour virtual education or \$699 per course and up to \$5000 through June 30, 2024.
- kk) Eileen Tresansky, an Accredited Training Fellow (ATF Fellow) of the Orton-Gillingham Academy, not to exceed \$6,000 for teaching the Classroom Educator Course; \$5,400 for supervising the Practicum and for Observations Nos. 1,2,3,4,and 5 for the 6 staff members; \$3,000 for reviewing the 6 staff members'

- applications & writing their recommendations for Classroom Educator accreditation, up to \$14,400 through June 30,2024.
- ll) Family Resource Associates, Lifeworks; Project Search Vocational and Job Training not to exceed \$3,526 a month and up to \$35,260 through June 30, 2024
 - mm) FJC Fiscal Scholarship Program, formally Lighthouse Guild Braille Transcription not to exceed \$8.00 page and up to \$160 through June 30, 2024
 - nn) G & A Medical Associates LLC, formally Developmental Pediatrics of Central Jersey; not to exceed \$500 per Developmental Behavioral evaluation and up to \$2,000 through June 30, 2024
 - oo) Graham Behavior Services; behavior therapist not to exceed \$75/hour, \$150/BCBA services, and up to \$40,000 through June 30, 2024.
 - pp) Elliot Gursky, MD & Associates; not to exceed \$ 850.00 per evaluation and up to \$7,500 through June 2024
 - qq) Hackensack Meridian Health, JFK Rehabilitation Institute; not to exceed \$3,655/month and up to \$36,550 through June 30, 202
 - rr) Hampton Behavioral Health Center; not to exceed \$40 hour/educational services and up to \$3,500 through June 30, 2024
 - ss) Homecare Therapies, Inc. LLC; nursing services not to exceed \$60/RN, \$52/LPN and up to \$40,000 through June 30, 2024.
 - tt) Hunterdon Health Care Systems Developmental Pediatric Association; not to exceed \$955 per evaluation; \$554 per re-evaluation; \$1998 per Educational evaluation; \$2197 per Psychiatric evaluation; \$1475 per Speech & Hearing evaluation; \$984 per OT & PT evaluation; C.A.P. evaluation \$1652 and up to \$10,000 through June 30, 2024
 - uu) Inlingua Services, not to exceed \$260 per hour with 2 hour minimum; \$35 per hour for travel and up to \$26,000 through June 30, 2024
 - vv) Interim Health Care, Nursing Services not to exceed \$54/hour – LPN services, \$59/hour- RN services and up to \$40,000 through June 30, 2024.
 - ww) It Takes A Village Speech Therapy; not to exceed \$125 per 45 min. session, \$90 per 30 min. session, \$135 per 60 min. session; \$500 per speech & language evaluation, \$750 per Spanish/English evaluation up to \$20,000 through June 30, 2024
 - xx) KDH Enterprises, LLC and Anne S. Holmes; not to exceed \$150 per hour; \$1,500 per Functional Behavioral Assessment and up to \$20,000 through June 30, 2024
 - yy) Kidspace Educational Services, not to exceed \$245.19 per diem or \$40.86 per hour Tree and up to \$10,000 through June 30, 2024
 - zz) Learning Tree Multicultural/Multilingual Evaluation & Consulting, Inc., not to exceed \$800 per evaluation Spanish, \$850 per evaluation other languages and up to \$20,000 through June 30, 2024
 - aaa) Learnwell Educational Services; not to exceed \$63.50/hour and up to \$150,000 through June 30, 2024.
 - bbb) Life Insight, Psychological Evaluation not to exceed \$800; Psycho-Educational Evaluation \$2,200; Comprehensive Neuropsychological Evaluation \$3,500; Attendance of an IEP Meeting \$100 hour and up to \$8,000 through June 30, 2024.
 - ccc) Loving Care Agency, Inc./Aveanna Healthcare, not to exceed \$75/hour RN, \$70/hour LPN, \$150/up to 2 hours of transportation and up to \$100,000 through June 30, 2024.
 - ddd) MDW Education Services, Marilyn Winograd, Teacher of the Blind & Visually Impaired; not to exceed \$120 hour and up to \$1,200 through June 30, 2024
 - eee) Mercer County Community College - not to exceed \$4000/per semester and up to \$30,000 through June 30,2024
 - fff) Mercer County Special Services; not to exceed \$325 Speech, OT, PT evaluations; \$525 Vocational, Assistive Technology and Functional Behavioral Assessments,

- \$375 Psychological, Educational, \$500 Psych./Ed evaluations, \$350 Social evaluations, \$825 Augmentative Communication evaluations, \$95 hour session for Speech, OT, PT and Home Instruction and up to \$60,000 through June 30, 2024.
- ggg) Mindspace Psychiatry, LLC; Dr. Padma Palvai; not to exceed \$900 per evaluation, \$175 per follow up visit and up to \$9,000 through June 30, 2024.
 - hhh) Monmouth Ocean Educational Services Commission; not to exceed \$800 virtual education per student and up to \$6,500 through June 30, 2024.
 - iii) Neuroscience Assoc. and Dr. Kavita Sinha, not to exceed \$500 per evaluation and up to \$10,000 through June 30, 2024.
 - jjj) Newborn Nurses and NBN Group, not to exceed \$65 per hour- RN, \$55 per hour – LPN and up to \$150,000 through June 30, 2024.
 - kkk) Newgrange Educational Outreach Center, not to exceed \$2,000 per evaluation; \$150 per hour consultation and up to \$2,000 through June 30, 2024
 - lll) New Hope Psychological Services, LLC, not to exceed \$800 per evaluation and up to \$1,600 through June 30, 2024.
 - mmm) Occupational Therapy Associates of Princeton, not to exceed \$100 per 30 minute session; \$500 per evaluation; \$250 per report and up to \$1,250 through June 30, 2024.
 - nnn) Out of Sight Teaching LLC, Jessica Jankech, Teacher of the Visually Impaired; not to exceed \$2,000 per assessments, \$175/hour to attend meetings and up to \$20,000 through June 30, 2024.
 - ooo) Oxford Consulting Services; BCBA services not to exceed \$105/hour, RBT services \$70/hour and up to \$200,000 through June 30, 2024.
 - ppp) Princeton Center for Educational Assessments; not to exceed \$450 for Ed, Psych, Speech & Language evaluations; \$425 per Social evaluation; \$500 OT evaluations; Bilingual (spanish) Ed & Psych evals up to \$850; \$100/hour meetings; and up to \$5,000 through June 30, 2024
 - qqq) Princeton Family Care Associates, LLC; not to exceed \$1,050 per bilingual evaluation (Spanish) and up to \$2,100 through June 30, 2024
 - rrr) Princeton Healthcare System/Occupational Medicine Services, not to exceed \$50 Substance Abuse Panel; \$55 Ecstasy Test; \$35 Breath Alcohol Test; \$35 Breath Alcohol Confirmation; \$65 Student Examination, \$110 per session; \$65/hour bedside instruction and up to \$8,000 through June 30, 2024.
 - sss) Princeton Mental Health and Dr. Sarange Bhalla, not to exceed \$ 1,000 per evaluation and up to \$12,000 through June 30, 2024.
 - ttt) Princeton Speech and Language; not to exceed \$105 per 30 min session, \$158 per 45 minute session, \$200 per 60 min session, \$200 hour IEP meeting, \$400 Selective Mutism evaluation, \$1,800 Speech and Language and up to \$20,000 through June 30, 2024.
 - uuu) Professional Educational Services, Inc.; not to exceed \$47.09 hour for educational services and up to \$20,000 through June 30,2024.
 - vvv) Positive Steps Pediatric Occupational Therapy Center; not to exceed \$775 per evaluation and up to \$1,550 through June 30, 2024.
 - www) Rancocas Valley High School, not to exceed \$50/hour educational services and up to \$500 through June 30, 2024
 - xxx) Rutgers University Behavioral Healthcare, not to exceed \$ 70.00 per hour for educational services and up to \$20,000 through June 30, 2024.
 - yyy) Silvergate Prep School LLC; not to exceed \$55 hour for educational services and up to \$120,000 through June 30, 2024
 - zzz) Somerset County Educational Services Commission; not to exceed \$400 for Speech, Psychological, Social and LDTC evaluations, \$94 an hour for home instruction, \$100 an hour for Speech Services, \$150 Articulation Evaluation and up to \$25,000 through June 30, 2024

- aaaa) The Speech Tree - Feeding Evaluation -\$350; Speech and language evaluation - \$300; Speech and language Therapy - \$80/hour; Feeding Therapy - \$90/hour; Staff Training/Professional Development/Speaking Engagement \$100/hour; BCBA Trainings/Evaluations -\$120/hour; Behavior Technician Services - \$55/hour; and up to \$10,000 through June 30, 2024
- bbbb) State of New Jersey Katzenbach School for the Deaf, not to exceed \$350 pupil per school year; \$750 Classroom Acoustical evaluation with report and up to \$1,500 through June 30, 202
- cccc) Summit Speech School to provide Itinerant Services at the rate not to exceed \$195/hour for Itinerant Teacher of the Deaf, \$195/hour staff/student in-service, \$195/hour consultative services, and \$250/hour Review/Observation/intake (ROI) provided by the Coordinator/Supervisor of the Itinerant Program, and up to \$10,000 through June 30, 2024
- dddd) United Therapy Solutions, PT/OT/Speech/LDTC not to exceed \$90 per hour; OOD PT/OT/Speech/LDTC, OOD \$95 per 30 min.; PT/OT evaluations \$400, Speech and language evaluations \$450, LDTC, Psychological & Social evaluations \$550, Bilingual Speech and language, LDTC, Psychological and Social evaluations \$650; and up to \$400,000 through June 30, 2024
- eeee) Village Counseling Services, PC Elizabeth Albers, MSW, LCSW Director, school, addiction and ADHD evaluations not to exceed \$160 per hour and up to \$3,200 through June 30, 2024
- ffff) Vista Rehab Services- Ellen Kandel, Director-Kathleen McEwen, Director; not to exceed \$110 per 45 min. session (including travel); \$400 Speech, OT & PT evaluations and up to \$2,000 through June 30, 2024.
- gggg) We Make, Autism at Work; not to exceed \$5,000 for up to 3 students; \$2,500 for each additional student and up to \$5,000 through June 30, 2024
- hhhh) Youth Consultation Services; not to exceed \$750/psychological evaluations; \$500/speech and language evaluations and up to \$10,000 through June 30, 2024.
- iiii) YWCA Princeton/Plainsboro Aquatic Outreach Program, summer program not to exceed \$5,000 and up to \$5,000 through June 30, 2024

CEIS Special Education Teacher Consultant:

- a) Susan Mitcheltree; not to exceed \$400/day and up to \$10,000 through June 30, 2024.

Special Services Interpreters

- a) Neera Kothary (Gujarati); not to exceed \$50/hour and up to \$100 through June 30, 2024.
- b) Yvette Roche Muniz (Spanish); not to exceed \$50/hour and up to \$500 through June 30, 2024.
- c) Sandhya Telluri (Telugu); (Sankay Systems, Inc.) not to exceed \$50/hour and up to \$200 through June 30, 2024.
- d) Jun Zheng (Mandarin); not to exceed \$50/hour and up to \$100 through June 30, 2024

Special Services - Learning Disability Consultants

- a) Deborah Canciello, not to exceed \$450/evaluation, \$400/day and up to \$850 through June 30, 2024
- b) Susan Kemler Sibree (Kemler Educational Consulting, LLC) not to exceed \$450/evaluation, \$400/day and up to \$15,400 through June 30, 2024
- c) Amanda Lamoglia, not to exceed \$650/bilingual evaluation (Spanish) and up to \$650 through June 30, 2024.
- d) Karen J. Noble, Teacher of the Deaf & Hard of Hearing; not to exceed \$900/per Educational Evaluation and up to \$5,500 through June 30, 2024

Special Services – Neurodevelopmental Pediatricians

- a) Dr. Vanna Amorapanth, not to exceed \$1200 per evaluation and up to \$17,000 through June 30, 2024.

Special Services- Physical Therapists

- a) Joan Cochrane Greene- not to exceed \$300 per evaluation, \$80 per hour and up to \$1,200 through June 30, 2024.
- b) Clare Fannon – not to exceed \$80/hour, \$260/evaluation, home based services \$100/hour and up to \$10,000 through June 30, 2024.

Special Services – Psychiatrists

- a) Dr. Jackie Chen (Chinese) not to exceed \$600/evaluation and up to \$600 through June 30, 2024.
- b) Dr. Pamela F. Moss; not to exceed \$500 per evaluation, \$1350 per child study team evaluation and up to \$15,000 through June 30, 2024

Special Services – Psychologists

- a) Yvette Roche Muniz, not to exceed \$400 per day; \$450 per evaluation (Spanish) and up to \$40,000 through June 30, 2024.
- b) Barbara Sterlin-Blanc not to exceed \$700 per evaluation (Haitian Creole) and up to \$700 through June 30, 2024.

Special Services – Selective Mutism Specialist

- a) Dr. Elisa Shipon-Blum, not to exceed \$700 per evaluation and up to \$700 through June 30, 2024.

Special Services – Social Workers

- a) Jill Gennari; not to exceed \$350 per evaluation, \$400 per day and up to \$750 through June 30, 2024

Special Services – Speech Language Specialists

- a) Lori Henicle-Kleppe; not to exceed \$400 per day; \$350 per evaluation and up to \$7,000 through June 30, 2024.
- b) Melissa Phillips, Teacher of the Deaf and Hard of Hearing; not to exceed \$850/per Speech & Language evaluation and up to \$5500 through June 30, 2024

B. CURRICULUM AND INSTRUCTION

To be voted on 05/23/23: Recommend approval of the following resolutions:

Educational Services Commission of New Jersey Non-Public Services

1. Authorize the fourth year of a five-year agreement with Educational Services Commission of New Jersey, to provide administration of non-public funds for non-public school students within the district in accordance with the State Board of Education guidelines as required:
 - a) 192/193 services for non-public instructional services to non-public school students within the district in accordance with the State Board of Education guidelines under Public Law 1977, Chapters 192/193 (N.J.S.A. 18A:46-1 to 17 and N.J.S.A. 18A:46-19.1 to 19.9).

- b) Non-public nursing services in accordance with the New Jersey Nonpublic Nursing Law guidelines under Public Law 1991, Chapter 226.
- c) Non-public Technology Initiative Program, pursuant to the requirements of the New Jersey Nonpublic School Technology Initiative Program.
- d) Non-public Textbook services in accordance with the requirement of the New Jersey Textbook Law, NJSA 18A:58-37.1 et seq.
- e) Non-public Title III and Title III Immigrant funds administration, pursuant to the requirements of the No Child Left Behind Act of 2001.
- f) Non-public Security Aid Program funds administration, pursuant to the requirements of the New Jersey Nonpublic Security Aid Program.
- g) Nonpublic IDEA-B funds administration, in accordance with the Individuals with Disabilities Education Act Part B (IDEA-B).

Technology

2. Approve the following technology agreements and renewals:
 - a) a one-year agreement with Genesis Educational Services to provide system maintenance, including lesson planner, for the Genesis Student Information System, Genesis Staff Management System and Payroll System, interfaces for Versa Trans, IEP Direct, NJIS, Registration Gateway, Destiny Follett, Café Prepay, Aesop, School Messenger, OneRoaster, Linkit, Payschool, Grade Assignment, Lunch Tracking and secure backup services for the 2023- 2024 school year at a total cost of 60,148.00.
 - b) a one-year agreement with EMS LINQ Inc. to provide Registration Gateway Premium platform for student registration that integrates with the district's student information system from July 1, 2023 through June 30, 2024, at a total cost of \$42,542.09.
 - c) a one-year agreement with JAMF to provide management of apps/software on Apple devices, from July 1, 2023 through June 30, 2024, at a total cost of \$22,433.06.
 - d) a one-year agreement with Adobe Education to provide Adobe Creative Cloud software, 500 licenses, from July 1, 2023 through June 30, 2024, at a total cost of \$12,500.
 - e) a one-year agreement with Microsoft to provide District Microsoft licenses, including: Windows, Office, server software and email, from October 1, 2023 through August 31, 2024, at a cost of \$66,936.18.
 - f) a one-year agreement with TEQ SmartNotebook Suite to provide Smart Learning Suite software, 300 licenses, from July 1, 2023 through June 30, 2024, at a total cost of \$9,075.00.
 - g) a one-year agreement with Veritas to provide backup software for district servers, from July 27, 2023 through July 26, 2024, at a cost of \$2,458.89.
 - h) a one-year agreement with Funds for Learning, LLC to provide E-rate services from July 1, 2023 through June 30, 2024, at a cost not to exceed \$3950.00.
 - i) a one-year renewal with Millennium Communications for Genetec for building door access security, including one Synergis Enterprise reader and routine maintenance checkup and system updates, for August 1, 2023 through July 31, 2024, at a total cost of \$7,597.60.

- j) a one-year renewal with Intrado Interactive Services Corporation to provide School Messenger Web Hosting Services, content management, and unlimited notification services for the 2023-2024 school year at a total cost of \$27,089.20.
- k) a one-year agreement with Raptor Technologies to provide Eyes on the Door software and support, from July 1, 2023 through June 30, 2024, at a total cost of \$6,250.00.
- l) a one-year agreement with CDW-G to provide Singlewire Support/Maintenance of District's Notification System. Communication between the District security system, door access, and alarms to outside police and fire. From July 27, 2023 through July 26, 2024, at a cost of \$14,932.50.
- m) a one-year agreement with CDW-G to provide VMWare support and maintenance of remote desktop licenses that provide access to district resources from outside of the district, from July 25, 2023 through July 24, 2024, at a cost of 14,096.00.
- n) a one-year agreement with SHI-DNS failover to provide internet monitoring service that determines path into the district for remote access and internal internet resources, from July 11, 2023 through July 10, 2024, at a cost of \$2,376.00.

Field Trips

- 3. Approve the following overnight field trips:

District

- a) Middle School and High School Future Problem Solvers to University of Massachusetts, Amherst, Massachusetts, from June 7, 2023, through June 11, 2023. The cost of the trip is approximately \$1,200 per student.
- b) Middle School and High School National History Day students to College Park, Maryland, from June 11, 2023, through June 15, 2023. The cost of the trip is approximately \$500 per student.
- c) High School Health Occupations Students of America to Dallas, Texas, from June 20, 2023, through June 25, 2023. The cost of the trip is approximately \$1,700 per student.

Professional Development Consultants

- 4. Approve the following professional development consultants:

- a) CAL Solutions to provide two one-day Leading Dual Language Programs for Student Success workshops during the summer of 2023, to Dual Language Immersion district leadership administrators, at a total cost not to exceed \$11,093.
- b) Pledger M. Fedora, Ph.D. to present Orton-Gillingham Academy 30-Hour Classroom Educator Training, from September 11, 2023, through September 15, 2023, virtually to district CEIS, Reading Recovery and Reading Interventionist teachers, at a cost not to exceed \$21,850.
- c) Center for Responsive Classrooms to provide a four-day Core Course training, during the summer 2023, to elementary and middle school teachers, at a cost not to exceed \$24,900.

Professional Development Contract

5. Approve the following:
 - a) District membership in Professional Development School Network at The College of New Jersey for the 2023-2024 school year at a cost of \$3,750. Membership includes registration for one staff member in each Teachers as Scholars seminar.

Curriculum

6. Adoption of the following new curriculum:
 - a) Introduction to Data Science

Tuition Agreement

7. Approve enrollment with Educere for one high school student to attend Physical Education and Health 11, virtually, from May 1, 2023, through June 30, 2023, at a cost not to exceed \$399.

C. FINANCE

To be voted on 05/23/23: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for May 23, 2023 (run on 5/16/23) in the amount of \$10,405,662.09.
 - b) Bills List Capital for May 23, 2023 (run on 5/12/23) in the amount of \$66,053.46.
2. Budget adjustments as follows:
 - a) 2022-2023 school year as shown on the expense account adjustments for April 30, 2023 (run on May 10, 2023) (Adjustment Numbers 474-525).
3. Accept the following reports this will become a permanent part of the Board Minutes:
 - a) A-148 Report of the Secretary to the Board of Education as of March 31, 2023, indicating that no major account is over-expended and the board secretary certifies that no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.
 - b) A-149 Report of the Treasurer of School Monies to the Board of Education as of March 31, 2023.

Professional Service Rates

4. Approve the rates for the following professional services for the 2023-2024 school year:
 - a) Comegno Law Group, P.C., School District Board Attorneys, at \$185 per hour for attorneys and \$85 per hour for paralegals, at a total not to exceed \$150,000. [No increase]
 - b) Fraytak Veisz Hopkins Duthie, P.C., School District Architectural Consultants, at a total cost not to exceed \$2,000,000 billed at the following per hour rates: Principal

\$190, Associate \$160, Project Architect \$130, Site Planner \$130, Specification Writer \$115, Interior Design \$110, Senior Drafters \$110, Construction Observer \$105, Junior Drafter \$90, Support Personnel/Word Processing, etc. \$75, and additional services for consultants at 1.2 times the amount billed to Architect. [No increase]

- c) McManimon, Scotland & Baumann, LLC, School District Bond Attorneys, at \$215 per hour, legal assistant \$135 per hour, and other basic services in accordance with their contract fee schedule, at a total not to exceed \$50,000. [No increase]
- d) Methfessel & Werbel, School District Board Attorneys, at \$185 per hour for partners, \$150 per hour for associates, and \$65 per hour for paralegals, at a total not to exceed \$75,000. [No increase]
- e) Montrose Environmental Group, Inc. (Previously PARS), School District Health & Safety Compliance Consultants, and School District Asbestos Abatement Consultants, at a total not to exceed \$100,000, billed at the following per hour rates: Principal-In-Charge \$140-\$200; Sr. Professional \$110-\$130; Project Professional \$80-\$110; Staff Professional \$65-\$75; Assistant Professional \$60-\$75; Draftsperson \$90; Environmental Technician \$60-\$80; and, Administrative Support \$40-\$80.
- f) New Road Construction Management, District Construction Manager of Record, at per hour rates as follows: Principal Partner \$190, Project Executive \$150, Project Manager \$135, Architect \$135, Specialty Consultants, Scheduler, Estimator \$125, Construction Manager \$125, Field Engineer \$100, Clerical Support \$65, weekend or second shift work rate at additional 15% premium, and a not-to-exceed monthly billing rate of \$18,000, and not to exceed \$216,000 for the 2023-2024 school year.
- g) New Road Construction Management, 2018 Bond Referendum Construction Manager of Record, at per hour rates as follows: Principal Partner \$190, Project Executive \$150, Project Manager \$135, Architect \$135, Specialty Consultants, Scheduler, Estimator \$125, Construction Manager \$125, Field Engineer \$100, Clerical Support \$65, and weekend or second shift work rate at additional 15% premium. Also, a pre-construction phase single lump sum not-to-exceed monthly fee (excluding cost estimating) of \$8,000, one professional detailed cost estimate at 90% for each of the ten schools at \$80,000, a construction phase monthly not-to-exceed fee, inclusive of all reimbursables, for a half-time Project Executive and two full-time on-site Senior Managers at \$38,900, and a single average hourly billing rate for post occupancy at \$90 and a not-to-exceed monthly fee to support post occupancy of \$18,000, at a total not to exceed \$400,000 for the 2023-2024 school year. [No increase]
- h) NV5-Northeast, School District Construction Materials Testing & Inspection Services at the following rates: Full Day Soil or Asphalt Inspection \$330; Half Day Soil or Asphalt Inspection \$240; Reinforcing Inspection \$350; Full Day Concrete Inspection \$300; Half Day Concrete Inspection \$210; Floor Flatness or Structural Steel Inspection \$650; Full Day Masonry Inspection \$550; Half Day Masonry Inspection \$400; Fireproofing Inspection \$500 per visit; Full Day Multi Discipline Inspection \$400; Professional Engineer \$145/hour; Project Manager \$95/hour; Laboratory Testing Services from \$15 - \$175 each; and, travel at 0.62/mile with tolls and parking at cost, for a total not to exceed \$200,000 for the 2023-2024 school year. [No increase]
- i) Parker McCay, P.A., School District Board Attorneys, at \$185 per hour for partners and counsel, \$175 per hour for associates, and \$90 per hour for paralegals/law clerks, at a total not to exceed \$70,000. [\$10 increase in shareholder counsel only]

- j) Phoenix Advisors, LLC, School District Financial Advisors, at \$150 per hour plus additional services proposed in their fixed fee rates, for a total not to exceed \$50,000. [No increase]
- k) Phoenix Advisors, LLC, School District Disclosure Agent of Record, at \$1,350 for all outstanding bond issues for the 2023-2024 school year, plus a \$200 initial setup fee for each new long-term bond issue set up during the 2023-2024 school year and \$250 for each event recorded on EMMA, for a total not to exceed \$1,600. [No increase]
- l) Van Cleef Engineering Associates, School District Engineering Consultant, at a total cost not to exceed \$200,000, billed at the following rates: Principal Engineer \$146; Supervising Professional Engineer \$142; Senior Professional Engineer \$135; Senior Project Manager \$132; Professional Engineer \$134; Senior Tech Manager \$110; Senior Project Designer \$110; Project Designer \$102; Senior Engineering Tech \$93; Engineering Tech \$81; Senior CAD Tech \$108; CAD Tech \$106; Geospatial Analyst \$106; Draftsperson \$100; Senior Drafting Tech \$102; Senior Structural Engineer \$142; Engineering Directors \$154; Professional Planner \$134; Director of Landscape Architecture \$128, Senior Landscape Architect \$122, Senior Geotechnical Engineer \$142; Senior Geologist \$111; Geologist \$90; Soils Tech \$76; Lab Tech \$72; Resident Construction Observer \$110; Senior/Construction Observer \$95; Director of Surveying \$142; Senior Professional Surveyor \$138; Senior Survey Tech \$92; GPS two-person field crew \$238; Robotic unit one-person field crew \$169; Robotic unit two-person field crew \$238; Unmanned Aerial Specialist \$135; and, Unmanned Aerial Field Crew one-person \$179 and two-person \$252. [Various increases and decreases from prior year.]

Advocate Monitoring Contract

- 5. Renew an agreement with Edvocate, Inc., to provide contract monitoring services of the district’s facilities services contract from July 1, 2023 through June 30, 2024, at a cost of \$28,848.00. [A 3.9% increase over the prior year.]

Contractual Custodial and Management Services

- 6. Authorize the fourth year of a five year agreement with ABM Industry Groups, LLC, for the period of July 1, 2023 through June 30, 2024 at a cost of \$6,645,087.43.

Food Services – Renewal

- 7. Authorize the fourth one-year extension, effective July 1, 2023, of the food services management contract awarded on June 11, 2019, with Sodexo Management Inc. of Gaithersburg, Maryland. Sodexo Management Inc. shall receive a fixed rate of \$2.6326 per meal for breakfast and a fixed rate of \$4.1240 per meal for lunch/a-la-carte meal equivalents, with a minimum annual return guarantee (surplus) of \$140,000.00 including the commodity credits (with Sodexo agreeing to reimburse the District for the amount by which actual surplus for the year falls below this guaranteed level) for the 2023-2024 school year. Catering will be billed at mutually agreed upon rates plus food cost.

Buildings & Grounds Contracts

- 8. Authorize a one-year renewal of the April 20, 2022, Bid #2022-01 for Trash & Recycling Collection, as recommended by Buildings & Grounds, with Central Jersey

Waste & Recycling, Inc., Ewing, New Jersey, for the 2023-2024 school year (Year 2), in accordance with 18A:18A-42.3).c, at a cost of \$195,540.00, a 0% increase over the previous year. Additional containers awarded as needed at: 30-Yard: \$300, 40-Yard: \$300. Cost Per Ton for Disposal: Building material: \$120 per ton, Concrete: \$450 flat rate.

Transfer of Capital Project Interest Income

9. The West Windsor-Plainsboro Regional School District Board of Education authorizes the transfer of the interest earnings received and accrued in 2022-2023 from the referendum proceeds (fund 30) to the debt service (fund 40).

Petty Cash

10. Establish petty cash funds for the 2023-2024 school year as follows:

<u>Petty Cash</u>	<u>Petty Cash/Checking</u>	<u>Petty Cash/Cash</u>
Central Office	\$ 200	\$ 0
Technology	\$ 500	\$ 0
Community Education	\$ 500	\$ 500
Buildings & Grounds	\$ 500	\$ 500
Transportation	\$ 1,000	\$ 500
Special Services	\$ 800	\$ 150
Dutch Neck	\$ 250	\$ 100
Maurice Hawk	\$ 250	\$ 100
Town Center	\$ 250	\$ 100
Wicoff	\$ 250	\$ 100
Village	\$ 250	\$ 100
Millstone River	\$ 350	\$ 0
Community MS	\$ 1,000	\$ 0
Grover MS	\$ 1,000	\$ 100
High School North	\$ 2,500	\$ 100
High School South	\$ 2,500	\$ 100
Special Services - Larks/CBI	\$ 0	\$ 1,500
Special Services – PG	\$ 0	\$ 1,500

Taxes

11. Resolve that the amount of district taxes needed to meet obligations of this Board for the school year 2023-2024 is \$181,765,135 and that West Windsor Township is hereby requested to place in the hands of the Treasurer of School Moneys its portion, \$106,898,096 and, Plainsboro Township is hereby requested to place in the hands of the Treasurer of School Moneys its portion, \$74,867,039 in accordance with the following schedule:

	<u>West Windsor Twp.</u>	<u>Plainsboro Twp.</u>
July 11, 2023	\$9,531,747.00	\$6,675,644.00
August 10, 2023	\$9,531,747.00	\$6,675,644.00
September 11, 2023	\$9,531,747.00	\$6,675,644.00
October 11, 2023	\$9,531,747.00	\$6,675,644.00
November 10, 2023	\$9,531,747.00	\$6,675,644.00
December 11, 2023	\$9,531,746.00	\$6,675,646.00
January 10, 2024	\$8,284,602.00	\$5,802,195.00

February 9, 2024	\$8,284,602.00	\$5,802,195.00
March 11, 2024	\$8,284,602.00	\$5,802,195.00
April 11, 2024	\$8,284,602.00	\$5,802,195.00
May 10, 2024	\$8,284,602.00	\$5,802,195.00
June 12, 2024	\$8,284,605.00	\$5,802,198.00

Lunch Rates

12. Set the following fee schedule for cafeteria lunches, milk, and breakfast for the 2023-2024 school year:

		<u>22-23</u>	<u>23-24</u>
a) Lunch:	Grades 1-5	\$2.90	\$3.00
	Grades 6-8	\$3.25	\$3.35
	Grades 9-12	\$3.25	\$3.35
	Premium “A” lunch - Grades 6-12	\$4.25	\$4.35
	Reduced Lunch – All Grades	\$0.00	\$0.00
	Adult – Traditional Lunch	\$4.25	\$4.35
	Adult – Special Lunch	\$5.25	\$5.35
b) Milk:	Student	\$0.75	\$.75
	Kindergarten	\$0.35	\$.35
	Adult	\$0.75	\$.75
c) Breakfast:	Grades 1-5*	N/A	\$2.25
	Grades 6-8	\$2.25	\$2.50
	Grades 9-12	\$2.25	\$2.50
	Reduced Breakfast – Grades 6-8	\$0.00	\$0.00
	Middle Income Breakfast – all grades**	N/A	\$0.00

* Breakfast will be offered to all elementary full-day students for the 2023-2024 school year.

**Middle Income category is new for the 2023-2024 school year. Qualified students receive meals at no cost to students because the State of New Jersey funds the difference between free and paid reimbursement.

Referendum Projects - Change Orders

13. Change Order No. 15 to the single overall contract of The Bennett Company, Inc., Passaic, New Jersey, originally awarded May 26, 2020, for Community Middle Bennett, for Addition & Renovations at Community Middle School, as recommended by Fraytak Veisz Hopkins Duthie, PC, (Architects/Planners Project No. 5063N) to provide labor and material for field changes to extend two (2) rear stair handrails at Auditorium B128 as per final inspection comments and modify two (2) existing standpipe cabinets at the same location to accommodate handrail extensions, at a cost not to exceed \$6,897.00. This change order increases the contract amount of \$36,276,060.42 to \$36,282,957.42.

Co-Op Purchases over the Bid Limit:

14. Authorize the following cooperative purchases over the bid limit:

- a) A purchase utilizing NJ Cooperative Bid – ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024, for technology network maintenance and support as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
1	Quest Kace Sys Mnt Tech Support (Renewal) 1yr	\$2,699.00	\$ 2,699.00
2950	Quest Mnt Tech Support (Renewal) 1yr	\$ 4.99	\$14,720.50
16	Quest Kace Sys Mgmt EDU Mnt (Renewal)	\$ 215.00	\$ 3,440.00
32	Quest Kace Sys Mgmt EDU MNT (Renewal)	\$ 215.00	\$ 6,880.00
Total			\$27,739.50

- b) A purchase utilizing NJ Cooperative Bid – ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024, for a one-year agreement to provide software support from July 1, 2023 – June 30, 2024 as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
9600	GoGuardian Admin - Subscription	\$4.10	\$39,360.00
9600	GoGuardian Teachers - Subscription	\$4.10	\$39,360.00
Total			\$78,720.00

- c) A purchase utilizing the New Jersey State approved Co-op #65MCESCCPS - ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024 for Google Chrome Education Upgrade as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
2000	Google Chrome Education License	\$31.50	\$ 63,000.00
300	Dell CTO 3110 Touch Chromebook	\$420.00	\$126,000.00
1700	Dell CTO 3100 N450 32/4 Chromebook	\$375.00	\$637,500.00
Total			\$826,500.00

- d) A purchase utilizing the New Jersey State approved Co-op #65MCESCCPS - ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024 for Anti-virus, internet security and internet filtering services:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
3000	COFENSE PHISHME ENT	\$8.50	\$ 25,500.00
1	Cisco Flex On-Prem Calling Year 4 of 5	\$46,614.00	\$46,614.00
1	Cisco Security anti-virus, intrnt sec & filtr yr 4of5	\$89,982.85	\$ 89,982.85
Total			\$162,096.85

Equipment Disposal

15. The disposal of obsolete equipment that has met the district’s life expectancy.
[The age and/or physical condition of the equipment rendered it infective.]

Community Middle School

Desks, Student - 8

High School South

Cabinet, Storage – 2

Millstone River
 Desks – Secretarial – 1
 Desks – Student 50
 Office Furniture – wooden - 1
 Skillet – 1

Transportation

Renewals – School Related Activities

16. Student Transportation Contract Renewal-School Related Activities Multi Contract Number A1 Trips 81 to A-1 Limousine, Inc., with a 3.0% increase for the 2023-2024 school year as follows:

<u>ID Number</u>	<u>Cost per Bus</u>	<u>Adj. Cost per hour</u>	<u>Aide</u>
CFT-1	\$ 728.98	\$88.44	N/A
CFT-2	\$1,258.71	\$88.44	N/A
CFT-3	\$1,258.71	\$88.44	N/A
CFT-4	\$ 899.44	\$88.44	N/A
CFT-5	\$1,329.02	\$88.44	N/A
CFT-6	\$1,328.63	\$88.44	N/A
CFT-7	\$ 728.98	\$88.44	N/A
CFT-8	\$ 899.44	\$88.44	N/A
CFT-9	\$ 728.98	\$88.44	N/A
CFT-10	\$1,258.71	\$88.44	N/A
CFT-11	\$1,258.71	\$88.44	N/A
CFT-12	\$ 899.44	\$88.44	N/A
CFT-13	\$1,328.63	\$88.44	N/A
CFT-14	\$1,328.63	\$88.44	N/A
CFT-15	\$1,328.63	\$88.44	N/A
CFT-16	\$1,328.63	\$88.44	N/A
CFT-17	\$ 899.44	\$88.44	N/A
CFT-18	\$1,328.63	\$88.44	N/A
WCFT-1	\$ 728.98	\$88.44	N/A
WCFT-2	\$1,258.71	\$88.44	N/A
WCFT-3	\$1,258.71	\$88.44	N/A
WCFT-4	\$ 899.44	\$88.44	N/A
WCFT-5	\$1,328.63	\$88.44	N/A
WCFT-6	\$1,328.63	\$88.44	N/A
WCFT-7	\$1,328.63	\$88.44	N/A
WCFT-8	\$1,328.63	\$88.44	N/A
WCFT-9	\$1,328.63	\$88.44	N/A
WCFT-10	\$1,328.63	\$88.44	N/A

17. Student Transportation Contract Renewal-School Related Activities Multi Contract Number A1- PUB20-5 to A-1 Limousine, Inc., with a 3.0% increase for the 2023-2024 school year as follows:

<u>ID Number</u>	<u>Cost per Bus</u>	<u>Adj. Cost per hour</u>	<u>Aide</u>
HSSFA21	\$686.07	\$96.01	N/A
TGFA21	\$686.07	\$96.01	N/A
CMFA21	\$686.07	\$96.01	N/A
HSSWA21	\$686.07	\$96.01	N/A

CMWA21	\$686.07	\$96.01	N/A
TGWA21	\$686.07	\$96.01	N/A
HSSSA21	\$686.07	\$96.01	N/A
TGSA16	\$686.07	\$96.01	N/A

18. Student Transportation Contract Renewal-School Related Activities Multi Contract Number IR-PUB20-4 to Irvin Raphael, Inc. with a 5.86% increase for the 2023-2024 school year as follows:

<u>ID Number</u>	<u>Cost per Bus</u>	<u>Adj. Cost per hour</u>	<u>Aide</u>
HSNWA21	\$153.59	\$120.00	N/A
HSNSA21	\$153.59	\$120.00	N/A
ATHSH21	\$197.47	\$120.00	N/A
FT-1/21	\$153.59	\$120.00	N/A
FT-8/21	\$153.59	\$120.00	N/A

19. Student Transportation Contract Renewal-School Related Activities Multi Contract Number IR- PUB22-5 to Irvin Raphael, Inc. with a 5.86% increase for the 2023-2024 school year as follows:

<u>Trip ID</u>	<u>Per Bus per hour</u>	<u>Adj. Cost per hour</u>
TRIP22-1	\$132.33	\$125.00
TRIP22-4	\$132.33	\$125.00

20. Student Transportation Contract Renewal-School Related Activities Multi Contract Number StoutsTrips81 to Stout’s Charter Service, Inc., with a 3.0% increase for the 2023-2024 school year as follows:

<u>ID Number</u>	<u>Cost per Bus</u>	<u>Adj. Cost per hour</u>	<u>Aide</u>
WFT-2	\$ 176.54	\$75.00	N/A
WFT-3	\$ 176.57	\$75.00	N/A
WFT-4	\$ 296.74	\$75.00	N/A
WFT-5	\$ 196.20	\$75.00	N/A
WFT-6	\$ 208.46	\$75.00	N/A
WFT-10	\$ 169.21	\$75.00	N/A
WFT-11	\$ 176.57	\$75.00	N/A
WFT-12	\$ 296.74	\$75.00	N/A
WFT-13	\$ 196.20	\$75.00	N/A
WFT-14	\$ 208.46	\$75.00	N/A

21. Student Transportation Contract Renewal-School Related Activities Multi Contract Number SC-PUB19-2 to Stout’s Charter Service, Inc., with a 3.0% increase for the 2023-2024 school year as follows:

<u>ID Number</u>	<u>Cost per Bus</u>	<u>Adj. Cost per hour</u>	<u>Aide</u>
WFT-9WC	\$ 308.93	\$100.00	N/A
WFT-1WC	\$ 308.93	\$100.00	N/A

Renewals – Non-Public, Public Routes and Special Education

22. Student Transportation Contract Renewal to and from school, Multi Contract Number A1-PUB21-6 to A-1 Limousine, Inc. with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u># Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
BROOKA	Brookfield Academy	\$409.78	180	N/A	\$0.00

23. Student Transportation Contract Renewal to and from school, Multi Contract Number AB-PUB20-1 to ABC Trans Corp., with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>#Aides</u>	<u>Inc/Dec</u>
EDN121A	Eden School	\$407.13	219	\$130.00	2	\$1.00

24. Student Transportation Contract Renewal to and from school, Multi Contract Number AB-PUB20-2 to ABC Trans Corp., with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u># Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
NC52A	High School North & Community MS	\$206.24	180	\$35.00	\$1.00
WE53A	Wicoff Elementary	\$206.24	180	\$35.00	\$1.00

25. Student Transportation Contract Renewal to and from school, Multi Contract Number AB-PUB20-3 to ABC Trans Corp., with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u># Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
MHPS5A	Maurice Hawk	\$362.30	170	\$70.00	\$1.00

26. Student Transportation Contract Renewal to and from school, Multi Contract Number AB-PUB21-2 to ABC Trans Corp., with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>#Aides</u>	<u>Inc/Dec</u>
ALPHA12A	Alpha School	\$392.90	213	\$70.00	1	\$1.00

27. Student Transportation Contract Renewal to and from school, Multi Contract Number AB-PUB21-3 to ABC Trans Corp., with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u># Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
MHPS3A	Maurice Hawk Elem	\$240.26	170	\$40.00	\$1.00
MHPS4P	Maurice Hawk Elem	\$240.26	170	\$40.00	\$1.00
TCPS2A	Town Center Elem	\$240.26	170	\$40.00	\$1.00

28. Student Transportation Contract Renewal to and from school, Multi Contract Number FS-PUB22-4 to Four Seasons, with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u>		<u>Aide</u>	
		<u>per Diem</u>	<u>#Days</u>	<u>per Diem</u>	<u>Inc/Dec</u>
PSA22A	Princeton Academy of the Sacred Heart Stuart Country Day & Princeton Day School	\$ 403.76	172	N/A	\$0.00
SPND22A	St. Paul School & Notre Dame School	\$ 341.96	191	N/A	\$0.00

29. Student Transportation Contract Renewal to and from school, Multi Contract Number GT-PUB20-2 to Garas Trans, LLC, with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u>		<u>Aide</u>	
		<u>per Diem</u>	<u># Days</u>	<u>per Diem</u>	<u>Inc/Dec</u>
TCPS5P	Town Center	\$220.98	180	\$40.00	\$2.00
MHPS2A	Maurice Hawk	\$374.08	180	\$50.00	\$2.00
MHPS4A	Maurice Hawk	\$374.08	170	\$50.00	\$2.00

30. Student Transportation Contract Renewal to and from school, Multi Contract Number RM-PUB22-1 to R & M Transportation with a 3.0% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u>		<u>Aide</u>	
		<u>per Diem</u>	<u># Days</u>	<u>per Diem</u>	<u>Inc/Dec</u>
NH12A	New Hope Academy	\$370.80	201	N/A	\$1.00

31. Student Transportation Contract Renewal to and from school, Multi Contract Number IR-PUB18-3 to Irvin Raphael, Inc., with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u>		<u>Aide</u>	
		<u>per Diem</u>	<u># Days</u>	<u>per Diem</u>	<u>Inc/Dec</u>
CM03A	Community MS	\$220.15	180	N/A	\$1.95
MR04A	Millstone River	\$220.15	180	N/A	\$1.95
CM05A	Community MS	\$220.15	180	N/A	\$1.95
MR20A	Millstone River	\$220.15	180	N/A	\$1.95
CM09A	Community MS	\$220.15	180	N/A	\$1.95
TC07A	Town Center Elem	\$220.15	180	N/A	\$1.95
CM11A	Community MS	\$220.15	180	N/A	\$1.95
MR17A	Millstone River	\$220.15	180	N/A	\$1.95
CM12A	Community MS	\$220.15	180	N/A	\$1.95
WE01A	Wicoff Elementary	\$220.15	180	N/A	\$1.95
CM13A	Community MS	\$220.15	180	N/A	\$1.95
MR11A	Millstone River	\$220.15	180	N/A	\$1.95
CM21A	Community MS	\$220.15	180	N/A	\$1.95
MR18A	Millstone River	\$220.15	180	N/A	\$1.95
HN05A	High School North	\$220.15	180	N/A	\$1.95
MR21A	Millstone River	\$220.15	180	N/A	\$1.95

HN07A	High School North	\$220.15	180	N/A	\$1.95
MR09A	Millstone River	\$220.15	180	N/A	\$1.95

32. Student Transportation Contract Renewal to and from school, Multi Contract Number IR-PUB19-11 to Irvin Raphael, Inc., with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u># Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
CPCELEMA	CPC High Point Sch	\$376.97	205	\$105.00	\$1.95
LTEDEN	The Eden School	\$506.53	219	\$135.00	\$1.95

33. Student Transportation Contract Renewal to and from school, Multi Contract Number IR-PUB20-1 to Irvin Raphael, Inc., with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>#Aides</u>	<u>Inc/Dec</u>
MH50A	Maurice Hawk	\$205.83	180	\$103.00	1	\$1.95
NC53A	High School North & Community MS	\$215.82	180	\$103.00	2	\$1.95

34. Student Transportation Contract Renewal to and from school, Multi Contract Number IR-PUB22-1 to Irvin Raphael, Inc., with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
HN21A	High School North	\$407.56	180	N/A	\$1.95
DOUG12A	Douglass Development	\$423.24	218	\$105.00	\$1.95
NWMK12A	Newmark School	\$434.89	201	\$105.00	\$1.95
TITUS12A	Titusville Academy	\$403.13	212	\$105.00	\$1.95
YMD12A	YALE Medford	\$499.28	210	\$120.00	\$1.95

35. Student Transportation Contract Renewal to and from school, Multi Contract Number IR-PUB22-4 to Irvin Raphael, Inc., with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
TC53A	Town Center School	\$251.99	180	\$55.00	\$1.95
NC50A	High School North & Community MS	\$251.99	180	\$55.00	\$1.95

36. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB16-1 to Rick Bus Company, with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u># Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
TC54	Town Center Elem	\$374.45	180	\$75.00	\$2.50
TCPS4P	Town Center Elem	\$271.89	180	\$60.00	\$2.50

37. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB17-4 to Rick Bus Company, with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u># Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
RBV12	Rugby School	\$450.02	218	\$90.00	\$3.00
TCPS3P	Town Center Elementary	\$156.62	180	\$41.00	\$3.00

38. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB18-4 to Rick Bus Company, with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u># Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
HN18A	High School North	\$210.53	180	N/A	\$3.00
VE12A	Village School	\$210.53	180	N/A	\$3.00
HN23A	High School North	\$210.53	180	N/A	\$3.00
MH10A	Maurice Hawk	\$210.53	180	N/A	\$3.00
NC56A	High School North/ Community Middle School	\$211.73	180	\$52.00	\$3.00
DN50A	Dutch Neck	\$211.73	180	\$52.00	\$3.00
TG12A	Thomas Grover Middle	\$210.53	180	N/A	\$3.00
DN03A	Dutch Neck	\$210.53	180	N/A	\$3.00

39. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB19-1 to Rick Bus Company, with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u># Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
TCPS3A	Town Center Elementary	\$327.23	180	\$80.00	\$3.00
TCPS4A	Town Center Elementary	\$327.23	180	\$80.00	\$3.00

40. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB20-1 to Rick Bus Company, with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
TG51A	Thomas Grover School	\$210.63	180	N/A	\$4.00
DN19A	Dutch Neck Elementary	\$210.63	180	N/A	\$4.00

41. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB20-2 to Rick Bus Company, with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
MHPS1A	Maurice Hawk	\$336.53	180	\$99.00	\$4.00

42. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB22-1 to Rick Bus Company with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
HS18A	High School South	\$220.53	180	N/A	\$4.00
VE17A	Village Middle School	\$220.53	180	N/A	\$4.00
HS11A	High School South	\$234.76	180	N/A	\$4.00
VE07A	Village Elementary	\$234.76	180	N/A	\$4.00
HS19A	High School South	\$246.95	180	N/A	\$4.00
MH07A	Maurice Hawk School	\$246.95	180	N/A	\$4.00
TG09A	Thomas Grover School	\$234.76	180	N/A	\$4.00
MH11A	Maurice Hawk School	\$234.76	180	N/A	\$4.00
TG20A	Thomas Grover School	\$220.53	180	N/A	\$4.00
VE03A	Village Middle School	\$220.53	180	N/A	\$4.00
TG13A	Thomas Grover School	\$234.76	180	N/A	\$4.00
VE04A	Village Elementary	\$234.76	180	N/A	\$4.00
HS05A	High School South	\$234.76	180	N/A	\$4.00
MR07A	Millstone River School	\$234.76	180	N/A	\$4.00
HN14A	High School North	\$234.76	180	N/A	\$4.00
MR05A	Millstone River School	\$234.76	180	N/A	\$4.00
CM07A	Community Middle School	\$234.76	180	N/A	\$4.00
VE05A	Village Elementary	\$234.76	180	N/A	\$4.00
HS15A	High School South	\$246.95	180	N/A	\$4.00
MH08A	Maurice Hawk School	\$246.95	180	N/A	\$4.00
TG15A	Thomas Grover School	\$246.95	180	N/A	\$4.00
DN07A	Dutch Neck School	\$246.95	180	N/A	\$4.00
HS20A	High School South	\$234.76	180	N/A	\$4.00
MH02A	Maurice Hawk School	\$234.76	180	N/A	\$4.00
HN08A	High School North	\$246.95	180	N/A	\$4.00
MH15A	Maurice Hawk School	\$246.95	180	N/A	\$4.00
TG21A	Thomas Grover School	\$246.95	180	N/A	\$4.00
DN13A	Dutch Neck School	\$246.95	180	N/A	\$4.00
TG23A	Thomas Grover School	\$246.95	180	N/A	\$4.00
VE16A	Village Elementary	\$246.95	180	N/A	\$4.00
TG25A	Thomas Grover School	\$234.76	180	N/A	\$4.00
VE20A	Village Elementary	\$234.76	180	N/A	\$4.00
CM26A	Community Middle School	\$246.95	180	N/A	\$4.00
MR26A	Millstone River School	\$246.95	180	N/A	\$4.00
HS54A	High School South	\$234.76	180	N/A	\$4.00
MR54A	Millstone River School	\$241.79	180	120.00	\$4.00
CM16A	Community Middle School	\$220.53	180	N/A	\$4.00
MR12A	Millstone River School	\$220.53	180	N/A	\$4.00
CM18A	Community Middle School	\$220.53	180	N/A	\$4.00
MR16A	Millstone River School	\$220.53	180	N/A	\$4.00

TG04A	Thomas Grover School	\$220.53	180	N/A	\$4.00
MR03A	Millstone River School	\$220.53	180	N/A	\$4.00
CM22A	Community Middle School	\$246.95	180	N/A	\$4.00
MH13A	Maurice Hawk School	\$246.95	180	N/A	\$4.00
HS21A	High School South	\$246.95	180	N/A	\$4.00
VE01A	Village Elementary	\$246.95	180	N/A	\$4.00
HS23A	High School South	\$246.95	180	N/A	\$4.00
VE15A	Village Elementary	\$246.95	180	N/A	\$4.00
CM23A	Community Middle School	\$234.76	180	N/A	\$4.00
DN14A	Dutch Neck School	\$234.76	180	N/A	\$4.00
TG14A	Thomas Grover School	\$246.95	180	N/A	\$4.00
MH09A	Maurice Hawk School	\$246.95	180	N/A	\$4.00
CM17A	Community Middle School	\$234.76	180	N/A	\$4.00
MH04A	Maurice Hawk School	\$234.76	180	N/A	\$4.00
CM25A	Community Middle School	\$220.53	180	N/A	\$4.00
DN04A	Dutch Neck School	\$220.53	180	N/A	\$4.00
HN28A	High School North	\$220.53	180	N/A	\$4.00
DN17A	Dutch Neck School	\$220.53	180	N/A	\$4.00
HN10A	High School North	\$220.53	180	N/A	\$4.00
MR06A	Millstone River School	\$220.53	180	N/A	\$4.00
HN31A	High School North	\$220.53	180	N/A	\$4.00
VE18A	Village Elementary	\$220.53	180	N/A	\$4.00
CM24A	Community Middle School	\$246.95	180	N/A	\$4.00
DN12A	Dutch Neck School	\$246.95	180	N/A	\$4.00
HN24A	High School North	\$246.95	180	N/A	\$4.00
MH12A	Maurice Hawk School	\$246.95	180	N/A	\$4.00
HN32A	High School North	\$234.76	180	N/A	\$4.00
VE02A	Village Elementary	\$234.76	180	N/A	\$4.00
CM06A	Community Middle School	\$220.53	180	N/A	\$4.00
MR24A	Millstone River School	\$220.53	180	N/A	\$4.00
HN20A	High School North	\$246.95	180	N/A	\$4.00
VE08A	Village Elementary	\$246.95	180	N/A	\$4.00
TG16A	Thomas Grover School	\$234.76	180	N/A	\$4.00
VE10A	Village Elementary	\$234.76	180	N/A	\$4.00
TG22A	Thomas Grover School	\$246.95	180	N/A	\$4.00
VE09A	Village Elementary	\$246.95	180	N/A	\$4.00
HN03A	High School North	\$246.95	180	N/A	\$4.00
DN01A	Dutch Neck School	\$246.95	180	N/A	\$4.00
HS04A	High School South	\$220.53	180	N/A	\$4.00
MH01A	Maurice Hawk School	\$220.53	180	N/A	\$4.00
HS25A	High School South	\$234.76	180	N/A	\$4.00
MH06A	Maurice Hawk School	\$234.76	180	N/A	\$4.00
TG17A	Thomas Grover School	\$234.76	180	N/A	\$4.00
MH03A	Maurice Hawk School	\$234.76	180	N/A	\$4.00
HN15A	High School North	\$234.76	180	N/A	\$4.00
MH18A	Maurice Hawk School	\$234.76	180	N/A	\$4.00

HS17A	High School South	\$234.76	180	N/A	\$4.00
VE11A	Village Elementary	\$234.76	180	N/A	\$4.00
TG11A	Thomas Grover School	\$234.76	180	N/A	\$4.00
DN05A	Dutch Neck School	\$234.76	180	N/A	\$4.00
TG19A	Thomas Grover School	\$246.95	180	N/A	\$4.00
VE14A	Village Elementary	\$246.95	180	N/A	\$4.00
CM14A	Community Middle School	\$246.95	180	N/A	\$4.00
MR14A	Millstone River School	\$246.95	180	N/A	\$4.00
HS16A	High School South	\$234.76	180	N/A	\$4.00
DN15A	Dutch Neck School	\$234.76	180	N/A	\$4.00
HN13A	High School North	\$220.53	180	N/A	\$4.00
MR15A	Millstone River School	\$220.53	180	N/A	\$4.00
TG02A	Thomas Grover School	\$246.95	180	N/A	\$4.00
MR02A	Millstone River School	\$246.95	180	N/A	\$4.00
CM02A	Community Middle School	\$234.76	180	N/A	\$4.00
MR52A	Millstone River School	\$241.79	180	\$120.00	\$4.00
HN04A	High School North	\$220.53	180	N/A	\$4.00
MR08A	Millstone River School	\$220.53	180	N/A	\$4.00
HS13A	High School South	\$246.95	180	N/A	\$4.00
MR10A	Millstone River School	\$246.95	180	N/A	\$4.00
TG27A	Thomas Grover School	\$220.53	180	N/A	\$4.00
MR25A	Millstone River School	\$220.53	180	N/A	\$4.00
CM08A	Community Middle School	\$220.53	180	N/A	\$4.00
MR01A	Millstone River School	\$220.53	180	N/A	\$4.00
HS27A	High School South	\$234.76	180	N/A	\$4.00
MH14A	Maurice Hawk School	\$234.76	180	N/A	\$4.00
CM15A	Community Middle School	\$234.76	180	N/A	\$4.00
TC03A	Town Center Elementary	\$234.76	180	N/A	\$4.00
HS53A	High School South	\$234.76	180	N/A	\$4.00
MR50A	Millstone River School	\$241.79	180	\$120.00	\$4.00
TG03A	Thomas Grover School	\$246.95	180	N/A	\$4.00
TC04A	Town Center Elementary	\$246.95	180	N/A	\$4.00
HS07A	High School South	\$234.76	180	N/A	\$4.00
TC10A	Town Center Elementary	\$234.76	180	N/A	\$4.00
TG05A	Thomas Grover School	\$246.95	180	N/A	\$4.00
TC09A	Town Center Elementary	\$246.95	180	N/A	\$4.00
TG07A	Thomas Grover School	\$220.53	180	N/A	\$4.00
TC02A	Town Center Elementary	\$220.53	180	N/A	\$4.00
TG08A	Thomas Grover School	\$246.95	180	N/A	\$4.00
TC01A	Town Center Elementary	\$246.95	180	N/A	\$4.00
TG10A	Thomas Grover School	\$246.95	180	N/A	\$4.00
WE02A	Wicoff Elementary	\$246.95	180	N/A	\$4.00
NC58A	High School North/ Community Middle School	\$250.49	180	60.48	\$4.00
MR53A	Millstone River School	\$250.49	180	\$60.48	\$4.00
HS50A	High School South	\$246.95	180	N/A	\$4.00

MH51A	Maurice Hawk School	\$253.98	180	\$120.00	\$4.00
CM10A	Community Middle School	\$220.53	180	N/A	\$4.00
TC06A	Town Center School	\$220.53	180	N/A	\$4.00
CM20A	Community Middle School	\$220.53	180	N/A	\$4.00
TC05A	Town Center Elementary	\$220.53	180	N/A	\$4.00
HN01A	High School North	\$246.95	180	N/A	\$4.00
WE05A	Wicoff Elementary	\$246.95	180	N/A	\$4.00
HS09A	High School South	\$220.53	180	N/A	\$4.00
WE03A	Wicoff Elementary	\$220.53	180	N/A	\$4.00
TG18A	Thomas Grover School	\$234.76	180	N/A	\$4.00
WE04A	Wicoff Elementary	\$234.76	180	N/A	\$4.00
HS10A	High School South	\$220.53	180	N/A	\$4.00
TC08A	Town Center School	\$220.53	180	N/A	\$4.00
DN51A	Dutch Neck School	\$495.75	180	\$150.00	\$4.00
MHPS1P	Maurice Hawk	\$112.91	180	\$30.00	\$4.00
MHPS2P	Maurice Hawk	\$112.91	180	\$30.00	\$4.00
MH/WC52A	Maurice Hawk	\$495.75	180	\$150.00	\$4.00
HS01A	High School South	\$467.90	180	N/A	\$4.00
HS03A	High School South	\$414.97	180	N/A	\$4.00
HS06A	High School South	\$414.97	180	N/A	\$4.00
HS26A	High School South	\$372.63	180	N/A	\$4.00
HS08A	High School South	\$414.97	180	N/A	\$4.00
HS12A	High School South	\$414.97	180	N/A	\$4.00
HS14A	High School South	\$467.90	180	N/A	\$4.00
HS24A	High School South	\$372.63	180	N/A	\$4.00
TG01A	Thomas Grover School	\$467.90	180	N/A	\$4.00
TG06A	Thomas Grover School	\$414.97	180	N/A	\$4.00
TG24A	Thomas Grover School	\$372.63	180	N/A	\$4.00
TG26A	Thomas Grover School	\$372.63	180	N/A	\$4.00

43. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB22-2 to Rick Bus Company with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
Late Run A	Various locations	\$138.34	180	N/A	\$4.00
Late Run B	Various locations	\$138.34	180	N/A	\$4.00
Late Run C	Various locations	\$138.34	180	N/A	\$4.00
Late Run D	Various locations	\$138.34	180	N/A	\$4.00
Late Run E	Various locations	\$138.34	180	N/A	\$4.00
Late Run F	Various locations	\$138.34	180	N/A	\$4.00
Late Run G	Various locations	\$138.34	180	N/A	\$4.00
Late Run H	Various locations	\$138.34	180	N/A	\$4.00
Late Run I	Various locations	\$138.34	180	N/A	\$4.00
Late Run J	Various locations	\$138.34	180	N/A	\$4.00
Late Run K	Various locations	\$138.34	180	N/A	\$4.00
Late Run L	Various locations	\$138.34	180	N/A	\$4.00

44. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB22-4 to Rick Bus Company with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
CM01A	Community Middle School	\$260.42	180	N/A	\$4.00
WE09A	Wicoff Elementary School	\$260.42	180	N/A	\$4.00
HN02A	High School North	\$260.42	180	N/A	\$4.00
WE06A	Wicoff Elementary School	\$260.42	180	N/A	\$4.00
HN29A	High School North	\$260.42	180	N/A	\$4.00
WE07A	Wicoff Elementary School	\$260.42	180	N/A	\$4.00
HN09A	High School North	\$260.42	180	N/A	\$4.00
WE08A	Wicoff Elementary School	\$260.42	180	N/A	\$4.00
TC55A	Town Center Elementary	\$426.76	180	\$147.00	\$4.00

45. Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB22-8 to Rick Bus Company with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
TC56A	Town Center Elementary	\$360.83	180	\$80.00	\$4.00

Procurement of Goods and Services

46. Be it resolved by the Board of Education of the West Windsor-Plainsboro Regional School District pursuant to Title 18A: 18A-10, and N.J.A.C. 5:34-7.29(c), on timely basis, to procure goods and services utilizing state contract vendors to meet the needs of the school district who agree to sell goods and services to the Board of Education in accordance with all conditions of the individual state contract that may or may not exceed the bid threshold in the aggregate.

The duration of the contracts between the West Windsor-Plainsboro Regional School District and the referenced State Contract Vendors shall be for the **2023-2024** School Year as amended from time to time by the Division of Purchase and Property in the Department of the Treasury, Cooperative Purchasing Program.

(See Attached)

Joint Agreements - Purchasing

47. Continue participation in joint purchasing agreements, effective July 1, 2023, through June 30, 2024, as follows:
- a) Purchasing member of the Cooperative Pricing System of Mercer County #5 MECCPS, CKO9-Mercer, for goods and services in accordance with N.J.S.A. 18A:18A-11.

- b) Participating district of the Cooperative Purchasing of Natural Gas by The Educational Services Commission of New Jersey (formerly Middlesex Regional Educational Services Commission), MRESC #65MCESCCPS, for the cooperative bidding for natural gas in accordance with N.J.S.A. 18A:18A-11.
- c) Participating district of the Electric Purchasing Program with The Educational Services Commission of New Jersey (formerly Middlesex Regional Educational Services Commission), MRESC #65MCESCCPS, in seeking bids on a cooperative basis for the cooperative bidding for electricity in accordance with N.J.S.A. 18A:18A-1.
- d) Purchasing member of the Cooperative Pricing System of Educational Services Commission of New Jersey (formerly Middlesex Educational Services Commission), MRESC #65MCESCCPS, for goods and services in accordance with N.J.S.A. 18A:18A-11.
- e) Participating member in the Educational Data Cooperative Pricing System, Resolution No. 26EDCP, for the purchase of work, materials, services and supplies in accordance with N.J.S.A. 18A:18A-11 and N.J.S.A. 40A:11-11(5), for various categories mutually agreed upon by the district and Educational Data Services, Inc.
- f) Participating member in the Somerset County Cooperative Pricing System, #2 SOCCP, resolution approved April 16, 2013, for the purchase of work, materials, services, supplies and such other items in accordance with N.J.S.A 40A: 11-11-(5).
- g) Participating member in the Hunterdon County Educational Services Commission, resolution approved October 11, 2011, for work, materials or supplies in accordance with N.J.S.A. 18A:18A-1.

Shared Services Agreements

Printing

- 49. Continue as a participating district, effective July 1, 2023, through December 31, 2023, in a shared printing services agreement between Mercer County Community College, New Jersey, and the West Windsor-Plainsboro Regional School District Board of Education in accordance with *N.J.S.A. 18A:18A-11*.

Transportation Maintenance Services

- 50. Authorize the fourth one-year renewal, from July 1, 2023 through June 30, 2024, of the three-year Shared Services Agreement between the East Windsor Regional School District Board of Education and the West Windsor-Plainsboro Regional School District Board of Education for transportation maintenance and equipment services. The initial three-year agreement was effective July 1, 2017, through June 30, 2020, and was approved on June 27, 2017 with an optional five (5) year renewal term, pursuant to *N.J.S.A. 40A:65-1 et seq.* and *18A:18A-1*, as the Uniform Shared Services and Consolidation authorizes shared services by educational and municipal districts.

National Cooperative Purchasing Contracting

- 51. Participate in the national cooperative purchasing agreement with Sourcewell for HVAC & refrigeration systems, installation, and service with related products and supplies from Carrier Corporation Contract #070121-CAR for the 2023-2024 school year.

52. Participate in the national cooperative purchasing agreement with Sourcewell for Office Supply solutions from Staples Advantage Contract# 012320-SCC for the 2023-2024 school year.
53. Participate in the national cooperative Omnia Partners for technology solutions, maintenance supplies, and educational resources benefitting from their collective purchasing power and retaining access to co-op pricing to vendors that are no longer available through local co-ops (Gaggle, HomeDepot, etc).

Travel and Related Expenses Reimbursement

54. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:
 - a) One District staff member to attend the following virtual classes through Rutgers Online for Registered Public Purchasing Specialist certification as required for position:
 - Municipal Finance Administration for Public Purchasing Personnel from March 30, 2023 through April 27, 2023 at a total cost of \$821, no travel.
 - Principles of Public Purchasing 1 from July 23, 2023 through August 27, 2023, at a cost total of \$944, no travel.
 - b) One district staff member to attend the Rutgers Public Purchasing Educational Forum in Atlantic City, New Jersey, from May 3, 2023 through May 4, 2023, at a cost not to exceed \$680, including travel.
 - c) One Science teacher to attend Ready Set Go! K-5 Climate Change Education Conference at The College of New Jersey on June 1, 2023, at a cost not to exceed \$350, including mileage.
 - d) Four Central Office Administrators to attend the Strauss Esmay 35th Annual Educational Policy and School Law Seminar in Lincroft, New Jersey, on June 2, 2023 at a cost not to exceed \$100, including mileage.
 - e) Two advisors to accompany Middle School and High School students to the Future Problem Solvers International Competition at the University Massachusetts in Amherst, Massachusetts, from June 7, 2023, through June 11, 2023. The cost of the trip is not to exceed \$1,200 per teacher, including travel.
 - f) One advisor to accompany National History Day Middle School and High School students to College Park, Maryland, from June 11, 2023, through June 15, 2023. The cost of the trip is not to exceed \$1,000, including travel.
 - g) One Central Office Administrator to attend the NJSBA Spring School Law Forum in Monroe, New Jersey on June 13, 2023, at a cost not to exceed \$598, plus mileage and tolls.

- h) One District Administrator to attend ACTFL's Leadership Initiative for Language Learning (LILL) conference, Savannah, Georgia, from June 21, 2023, through June 23, 2023, at no cost to the district.
- i) One AP Environmental Science teacher to attend APSI at Rutgers University, Point Pleasant Beach, New Jersey, from July 10, 2023, through July 13, 2023, not to exceed \$1,250, including mileage.
- j) One staff member to attend a one-week Teachers College Summer Foundational Reading in the Upper-Grade institute, virtually, from July 31, 2023, to August 3, 2023, at a cost of \$850 per person, no travel.
- k) Four District Counselors to attend the National Association of College Admissions Conference in Baltimore, Maryland from September 21, 2023 through September 23, 2023, at a total cost not to exceed \$1,350 per person, including travel. Partially paid through \$300 contractual funds.

D. PERSONNEL

To be voted on 05/23/23: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:

- A. Administrators
- B. Certificated Staff
- C. Non-Certificated Staff
- D. Substitutes/Other
- E. Extracurricular/Extra Pay
- F. Community Education Staff
- G. Emergent Hiring

Student Teachers

2. Approve the following student teachers for fall 2023, pending background clearance:

- a) Rebecca Troy: (Town Center) The College of New Jersey
- b) Gwen Truman: (High School North) The College of New Jersey
- c) Megan Mylod: (Wicoff Elementary) The College of New Jersey
- d) Kailyn Kerr: (Maurice Hawk) The College of New Jersey

Job Descriptions

3. Approve the following job descriptions:

- a) Administrative Analyst
- b) Assistant Superintendent for Personnel
- c) Athletic Director
- d) Chief Academic Officer
- e) Chief Equity Officer
- f) Deputy Superintendent of Schools
- g) Director of Counseling
- h) Mini Explorers Assistant Instructor

- i) Mini Explorers Instructor
- j) School Nurse Coordinator

PowerSchool Technology Agreement

- 4. Authorize a one-year agreement with PowerSchool Group, LLC to provide Unified Talent Applicant Tracking and TalentEd Applicant Tracking Onboard licensing and support from July 1, 2023 through June 30, 2024 at a cost of \$8,464.70

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 5/23/23:

- A. April 25, 2023 Public Hearing and BOE Meeting
- B. April 25, 2023 Closed Executive Session
- C. May 9, 2023 Public Hearing and BOE Meeting
- D. May 9, 2023 Closed Executive Session

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

<p>8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:</p>	<p>Superintendent Evaluation</p>
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BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will not return to open session to conduct business at the conclusion of the executive session.

XI. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 5/23/2023

Deadline for next Agenda: 5/31/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Change								
Cook, Maureen	Change	Principal		\$146,687.00	WIC	7/1/23	6/30/24	Change from Assistant Principal to Principal, replacing Michael Welborn, who retired. (Tenure Date: 7/2/25)
B. Certificated Staff								
Appoint								
Bongiovi, Denise	Appoint	Teacher Elementary	15BA	\$94,450.00	TC	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification, growth position. (Tenure date: TBD)
DeSantis, Samantha	Appoint	Teacher Health & Physical Education	OMA	\$63,000.00	GMS	TBD	6/30/24	Appoint as a Health & Physical Education Teacher, pending employment verification, replacing Jan Pittas, who retired. (Tenure date: TBD)
Foti II, Thomas	Appoint	Teacher Technology	0BA	\$61,000.00	GMS/HSS	TBD	6/30/24	Appoint as a Technology Teacher, pending employment verification, replacing Shirley Hecht, who resigned. (Tenure date: TBD)
Liriano-Crumbock, Jessica	Appoint	Teacher Special Education	7MA	\$71,350.00	HSN	TBD	6/30/24	Appoint as a Special Education Teacher, pending employment verification, replacing Rane Abbruzzese, who resigned. (Tenure date: TBD)
Spalding, Danielle	Appoint	Teacher Elementary	0BA	\$61,000.00	DN	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification, replacing Kristen Babcock, who transferred. (Tenure date: TBD)
Young, Georgia	Appoint	Teacher Elementary	0BA	\$61,000.00	DN	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification, growth position. (Tenure date: TBD)
Approve Salary-IDEA								
Haines, Kimberly	Approve Salary	Teacher Reading Support	10MA	\$79,000.00	DN/MH	9/1/23	6/30/24	Approval of salary as an Elementary teacher to be funded by IDEA federal grant.
McClendon, Teresa	Approve Salary	Teacher Reading Support	15BA	\$101,350.00	TC/WIC	9/1/23	6/30/24	Approve salary as a Kindergarten Reading Support teacher to be funded by IDEA federal grant.
Approve Salary of Non-Tenured Educators								
2023-2024 New Appointments								
Poole, Abbey	Approve Salary	Speech Language Specialist	12MA	\$86,000.00	CMS/MR	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Manz, Tara	Approve Salary	Teacher Resource Specialist for Special Education-BCBA	5MA+30	\$70,000.00	DIST	TBD	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Obregon, Michelle	Approve Salary	School Counselor	0MA	\$63,000.00	DN	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Pareja, Daniela	Approve Salary	School Counselor	0MA	\$63,000.00	DN	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Shu, Gale	Approve Salary	Teacher Science	13MA	\$90,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Birnbohm-Kaminski, Kaitlyn	Approve Salary-LR	Teacher Science-LR	0MA	\$63,000.00 (prorated)	HSN	TBD	3/4/24	Approve salary for the 2023-2024 school year.
Guadagno, Skylar	Approve Salary	Teacher Science	0MA	\$63,000.00	HSN	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Maida, Daniel	Approve Salary	School Counselor	1MA	\$64,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Osborne, Christine	Approve Salary	Teacher Science	13MA+30	\$92,300.00	HSN	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Kelly, Patrick	Approve Salary	Teacher Computer Programming	5MA	\$68,000.00	HSN/HSS	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Varma-Kumar, Yamini	Approve Salary	Teacher Science	15MA	\$97,870.00	HSS	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Roseman, Ilyssa	Approve Salary	Teacher Technology	0BA	\$61,000.00	HSS/HSN	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Gorman, Kristin	Approve Salary-LR	Teacher Elementary-LR	3BA	\$64,000.00	MH	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Hickey, Katherine	Approve Salary	Speech Language Specialist	3MA	\$66,000.00	MH	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Lombardi, Alexa	Approve Salary	Teacher Elementary	0BA	\$61,000.00	MH	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Shigeta, Christine	Approve Salary	Teacher Elementary	1MA	\$64,000.00	MH	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Tsao, Chingyun	Approve Salary	Teacher Dual Language Immersion-Language Arts	1BA	\$62,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Eccles, Matteline	Approve Salary	Teacher Elementary	2BA	\$63,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Musso, Michael	Approve Salary	Media Specialist	5BA	\$66,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Palumbo, Jillian	Approve Salary	Teacher Elementary	0BA	\$61,000.00	MR	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Li, Zhengqing	Approve Salary	Teacher Dual Language Immersion-Chinese	7MA+30	\$73,350.00	VIL	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Sheehan, Kelsey	Approve Salary	Teacher Dual Language Immersion-Language Arts	9MA	\$75,675.00	VIL	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Sheehan, Michael	Approve Salary	Teacher Dual Language Immersion-Language Arts	9BA	\$73,000.00	VIL	TBD	6/30/24	Approve salary for the 2023-2024 school year.
Jensen, Laura	Approve Salary	Teacher Elementary	0PhD	\$67,000.00	WIC	TBD	6/30/24	Approve salary for the 2023-2024 school year.
2023-2024 Reappointments								
High School North								
Aliseo, Brian	Approve Salary	Teacher Science	8BA	\$71,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Anders, Sarah	Approve Salary	School Nurse	12BA	\$83,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Apicella, Dakota	Approve Salary	Teacher Health & Physical Education	1BA	\$62,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Beesley, Lucas	Approve Salary	Teacher Health & Physical Education	3BA	\$64,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Bjornstad, Deborah	Approve Salary	Teacher French-80%	6MA+30	\$57,080.00	HSN/GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Calabro, Lorraine	Approve Salary	Teacher Special Education	5MA+30	\$70,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Calkin, Brydie	Approve Salary	School Nurse	9BA	\$73,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Carroll, Kathryn	Approve Salary	Media Specialist	13MA	\$90,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Coulter, Kristen	Approve Salary	School Transition Coordinator	5BA	\$66,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Crome, Joshua	Approve Salary	Teacher Technology	1BA	\$62,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Crystal, Jamie	Approve Salary	Student Assistance Counselor	7MA	\$71,350.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Daily, Jenna	Approve Salary	Athletic Trainer-80%	1BA	\$49,600.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Damour, Judith	Approve Salary	Teacher French	15MA	\$97,870.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Figueroa, Jessica	Approve Salary	Teacher Spanish	4BA	\$65,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Fletcher, Christian	Approve Salary	Teacher Social Studies	4MA	\$67,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Frederick, Ellen	Approve Salary	Teacher Special Education	13MA	\$90,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Godowski, Chelsea	Approve Salary	School Counselor	4MA	\$67,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Greenhouse, Randi	Approve Salary	Teacher Language Arts	7MA	\$71,350.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Jemal, Nabil	Approve Salary	Teacher Mathematics	4BA	\$65,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Juarez-Stucker, Telma	Approve Salary	Teacher Family & Consumer Science	4BA	\$65,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Karbhari, Sanaea	Approve Salary	School Psychologist	9MA+30	\$77,650.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Lelinski, MaryPat	Approve Salary	Teacher Special Education	15MA	\$97,870.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Licato, April	Approve Salary	Teacher Mathematics	4BA	\$65,000.00	HSN/HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Mastropasqua, Taylor	Approve Salary	Teacher Health & Physical Education	1BA	\$62,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
McCann, Brendan	Approve Salary	Teacher Computer Science	3BA	\$64,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Motley, Patricia	Approve Salary	School Social Worker	7MA	\$71,350.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Newbury, Christine	Approve Salary	Teacher Special Education	11MA	\$83,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Nicosia, Victoria	Approve Salary	School Psychologist	4MA+30	\$69,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Pegues, Stephanie	Approve Salary	Teacher Health & Physical Education	15BA	\$94,450.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Ramaprasad, Venkat	Approve Salary	Teacher Language Arts	5PhD	\$72,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Searles, Jordan	Approve Salary	Teacher Health & Physical Education	5MA	\$68,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Shein, Courtney	Approve Salary	Teacher Language Arts	2MA	\$65,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Sreenivasan, Samhitha	Approve Salary	Teacher Mathematics	5BA	\$66,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Straus, Samantha	Approve Salary	Teacher Science	5MA	\$68,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Sweeney, Caitlyn	Approve Salary	School to Work Teacher Coordinator	4MA	\$67,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Valentin, Daniel	Approve Salary	Teacher Art	2MA	\$65,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Warner, Jared	Approve Salary	Teacher Science	3MA	\$66,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Wiley, Thomas	Approve Salary	Teacher Language Arts	5MA	\$68,000.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Wilson, N'Talia	Approve Salary	Teacher Dance-90%	7MA	\$64,215.00	HSN/HSS/CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
High School South								
Ahmad, Shehnaz	Approve Salary	Teacher Mathematics	6MA+30	\$71,350.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Akhlaq, Samirah	Approve Salary	Teacher Art	5MA	\$68,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Al-Najjar, Anwar	Approve Salary	Learning Disabilities Teacher Consultant	15MA+30	\$99,975.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Barnes, Tyler	Approve Salary	Teacher Language Arts	9MA	\$75,675.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Desmond, Mary	Approve Salary	Media Specialist	15MA	\$97,870.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Errico, Megan	Approve Salary	School Counselor	15MA	\$97,870.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Feddema, Sean	Approve Salary	Teacher Social Studies	7BA	\$69,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Ferrante, Julia	Approve Salary	Teacher Mathematics	4MA	\$67,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Figueroa, Ivett	Approve Salary	Teacher Spanish	4BA	\$65,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Furlong, William	Approve Salary	Teacher Health & Physical Education	15BA	\$94,450.00	HSS/HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Grygiel, Donna	Approve Salary	Teacher Special Education	6MA	\$69,350.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hawkins, Michael	Approve Salary	Teacher Special Education	4MA	\$67,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Hill, Henry	Approve Salary	Teacher Mathematics	5BA	\$66,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Kelley, Jennifer	Approve Salary	Teacher Spanish	15BA	\$94,450.00	HSS/CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Ketterer, Joseph	Approve Salary	Teacher Music Technology	3MA	\$66,000.00	HSS/HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Kim, Sung	Approve Salary	Teacher Social Studies	15MA	\$97,870.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Ma, Hui	Approve Salary	Teacher Spanish	2MA	\$65,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Miller, Sydney	Approve Salary	Teacher Social Studies	4BA	\$65,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Miller, Karen	Approve Salary	Teacher Science	15MA	\$97,870.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Moore, Jacob	Approve Salary	Teacher Music	3BA	\$64,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Muneer, Amirah	Approve Salary	Teacher Health & Physical Education	7BA	\$69,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Pitts, David	Approve Salary	Teacher Science	13BA	\$87,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Porter, Joseph	Approve Salary	Teacher Social Studies	7BA	\$69,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Shea, Riley	Approve Salary	Teacher Social Studies	3MA	\$66,000.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Community Middle School								
Barton, Joseph	Approve Salary	Teacher Music	0BA	\$61,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Benezs, Brittney	Approve Salary	Teacher Mathematics	5BA	\$66,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bhavsar, Priya	Approve Salary	Teacher Language Arts	4MA	\$67,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Bruno, Alexis	Approve Salary	Speech Language Specialist	4MA	\$67,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Cubano, Kathryn	Approve Salary	Teacher Resource Specialist- Curriculum and Instruction (Gr 6-12)	12BA	\$83,000.00	CMS/GMS/HSN/HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Decker, Michelle	Approve Salary	School Nurse	14MA+30	\$96,300.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Drascher, Annie	Approve Salary	Teacher Science	2MA	\$65,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Edwards, Quinn	Approve Salary	Teacher Science	9MA	\$75,675.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Elghazaly, Veronica	Approve Salary	Teacher Language Arts	2BA	\$63,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Fiocco, James	Approve Salary	Teacher Technology	4MA	\$67,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Garcia, Madeline	Approve Salary	Teacher Special Education	6MA	\$69,350.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Gottel, Morgan	Approve Salary	Teacher Health & Physical Education	5BA	\$66,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Hittesdorf, Matthew	Approve Salary	Teacher Mathematics	12BA	\$83,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Lynch, Kevin	Approve Salary	Teacher Science	3MA	\$66,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Marotta, Lauren	Approve Salary	Teacher Science	9MA	\$75,675.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Massih, Devin	Approve Salary	Teacher Communication Arts	5MA+30	\$70,000.00	CMS/GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Merkert, Ashley	Approve Salary	School Psychologist	2MA+30	\$67,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Murphy, Madison	Approve Salary	Teacher Music	2BA	\$63,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Musumeci, Caitlin	Approve Salary	Teacher Special Education	4MA	\$67,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Negron, Brianna	Approve Salary	Teacher Language Arts	3MA	\$66,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Nelson, Shari Ann	Approve Salary	School Nurse	5BA	\$66,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Nemeroff, Catherine	Approve Salary	Teacher Social Studies	5MA	\$68,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Niedermaier, Marissa	Approve Salary	Teacher Mathematics	4MA	\$67,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Palmer, Morgan	Approve Salary	Teacher Science	5MA	\$68,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Shapteban, Susan	Approve Salary	Teacher Mathematics	5MA	\$68,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Staffieri, Monique	Approve Salary	School Counselor	5MA	\$68,000.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Weiss, Brooke	Approve Salary	Teacher Resource Specialist-BCBA	15MA+30	\$99,975.00	CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Grover Middle School								
Ali, Sukaina	Approve Salary	Teacher ESL	3MA	\$66,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Araki, Masami	Approve Salary	School Psychologist	8PhD	\$77,500.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Armstrong, Rachel	Approve Salary	School Counselor	4MA	\$67,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Barabas, Martha	Approve Salary	Teacher Language Arts	5MA	\$68,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Barbieri, Christopher	Approve Salary	Teacher Special Education	5MA	\$68,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Bernard, Annamarie	Approve Salary	Teacher Social Studies	2BA	\$63,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Bilicki, Rebecca	Approve Salary	School Nurse	5BA	\$66,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Carpino, Heili	Approve Salary	Teacher Social Studies	2MA	\$65,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Colon, Marissa	Approve Salary	Teacher Health & Physical Education	4BA	\$65,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Epifane, Samantha	Approve Salary	School Nurse	5BA	\$66,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Fernandez, Yanisbel	Approve Salary	Teacher Spanish	2BA	\$63,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Gautieri, Alyssa	Approve Salary	Teacher Mathematics	6MA	\$69,350.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Harris, Cynthia	Approve Salary	Teacher Special Education	6MA	\$69,350.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Henry, David	Approve Salary	Teacher Special Education	7MA	\$71,350.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Johnson, Henry	Approve Salary	Teacher Social Studies	7MA	\$71,350.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Kapadia, Chandni	Approve Salary	School Counselor	5MA+30	\$70,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
McGrath, Alexis	Approve Salary	Teacher Family & Consumer Science	3BA	\$64,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Mueller, Devin	Approve Salary	Teacher Language Arts	5BA	\$66,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Nolan, Austin	Approve Salary	School Social Worker	5MA+30	\$70,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
O'Grady, Lauren	Approve Salary	Teacher Special Education	4MA	\$67,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
O'Neill, Casey	Approve Salary	Teacher Social Studies	3BA	\$64,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Ricciardi, Jason	Approve Salary	Teacher Science	3BA	\$64,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Thomas, Stephanie	Approve Salary	Teacher Language Arts	4BA	\$65,000.00	GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Wisniewski, Christa	Approve Salary	Teacher Art	5BA	\$66,000.00	GMS/CMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Millstone River Elementary School								
Case, Jarrett	Approve Salary	Teacher Elementary	6BA	\$67,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Conover, Meghan	Approve Salary	Teacher Special Education	1BA	\$62,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Eaves, Beth	Approve Salary	Teacher Elementary	8BA	\$71,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Herbert, Kerry	Approve Salary	Teacher Elementary	6BA	\$67,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Hirsch, Jennifer	Approve Salary	Teacher Special Education	15BA	\$94,450.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
James, Hannah	Approve Salary	Teacher Special Education	4BA	\$65,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Kraft, Janey	Approve Salary	School Nurse	15BA	\$94,450.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Lee, Madeline	Approve Salary	Teacher Elementary	1MA	\$64,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Nemeth, Ashley	Approve Salary	Teacher Elementary	4MA	\$67,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Paetow, Devin	Approve Salary	Teacher Elementary	5BA	\$66,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rego, Elizabeth	Approve Salary	School Psychologist	6MA+30	\$71,350.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Toth, Alyssa	Approve Salary	Teacher Elementary	1BA	\$62,000.00	MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Village Elementary School								
Bruno, Vanessa	Approve Salary	Teacher Elementary	9MA	\$75,675.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Chang, Ching-Lien	Approve Salary	Teacher Dual Language Immersion-Chinese	10MA	\$79,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Chapman, Gail	Approve Salary	Teacher Elementary	5BA	\$66,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Chen, Audrey	Approve Salary	Teacher Elementary	3BA	\$64,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Dignan, Courtney	Approve Salary	Teacher Special Education	3MA	\$66,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Fernandes, Jacqueline	Approve Salary	Teacher Elementary	4BA	\$65,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Frascella, Julianne	Approve Salary	Teacher Elementary	2BA	\$63,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Goris, Odenis	Approve Salary	Teacher Dual Language Immersion-Spanish	15BA	\$94,450.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Goswami, Sukanya	Approve Salary	Teacher Special Education	1MA	\$64,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Khalifa, Melody	Approve Salary	School Counselor	9MA+30	\$77,650.00	VIL	9/1/22	6/30/23	Approve salary for the 2023-2024 school year.
Klapsogorge, Peter	Approve Salary	Teacher Elementary	9BA	\$73,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Meyers, Carly	Approve Salary	Teacher Elementary	4BA	\$65,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Piccini, Ines	Approve Salary	Teacher Spanish	15BA	\$94,450.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Scott, Mariah	Approve Salary	Teacher Elementary	4MA	\$67,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Szenczi, Brianna	Approve Salary	Teacher Elementary	2BA	\$63,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Williams, Desiree	Approve Salary	School Social Worker	5MA	\$68,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Zemanovich, Kristen	Approve Salary	Teacher Elementary	3MA	\$66,000.00	VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Dutch Neck Elementary School								
Bailin, Sarah	Approve Salary	Teacher Elementary	5BA	\$66,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Cautin, Carolann	Approve Salary	Teacher Health & Physical Education	7MA+30	\$73,350.00	DN/MH/TC/WIC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
D'Orazio, Jessica	Approve Salary	Teacher Resource Specialist- BCBA (General Education Gr K-5)	4MA+30	\$69,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Flynn, Emily	Approve Salary	Teacher Dual Language Immersion- Language Arts	4MA	\$67,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Lavan, Brenda	Approve Salary	School Nurse	5MA	\$68,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Lenart, Erin	Approve Salary	School Nurse	3BA	\$64,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Mazzuchelli, Mark	Approve Salary	Teacher Elementary	4BA	\$65,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Pagnani, Samantha	Approve Salary	Teacher Elementary	4BA	\$65,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Palladino, Michelle	Approve Salary	Teacher Music	5MA	\$68,000.00	DN/MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Schiavo, Rena	Approve Salary	Teacher Dual Language Immersion- Language Arts	2BA	\$63,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Seitz, Katherine	Approve Salary	Teacher Special Education	5BA	\$66,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Smith, Mariah	Approve Salary	Speech Language Specialist	5MA	\$68,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Spallone, Vegonia	Approve Salary	Teacher Dual Language Immersion- Spanish	8MA	\$73,350.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Spender, Maria	Approve Salary	Teacher Dual Language Immersion- Spanish	9MA	\$75,675.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Williams, Aarti	Approve Salary	Teacher Dual Language Immersion- Spanish	5MA	\$68,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Wright, Talauria	Approve Salary	Teacher Elementary	2BA	\$63,000.00	DN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Maurice Hawk Elementary School								
Amato, Lori	Approve Salary	Speech Language Specialist	2MA	\$65,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Bailin, Jenna	Approve Salary	Teacher Elementary	3BA	\$64,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Efstathios, Marisa	Approve Salary	School Counselor	15MA+30	\$99,975.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Gialanella, Alicia	Approve Salary	School Psychologist	3MA+30	\$68,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Gu, Ying	Approve Salary	Teacher Dual Language Immersion- Chinese	6MA	\$69,350.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Harold, Rachel	Approve Salary	Teacher Special Education	7MA	\$71,350.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Holleran, Kimberlee	Approve Salary	Teacher Elementary	5BA	\$66,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Jurczynski, Nicole	Approve Salary	Teacher Elementary	3BA	\$64,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kopeika, Christie	Approve Salary	Teacher Special Education	7BA	\$69,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Kosar, Laura	Approve Salary	Teacher Music	2MA	\$65,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Li, Jianing	Approve Salary	Teacher Dual Language Immersion-Chinese	2MA+30	\$67,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Maclsaac Roteman, Denise	Approve Salary	School Nurse	14BA	\$91,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Miao, Tianran	Approve Salary	Teacher Dual Language Immersion-Chinese	3MA	\$66,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
O'Leary, Tara	Approve Salary	Teacher Special Education	5MA	\$68,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Pan-Ng, Anna	Approve Salary	Teacher Dual Language Immersion-Chinese	15MA+30	\$99,975.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Skau, Marianne	Approve Salary	Teacher Dual Language Immersion-Language Arts	4PhD	\$71,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Vetter, Stephanie	Approve Salary	Teacher Elementary	5MA	\$68,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Yeager, Shannon	Approve Salary	Teacher Dual Language Immersion-Language Arts	5BA	\$66,000.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Zeng, Yi	Approve Salary	Teacher Dual Language Immersion-Mandarin Literacy & Culture	7MA	\$71,350.00	MH	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Town Center Elementary School								
Bowen, Elissa	Approve Salary	Teacher Music	9BA	\$73,000.00	TC/VIL	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Bucy, Randi	Approve Salary	Occupational Therapist- 50%	5MA	\$34,000.00	TC/GMS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Covucci, Amanda	Approve Salary	Teacher Special Education	5MA	\$68,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Crawford, Nancy	Approve Salary	Speech Language Specialist	15MA	\$97,870.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
DeLucia, Christina	Approve Salary	School Nurse	8BA	\$71,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Engel, Emma	Approve Salary	Teacher Music	1MA	\$64,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Fox, Kelly	Approve Salary	Teacher Special Education	15MA+30	\$99,975.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Grumet, Amanda	Approve Salary	Speech Language Specialist	1MA	\$64,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Jarvis, Alexa	Approve Salary	Teacher Special Education	7BA	\$69,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Jones, Linda	Approve Salary	Teacher Elementary	4BA	\$65,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Kaufman, Alexis	Approve Salary	Teacher Special Education	5BA	\$66,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Koncsol, Kim	Approve Salary	Occupational Therapist- 80%	15MA	\$78,296.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
O'Hara, Margaret	Approve Salary	Teacher Elementary	4BA	\$65,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Oliva, Hannah	Approve Salary	Teacher Special Education	6BA	\$67,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Perez, Cassandra	Approve Salary	Teacher Elementary	2BA	\$63,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Snedden, Jenna	Approve Salary	Speech Language Specialist	5MA+30	\$70,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Stanek, Shannen	Approve Salary	Teacher Special Education	1BA	\$62,000.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Waller, Suzanne	Approve Salary	Teacher Art	9MA	\$75,675.00	TC/MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Woodward, Amy	Approve Salary	Teacher Resource Specialist- BCBA (Special Education)	15MA	\$97,870.00	TC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Wicoff Elementary School								
Robinson, Niccole	Approve Salary	Teacher Elementary	5BA	\$66,000.00	WIC	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Setneska, Cheyenne	Approve Salary	Teacher Art	3BA	\$64,000.00	WIC/MR	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Change								
Eggert, David	Change	Teacher Special Education	5MA+30	\$70,000.00	MR	9/1/23	6/30/24	Change salary from MA to MA+30 as per contract.
Herbert, Kerry	Change	Teacher Elementary	6MA	\$69,350.00	MR	9/1/23	6/30/24	Change salary from BA to MA as per contract.
Adams, Michael	Change %	Teacher Health & Physical Education	15BA	\$98.75/day	HSS	5/15/23	6/30/23	Additional per diem payment for an extra section.
Fitzpatrick, Beth	Change %	Teacher Health & Physical Education	15BA	\$97.65/day	HSS	5/15/23	6/30/23	Additional per diem payment for an extra section.
Gero, Christopher	Change %	Teacher Health & Physical Education	5BA	\$64.45/day	HSS	5/15/23	6/30/23	Additional per diem payment for an extra section.
Hayden, Lisa	Change %	Teacher Health & Physical Education	13BA	\$85.50/day	HSS	5/15/23	6/30/23	Additional per diem payment for an extra section.
Hussong, Michael	Change %	Teacher Health & Physical Education	5BA	\$64.45/day	HSS	5/15/23	6/30/23	Additional per diem payment for an extra section.
Naud, Melissa	Change %	Teacher Science	15MA	\$103.37/day	HSS	9/1/23	11/22/23	Additional per diem payment for an extra section.
Patterson, Brian	Change %	Teacher Science	15MA+30	\$105.27/day	HSS	9/1/23	11/22/23	Additional per diem payment for an extra section.
Pitts, David	Change %	Teacher Science	13BA	\$87.00/day	HSS	9/1/23	11/22/23	Additional per diem payment for an extra section.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Sharma, Sunila	Change %	Teacher Science	15PhD	\$108.10/day	HSS	9/1/23	11/22/23	Additional per diem payment for an extra section.
Pacholec, Kendis	Change %	Teacher German	5MA	\$81,600.00	HSS	9/1/23	6/30/24	Change salary from 100% to 120% for an additional section.
C. Non Certificated Staff								
Approve Salary of Non-Affiliate G Staff								
Farreny, Erin	Approve Salary	Board Certified Behavior Analyst		\$68,000.00	DIST	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Change								
Zelt, Donald	Change	Cafeteria Aide	0	\$15.09/hr.	VIL	5/10/23	6/30/23	Change start date from TBD to 5/10/23.
Dutta, Rhea	Change	Summer Computer Assistant		\$14.13/hr.	DIST	6/1/23	9/1/23	Change start date from TBD to 6/1/23.
Reappointment of Cafeteria Aide								
Zelt, Donald	Reappoint	Cafeteria Aide	0	\$15.43/hr.	VIL	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Resignation								
Pettus, Evan	Resign	Instructional Asssistant		N/A	HSN	6/2/23	6/2/23	Resign from position.
Selmon, Richie	Resign	Security Officer "Eyes on the Door" Substitute		N/A	DIST	5/16/23	5/16/23	Resign from position.
Todd, Bradley	Resign	Instructional Asssistant		N/A	CMS	6/30/23	6/30/23	Resign from position.
D. Substitute / Other								
Appoint								
Dakshinamoorthy, Anitha	Appoint	Substitute Teacher		\$105.00/day	DIST	5/24/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Khare, Anamika	Appoint	Substitute Teacher		\$105.00/day	DIST	5/24/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rao, Gudibande Sripathy Rao Ashwini	Appoint	Substitute Teacher		\$105.00/day	DIST	5/24/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Sherburne, Sydney	Appoint	Substitute Teacher		\$105.00/day	DIST	5/24/23	6/30/23	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
E. Extracurricular / Extra Pay								
AVID Planning								
Barnes, Tyler	Extra Duty	AVID Planning		\$47.09/hr	DIST	3/7/23	6/30/23	AVID exploration & planning meetings, not to exceed 2 hours.
Rooney, Molly	Extra Duty	AVID Planning		\$47.09/hr	DIST	2/14/23	6/30/23	AVID exploration & planning meetings, not to exceed 4 hours.
Extended School Year								
Barbieri, Christopher	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Beste, Steven	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Callea, Natalie	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Delre, Margaret	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Ferri, Robert	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Fisher, Nicole	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Garcia, Madeline	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Goswami, Sukanya	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Harold, Rachel	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hawkins, Michael	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Henry, David	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Jarvis, Alexa	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Kopeika, Christie	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Leibowitz, Jaclyn	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Pierce, Katherine	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Seitz, Katherine	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Stanek, Shannen	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Verhoog, Brianne	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Weiss, Brooke	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Zara, Alyssa	Extra Duty	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Gottel, Morgan	Extra Duty	ESY Instructional Assistant		\$26.92/hr.	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program not to exceed 105 hours.
McGowan, Elizabeth	Extra Duty	ESY Instructional Assistant		\$26.92/hr.	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Waller, Suzanne	Extra Duty	ESY Instructional Assistant		\$26.92/hr.	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Devine Horn, Patricia	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program not to exceed 105 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Jones, Maureen	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Kelmanovich, Helen	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Lackey, Roxanne	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Lee, Kelly	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Lupo, Sandra	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Paradkar, Kirti	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Rosenthal, Wendy	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Samal, Smita	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Sen, Chandrani	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Shah, Hetal	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Shinde, Madhura	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Stahura, Joanne	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Sutradhar, Karuna	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Warner, Jean	Extra Duty	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
DeLucia, Christina	Extra Duty	ESY Nurse		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Nurse for the Extended School Year Program, not to exceed 200 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Anand, Shagoon	Extra Duty	ESY Occupational Therapist		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Occupational Therapist for the Extended School Year Program, not to exceed 126 hours.
Patrone, Michelle	Extra Duty	ESY Occupational Therapist		As per WWPEA Agreement	TC	7/3/23	8/1/23	Approve as Occupational Therapist for the Extended School Year Program, not to exceed 80 hours.
Cooke, Jennifer	Extra Duty	ESY Speech Language Specialist		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Speech Language Specialist for the Extended School Year Program, not to exceed 90 hours.
Gold, Jamie	Extra Duty	ESY Speech Language Specialist		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Speech Language Specialist for the Extended School Year Program, not to exceed 130 hours.
Grumet, Amanda	Extra Duty	ESY Speech Language Specialist		\$50.00/hr.	TC	7/3/23	8/1/23	Approve as Speech Language Specialist for the Extended School Year Program, not to exceed 130 hours.
Chunko, Eileen	Extra Duty	ESY Physical Therapist		As per WWPEA Agreement	TC	7/3/23	8/1/23	Approve as Physical Therapist for the Extended School Year Program, not to exceed 115 hours.
ESL Testing								
Ali, Sukaina	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Burke, Anastasia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Kloutis, Kimberly	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Kravis, Yuko	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
McCormick, Gabrielle	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Nodong, Pema	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
O'Hara, Margaret	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Tran, Piao	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Aconi, Fabio	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Bader Roman, Amanda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Bissinger, Shayne	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Jackson Escogido, Jennifer	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Zola, Anna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	6/30/24	K-12 ESL Testing; total program not to exceed 400 hours.
Algebra Curriculum								
Andersen, Brittany	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 1 H&A Curriculum Revisions; total program not to exceed 21 hours.
Gold, Steven	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 1 H&A Curriculum Revisions; total program not to exceed 21 hours.
Marsch, Jill	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 1 H&A Curriculum Revisions; total program not to exceed 21 hours.
DeCasperis, Erin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 1 /Algebra 1 Honors Curriculum Revisions; total program not to exceed 21 hours.
Niedermaier, Marissa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 1 /Algebra 1 Honors Curriculum Revisions; total program not to exceed 21 hours.
Oldehoff, Robert	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 1 /Algebra 1 Honors Curriculum Revisions; total program not to exceed 21 hours.
DeCasperis, Erin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 2 H&A Curriculum Revisions; total program not to exceed 21 hours.
Frame, Craig	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 2 H&A Curriculum Revisions; total program not to exceed 21 hours.
Hornick, Stephanie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra 2 H&A Curriculum Revisions; total program not to exceed 21 hours.
Brown, Lisa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Advanced Algebra 2 / Advanced Algebra 2 Honors Curriculum Revisions; total program not to exceed 80 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ferrante, Julia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Advanced Algebra 2 / Advanced Algebra 2 Honors Curriculum Revisions; total program not to exceed 80 hours.
Pintimalli, Dawn	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Advanced Algebra 2 / Advanced Algebra 2 Honors Curriculum Revisions; total program not to exceed 80 hours.
Taberner, Nicholas	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Advanced Algebra 2 / Advanced Algebra 2 Honors Curriculum Revisions; total program not to exceed 80 hours.
Thyrum, Cherylanne	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Advanced Algebra 2 / Advanced Algebra 2 Honors Curriculum Revisions; total program not to exceed 80 hours.
Algebra and Trigonometry Curriculum								
Brown, Lisa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra and Trigonometry Curriculum; total program not to exceed 120 hours.
Ellingson, Caitlin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra and Trigonometry Curriculum; total program not to exceed 120 hours.
Raveendran, Jaina	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Algebra and Trigonometry Curriculum; total program not to exceed 120 hours.
AP Calculus Curriculum								
Allen, Arvid	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	AP Calculus AB Curriculum Revisions; total program not to exceed 80 hours.
Johnson, Courtney	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	AP Calculus AB Curriculum Revisions; total program not to exceed 80 hours.
Siegel, Joshua	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	AP Calculus AB Curriculum Revisions; total program not to exceed 80 hours.
Wishart, Kelly	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	AP Calculus AB Curriculum Revisions; total program not to exceed 80 hours.
Yorke, Jeannine	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	AP Calculus AB Curriculum Revisions; total program not to exceed 80 hours.
Johnson, Courtney	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	AP Calculus BC Curriculum Revisions; total program not to exceed 80 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Krause, Alexander	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	AP Calculus BC Curriculum Revisions; total program not to exceed 80 hours.
Swartz, Alexa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	AP Calculus BC Curriculum Revisions; total program not to exceed 80 hours.
Geometry Curriculum								
Ellingson, Caitlin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Curriculum Revisions; total program not to exceed 80 hours.
Hill, Henry	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Curriculum Revisions; total program not to exceed 80 hours.
Mastroianni, Elisa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Curriculum Revisions; total program not to exceed 80 hours.
Scanlan, Linda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Curriculum Revisions; total program not to exceed 80 hours.
Sreenivasan, Samhitha	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Curriculum Revisions; total program not to exceed 80 hours.
Ahmad, Shehnaz	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Honors Curriculum Revisions; total program not to exceed 80 hours.
Clementson, Danielle	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Honors Curriculum Revisions; total program not to exceed 80 hours.
Pintimalli, Dawn	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Honors Curriculum Revisions; total program not to exceed 80 hours.
Yorke, Jeannine	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Honors Curriculum Revisions; total program not to exceed 80 hours.
Williams, Karin Lee	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry Honors Curriculum Revisions; total program not to exceed 80 hours.
Frederick, Ellen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Geometry RC Curriculum Revisions; total program not to exceed 30 hours.
Growth Mindset Curriculum								
Andersen, Brittany	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Growth Mindset Curriculum Revisions; total program not to exceed 70 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gold, Steven	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Growth Mindset Curriculum Revisions; total program not to exceed 70 hours.
Hoppe, Sherrie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Growth Mindset Curriculum Revisions; total program not to exceed 70 hours.
Hornick, Stephanie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Growth Mindset Curriculum Revisions; total program not to exceed 70 hours.
Nelson, Nicole	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Growth Mindset Curriculum Revisions; total program not to exceed 70 hours.
Scanlan, Linda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Growth Mindset Curriculum Revisions; total program not to exceed 70 hours.
Sternotti, Taylor	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Growth Mindset Curriculum Revisions; total program not to exceed 70 hours.
Math 6/Pre-Algebra Curriculum								
Andersen, Brittany	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 6 / Pre-Algebra Curriculum; total program not to exceed 120 hours.
Hoppe, Sherrie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 6 / Pre-Algebra Curriculum; total program not to exceed 120 hours.
Pacifico, Lisa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 6 / Pre-Algebra Curriculum; total program not to exceed 120 hours.
Pena, Jennifer	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 6 / Pre-Algebra Curriculum; total program not to exceed 120 hours.
San Fillipo, Shannon	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 6 / Pre-Algebra Curriculum; total program not to exceed 120 hours.
Scanlan, Linda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 6 / Pre-Algebra Curriculum; total program not to exceed 120 hours.
Sternotti, Taylor	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 6 / Pre-Algebra Curriculum; total program not to exceed 120 hours.
Math 7 Curriculum								
Andersen, Brittany	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 7/Math 7 Honors Curriculum Revisions; total program not to exceed 21 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gold, Steven	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 7/Math 7 Honors Curriculum Revisions; total program not to exceed 21 hours.
Marsch, Jill	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Math 7/Math 7 Honors Curriculum Revisions; total program not to exceed 21 hours.
Multivariable Calculus Curriculum								
Krause, Alexander	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Multivariable Calculus Curriculum Revisions; total program not to exceed 80 hours.
Marquez, Gabriel	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Multivariable Calculus Curriculum Revisions; total program not to exceed 80 hours.
Precalculus Honors Curriculum								
Ahmad, Shehnaz	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Precalculus Honors Curriculum Revisions; total program not to exceed 50 hours.
Allen, Arvid	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Precalculus Honors Curriculum Revisions; total program not to exceed 50 hours.
Johnson, Courtney	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Precalculus Honors Curriculum Revisions; total program not to exceed 50 hours.
Marquez, Gabriel	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Precalculus Honors Curriculum Revisions; total program not to exceed 50 hours.
Pintimalli, Dawn	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Precalculus Honors Curriculum Revisions; total program not to exceed 50 hours.
Statistics Curriculum								
Frederick, Ellen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Statistics RC Curriculum; total program not to exceed 120 hours.
Grygiel, Donna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Statistics RC Curriculum; total program not to exceed 120 hours.
Pintimalli, Dawn	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Statistics RC Curriculum; total program not to exceed 120 hours.
DLI Curriculum								
Crome, Cesia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Spanish Literacy Curriculum; total program not to exceed 60 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Williams, Aarti	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Spanish Literacy Curriculum; total program not to exceed 60 hours.
Chang, Ching-Lien	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Mandarin Literacy Curriculum Revisions; total program not to exceed 60 hours.
Li, Jianing	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Mandarin Literacy Curriculum Revisions; total program not to exceed 60 hours.
Pan-Ng, Anna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Mandarin Literacy Curriculum Revisions; total program not to exceed 60 hours.
Zeng, Yi	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Mandarin Literacy Curriculum Revisions; total program not to exceed 60 hours.
Chang, Ching-Lien	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Assessment and Resource Creation, Grade 5; total program not to exceed 120 hours.
Crome, Cesia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Assessment and Resource Creation, Grade 5; total program not to exceed 120 hours.
Goris, Odenis	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Assessment and Resource Creation, Grade 5; total program not to exceed 120 hours.
Zeng, Yi	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Assessment and Resource Creation, Grade 5; total program not to exceed 120 hours.
Chang, Ching-Lien	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Chinese Literacy and Culture Curriculum, Grade 5; total program not to exceed 120 hours.
Li, Jianing	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Chinese Literacy and Culture Curriculum, Grade 5; total program not to exceed 120 hours.
Zeng, Yi	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Chinese Literacy and Culture Curriculum, Grade 5; total program not to exceed 120 hours.
Camacho, Leniz	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Spanish Literacy and Culture Curriculum, Grade 5; total program not to exceed 120 hours.
Crome, Cesia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Spanish Literacy and Culture Curriculum, Grade 5; total program not to exceed 120 hours.
Piccini, Ines	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	DLI Spanish Literacy and Culture Curriculum, Grade 5; total program not to exceed 120 hours.
ELL Literacy Resource Creation								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Burke, Anastasia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Literacy Resource Creation, grades K-5; total program not to exceed 48 hours.
McCormick, Gabrielle	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Literacy Resource Creation, grades K-5; total program not to exceed 48 hours.
Singleton-Baldrey, Rebecca	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Literacy Resource Creation, grades K-5; total program not to exceed 48 hours.
Tran, Piao	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Literacy Resource Creation, grades K-5; total program not to exceed 48 hours.
Spanish Curriculum								
Cano, Edgar	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Spanish Curriculum Revisions, Grades 2-5; total program not to exceed 80 hours.
McNamara, Dolores	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Spanish Curriculum Revisions, Grades 2-5; total program not to exceed 80 hours.
Ronen, Pamela	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Spanish Curriculum Revisions, Grades 2-5; total program not to exceed 80 hours.
Stergios-Cano, Stephanie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Spanish Curriculum Revisions, Grades 2-5; total program not to exceed 80 hours.
Elementary ELA Curriculum								
Jinks, Melissa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Kindergarten; total program not to exceed 120 hours.
Kieffer, Amy	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Kindergarten; total program not to exceed 120 hours.
McMullen, Alison	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Kindergarten; total program not to exceed 120 hours.
Miller, Kristin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Kindergarten; total program not to exceed 120 hours.
Mulhall, Maureen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Kindergarten; total program not to exceed 120 hours.
Boyce, Patricia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Grade 1; total program not to exceed 120 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Burnett, Stefanie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Grade 1; total program not to exceed 120 hours.
Drummond, Alexis	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Grade 1; total program not to exceed 120 hours.
Fanning, Kathleen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Grade 1; total program not to exceed 120 hours.
McFall, Renee	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics/Handwriting Curriculum, Grade 1; total program not to exceed 120 hours.
Babcock, Kristin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics Curriculum, Grade 2; total program not to exceed 120 hours.
Collins, Melissa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics Curriculum, Grade 2; total program not to exceed 120 hours.
Kabak, Amy	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics Curriculum, Grade 2; total program not to exceed 120 hours.
Piergrossi, Melinda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Phonics Curriculum, Grade 2; total program not to exceed 120 hours.
Klapsogearge, Peter	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Word Study Curriculum, Grades 3-5; total program not to exceed 80 hours.
Nemeth, Ashley	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Word Study Curriculum, Grades 3-5; total program not to exceed 80 hours.
Passalacqua, Daniela	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Word Study Curriculum, Grades 3-5; total program not to exceed 80 hours.
Shio, Michele	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Word Study Curriculum, Grades 3-5; total program not to exceed 80 hours.
Bresnahan, Marie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	LinkIt! Reading Template Revisions, Grades K-5; total program not to exceed 36 hours.
Collins, Melissa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	LinkIt! Reading Template Revisions, Grades K-5; total program not to exceed 36 hours.
Drummond, Alexis	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	LinkIt! Reading Template Revisions, Grades K-5; total program not to exceed 36 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gerstacker, Kaitlyn	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	LinkIt! Reading Template Revisions, Grades K-5; total program not to exceed 36 hours.
Pagnani, Samantha	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	LinkIt! Reading Template Revisions, Grades K-5; total program not to exceed 36 hours.
Bailin, Jenna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Bange, Tara	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Forkel, Meghan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Gerber, Hannah	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Hart, Shannon	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Johnson, Lauren	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Kleckner Wray, Kara	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Nemeth, Ashley	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Paetow, Devin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Mentor Text Revisions; Grades 3-5, total program not to exceed 30 hours.
Birrer, Denise	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Literacy Screening Committee, K-5, total program not to exceed 42 hours.
Bower, Lauren	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Literacy Screening Committee, K-5, total program not to exceed 42 hours.
Collins, Melissa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Literacy Screening Committee, K-5, total program not to exceed 42 hours.
Fanning, Kathleen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Literacy Screening Committee, K-5, total program not to exceed 42 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Gerstacker, Kaitlyn	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Literacy Screening Committee, K-5, total program not to exceed 42 hours.
Lucas, Kimberly	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Literacy Screening Committee, K-5, total program not to exceed 42 hours.
Moore, Jessica	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Literacy Screening Committee, K-5, total program not to exceed 42 hours.
Samber, Elizabeth	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Literacy Screening Committee, K-5, total program not to exceed 42 hours.
Fruhling, Marla	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Upstander Curriculum Revisions, Grades 3-5, total program not to exceed 15 hours.
Lindes, Stacey	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Upstander Curriculum Revisions, Grades 3-5, total program not to exceed 15 hours.
Bower, Lauren	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Interventionist Selection Resource Committee, K-5; total program not to exceed 100 hours.
Fanning, Kathleen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Interventionist Selection Resource Committee, K-5; total program not to exceed 100 hours.
Jones, Nicole	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Interventionist Selection Resource Committee, K-5; total program not to exceed 100 hours.
Lucas, Kimberly	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Interventionist Selection Resource Committee, K-5; total program not to exceed 100 hours.
Samber, Elizabeth	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Interventionist Selection Resource Committee, K-5; total program not to exceed 100 hours.
Scranton, Dorothy	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Interventionist Selection Resource Committee, K-5; total program not to exceed 100 hours.
West, Noreen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Reading Interventionist Selection Resource Committee, K-5; total program not to exceed 100 hours.
Media Curriculum								
Brooks, Lindsey	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Pre-Kindergarten Media Curriculum Revisions; total program not to exceed 40 hours.
Ferguson, Susan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Pre-Kindergarten Media Curriculum Revisions; total program not to exceed 40 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Brooks, Lindsey	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Media Curriculum Revisions; total program not to exceed 40 hours.
Ferguson, Susan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Media Curriculum Revisions; total program not to exceed 40 hours.
Lee, Amanda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Media Curriculum Revisions; total program not to exceed 40 hours.
Taylor, Danica	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Media Curriculum Revisions; total program not to exceed 40 hours.
Brooks, Lindsey	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Media Curriculum Revisions; total program not to exceed 40 hours.
Ferguson, Susan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Media Curriculum Revisions; total program not to exceed 40 hours.
Lee, Amanda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Media Curriculum Revisions; total program not to exceed 40 hours.
Taylor, Danica	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Media Curriculum Revisions; total program not to exceed 40 hours.
Brooks, Lindsey	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Media Curriculum Revisions; total program not to exceed 40 hours.
Ferguson, Susan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Media Curriculum Revisions; total program not to exceed 40 hours.
Lee, Amanda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Media Curriculum Revisions; total program not to exceed 40 hours.
Taylor, Danica	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Media Curriculum Revisions; total program not to exceed 40 hours.
Ferguson, Susan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Media Curriculum Revisions; total program not to exceed 40 hours.
Lee, Amanda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Media Curriculum Revisions; total program not to exceed 40 hours.
Musso, Michael	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Media Curriculum Revisions; total program not to exceed 40 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Taylor, Danica	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Media Curriculum Revisions; total program not to exceed 40 hours.
Elementary Math Curriculum								
Bresnahan, Marie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Faulkner, Melanie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Fisher, Nicole	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Holleran, Kimberlee	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Jinks, Melissa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Kieffer, Amy	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Knoblock, Jennifer	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
McFall, Renee	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
McMullen, Alison	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Miller, Kristin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Mulhall, Maureen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Pagnani, Samantha	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Piergrossi, Melinda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.
Wriede, Michelle	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Kindergarten Mathematics Curriculum Revisions; total program not to exceed 120 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Boyce, Patricia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Mathematics Curriculum Revisions; total program not to exceed 40 hours.
Bresnahan, Marie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Mathematics Curriculum Revisions; total program not to exceed 40 hours.
Burnett, Stephanie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Mathematics Curriculum Revisions; total program not to exceed 40 hours.
McFall, Renee	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Mathematics Curriculum Revisions; total program not to exceed 40 hours.
Mulhall, Maureen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Mathematics Curriculum Revisions; total program not to exceed 40 hours.
Piergrossi, Melinda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 1 Mathematics Curriculum Revisions; total program not to exceed 40 hours.
Babcock, Kristin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.
Bresnahan, Marie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.
Collins, Melissa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.
Harpel, Mary Ann	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.
Jones, Linda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.
King, Rebecca	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.
McFall, Renee	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.
Mulhall, Maureen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.
O'Connell, Alyssa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions; total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Piergrossi, Melinda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Walling, Barbra	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Birrer, Denise	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Bresnahan, Marie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Eggert, David	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Johnson, Lauren	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
King, Rebecca	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Lehto, Gabriella	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Li, Jianing	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Malakates, Holly	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Monferrari, Kristy	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Mulhall, Maureen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Piergrossi, Melinda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Walling, Barbra	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 3 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Cicerale, Robyn	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Dewan, Megan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Ely, Rachel	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Fernandes, Jacqueline	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Johnson, Lauren	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Klapsogorge, Peter	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Kleckner Wray, Kara	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Liput, Ashley	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Mallon, Dennis	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Winterstein, Karen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Bruno, Vanessa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 4 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Davis, Krista	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.
Davis, Krista	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.
Dewan, Megan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.
Ely, Rachel	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.
Johnson, Lauren	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Kleckner Wray, Kara	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.
Lindes, Stacey	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.
Savur, Rita	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.
Williams, Krista	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 5 Mathematics Curriculum Revisions, total program not to exceed 40 hours.
Math Toolkit Committee								
Behrend, Caroline	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Bresnahan, Marie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Davis, Krista	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Dewan, Megan	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Ely, Rachel	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Grossmann, Tara	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Haines, Kimberly	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Hughes, Anne Marie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Johnson, Lauren	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
King, Rebecca	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Kleckner Wray, Kara	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
LaVoie, Amy	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
McClendon, Teresa	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
McFall, Renee	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Mulhall, Maureen	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Piergrossi, Melinda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Walling, Barbra	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Expanding Math Toolkit Committee; total program not to exceed 144 hours.
Biology Curriculum								
Aliseo, Brian	Extra Duty	Curriculum		\$47.09/hr.	DIST	5/1/23	6/30/23	Biology Science Multi-Level Curriculum Assessment, Scope and Sequence Creation; total program not to exceed 60 hours.
Bridgewater, Jennifer	Extra Duty	Curriculum		\$47.09/hr.	DIST	5/1/23	6/30/23	Biology Science Multi-Level Curriculum Assessment, Scope and Sequence Creation; total program not to exceed 60 hours.
Calabro, Lorraine	Extra Duty	Curriculum		\$47.09/hr.	DIST	5/1/23	6/30/23	Biology Science Multi-Level Curriculum Assessment, Scope and Sequence Creation; total program not to exceed 60 hours.
Heavers, Katherine	Extra Duty	Curriculum		\$47.09/hr.	DIST	5/1/23	6/30/23	Biology Science Multi-Level Curriculum Assessment, Scope and Sequence Creation; total program not to exceed 60 hours.
Matrale, Ashley	Extra Duty	Curriculum		\$47.09/hr.	DIST	5/1/23	6/30/23	Biology Science Multi-Level Curriculum Assessment, Scope and Sequence Creation; total program not to exceed 60 hours.
Roder, Jamie	Extra Duty	Curriculum		\$47.09/hr.	DIST	5/1/23	6/30/23	Biology Science Multi-Level Curriculum Assessment, Scope and Sequence Creation; total program not to exceed 60 hours.
Aliseo, Brian	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Biology Science Curriculum; total program not to exceed 60 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Matrale, Ashley	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Biology Science Curriculum; total program not to exceed 60 hours.
Pandolpho, Beth	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Biology Science Curriculum; total program not to exceed 60 hours.
Roder, Jamie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Biology Science Curriculum; total program not to exceed 60 hours.
Physics Curriculum								
D'Amelio, Marcus	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Physics Curriculum Revisions; total program not to exceed 60 hours.
Young, Benjamin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Physics Curriculum Revisions; total program not to exceed 60 hours.
Zubrzycki, Walter	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Physics Curriculum Revisions; total program not to exceed 60 hours.
Chemistry Curriculum								
Campbell, Shannon	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Chemistry Curriculum Revisions; total program not to exceed 60 hours.
Straus, Samantha	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Chemistry Curriculum Revisions; total program not to exceed 60 hours.
Pross, Kerry	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Chemistry Honors Scope and Sequence Curriculum Revisions; total program not to exceed 60 hours.
Straus, Samantha	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Chemistry Honors Scope and Sequence Curriculum Revisions; total program not to exceed 60 hours.
Grade 6 Science Curriculum								
Edwards, Quinn	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	6th Grade Science Curriculum Revisions; total program not to exceed 60 hours.
Lynch, Kevin	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	6th Grade Science Curriculum Revisions; total program not to exceed 60 hours.
Pandolpho, Beth	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	6th Grade Science Curriculum Revisions; total program not to exceed 60 hours.
Wachtin, Heidi	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	6th Grade Science Curriculum Revisions; total program not to exceed 60 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Grade 7 Science Curriculum								
Drascher, Annie	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	7th Grade Science Curriculum Revisions; total program not to exceed 60 hours.
Pandolpho, Beth	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	7th Grade Science Curriculum Revisions; total program not to exceed 60 hours.
Weinmann, Jeanne	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	7th Grade Science Curriculum Revisions; total program not to exceed 60 hours.
Grade 8 Science Curriculum								
Marotta, Lauren	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	8th Grade Science Curriculum Revisions; total program not to exceed 60 hours.
Pandolpho, Beth	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	8th Grade Science Curriculum Revisions; total program not to exceed 60 hours.
Strategic Planning								
Daniels, Shaina	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Strategic Goal Resource Selection Committee; total program not to exceed 60 hours.
Eggert, David	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Strategic Goal Resource Selection Committee; total program not to exceed 60 hours.
Nemeroff, Catherine	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Strategic Goal Resource Selection Committee; total program not to exceed 60 hours.
Saleh, Emily	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Strategic Goal Resource Selection Committee; total program not to exceed 60 hours.
ELL Curriculum								
Aconi, Fabio	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL C&D Curriculum, High School; total program not to exceed 120 hours.
Bader Roman, Amanda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL C&D Curriculum, High School; total program not to exceed 120 hours.
Jackson Escogido, Jennifer	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL C&D Curriculum, High School; total program not to exceed 120 hours.
Aconi, Fabio	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Curriculum Revisions, Grades 6-12; total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Ali, Sukaina	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Curriculum Revisions, Grades 6-12; total program not to exceed 80 hours.
Bader Roman, Amanda	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Curriculum Revisions, Grades 6-12; total program not to exceed 80 hours.
Bissinger, Shayne	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Curriculum Revisions, Grades 6-12; total program not to exceed 80 hours.
Zola, Anna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	ELL Curriculum Revisions, Grades 6-12; total program not to exceed 80 hours.
Financial Literacy Curriculum								
Ferri, Robert	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Financial Literacy RC Revisions; total program not to exceed 80 hours.
Family and Consumer Science Curriculum								
Altwater, Deanna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Life Skills Cycle Curriculum Revisions; Grade 6, total program not to exceed 40 hours.
McGrath, Alexis	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Life Skills Cycle Curriculum Revisions; Grade 6, total program not to exceed 40 hours.
Buck, Alicia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Life Skills Cycle Curriculum Revisions; Grade 6, total program not to exceed 40 hours.
DeVincentz, Jenna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Life Skills Cycle Curriculum Revisions; Grade 6, total program not to exceed 40 hours.
Altwater, Deanna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Life Skills Cycle Curriculum Revisions, Grade 7; total program not to exceed 40 hours.
Buck, Alicia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Life Skills Cycle Curriculum Revisions, Grade 7; total program not to exceed 40 hours.
DeVincentz, Jenna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Life Skills Cycle Curriculum Revisions, Grade 7; total program not to exceed 40 hours.
McGrath, Alexis	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Life Skills Cycle Curriculum Revisions, Grade 7; total program not to exceed 40 hours.
Altwater, Deanna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Foods Around the World Curriculum Revisions, Grade 8; total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
McGrath, Alexis	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Foods Around the World Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
Buck, Alicia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Foods Around the World Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
DeVincentz, Jenna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Foods Around the World Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
Altwater, Deanna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Creative Baking & Cooking Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
Buck, Alicia	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Creative Baking & Cooking Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
DeVincentz, Jenna	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Creative Baking & Cooking Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
McGrath, Alexis	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Creative Baking & Cooking Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
Crome, Joshua	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Emerging Financial Markets Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
Scarpitta, William	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Emerging Financial Markets Curriculum Revisions, Grade 8; total program not to exceed 80 hours.
Gandy, Heather	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Design & Engineering Curriculum Revisions, Grade 7 & 8; total program not to exceed 80 hours.
Professional Development Planning								
Hart, Shannon	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Beginner and Intermediate Canva"; total program not to exceed 18 hours.
Saleh, Emily	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Beginner and Intermediate Canva"; total program not to exceed 18 hours.
Miller, Karen	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Biology Integrated Multi-Level Instruction and Assessment"; total program not to exceed 36 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Roder, Jamie	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Biology Integrated Multi-Level Instruction and Assessment"; total program not to exceed 36 hours.
Hoeflinger, Kimberly	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Earth Science Concepts for Elementary Teachers"; total program not to exceed 36 hours.
Wachtin, Heidi	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Earth Science Concepts for Elementary Teachers"; total program not to exceed 36 hours.
Agnella, Laura	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "EdCot and Student Learning"; total program not to exceed 24 hours.
Cook, Jaime	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "EdCot and Student Learning"; total program not to exceed 24 hours.
Gerstacker, Kaitlyn	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "F&P 2.0 Grades K-5"; total program not to exceed 9 hours.
Gerstacker, Kaitlyn	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "F&P Refresher Grades K-5"; total program not to exceed 9 hours.
Aconi, Fabio	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Instructional Practices to Support ELL Grades 6-12"; total program not to exceed 36 hours.
Hoeflinger, Kimberly	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Life Science Concepts for Elementary Teachers"; total program not to exceed 36 hours.
Wachtin, Heidi	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Life Science Concepts for Elementary Teachers"; total program not to exceed 36 hours.
Gerstacker, Kaitlyn	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Phonics Assessments Grades K-5"; total program not to exceed 9 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Mulhall, Maureen	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Phonics Assessments Grades K-5"; total program not to exceed 9 hours.
Hoeflinger, Kimberly	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Physical Science Concepts for Elementary Teachers"; total program not to exceed 36 hours.
Weinmann, Jeanne	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Physical Science Concepts for Elementary Teachers"; total program not to exceed 36 hours.
Gerstacker, Kaitlyn	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Small Group Instruction and Structures in Literacy Grades K-5"; total program not to exceed 9 hours.
Mulhall, Maureen	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Small Group Instruction and Structures in Literacy Grades K-5"; total program not to exceed 9 hours.
Gerstacker, Warren	Extra Duty	Professional Development		\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Teaching with chatGPT and AI"; total program not to exceed 18 hours.
All Certified WWPEA Staff	Extra Duty	Professional Development		As per Contract	DIST	7/1/23	6/30/24	Approve all contracted WWPEA Staff to attend Professional Development sessions on an as needed basis, as approved by the Supervisor, to be paid at \$30.00 for 90 minute sessions, \$50.00 for half
All WWPSA Staff	Extra Duty	Professional Development		As per Contract	DIST	7/1/23	6/30/24	Approve all contracted WWPSA Staff to attend Professional Development sessions on an as needed basis, as approved by the Supervisor, to be paid pursuant to the terms and conditions of the collective negotiations agreement
Summer - Media Specialist								
Carroll, Kathryn	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Media Specialist, not to exceed 100 hours.
Desmond, Mary	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Media Specialist, not to exceed 65 hours.
Hasler, Mary Wong	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	CMS	7/1/23	8/31/23	Summer Media Specialist, not to exceed 75 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Radwanski, Patricia	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	GMS	7/1/23	8/31/23	Summer Media Specialist, not to exceed 100 hours.
Musso, Michael	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Media Specialist, not to exceed 125 hours.
Straubel, Janice	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Media Specialist, not to exceed 115 hours.
Lee, Amanda	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	DN	7/1/23	8/31/23	Summer Media Specialist, not to exceed 100 hours.
Ferguson, Susan	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	MH	7/1/23	8/31/23	Summer Media Specialist, not to exceed 120 hours.
Brooks, Lindsey	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	TC	7/1/23	8/31/23	Summer Media Specialist, not to exceed 105 hours.
Taylor, Danica	Extra Duty	Media Specialist-Summer Hours		\$50.00/hr.	WIC	7/1/23	8/31/23	Summer Media Specialist, not to exceed 100 hours.
Science Chemical Inventory Technician								
Naud, Melissa	Extra Duty	Science Chemical Inventory Technician Summer Hours		\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Science Chemical Inventory Technician, not to exceed 16 hours.
Pross, Kerry	Extra Duty	Science Chemical Inventory Technician-Summer Hours		\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Science Chemical Inventory Technician, not to exceed 16 hours.
Summer Counselor								
Armstrong, Rachel	Extra Duty	Summer Hours Counselor		\$50.00/hr.	GMS	7/1/23	8/30/23	Summer Counselor; total program not to exceed 180 hours.
Gilchrist, Dawn	Extra Duty	Summer Hours Counselor		\$50.00/hr.	GMS	7/1/23	8/30/23	Summer Counselor; total program not to exceed 180 hours.
Kapadia, Chandni	Extra Duty	Summer Hours Counselor		\$50.00/hr.	GMS	7/1/23	8/30/23	Summer Counselor; total program not to exceed 180 hours.
Alley, Wendy	Extra Duty	Summer Hours SAC Counselor		\$50.00/hr.	GMS	7/1/23	8/30/23	Summer SAC Counselor, not to exceed 20 hours.
Summer Nurse								



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Epifane, Samantha	Extra Duty	Summer Hours Nurse		\$50.00/hr.	GMS	7/1/23	8/30/23	Summer School Nurse; total program not to exceed 120 hours.
Bilicki, Rebecca	Extra Duty	Summer Hours Nurse		\$50.00/hr.	GMS	7/1/23	8/30/23	Summer School Nurse; total program not to exceed 120 hours.
Summer Testing								
Connolly, Thomas	Extra Duty	Summer Testing- Business & Computer Science		\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Testing - Option II, total HSN program not to exceed 20 hours.
Allen, Arvid	Extra Duty	Summer Testing- Mathematics		\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Ellingson, Caitlin	Extra Duty	Summer Testing- Mathematics		\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Summer Eyes on the Door								
All "Eyes on the Door"	Extra Duty	"Eyes on the Door"- Summer Hours		As per Contract	DIST	7/1/23	8/31/23	Approve all "Eyes on the Door" for summer hours, as assigned by the Coordinator, not to exceed 30 hrs/wk.
All Substitute "Eyes on the Door"	Extra Duty	Substitute "Eyes on the Door"- Summer Hours		\$16.00/hr.	DIST	7/1/23	8/31/23	Approve all substitute "Eyes on the Door" for summer hours, as assigned by the Coordinator, not to exceed 30 hrs/wk.
Home Instruction								
All Certified Staff	Extra Duty	Home Instruction		\$50.00/hr.	DIST	7/1/23	6/30/24	Approve all contracted, certified staff to perform Home Instruction on an as needed basis, as approved by the Director of Counseling, Health and Wellness or the Director of Special Services.
Field Trip Coverage								
All Certified WWPEA School Nurses	Extra Duty	School Nurse- Field Trip Coverage		As per Contract	DIST	9/1/23	6/30/24	Approve all WWPEA School Nurses for field trip coverage, as approved by Supervisor.
Change								
Crilly, Michelle	Extra Duty	Change		\$50.00/hr.	DIST	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Coordinator, School Nurses & Health Services- Summer Hours, not to exceed 60 hours.
Pappano, Jennifer	Extra Duty	Change		\$50.00/hr.	TC	7/1/23	8/8/23	Change hourly rate from \$47.09 to \$50.00 for Special Education Teacher/Coordinator for the Extended School Year Program, not to exceed 258 hours.
Alberto, Michael	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Allen, Chelsea	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.
Errico, Megan	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.
Facchini, Antonella	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.
Javick, Kristine	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.
Parrott, Brooke	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.
Rooney, Molly	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.
Smith, Cheryl	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.
Walsh, Michelle	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Guidance; total program not to exceed 744 hours.
Colt, Katrina	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Nurse at HSS; total program not to exceed 120 hours.
Giambagno, MaryAnn	Extra Duty	Change		\$50.00/hr.	HSS	7/1/23	8/31/23	Change hourly rate from \$47.09 to \$50.00 for Summer Nurse at HSS; total program not to exceed 120 hours.
Rescind								
Villanueva, Karel	Rescind	Science Chemical Inventory Technician Summer Hours		N/C	HSS	7/1/23	8/31/23	Rescind Science Chemical Inventory Technician Summer hours.
E. Stipend Athletic								
Change								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Roca, Stephen	Change	Spring Track - Assistant Coach		\$4,024.27	HSN	4/3/23	Spring 2023	Change start date from TBD to 4/3/23 for Spring Track - Assistant Coach, 0 yrs. exp., paid in FULL in June.
E. Stipend Non-Athletic								
Lead School Counselor								
Riley, Eber	Stipend Non-Athletic	Lead School Counselor		\$6,689.00	HSN	7/1/23	6/30/24	Lead School Counselor stipend, included in annual salary.
Walsh, Michelle	Stipend Non-Athletic	Lead School Counselor		\$6,689.00	HSS	7/1/23	6/30/24	Lead School Counselor stipend, included in annual salary.
Summer Literacy Camp								
Holleran, Kimberlee	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Burke, Anastasia	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Ozdonski, Paige	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Paetow, Devon	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Nemeth, Ashley	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Baer, Debra	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Keenan, Beth	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Birrer, Denise	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Stevens, Julianne	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Forkel, Mehgan	Stipend Non-Athletic	Summer Literacy Camp		\$1,750.00	DIST	7/31/23	8/11/23	Summer Literacy Camp, paid in FULL after conclusion of camp. (Paid through ESSER funds.)
Title III Summer Camp								



Personnel Agenda

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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Burke, Anastasia	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Hancock, Melissa	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Jones, Linda	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Kloutis, Kimberly	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Knoblock, Jennifer	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Mansfield, Mildred	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
McCormick, Gabrielle	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Nodong, Pema	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
O'Hara, Margaret	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Stevens, Kayla	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Elementary ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Barabas, Martha	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Middle / High School ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Haley, Kaitlyn	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Middle / High School ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Jackson, Michael	Stipend Non-Athletic	Title III ESL Summer Camp		\$1,750.00	DIST	7/10/23	7/21/23	Title III Middle / High School ESL Summer Camp, paid in FULL after conclusion of camp. (Paid through ESSA Title III 2023-2024 funds.)
Rescind								
Churinkas, Linda	Rescind	Standard Club Advisor		\$1,509.15	GMS	9/1/22	6/30/23	Rescind Passport Club, 2 yrs. exp., paid 1/2 in Dec and 1/2 in June.
F. Community Education								
Appoint								
Majumdar, Aadil	Appoint	CE Summer Assistant Instructor		\$20.00/hr.	HSN	6/22/23	8/4/23	Appoint as a CE Assistant Instructor (swimming).
Majumdar, Aadil	Appoint	CE Summer Lifeguard		\$18.00/hr.	HSN	6/22/23	8/4/23	Appoint as a CE Summer Lifeguard (swimming).
Rescind								
Sincoff, Shara	Rescind	CE Summer Coordinator		N/C	CMS	5/17/23	5/17/23	Rescind appointment.
Resignation								
Quirke, Nicole	Resign	EDP Site Supervisor		N/C		5/9/23	5/9/23	Resign from position.
G. Emergent Hires								
None								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Change								
Schimpf, Kyle	Change	Principal	PhD	\$180,404.00 (prorated)	CMS	5/19/23	6/30/23	Change salary from MA+30 to PhD, as per contract.
Stec, Richard	Change	Supervisor of Science	PhD	\$160,976.00 (prorated)	DIST	5/19/23	6/30/23	Change salary from MA+30 to PhD, as per contract.
Tulp, Guylar	Change	Principal	PhD	\$169,302.00 (prorated)	VIL	5/19/23	6/30/23	Change salary from MA+30 to PhD, as per contract.
Resignation								
Nathan, Pamela	Resign	Assistant Superintendent for Curriculum and Instruction		N/A	CO	6/30/23	6/30/23	Resign from position.
B. Certificated Staff								
Appoint								
Bouchard, Maria	Appoint	Teacher Dual Language Immersion-Spanish	0BA	\$61,000.00	DN	TBD	6/30/24	Appoint as a Dual Language Immersion Spanish Teacher, pending employment verification, replacing Lauren Iannini, who resigned. (Tenure date:TBD)
Donahue, Alexandria	Appoint	Teacher Language Arts	6MA	\$69,350.00	HSN	TBD	6/30/24	Appoint as a Language Arts Teacher, pending employment verification.(Tenure date: TBD)
McElroy, Bridget	Appoint	Teacher Language Arts	0MA	\$63,000.00	HSN	TBD	6/30/24	Appoint as a Language Arts Teacher, pending employment verification,replacing Kenneth Fantry, who retired.(Tenure date: TBD)
Pacheco, Alexis	Appoint	Teacher Health & Physical Education	0BA	\$61,000.00	DN/MH	TBD	6/30/24	Appoint as a Health & Physical Education Teacher, pending employment verification, growth position.(Tenure date: TBD)
Randolph-Pryce, Dana	Appoint	School Psychologist	0MA+30	\$65,000.00	HSS	TBD	6/30/24	Appoint as a School Psychologist, pending employment verification,replacing Marykate Gonzales, who retired.(Tenure date: TBD)
Tucker, Emma	Appoint	Teacher Dual Language Immersion-Spanish	3BA	\$64,000.00	VIL	TBD	6/30/24	Appoint as a Dual Language Immersion Spanish Teacher, pending employment verification. (Tenure date: TBD)
Basak, Trisha	Appoint-Repl.	Teacher Language Arts-LR	2MA	\$65,000.00	HSN	TBD	6/30/24	Appoint as a leave replacement Language Arts Teacher, pending employment verification,replacing Nicollete Hankh, who is on leave.



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Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Change								
Marshall, Kelly	Change	School Counselor		N/A	MH	1/22/24	4/18/24	Change FMLA/NJFLA/CC from: 1/22/24-4/19/24 unpaid, with benefits to 1/22/24-4/18/24, unpaid with benefits. (RTW: 4/19/24)
Resignation								
Bremer, Lisa	Resign	Teacher Elementary		N/A	VIL	6/30/23	6/30/23	Resign, after 29.5 years in the district, for the purpose of retirement.
Miller, David	Resign	Teacher Computers		N/A	HSS	6/30/23	6/30/23	Resign, after 21 years in the district, for the purpose of retirement.
Orlovsky, Karen	Resign	Teacher Elementary		N/A	VIL	6/30/23	6/30/23	Resign, after 36 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Appoint								
Shah, Niketa	Appoint	Secretary 12 Months	1	\$47,554.00	MR	TBD	6/30/24	Appoint as Secretary 12 Months, replacing Beverly Wilkinson who retired.
Iacavazzi, Sam	Appoint	Summer Computer Assistant		\$14.13/hr.	DIST	TBD	9/1/23	Appoint as Summer Computer Assistant.
Change								
Kocher, Aidan	Change	Summer Computer Assistant		\$14.13/hr.	DIST	6/1/23	9/1/23	Change start date from TBD to 6/1/23.
Shah, Parul	Change	Cafeteria Aide	0	\$15.09/hr.	DN	6/5/23	6/30/23	Change start date from TBD to 6/5/23.
Reappoint								
Shah, Parul	Reappoint	Cafeteria Aide	0	\$15.43/hr.	DN	9/1/23	6/30/24	Reappoint for the 2023-2024 school year, not to exceed 2.5 hrs/day.
Rescind								
Knott, Dorothea	Rescind-FMLA	Instructional Assistant		N/A	HSN	6/7/23	6/30/23	Rescind FMLA: 6/7/23-6/30/23 unpaid, with benefits.
Zheng, Amy	Rescind	Summer Computer Assistant		\$14.13/hr.	DIST	5/22/23	5/22/23	Rescind appointment as Summer Computer Assistant.
D. Substitute / Other								
Appoint								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Shah, Niketa	Appoint	Substitute Secretary		\$21.00/hr.	DIST	5/23/23	6/30/23	Appoint as a Substitute Secretary, pending employment verification, as needed.
Shah, Parul	Appoint	Substitute Cafeteria Aide		\$14.13/hr.	DIST	5/22/23	6/30/23	Appoint as a Substitute Cafeteria Aide, as needed.
E. Extracurricular / Extra Pay								
AVID Planning								
Pyle, Maria	Extra Duty	AVID Planning		\$50.00/hr.	DIST	7/1/23	8/31/23	AVID 11 Summer College exploration & planning meetings, not to exceed 12 hours.
Walsh, Michelle	Extra Duty	AVID Planning		\$50.00/hr.	DIST	7/1/23	8/31/23	AVID 11 Summer College exploration & planning meetings, not to exceed 12 hours.
Extended School Year								
Stewart, Eric	Extra Duty	ESY Instructional Assistant		As per contract	HSN	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Tuan, Boryng	Extra Duty	ESY Instructional Assistant		As per contract	HSN	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Smith, Lisa	Extra Duty	ESY Instructional Assistant		As per contract	HSN	7/3/23	8/1/23	Approve as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Curriculum								
Hecht, Shirley	Extra Duty	Curriculum		\$50.00/hr.	DIST	7/1/23	8/31/23	Design & Engineering Curriculum Revisions, Grade 7 & 8; total program not to exceed 80 hours.
Change								
Anand, Shagoon	Change	ESY Occupational Therapist		As per contract	TC	7/3/23	8/1/23	Change salary from \$50.00/hr. to as per contract for Extended School Year Program, not to exceed 126 hours.
F. Community Education								
Appoint								
Huang, Emily	Appoint	CE Summer Assistant Instructor		\$20.00/hr.	HSN	6/22/23	8/4/23	Appoint as a CE Assistant Instructor (swimming).
Sajikumar, Nikhita	Appoint	CE Summer Assistant Instructor		\$20.00/hr.	HSN	6/22/23	8/4/23	Appoint as a CE Summer Assistant Instructor (swimming).
De Jong, Christine	Appoint	CE Summer Lifeguard		\$18.00/hr.	HSN	6/22/23	8/4/23	Appoint as a CE Summer Lifeguard.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Rahman, Feroza	Appoint	CE Summer EDP Group Leader		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer EDP Group Leader.
Change								
Cohen, Michelle	Change	CE Summer Coordinator		\$20.00/hr.	CMS	6/22/23	8/11/23	Change position from CE Summer EDP Group Leader to CE Summer Coordinator. Change hourly rate from \$15.50 to \$20.00.



FINANCE ADDENDUM

RECOMMENDATIONS

C. FINANCE

To be voted on 05/23/23: Recommend approval of the following resolutions:

Cooperative Purchase Over the Bid Limit

1. Authorize a purchase utilizing NJ Cooperative Bid – ESCNJ/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024, for technology network maintenance and support as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
1	Cisco SOLN Support NCD NEXUS	\$ 6,637.72	\$ 6,637.72
1	Cisco Smartnet extended service agreement	\$ 20,112.38	\$ 20,112.38
1	Cisco Smartnet Total Care Software Sup Svc tech sup	\$ 4,102.40	\$ 4,102.40
1	Cisco Smartnet Service Agreement	\$ 20,354.81	\$ 20,354.81
1	Cisco Smartnet Onsite extended Service Agreement	\$ 6,413.87	\$ 6,413.87
	Total		\$57,621.18

2. Authorize a purchase utilizing New Jersey Cooperative Contract #CK09MERCER2021-10, Locksmith Services and Associated Parts, to Firstline Locksmith, LLC., as awarded through August 1, 2023 to replace the door opening/closing apparatus at High School South Pool Bubble life safety doors, at a not to exceed price of \$35,673.00.
3. Authorize the following purchases utilizing ESCNJ Cooperative Contract #65MCESCCPS, Bid #19/20-05, Carpet and Flooring – purchase, installation and related services, as awarded through August 31, 2023, to The Gillespie Group, Inc., Dayton, NJ, as follows:
 - a) remove and dispose of existing carpet and replace with VCT (vinyl commercial tile) in the faculty dining room, room A121 and room B121 at Millstone River Elementary School at a cost not to exceed \$8,128.80.
 - b) remove and dispose of existing flooring and replace with VCT (vinyl commercial tile) in the cafeteria at Maurice Hawk Elementary School at a cost not to exceed \$37,995.90.
 - c) remove and dispose of existing carpet and replace with VCT (vinyl commercial tile) in Hallways #1, #2, and #3 at Grover Middle School at a cost not to exceed \$28,999.25.
4. Authorize a purchase utilizing Hunterdon County Educational Services Commission cooperative contract HCESC-CAT-23-10, Industrial & Hardware Supplies & Tools, to F.W. Webb, Piscataway, New Jersey, through May 8, 2024, for a Pool heater pump at High School South as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
1	HVCLamt2p1250nacc1 1250mbh Nat Taco Pump	\$20,761.16	\$20,761.16

5. Authorize a purchase utilizing Mercer County cooperative contract #CK09MERCER2021-14, County Facilities and Systems Repair, to Ricasoli & Santin Contracting Co., Inc., Mercerville, New Jersey, Piscataway, New Jersey, through December 31, 2024, for replastering and bonding the High School North Pool at a total cost not to exceed \$138,020.98.
6. Authorize a purchase utilizing New Jersey State Contract #88740 (T2989 – Communications Wiring Services) to Millennium Communications Group Inc., East Hanover, New Jersey, as awarded through March 19, 2024, to furnish and install Cat6 drops, access control doors, wall mount brackets, cat6 patch panels, and mount customer supplied cameras and access points in four buildings at 72 Grovers Mill Road (FVHD Project No. 5423) at a not to exceed price of \$116,558.14.

Change Order – Capital Outlay

7. Change Order No. 1 to the single overall contract of Protective Paving, Milltown, New Jersey, originally approved February 7, 2023, Bid #2023-01 for Parking Lot Driveway Alterations at West Windsor-Plainsboro High School South, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5430), for a credit to the owner for unused allowance in the amount of \$5,000. This change order decreases the total contract amount from \$133,400 to \$128,400.

Change Order – Capital Reserve

8. Change Order No. 7 to Contract No. 1 - General Construction Work of R. Wilkinson & Sons Construction, Inc., originally approved August 28, 2018, for Addition and Renovations to Town Center Elementary School, as recommended by Fraytak Veisz Hopkins Duthie, PC, (Architects/Planners Project No. 5054), for back charge due to failure to have stair tower enclosed and drain and fill sprinkler system in the amount of \$1,185.00, and a credit to the owner for unused allowance in the amount of \$5,487.90, for a total credit of \$6,672.90. This change order increases the contract amount of \$2,356,499.31 to \$2,349,826.41.

Travel and Related Expenses Reimbursement

9. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:
 - a) Approve one administrator and four Board of Education members to attend the Garden State Coalition of Schools on Wednesday, May 24, 2023, at a cost of \$65 per person plus mileage.

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ADMINISTRATION

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Student Records

Dec 22

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1125 **BENEFITS COVERING NON-AFFILIATED COMMUNITY EDUCATION STAFF - CATEGORY E**

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees. This policy shall be reviewed annually and can be revised at any time.

Titles:

Site Supervisors

Group Leaders

Assistant Group Leaders

~~Kindergarten Extension Instructors~~

Mini Explorers Instructors

Mini Explorers Assistant Instructors

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. For purposes of this policy, full time is defined as regularly scheduled to work thirty (30) hours or more in week.

The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:

- a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78.
- b. Eligible employees commencing employment on or after July 1, 2019 will be provided coverage, at Board expense and subject to the contributions set forth in P.L. 2011, c. 78, at the lowest cost PPO plan (currently Open Access Managed Choice 2035), and must pay the difference through payroll deduction to enroll in a higher cost plan.



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- c. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78.
 - d. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
2. Employees who have alternate medical and/or dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided in this Article by signing a waiver form and providing the required documentation.

To the extent permitted by law, a full time employee who waives coverage shall receive payment equal to twenty-five percent (25%) of the cost of the premium the Board would have paid had the employee not waived coverage. Such payment will not exceed three thousand dollars (\$3,000).

An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to rules and regulations of the insurance carrier.

B. Leave of Absence

1. Employees shall be credited with ten (10) days cumulative sick leave at the beginning of each school year.
2. To the extent permitted by law and subject to funds being available in Community Education program, upon retirement from the district, with at least fifteen (15) years of service to the district an employee shall be compensated on a pro-rata basis; i.e. one day of their then current rate of pay for every four (4) days of accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Such compensation shall be capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;
 - b. Closing on the purchase of a home;
 - c. Moving day;
 - d. Court appearance or other legal matters;



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- e. Entering offspring in college;
- f. Attending graduation of offspring or spouse;
- g. Attending wedding of member of immediate family;
- h. Marriage;
- i. Adoption;
- j. Other Emergency or Urgent Reason Not Listed Above.

A full-time employee shall be granted up to three (3) days of personal leave per year with full pay. A part-time employee, who is scheduled to work five (5) days a week, shall be granted two (two) personal days. Personal business shall not be used to extend a school holiday or vacation period without approval of the Superintendent or his/her designee. A request for personal business leave made for a time occurring immediately preceding or following a vacation period or holiday will of necessity, therefore, require the reason for said leave be set forth in the application in order that the Superintendent's discretion may be exercised. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than (15) fifteen sick days may be accumulated in any one year.

- 4. A full-time employee shall be granted up to three (3) days of family illness per year with full pay. A part-time employee, who is scheduled to work five (5) days a week, shall be granted up to two (2) days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
- 5. Employees shall be granted up to five (5) days leave per occurrence without loss of pay for a death in the immediate family, up to three (3) days for other close relatives, and up to one (1) day for relative not a member of the immediate family or close friend.

Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, or daughter-in-law.



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5200 ATTENDANCE

In accordance with the provisions of N.J.S.A. 18A:38-25, every parent, ~~guardian~~, or other person having control and custody of a child between the ages of six and sixteen shall cause the child to regularly attend school. The Board of Education requires students enrolled in the school district attend school regularly in accordance with the laws of the State.

For the purpose of this Policy and Regulation 5200, “parent” means the natural parent(s), adoptive parent(s), legal guardian(s), resource family parent(s), or surrogate parent(s) of a student. When parents are separated or divorced, “parent” means the person or agency who has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, “excused” and “unexcused” student absences, for the purpose of expectations and consequences regarding truancy, student conduct, promotion, **retention**, and the award of course credit is a local Board decision outlined in N.J.A.C. 6A:16-7.6 and Policy and Regulation 5200. In accordance with the provisions of N.J.A.C. 6A:16-7.6 and for the purposes of Policy and Regulation 5200, a student’s absence from school will either be excused or unexcused. Unexcused absences will count toward truancy.

A parent or adult student shall provide advance notice to the school prior to the student being absent from school. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if the reason for the student’s absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student’s parent to notify the parent of the absence and determine the reason for the absence.

Students that are absent from school for any reason are responsible for the completion of assignments missed because of their absence. In accordance with N.J.S.A. 18A:36-14, a student who is absent from school for observing a religious holiday shall not be deprived of any award, eligibility, or opportunity to compete



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for any award, or deprived of the right to take an alternate test or examination that was missed because of the absence provided there is a written excuse of such absence signed by the parent.

Prolonged or repeated absences, excused or unexcused, from school or from class, deprive students of the educational and classroom experiences deemed essential to learning and may result in retention at grade level

[For districts with secondary school(s)]

or loss of credit or removal from a course that would count toward the high school diploma in accordance with policies of this Board.]

Students shall be subjected to the school district's response for unexcused absences that count toward truancy during the school year as outlined in N.J.A.C. 6A:16-7.6(a)4. and Regulation 5200.

Unexcused absences from school or from classes within the school day may subject a student to consequences that may include the denial of a student's participation in co-curricular activities and/or athletic competition. Repeated absences from school interfere with efforts of the Board and its staff in the maintenance of good order and the continuity of classroom instruction and such absences may result in the removal of the student from a class or course of study.

The Superintendent shall calculate and monitor the average daily attendance rate for the district and for each school in the district. Whenever the average daily attendance rate does not meet the New Jersey Department of Education requirements the Superintendent or designee shall develop a district improvement plan to improve student attendance pursuant to N.J.A.C. 6A:30-5.2.

N.J.S.A. 18A:36-14; 18A:36-25.6; 18A:38-25; **18A:38-25.1;**
18A:38-25.2; 18A:38-26

N.J.S.A. 34:2-21.1 et seq.

N.J.A.C. 6A:16-7.6; 6A:30-5.2; **6A:32-8; 6A:32-13** ~~6A:32-8.3~~

Adopted:



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First Reading: May 23, 2023

R 5200 ATTENDANCE

A. Definitions

1. ~~For the purposes of school attendance, a “day in session” shall be a day on which the school is open and students are under the guidance and direction of a teacher or teachers engaged in the teaching process. Days on which school is closed for such reasons as holidays, teachers’ institutes, and inclement weather shall not be considered as days in session.~~
2. ~~A “school day” shall consist of not less than four hours, except that one continuous session of two and one half hours may be considered a full day of Kindergarten.~~
3. ~~“A day of attendance” shall be one in which the student is present for a full day under the guidance and direction of a teacher while school is in session.~~
 - a. ~~Whenever over-crowded conditions make it necessary to hold two separate sessions with a different group of students in each session, a student attending for all of either session shall be regarded as having attended for the full day. An excused absence for any reason shall not be counted as a day of attendance in the school register.~~
4. ~~A “half day class” shall be considered the equivalent of a full day’s attendance only if in session for four hours or more, exclusive of recess periods or lunch periods.~~

AB. Attendance Recording

1. ~~Attendance Recording in the School Register (N.J.A.C. 6A:32-8.1)~~



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- a. The Board of Education shall ~~be required to~~ carefully and accurately track enrollment and attendance of all students in a manual school register format or in an electronic format of the school's **district's** choosing.
- b. The Commissioner **will shall** issue and publish on the Department's website ~~school register~~ guidance for recording student attendance in all public schools of the State operated by district Boards of Education, except adult high schools.
- c. Student attendance shall be recorded in the school register during school hours on each day ~~school is~~ in session, **pursuant to N.J.A.C. 6A:32-8.3. An employee designated by the Superintendent shall keep in the school register, attendance of all students, and shall maintain the attendance records in accordance with N.J.A.C. 6A:32-8 and the guidance at N.J.A.C. 6A:32-8.1(c) and A.1.b. above.**
- d. ~~School registers shall be kept for students attending preschool, Kindergarten, grades one through five, grades six through eight, grades nine through twelve, each preschool class for the disabled, each class for the disabled, shared time classes for regular students, shared time classes for students with disabilities, full-time bilingual education programs and vocational day programs, and summer schools operated by the Board of Education.~~
- de. A student who has been placed on home instruction shall have **their** ~~his or her~~ attendance status recorded on the regular register for the program in which the student is enrolled. **The student shall be marked absent for** ~~For~~ the period beginning the first day the student is unable to attend school and ending the day before the first instructional day at the student's place of confinement, ~~the student shall be marked absent.~~ ~~No~~ Absences shall **not** be recorded for the student while on home instruction, **provided** ~~providing~~ the hours of instruction are not less than required by N.J.A.C. 6A:14-4.8 and 4.9 **and 6A:16-10.1 and 10.2.** The number



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of possible days **in membership** ~~of enrollment~~ for a student on home instruction shall be the same as for other students in the program in which the student is enrolled.

(1) **“Days in membership” means the number of school days in session in which a student is enrolled. A student's membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.**

2. **Day in Session** ~~Attendance Recording for Board Policy~~ (N.J.A.C. 6A:32-8.3)

a. **A day in session shall be a day on which the school is scheduled to provide instruction and students are under the guidance and direction of a teacher(s) engaged in the teaching process. A day on which school is closed for reasons such as holidays and teachers' institutes, or inclement weather not under conditions set forth at N.J.A.C. 6A:32-13, shall not be considered a day in session.**

b. **A day in session shall consist of not less than four hours, exclusive of recess and lunch periods, except that one continuous session of two and one-half hours may be considered a full day in Kindergarten.**

~~a. A record of the attendance of all students on roll in a school register shall be kept each day that school is in session by a teacher or other authorized person. It shall be the duty of this person to keep the attendance records according to these rules and the specific instructions issued by the Commissioner of Education.~~

~~b. No student shall be recorded as present unless the school is in session and the student so recorded is under the guidance and direction of a teacher in the teaching process.~~



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- ~~e. — A student shall be recorded as absent in the school register when not in attendance at a session of the school while a member of the school, except students excused due to religious holidays who shall be recorded as excused.~~
- ~~d. — A student shall be recorded as either present, absent, or excused for religious observance, every day the school is in session after the student enters until the date the student is transferred to another school, transferred to an individual home instruction record, or officially leaves the school system.~~
- ~~e. — The Commissioner shall annually prescribe a list of religious holidays on which it shall be mandatory to excuse students for religious observance upon the written request signed by the parent or person standing in loco parentis.~~
- ~~f. — The mere presence of a student at roll call shall not be regarded as sufficient attendance for compliance with N.J.A.C. 6A:32-8.3. In a school which is in session during both the forenoon and the afternoon, a student shall be present at least one hour during both the forenoon and the afternoon in order to be recorded as present for the full day. In a school which is in session during either the forenoon or the afternoon, a student shall be present at least two hours in the session in order to be recorded as present for the full day.~~
- ~~g. — A student not present in school because of his/her participation in an approved school activity, such as a field trip, meeting, cooperative education assignment, or athletic competition will be considered to be in attendance.~~

3. Student Attendance (N.J.A.C. 6A:32-8.4)

- a. For all State attendance submissions, a student shall be recorded as present, absent, or excused for a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below, on every day the school is in session after the student enrolls until the date the student is transferred to another school or officially leaves the school district.**



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- b. A record of attendance of all students shall be kept in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above. The employee designated by the Superintendent shall keep the attendance records according to N.J.A.C. 6A:32-8 and the guidance issued by the Commissioner in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above.**
- c. A student enrolled in a school shall be recorded in the school register as present if the student participates in instruction or instruction-related activities for at least half a day in session whether the student is physically on school grounds, at an approved off-grounds location, or in a virtual or remote instruction setting, pursuant to N.J.A.C. 6A:32-13.**
- d. A student enrolled in a school who is not participating in instruction or instruction-related activities pursuant to N.J.A.C. 6A:32-8.4(c) and A.3.c. above shall be recorded in the school register as absent, unless the student is recorded as a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below.**
- e. State-excused absences shall be as follows:**

 - (1) Religious observance, pursuant to N.J.S.A. 18A:36-14, 15, and 16.**

 - (a) The Commissioner, with approval of the State Board of Education, shall annually prescribe a list of religious holidays on which it shall be mandatory to excuse students for religious observance upon the written request signed by the parent or person standing in loco parentis;**
 - (2) Participation in observance of Veterans Day, pursuant to N.J.S.A. 18A:36-13.2;**



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- (3) Participation in district board of election membership activities, pursuant to N.J.S.A. 18A:36-33;
 - (4) Take Our Children to Work Day;
 - (5) College visit(s), up to three days per school year for students in grades eleven and twelve; and
 - (6) Closure of a busing school district that prevents a student from having transportation to the receiving school.
- f. For absences that do not meet the criteria at N.J.A.C. 6A:32-8.4(e) and A.3.e. above, the Board may adopt policies that establish locally approved or excused absences consistent with N.J.A.C. 6A:16-7.6 for the purposes of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit. However, an absence designated as excused by the Board pursuant to N.J.A.C. 6A:16-7.6 shall be considered as an absence in the submission to the State for the purpose of chronic absenteeism reporting, as set forth at N.J.A.C. 6A:32-8.6.
4. Average Daily Attendance (N.J.A.C. 6A:32-8.5)
- The average daily attendance rate in a district school or program of instruction for a school year shall be the total number of the days present of all enrolled students, divided by the number of days in membership of all enrolled students. The student average daily attendance means the total number of days that a student is present in the school divided by the total possible number of days in session.
5. Absentee and Chronic Absenteeism Rates (N.J.A.C. 6A:32-8.6)
- a. A student's absentee rate shall be determined by subtracting the student's total number of days present from the student's days in membership and dividing the result by the student's days in membership.



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(1) **State-excused absences shall not be included in a student's days in membership for purposes of calculating a student's absentee rate.**

b. **If a student's absentee rate is equal to or greater than ten percent, the student shall be identified as chronically absent.**

c. **Each school with ten percent or more of its enrolled students identified as chronically absent shall develop a corrective action plan to improve absenteeism rates. In accordance with N.J.S.A. 18A:38-25.1, the school will annually review and revise the corrective action plan and present the revisions to the Board, until the percentage of students who are chronically absent is less than ten percent.**

BE. Unexcused Absences That Count Toward Truancy/Excused Absences for Board Policy

1. Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, "excused" and "unexcused" student absences for the purpose of expectations and consequences regarding truancy, student conduct, promotion, **retention**, and the award of course credit is a Board decision outlined in Policy 5200 and this Regulation.

2. N.J.A.C. 6A:16-7.6(a)3 requires the Board of Education policies and procedures contain, at a minimum, a definition of unexcused absence that counts toward truancy, **student conduct, promotion, retention, and the award of course credit.**

a. "An unexcused absence that counts toward truancy" is a student's absence from school for a full or a portion of a day for any reason that is not an "excused absence" as defined in **B.2.b.** below.



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- b3.** “An excused absence” is a student’s absence from school for a full day or a portion of a day for the observance of a religious holiday pursuant to N.J.S.A. 18A:36-14 through 16, or any absence for the reasons listed below:

[Select one or more options below

- The student’s illness
 - supported by a written letter from the parent upon student’s return to school;
 - supported by notification to the school by the student’s parent;
- The student’s required attendance in court;
- Where appropriate, when consistent with Individualized Education Programs, the Individuals with Disabilities Act, accommodation plans under 29 U.S.C. §§ 794 and 705(20), and individualized health care plans;
- The student’s suspension from school;
- Family illness or death
 - supported by a written letter from the parent upon the student’s return to school;
 - supported by notification to the school by the student’s parent;
- College visit(s), up to _____ days per school year for students in grades eleven and twelve** ~~Visits to post-secondary educational institutions;~~
- Interviews with a prospective employer or with an admissions officer of an institution of higher education;
- Examination for a driver’s license;



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- ___ Necessary and unavoidable medical or dental appointments that cannot be scheduled at a time other than the school day;
- ___ Take Our Children to Work Day;
- ___ **Religious observance, pursuant to N.J.S.A. 18A:36-14 through 16;**
- ___ **Participation in observance of Veterans Day, pursuant to N.J.S.A. 18A:36-13.2;**
- ___ **Participation in district board of election membership activities, pursuant to N.J.S.A. 18A:36-33;**
- ___ **Closure of a busing school district that prevents a student from having transportation to the receiving school;**
- ___ An absence considered excused by the Commissioner of Education and/or a New Jersey Department of Education rule;
- ___ An absence for a reason not listed above, but deemed excused by the Principal upon a written request by the student's parent stating the reason for the absence and requesting permission for the absence to be an excused absence;
- ___ _____;
- ___ _____.]



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- ~~4. For cumulative unexcused absences of ten or more, a student between the ages of six and sixteen is truant, pursuant to N.J.S.A. 18A:38-25 as determined by the Board's Attendance Policy and Regulation pursuant to N.J.A.C. 6A:16-7.6(a)4.iii. and the definition of school day pursuant to N.J.A.C. 6A:32-8.3. Any absence not listed in C.3. above shall be an unexcused absence counted toward truancy.~~

[Optional]

35. "Unexcused tardiness" may constitute an unexcused absence that counts toward truancy in accordance with Policy 5240.]

~~C.D.~~ Notice to School of a Student's Absence

1. The parent or adult student shall notify the school office before the school day when the student will not be in school.
2. The parent of the student or an adult student who will attend the morning session, but will not attend the afternoon session shall provide notice to the school office before the start of the afternoon session.
3. The parent of a student or an adult student shall notify the school office of a future absence if the absence is foreseeable.
- ~~4. The parent or adult student who anticipates a future absence or anticipates that an absence will be prolonged shall notify the school office to arrange make-up work.~~
45. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if the reason for the student's absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student's parent to notify the parent of the absence and determine the reason for the absence.



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DE. Readmission to School After an Absence

1. A student returning from an absence of any length of time must provide a written statement **to the Principal or designee** that is dated and signed by the parent or adult student listing the reason for the absence.
- ~~2. A note explaining a student's absence for a noncommunicable illness for a period of more than _____ school days must be accompanied by a physician's statement of the student's illness with medical clearance to return to school.~~
23. A student who has been absent by reason of having or being suspected of having a communicable disease **may be required to** ~~must~~ present to the school nurse written evidence of being free of a communicable disease, ~~in accordance with Policy 8451.~~
34. The Superintendent of Schools or designee may require a student who has been absent from school due to a suspension or other reason concerning the student's conduct to receive a medical examination by a physician regarding the student's physical and/or mental fitness to return to school.
 - a. The Superintendent or designee will notify the student's parent of the specific requirements of the medical examination prior to the student's return to school.

EF. Instruction

1. Teachers **will** ~~shall~~ cooperate in the preparation of home assignments for students who anticipate an ~~excused~~ absence of _____ school days duration. ~~The parent or student must request such home assignments.~~
- ~~2. A student who anticipates an absence due to a temporary or chronic health condition may be eligible for home instruction in accordance with Policy 2412. The parent must request home instruction.~~
23. Students absent for any reason are expected to make up the work missed. The parent or student is responsible for requesting missed assignments and any assistance required. Teachers will provide make-up assignments as necessary.



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34. In general, students will be allowed a reasonable amount of time as determined by the teacher to make up ~~the missed~~ work **missed**.
45. A student who missed a test or an exam shall be offered an opportunity to take the test, exam, or an appropriate alternate test.
52. **A student who anticipates an absence due to a temporary or chronic health condition may be eligible for home instruction in accordance with Policy 2412. The parent must request home instruction.**

FG. Denial of Course Credit

1. The teacher will determine the credit to be awarded a student for make-up work. Where class participation is a factor in the learning process, the teacher may consider a student's absence in determining a final grade, except absences for the observance of a religious holiday or absence for a student's suspension from school will not adversely affect the student's grade. The teacher may record an incomplete grade for a student who has not had a full opportunity to make up missed work.

[Optional

2. A secondary student may be dropped from a course or denied course credit when **the secondary student** ~~he/she~~ has been absent from _____ (number, fraction, or percentage) or more of the class sessions, whatever the reason for the absence, except that absences for the observance of a religious holiday, absences for those excused in accordance with the reporting requirements of the school register, or absences caused by a student's suspension will not count toward the total.]

[Options

— Exceptions to this rule may be made for students who have demonstrated to the teacher through completion of make-up assignments that they have mastered the proficiencies established for the course of study.



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- ___ A secondary student who has been dropped from a course of study may be assigned to an alternate program.
- ___ A secondary student denied course credit after completing the course will be permitted to attend a credit completion session to regain the denied credit, provided the student has not been absent from the class more than _____ times.]

[Optional

3. An elementary student may be retained at grade level, in accordance with Policy 5410, when **the student he/she** has been absent _____ (number, fraction, or percentage) or more school days, whatever the reason for the absence, except that absences for the observance of a religious holiday, absences for those excused in accordance with the reporting requirements of the school register, and absences due to student's suspension will not count toward the total.]

[Option

- ___ Exceptions to this rule may be made for students who have demonstrated through completion of home assignments and/or home instruction that they have mastered the proficiencies established for the assigned courses of study.]

GH. School District Response To Unexcused Absences During the School Year That Count Toward Truancy (N.J.A.C. 6A:16-7.6(a)4.)

1. For up to four cumulative unexcused absences that count toward truancy, the Principal or designee shall:
 - a. Make a reasonable attempt to notify the student's parent of each unexcused absence prior to the start of the following school day;
 - b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s);



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- c. Identify, in consultation with the student's parents, needed action designed to address patterns of unexcused absences, if any, and to have the child return to school and maintain regular attendance;
 - d. Proceed in accordance with the provisions of N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-~~1140~~, if a potentially missing or abused child situation is detected; and
 - e. Cooperate with law enforcement and other authorities and agencies, as appropriate;-
2. For between five and nine cumulative unexcused absences that count toward truancy, the Principal or designee shall:
- a. Make a reasonable attempt to notify the student's parent(s) of each unexcused absence prior to the start of the following school day;
 - b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s);
 - c. Evaluate the appropriateness of action taken pursuant to N.J.A.C. 6A:16-7.6(a)4.i.(3) and ~~GH~~.1.c. above;
 - d. Develop an action plan to establish outcomes based upon the student's patterns of unexcused absences and to specify the interventions for supporting the student's return to school and regular attendance, which may include any or all of the following:
 - (1) Refer or consult with the building's Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
 - (2) Conduct testing, assessments, or evaluations of the student's academic, behavioral, and health needs;
 - (3) Consider an alternate educational placement;



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- (4) Make a referral to or coordinate with a community-based social and health provider agency or other community resource;
 - (5) Refer to a court or court program pursuant to N.J.A.C. 6A:16-7.6(a)4.iv. and ~~GH~~.4. below;
 - (6) Proceed in accordance with N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-~~1140~~, if a potential missing or abused child situation is detected; and
 - (7) Engage the student's family.
 - e. Cooperate with law enforcement and other authorities and agencies, as appropriate.
3. For ~~ten or more~~ cumulative unexcused absences **of ten or more** that count toward truancy, a student between the ages of six and sixteen is truant, pursuant to N.J.S.A. 18A:38-25, and the Principal or designee shall:
 - a. Make a determination regarding the need for a court referral for the truancy, per N.J.A.C. 6A:16-7.6(a)4.iv. and ~~GH~~.4. below;
 - b. Continue to consult with the parent and the involved agencies to support the student's return to school and regular attendance;
 - c. Cooperate with law enforcement and other authorities and agencies, as appropriate; and
 - d. Proceed in accordance with N.J.S.A. 18A:38-28 through 31, Article 3B, Compelling Attendance at School, and other applicable State and Federal statutes, as required; ~~and~~.
4. A court referral may be made as follows:



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- a. When unexcused absences that count toward truancy are determined by school officials to be violations of the compulsory education law, pursuant to N.J.S.A. 18A:38-25, and the Board of Education's policies, in accordance with N.J.A.C. 6A:16-7.6(a), the parent may be referred to Municipal Court;:
 - (1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Municipal Court; or
- b. When there is evidence of a juvenile-family crisis, pursuant to N.J.S.A. 2A:4A-22.g, the student may be referred to Superior Court, Chancery Division, Family Part;:
 - (1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Juvenile-Family Crisis Intervention Unit.
5. For a student with a disability, the attendance plan and its punitive and remedial procedures shall be applied, where applicable, in accordance with the student's **Individual Education Program (IEP)**, pursuant to 20 U.S.C. §§1400 et seq., the Individuals with Disabilities Education Act; the procedural protections set forth in N.J.A.C. 6A:14; accommodation plan under 29 U.S.C. §§794 and 705(20); and individualized healthcare plan and individualized emergency healthcare plan, pursuant to N.J.A.C. 6A:16-2.3(b) 35.xii.
6. All receiving schools pursuant to N.J.A.C. 6A:14-7.1(a), shall act in accordance with N.J.A.C. 6A:16-7.6(a)4.i. and ~~GH~~.1. above for each student with up to four cumulative unexcused absences that count toward truancy.
 - a. For each student attending a receiving school with five or more cumulative unexcused absences that count toward truancy, the absences shall be reported to the sending school district.



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- (1) The sending school district shall proceed in accordance with the Board of Education's policies and procedures pursuant to N.J.A.C. 6A:16-7.6(a) ~~and H.5. above~~ and the provisions of N.J.A.C. 6A:16-7.6(a)4.ii. through iv. and ~~GH.2. through GH.45. above~~ **and N.J.A.C. 6A:16-7.6(b) and G.5. above**, as appropriate.

HI. Discipline

1. Students may be denied participation in co-curricular activities **and/or athletic competition** if the Board establishes attendance standards for participation.
2. ~~Students may be denied participation in athletic competition if the Board establishes attendance standards for participation.~~
23. No student who is absent from school for observance of a religious holiday may be deprived of any award or of eligibility for or opportunity to compete for any award because of the absence.

IJ. Recording Attendance

1. Teachers must accurately record the students present, tardy, or absent each day in each session or each class. Attendance records must also record students' attendance at out-of-school curricular events such as field trips.
2. A record shall be maintained of each excused absence and each unexcused absence that counts toward truancy as defined in Policy 5200 and this Regulation ~~5200~~.
3. ~~A report card will record the number of times the student was absent and tardy in each marking period.~~
34. A student's absence for observance of a religious holiday will not be recorded as such on any transcript or application or employment form.



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JK. Appeal

1. Students may be subject to appropriate discipline for their school attendance record.
2. A student who has been retained at grade level for excessive absences may appeal that action in accordance with Policy 5410.
3. A student who has been dropped from a course and/or denied course credit for excessive absences may appeal that action in accordance with the following procedures:
 - a. The student shall file a written appeal to the Principal or designee within five school days of receiving notice of the action. The appeal should state the reasons for each absence, any documentation that may support reducing the number of absences for the purposes of course credit, and reasons why the student should either continue to be enrolled in the course or receive course credit for a class the student completed.
 - b. The Principal or designee will respond in writing no later than seven school days after receiving the student's appeal.
 - c. If the student is not satisfied, **the student he/she** may submit a written request to the Principal for consideration by an Attendance Review Committee.
 - d. On a student's request for consideration by an Attendance Review Committee, the Principal shall convene an Attendance Review Committee. The Attendance Review Committee shall meet informally to hear the student's appeal. The student's parent and teacher(s) may attend the meeting.
 - e. The Attendance Review Committee shall decide the appeal and inform the student in writing within seven school days of the meeting.



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- f. The student may appeal an adverse decision of the Attendance Review Committee to the Superintendent, the Board of Education, and the Commissioner of Education in accordance with Policy 5710; - Student Grievance and N.J.S.A. 18A. An appeal to the Attendance Review Committee shall be considered to have exhausted the first two steps of the grievance procedure outlined in Policy 5710.

KL. Attendance Records

1. Attendance records for the school district and each school will be maintained and attendance rates will be calculated as required by the New Jersey Department of Education. The school district will comply with all attendance requirements and any improvement plans as required by the Department of Education.

Adopted:



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First Reading: April 25, 2023
Second Reading: May 23, 2023

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5305 HEALTH SERVICES PERSONNEL

The Board of Education shall appoint at least one school physician pursuant to N.J.S.A. 18A:40-1. The Board may appoint a lead school physician to serve as health services director if more than one school physician is contracted by the Board. The school physician(s) shall be currently licensed by the New Jersey Board of Medical Examiners in medicine or osteopathy and shall have a training and scope of practice that includes child and adolescent health and development. The contract between the Board and the school physician(s) appointed pursuant to N.J.S.A. 18A:40-1 shall include a statement of assurance that the school physician(s) has completed the Student-Athlete Cardiac Screening professional development module developed pursuant to N.J.S.A. 18A:40-41d and has read the sudden cardiac arrest pamphlet developed pursuant to N.J.S.A. 18A:40-41. The school district shall conduct a criminal history background check on any physician before entering into an agreement for delivery of services pursuant to N.J.A.C. 6A:16-2.3.

The school physician(s) shall provide, at a minimum, the following services:

1. Consultation in the development and implementation of school district policies, procedures, and mechanisms related to health, safety, and medical emergencies, pursuant to N.J.A.C. 6A:16-2.1(a) and Policy and Regulation 5310;
2. Consultation to school district medical staff regarding the delivery of school health services, which includes special health care needs of technology-supported and medically fragile children, including students covered by 20 U.S.C. §1400 et seq., Individuals with Disabilities Education Act;
3. Physical examinations conducted in the school physician's office or other comparably equipped facility for students who do not have a medical home.



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4. Provision of written notification to the parent stating approval or disapproval of the student's participation in athletics based upon the medical report;
5. Direction for professional duties of other medical staff;
6. Written standing orders that shall be reviewed and re-issued before the beginning of each school year;
7. Establishment of standards of care for emergency situations and medically-related care involving students and school staff;
8. Assistance to the certified school nurse or non-certified nurse in conducting health screenings of students and staff and assistance with the delivery of school health services;
9. Review, as needed, of reports and orders from a student's medical home regarding student health concerns;
10. Authorization of tuberculin testing for conditions outlined in N.J.A.C. 6A:16-2.2(c) and Policy and Regulation 5310;
11. Review, approval, or denial with reasons of a medical home determination of a student's anticipated confinement and resulting need for home instruction; and
12. Consultation with the school district certified school nurse(s) to obtain input for the development of the school nursing services plan, pursuant to N.J.A.C. 6A:16-2.1(b) and Policy and Regulation 5310.

The Board shall employ a certified school nurse to provide nursing services while school is in session pursuant to N.J.S.A. 18A:40-1 and 3.3. The certified school nurse shall work under the direction of the school physician and Superintendent of Schools.

The certified school nurse shall possess a standard educational services certificate with a school nurse endorsement or school nurse/non-instructional endorsement pursuant to N.J.A.C. 6A:9B-14.3 or 14.4. The certified school nurse shall possess a current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing; a bachelor's degree from a regionally accredited college or university; a current Cardiopulmonary Resuscitation (CPR) and



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Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines; and complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma, and Immunology.

The role of the certified school nurse shall include, but not be limited to:

1. Carrying out written orders of the medical home and standing orders of the school physician;
2. Conducting health screenings which include height, weight, blood pressure, hearing, vision, and scoliosis pursuant to N.J.A.C. 6A:16-2.2 and Policy and Regulation 5310 and monitoring vital signs and general health status for emergent issues for students suspected of being under the influence of alcohol and controlled dangerous substances, pursuant to N.J.S.A. 18A:40-4 and 18A:40A-12 and Policy and Regulation 5530;
3. Maintaining student health records, pursuant to N.J.S.A. 18A:40-4 and N.J.A.C. 6A:16-2.4, and Policy and Regulation 5308;
4. Recommending to the Principal students who shall not be admitted to or retained in the school building based on a parent's failure to provide evidence of the child's immunization according to the schedules specified in N.J.A.C. 8:57-4;
5. Annually reviewing student immunization records to confirm with the medical home that the medical condition for the exemption from immunization continues to be applicable, pursuant to N.J.A.C. 8:57-4.3;
6. Recommending to the ~~school~~ Principal exclusion of students who show evidence of communicable disease, pursuant to N.J.S.A. 18A:40-7, 8, and 10;



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7. Directing and supervising the emergency administration of epinephrine and glucagon, and training school staff designated to serve as delegates, pursuant to N.J.S.A. 18A:40-12.6 and 12.14 and Policy and Regulation 5330;
8. Administering asthma medication through the use of a nebulizer and/or inhaler/spacer per school physician recommendation;
9. Directing and supervising the health services activities of any school staff to whom the certified school nurse has delegated a nursing task;
10. Classroom instruction in areas related to health education, pursuant to N.J.A.C. 6A:9B-14.3;
11. Reviewing and summarizing available health and medical information regarding the student and transmitting a summary of relevant health and medical information to the Child Study Team, pursuant to N.J.A.C. 6A:14-3.4(h);
12. Writing and updating, at least annually, the individualized health care plans and the individualized emergency healthcare plans for students' medical needs, and instructing staff as appropriate;
13. Writing and updating, at least annually, any written healthcare provisions required under Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794(a), for any student who requires them;
14. Assisting in the development of and implementing healthcare procedures for students in the event of an emergency;
15. Instructing teachers on communicable disease and other health concerns, pursuant to N.J.S.A. 18A:40-3;
16. Reviewing completed health history update questionnaires and sharing with the school athletic trainer for review, if applicable, pursuant to N.J.S.A. 18A:40-41.7; and
1746. Providing other nursing services consistent with the nurse's educational services certification endorsement as a school nurse issued by the State Board of Examiners and current license approved by the State Board of Nursing.



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A certified school nurse who possesses the school nurse/non-instructional certificate is not authorized to teach in areas related to health, pursuant to N.J.A.C. 6A:9B-14.4.

The Board may appoint a non-certified nurse under the supervision of a certified school nurse to supplement the services of a certified school nurse provided non-certified nurse shall be assigned to the same school building or complex as the certified school nurse pursuant to N.J.S.A. 18A:40-3.3.(a.) and a noncertified nurse is limited to providing services only as permitted under a non-certified nurse's license issued by the State Board of Nursing in accordance with N.J.A.C. 6A:16-2.3(c).

N.J.S.A. 18A:40-1; 18A:40-3.3; 18A:40-4; 18A:40-7;
18A:40-8; 18A:40-10; 18A:40-12; 18A:40-12.6;
18A:40-12.14; 18A:40-41.7
N.J.A.C. 6A:9B-14.3; 6A:9B-14.4; 6A:14-3.4; 6A:16-2.1;
6A:16-2.2; 6A:16-2.3

Adopted:



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First Reading: April 25, 2023
Second Reading: May 23, 2023

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5308 STUDENT HEALTH RECORDS

The school district shall maintain mandated student health records for each student pursuant to N.J.A.C. 6A:16-2.4 and N.J.A.C. 6A:32-7. The district will document student health records using a form approved by the Commissioner of Education.

The maintenance and security of student health records shall be in accordance with N.J.A.C. 6A:32-7.4 and 6A:16-2.4. Student health records, whether stored on paper or electronically, shall be maintained in accordance with N.J.A.C. 6A:32-7. Student health records shall be maintained separately from other student records. Student health records also shall be maintained according to the requirements of N.J.A.C. 6A:32-7 until such time as graduation or termination from the school district, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record. The school district of last enrollment, graduation, or permanent departure of the student shall keep, for 100 years, a mandated record of a student's health history and immunization in accordance with N.J.A.C. 6A:32-7.8(f). No additions shall be made to the record after graduation or permanent departure without prior written consent of the parent or adult student pursuant to N.J.A.C. 6A:32-7.8(e).

The transfer of student health records when a student transfers to or from a school district shall be in accordance with N.J.A.C. 6A:16-7.9 and N.J.A.C. 6A:32-7.5.

Any Board of Education employee with knowledge of, or access to, the following health information shall comply with restrictions for sharing information as required by Federal and State statutes and regulations: information that identifies a student as having HIV infection or AIDS shall be shared only with prior written informed consent of the student age twelve or greater, or of the student's parent as required by N.J.S.A. 26:5C-1 et seq. and only for the purpose of determining an appropriate educational program for the student; information obtained by the school's alcohol and other drug program that would identify the student as an alcohol or other drug user may be disclosed only for those purposes and under conditions permitted by 42 CFR Part 2;



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information provided by a secondary school student while participating in a school-based alcohol or other drug counseling program that indicates that a parent or other person residing in the student's household is dependent upon or illegally using a substance shall be shared only for those purposes and conditions permitted by N.J.S.A. 18A:40A-7.1.

Access to and disclosure of information in a student health record shall meet the requirements of the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99, incorporated herein by reference, as amended and supplemented, and N.J.A.C. 6A:32-7-; Student Records.

The school district shall provide access to the student health record to licensed medical personnel not holding educational certification who are working under contract with, or as employees of, the school district only to the extent necessary to enable the licensed medical personnel to perform their duties. Secretarial or clerical personnel under the supervision of the certified school nurse shall be permitted access to those portions of the student health record necessary for entry and recording of data and for conducting routine clerical tasks as outlined in N.J.S.A. 18A:40-3.4 and N.J.A.C. 6A:32-7.5.

Nothing in N.J.A.C. 6A:16-2.4 or in this Policy and Regulation 5308 shall be construed to prohibit school personnel from disclosing to students or adults in connection with an emergency the information contained in the student health record if the release is necessary to protect the immediate health or safety of the student or other persons pursuant to N.J.A.C. 6A:32-7.5.

N.J.S.A. 18A:40-3.4
N.J.A.C. 6A:16-2.4 ; 6A:32-7.1; 6A:32-7.4
6A:32-7.5 ; 6A:32-7.8

Adopted:



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Second Reading: May 23, 2023

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R 5308 STUDENT HEALTH RECORDS

Student health records shall be maintained for each student pursuant to N.J.A.C. 6A:16-2.4. Maintenance and security of student health records shall be in accordance with N.J.A.C. 6A:32-7.4.

A. Mandated Student Health Records

1. The district shall maintain for each student, pursuant to N.J.A.C. 6A:32, a student health record that includes the following mandated records
 - a. Findings of health histories, medical examinations, and health screenings pursuant to N.J.A.C. 6A:16-2.2 and 4.3; and
 - b. Documentation of immunizations against communicable diseases or exemption from these immunizations pursuant to N.J.A.C. 8:57-4.1, 4.3, and 4.4.
2. The district will document the findings of student health histories, health screenings, and required medical examinations that are relevant to school participation on the student's health record using a form approved by the Commissioner of Education.

B. Maintenance and Security of Student Health Records

1. The school district shall maintain student health records in accordance with N.J.A.C. 6A:32-7.4 as follows:
 - a. Student health records may be stored electronically or in paper format.



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- (1) When student health records are stored electronically, proper security and backup procedures shall be administered;
 - b. Student health records, whether stored on paper or electronically, shall be maintained in accordance with N.J.A.C. 6A:32-7.1(1).
 - (1) Student health records shall be maintained separately from other student records. Student health records also shall be maintained in accordance with the requirements of N.J.A.C. 6A:32-7 until such time as graduation or termination from the district, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.
 - c. Student health records shall be accessible during the hours in which the school program is in operation.
- C. Transferring Student Health Records

The school district shall ensure compliance with the requirements of N.J.A.C. 6A:32-7 – Student Records and Policy and Regulation 8330 when transferring student health records.
- D. Restrictions for Sharing Student Health Information
 1. Any Board of Education employee with knowledge of, or access to, the following health information shall comply with restrictions for sharing information as required by Federal and State statutes and regulations.



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- a. Information that identifies a student as having HIV infection or AIDS shall be shared only with prior written informed consent of the student age twelve or greater, or of the student's parent as required by N.J.S.A. 26:5C-1 et seq. and only for the purpose of determining an appropriate educational program for the student.
- b. Information obtained by the school's alcohol and other drug program that would identify the student as an alcohol or other drug user may be disclosed only for those purposes and under conditions permitted by 42 CFR Part 2.
- c. Information provided by a secondary school student while participating in a school-based alcohol or other drug counseling program that indicates a parent, or other person residing in the student's household is dependent upon or illegally using a substance shall be shared only for those purposes and conditions permitted by N.J.S.A. 18A:40A-7.1.

E. Access to Student Health Records

1. Access to and disclosure of information in the student's health record shall meet the requirements of the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g and 34 CFR Part 99 amended and supplemented, and N.J.A.C. 6A:32-7 Student Records.
2. The school district shall provide access to the student health records to licensed medical personnel not holding educational certification who are working under contract with, or as employees of, the school district only to the extent necessary to enable the licensed medical personnel to perform their duties.
 - a. Secretarial or clerical personnel under the supervision of the certified school nurse shall be permitted access to portions of the student health record necessary for entry and recording of data and for conducting routine clerical tasks as outlined in N.J.S.A. 18A:40-3.4 and N.J.A.C. 6A:32-7.5.



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3. Nothing in N.J.A.C. 6A:16-2.4 or in Policy 5308 and this Regulation shall be construed to prohibit school personnel from disclosing to students or adults in connection with an emergency the information contained in the student health record if the release is necessary to protect the immediate health or safety of the student or other persons pursuant to N.J.A.C. 6A:32-7.54.

Adopted:



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First Reading: April 25, 2023
Second Reading: May 23, 2023

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5310 HEALTH SERVICES

The Board of Education shall develop and adopt the following written policies, procedures, and mechanisms in accordance with N.J.A.C. 6A:16-2.1(a) for the provision of health, safety, and medical emergency services, and shall ensure staff are informed as appropriate:

1. The review of immunization records for completeness, pursuant to N.J.A.C. 8:57-4.1 through 4.20 (Policy and Regulation 5320);
2. The administration of medication to students in the school setting by the following authorized individuals (Policy and Regulation 5330):
 - a. The school physician;
 - b. A certified school nurse or noncertified nurse;
 - c. A substitute school nurse employed by the school district;
 - d. The student's parent;
 - e. A student approved to self-administer medication, pursuant to N.J.A.C. 6A:16-2.1(a)5.iii. and 6A:16-2.1(a)9. and N.J.S.A. 18A:40-12.3 and 12.4;
 - f. Other school employees who volunteer to be trained and designated by the certified school nurse to administer epinephrine in an emergency, pursuant to N.J.S.A. 18A:40-12.5 and 12.6; and
 - g. Other employees who volunteer to be designated as a delegate and trained to administer glucagon, pursuant to N.J.S.A. 18A:40-12.14.
3. The review of Do Not Resuscitate (DNR) orders received from the student's parent or medical home (Policy 5332);



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4. The provision of health services in emergency situations, including:
 - a. The emergency administration of epinephrine via an epinephrine auto-injector, pursuant to N.J.S.A. 18A:40-12.5 (Policy and Regulation 5330);
 - b. The emergency administration of glucagon, pursuant to N.J.S.A. 18A:40-12.14 (Policy and Regulation 5338);
 - c. The care of any student who becomes injured or ill while at school or participating in school-sponsored functions (Policy and Regulation 8441);
 - d. The transportation and supervision of any student determined to be in need of immediate care (Policy and Regulation 8441);
 - e. The notification to parents of any student determined to be in need of immediate medical care (Policy and Regulation 8441); and
 - f. The establishment and implementation of an emergency action plan for responding to a sudden cardiac event, including the use of an automated external defibrillator (AED), pursuant to N.J.S.A. 18A:40-41b. (Policy and Regulation 5300).
5. The treatment of asthma in the school setting in accordance with the provisions of N.J.A.C. 6A:16-2.1(a)5. (Policy 5335);
6. Administration of student medical examinations, pursuant to N.J.S.A. 18A:40-4, N.J.S.A. 18A:35-4.8, and N.J.A.C. 6A:16-2.2 (Policy and Regulation 5310);
7. Utilization of sanitation and hygiene when handling blood and bodily fluids pursuant to N.J.A.C. 12:100-4.2, Safety and Health Standards for Public Employees, and in compliance with 29 CFR §1910.1030, Occupational Safety and Health—Bloodborne Pathogens Standards (Policy and Regulation 7420);



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8. Provision of nursing services to nonpublic schools located in the school district as required by N.J.S.A. 18A:40-23 et seq. and N.J.A.C. 6A:16-2.5 (Policy and Regulation 5306);
9. Self-administration of medication by a student for asthma or other potentially life-threatening illness or life-threatening allergic reaction pursuant to N.J.S.A. 18A:40-12.3, 12.5, and 12.6, and the self-management and care of a student's diabetes as needed, pursuant to N.J.S.A. 18A:40-12.15 (Policy and Regulation 5330);
10. Development of an individualized healthcare plan and individualized emergency healthcare plan for students with chronic medical conditions, including diabetes, asthma, and life-threatening allergies requiring special health services in accordance with N.J.S.A. 18A:40-12.11.c, 12.12, 12.13, and 12.15; and N.J.A.C. 6A:16-2.3(b)3.xii. (Policies and Regulations 5331 and 5338 and Policy 5335); and
11. Management of food allergies in the school setting and the emergency administration of epinephrine to students for anaphylaxis, pursuant to N.J.S.A. 18A:40-12.6a through 12.6d (Policy and Regulation 5331).

The Board of Education shall annually adopt the school district's nursing services plan at a regular meeting, pursuant to N.J.A.C. 6A:16-2.1(b) and Policy 5307.

N.J.S.A. 18A:35-4.8; 18A:40-4 ; 18A:40-12;
18A:40-12.3; 18A:40-12.5; 18A:40-12.6;
18A:40-12.6a; 18A:40-12.6b; 18A:40-12.6c;
18A:40-12.6d; 18A:40-12.7; 18A:40-12.11;
18A:40-12.15; 18A:40-16; 18A:40-23 et seq.;
18A:40-41a.; 18A:40-41b.

N.J.A.C. 6A:16-1.3; 6A:16-2.1; 6A:16-2.2

Adopted:



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First Reading: April 25, 2023
Second Reading: May 23, 2023

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R 5310 HEALTH SERVICES

A. Definitions – (N.J.A.C. 6A:16-1.3)

1. Advanced practice nurse (APN) – means a person who holds a current license as either an advanced practice nurse or a nurse practitioner/clinical nurse specialist from the State Board of Nursing.
2. Certified school nurse – means a person who holds a current license as a registered professional nurse from the State Board of Nursing and an educational services certificate, school nurse, or school nurse/non-instructional endorsement from the Department of Education, pursuant to N.J.A.C. 6A:9B-14.3 and 14.4.
3. Medical home – means a health care provider, including New Jersey FamilyCare providers as defined by N.J.S.A. 30:4J-12 and the provider’s practice site chosen by the student’s parent for the provision of health care.
4. Non-certified nurse – means a person who holds a current license as a professional nurse from the State Board of Nursing and is employed by a Board of Education, and who is not certified as a school nurse by the Department of Education.
5. Parent – means the natural parent(s), adoptive parent(s), legal guardian(s), resource family parent(s), or surrogate parent(s) of a student. When parents are separated or divorced, “parent” means the person or agency who has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.
- . Physical examination – means the examination of the body by a professional licensed to practice medicine or osteopathy, or an advanced practice nurse, or physician assistant. The term includes specific procedures required by statute as stated in N.J.A.C. 6A:16-2.2.



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7. Physician assistant (PA) – means a health care professional licensed to practice medicine with physician supervision.
 8. School physician – means a physician currently licensed by the New Jersey Board of Medical Examiners in medicine or osteopathy whose training and scope of practice includes child and adolescent health and development The physician is also referred to as the medical inspector as per N.J.S.A. 18A:40-1.
- B. Medical Examinations – General Conditions (N.J.A.C. 6A:16-2.2)
1. Each student medical examination shall be conducted at the medical home of the student. If a student does not have a medical home, the school district shall provide the examination at the school physician’s office or other comparably equipped facility, pursuant to N.J.S.A. 18A:40-4.
 2. The findings of required examinations under N.J.A.C. 6A:16-2.2(h)2. through (h)5. and D. through G. below shall include the following components:
 - a. Immunizations, pursuant to N.J.A.C. 8:57-4.1 through 4.24;
 - b. Medical history, including allergies, past serious illnesses, injuries, operations, medications, and current health problems;
 - c. Health screenings including height, weight, hearing, blood pressure, and vision; and
 - d. Physical examinations.
 3. Each school shall have available and maintain an automated external defibrillator (AED), pursuant to N.J.S.A. 18A:40-41a.a.(1) and (3), that is:



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- a. In an unlocked location on school property, with an appropriate identifying sign;
 - b. Accessible during the school day and any other time when a school-sponsored athletic event or team practice is taking place in which students of the school district or nonpublic school are participating; and
 - c. Within a reasonable proximity of the school athletic field or gymnasium, as applicable.
4. The Board of Education shall make accessible information regarding the NJ Family Care Program to students who are knowingly without medical coverage, pursuant to N.J.S.A. 18A:40-34.
 5. Information concerning a student's HIV/AIDS status shall not be required as part of the medical examination or health history, pursuant to N.J.S.A. 26:5C-1 et seq.
 6. Pursuant to N.J.S.A. 18A:40-4.4, a student who presents a statement signed by their parents that such required examinations interfere with the free exercise of their religious beliefs shall be examined only to the extent necessary to determine whether the student is ill or infected with a communicable disease or to determine their fitness to participate in any health, safety, or physical education course required by law.
- C. Medical Examinations - Prior to Participation on a School-Sponsored Interscholastic or Intramural Athletic Team or Squad for Students Enrolled in Any Grades Six to Twelve (N.J.A.C. 6A:16-2.2(h)1.)
1. The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and prior to participation on a school-sponsored interscholastic or intramural athletic team or squad for students enrolled in any grades six to twelve.



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- a. The examination shall be conducted within 365 days prior to the first day of official practice in an athletic season and shall be conducted by a licensed physician, APN, or PA.
- b. The physical examination shall be documented using the Preparticipation Physical Evaluation (PPE) form developed jointly by the American Academy of Family Physicians, American Academy of Pediatrics, American College of Sports Medicine, American Medical Society for Sports Medicine, American Orthopaedic Society for Sports Medicine, and American Osteopathic Academy of Sports Medicine and is available online at <http://www.state.nj.us/education/students/safety/health/records/athleticphysicalsform.pdf>, in accordance with N.J.S.A. 18A:40-41.7.
 - (1) Prior to performing a preparticipation physical examination, the licensed physician, APN, or PA who performs the student-athlete's physical examination shall complete the Student-Athlete Cardiac Screening professional development module and shall sign the certification statement on the PPE form attesting to the completion, pursuant to N.J.S.A. 18A:40-41d.
 - (a) If the PPE form is submitted without the signed certification statement and the school district has confirmed that the licensed physician, APN, or PA from the medical home did not complete the module, the student-athlete's parent may obtain a physical examination from a physician who can certify completion of the module or request that the school physician provides the examination.



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- (2) The medical report shall indicate if a student is allowed or not allowed to participate in the required sports categories and shall be completed and signed by the original examining physician, APN, or PA.
 - (3) An incomplete form shall be returned to the student's medical home for completion unless the school nurse can provide documentation to the school physician that the missing information is available from screenings completed by the school nurse or physician within the prior 365 days.
- c Each student whose medical examination was completed more than ninety days prior to the first day of official practice in an athletic season shall provide a health history update questionnaire completed and signed by the student's parent. The completed health history update questionnaire shall include information listed below as required by N.J.S.A. 18A:40-41.7.b.

The completed health history update questionnaire shall be reviewed by the school nurse and, if applicable, the school athletic trainer and shall include information as to whether, in the time period since the date of the student's last preparticipation physical examination, the student has:

- (1) Been advised by a licensed physician, APN, or PA not to participate in a sport;
- (2) Sustained a concussion, been unconscious, or lost memory from a blow to the head;
- (3) Broken a bone or sprained, strained, or dislocated any muscles or joints;
- (4) Fainted or blacked out;
- (5) Experienced chest pains, shortness of breath, or heart racing;



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- (6) Had a recent history of fatigue and unusual tiredness;
 - (7) Been hospitalized, visited an emergency room, or had a significant medical illness;
 - (8) Started or stopped taking any over the counter or prescribed medications; or
 - (9) Had a sudden death in the family, or whether any member of the student's family under the age of fifty has had a heart attack or heart trouble.
- d. The school district shall provide to the parent written notification signed by the school physician stating approval of the student's participation in athletics based upon the medical report or the reasons for the school physician's disapproval of the student's participation.
- e. The Board shall not permit a student enrolled in grades six to twelve to participate on a school-sponsored interscholastic or intramural athletic team or squad unless the student submits a PPE form signed by the licensed physician, APN, or PA who performed the physical examination and, if applicable, a completed health history update questionnaire, pursuant to N.J.S.A. 18A:40-41.7.c.
- f. The school district shall distribute to a student-athlete and the student-athlete's parent the sudden cardiac arrest pamphlet developed by the Commissioner of Education, in consultation with the Commissioner of Health, the American Heart Association, and the American Academy of Pediatrics, pursuant to N.J.S.A. 18A:40-41.
- (1) A student-athlete and the student-athlete's parent annually shall sign the Commissioner-developed form that they received and reviewed the pamphlet, and shall return it, to the student's school, pursuant to N.J.S.A. 18A:40-41.d.



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- (2) The Commissioner shall update the pamphlet, as necessary, pursuant to N.J.S.A. 18A:40-41.b.
 - (3) The Commissioner shall distribute the pamphlet, at no charge, to the school districts pursuant to N.J.S.A. 18A:40-41.b.
- D. Medical Examinations - Upon Enrollment in School (N.J.A.C. 6A:16-2.2(h)2.)
 1. The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and upon enrollment in school.
 - a. The school district shall require parents to provide within thirty days of enrollment entry-examination documentation for each student.
 - b. When a student transfers to another school, the sending school district shall ensure the entry-examination documentation is forwarded to the receiving school district, pursuant to N.J.A.C. 6A:16-2.4(d).
 - c. Students transferring into this school district from out-of-State or out-of-country may be allowed a thirty-day period to obtain entry-examination documentation.
 - d. The school district shall notify parents through its website or other means about the importance of obtaining subsequent medical examinations of the student at least once during each developmental stage: at early childhood (pre-school through grade three), pre-adolescence (grades four through six), and adolescence (grades seven through twelve).
- E. Medical Examinations - When Students Apply for Working Papers (N.J.A.C. 6A:16-2.2(h)3.)



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1. The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and when applying for working papers.
 2. The school district may provide for the administration of a medical examination for a student pursuing a certificate of employment.
 3. The school district shall not be held responsible for the costs for examinations at the student's medical home or other medical provider(s).
- F. Medical Examinations - For the Purposes of the Comprehensive Child Study Team Evaluation Pursuant to N.J.A.C. 6A:14-3.4 (N.J.A.C. 6A:16-2.2(h)4.)
1. The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and for the purposes of the comprehensive child study team evaluation, pursuant to N.J.A.C. 6A:14-3.4.
- G. Medical Examinations - When a Student is Suspected of Being Under the Influence of Alcohol or Controlled Dangerous Substances, pursuant to N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3 (N.J.A.C. 6A:16-2.2(h)5.)
1. The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and B.1. above and when a student is suspected of being under the influence of alcohol or controlled dangerous substances, pursuant to N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3.
 2. If a student who is suspected of being under the influence of alcohol or controlled dangerous substances is reported to the certified school nurse, the certified school nurse shall monitor the student's vital signs and general health status for emergent issues and take appropriate action pending the medical examination, pursuant to N.J.A.C. 6A:16-4.3.
 3. No school staff shall interfere with a student receiving a medical examination for suspicion of being under the influence of alcohol or controlled dangerous substances, pursuant to N.J.A.C. 6A:16-4.3.



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H. Health Screenings (N.J.A.C. 6A:16-2.2(l))

The Board of Education shall ensure that students receive health screenings in accordance with N.J.A.C. 6A:16-2.2(l).

1. Screening for height, weight, and blood pressure shall be conducted annually for each student in Kindergarten through grade twelve.
2. Screening for visual acuity shall be conducted biennially for students in Kindergarten through grade ten.
3. Screening for auditory acuity shall be conducted annually for students in Kindergarten through grade three and in grades seven and eleven, pursuant to N.J.S.A. 18A:40-4.
4. Screening for scoliosis shall be conducted biennially for students between the ages of ten and eighteen, pursuant to N.J.S.A. 18A:40-4.3.
5. Screenings shall be conducted by a school physician, school nurse, or other school personnel properly trained.
6. The school district shall notify the parent of any student suspected of deviation from the recommended standard.
7. The school nurse or designee shall screen to ensure hearing aids worn by students who are deaf and/or hard of hearing are functioning properly. The school nurse or designee will ensure any FM hearing aid systems in classrooms or any school equipment in the school building used to assist students to hear, are functioning properly.

Adopted:



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First Reading: April 25, 2023
Second Reading: May 23, 2023

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7440 SCHOOL DISTRICT SECURITY

The Board of Education believes the buildings and facilities of the school district represent a substantial community investment. The Board directs the development and implementation of a plan for school district security to protect the school community's investment in the school buildings and facilities. The Board will comply with the security measures required in N.J.S.A. 18A:7G-5.2 for new school construction and for existing school buildings.

The school district security program will include: maintenance of facilities that are secure against unwelcome intrusion; protection against fire hazards and faulty equipment; and compliance with safe practices in the use of electrical, plumbing, heating, and other school building equipment.

As used in this Policy and N.J.S.A. 18A:41-7.1, "critical incident mapping data" means information provided in electronic or digital form to assist first responders in an emergency including, but not limited to: aerial images of schools; floor plans, including room and suite numbers; building access points; locations of hazardous materials and utility shut-offs; and any other relevant location information.

The Board shall provide to local law enforcement authorities **critical incident mapping data** for all schools and school grounds. In the case of a school building located in a municipality in which there is no municipal police department, **critical incident mapping data** shall be provided to an entity designated by the Superintendent of the New Jersey State Police. The Board shall provide revised **mapping data** to the applicable law enforcement authorities or designated entities any time that there is a change to the **critical incident mapping data**.

Critical incident mapping data provided pursuant to N.J.S.A. 18A:41-7.1.a. shall be: compatible with all platforms and applications used by local, State, and Federal law enforcement authorities; provided in a printable format; and verified for accuracy through an annual walkthrough of school buildings and school grounds.



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Nothing in this Policy or N.J.S.A. 18A:41-7.1 shall be construed to require local law enforcement authorities or designated entities to access critical incident mapping data using third party viewing software.

The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency pursuant to N.J.S.A. 18A:41-10 through 13 **and this Policy and Regulation 7440.**

The Superintendent of Schools shall designate a school administrator, or a school employee with expertise in school safety and security, as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3 **and this Policy and Regulation 7440.** The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist certification in accordance with the provisions of N.J.S.A. 18A:17-43.2 **and this Policy and Regulation 7440.** The School Safety Specialist shall also serve as the school district liaison with local law enforcement and national, State, and community agencies and organizations in matters of school safety and security.

Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.

In accordance with N.J.S.A. 18A:7G-5.2.b.(15), propping open doors to buildings on school grounds is strictly prohibited and students and staff shall not open a door for any individual. All persons seeking entry into the building shall be directed to the main entrance.

Building records and funds shall be kept in a safe place and secured as appropriate and necessary.

Protective devices designed to be used as safeguards against illegal entry and vandalism may be installed when appropriate. The Board may approve the employment of school resource officers, school security officers, and/or law enforcement officers in situations in which special risks are involved.



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The school district shall annually conduct a school safety audit for each school building in accordance with the provisions of N.J.S.A. 18A:41-14.

N.J.S.A. 18A:7G-5.2; 18A:17-43.1; 18A:17-43.2; 18A:17-43.3;
18A:41-7.1; 18A:41-10; 18A:41-11; 18A:41-12;
18A:41-13; 18A:41-14
N.J.A.C. 6A:16-1.3; 6A:26-1.2

Adopted:



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First Reading: May 23, 2023

8140 STUDENT ENROLLMENTS

The Board of Education recognizes that efficient district operations require an accurate and up to date accounting of the number of students resident in this district and enrolled in district classes and programs.

Student attendance shall be recorded in the school register during school hours on each day ~~the school is~~ in session **pursuant to N.J.A.C. 6A:32-8.3. A staff member designated by the Superintendent shall keep in the school register, attendance of all students, and shall maintain the attendance records in accordance with N.J.A.C. 6A:32-8 and N.J.A.C. 6A:32-8.1(c)** ~~Separate registers shall be kept for students attending preschool, Kindergarten, grades one through five, grades six through eight, grades nine through twelve, each preschool class for the disabled, each class for the disabled, shared time classes for regular students, shared time classes for students with disabilities, full time bilingual education programs and vocational day programs, summer schools operated by the district, and any other programs as required by the New Jersey Department of Education and N.J.A.C. 6A:32-8.1(d).~~

In accordance with N.J.A.C. 6A:32-8.1(e), a student who has been placed on home instruction shall have **their** ~~his or her~~ attendance status recorded on the regular register ~~attendance pages~~ for the program in which the student is enrolled. **The student shall be marked absent for** ~~For~~ the period beginning the first day the student is unable to attend school and ending the day before the first instructional day at the student's place of confinement, ~~the student shall be marked absent.~~ **Absences shall not** ~~No absences will~~ be recorded for the student while on home instruction, **provided** ~~providing~~ the hours of instruction are no less than required by N.J.A.C. 6A:14-4.8 and 4.9 **and N.J.A.C. 6A:16-10.1 and 10.2.** The number of possible days ~~of in membership enrollment~~ for a student on home instruction shall be the same as for other students in the program in which the student is enrolled.

Such records shall be made and maintained as will enable the Board to plan program and facilities development, to make appropriate allocation of district resources, and receive the district's maximum amount of State and Federal aid.



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The Superintendent or designee shall annually and in accordance with the timelines established by the Commissioner, file a report with the Commissioner stating the school district's enrollment.

N.J.S.A. 18A:25-4

N.J.A.C. 6A:14-4.8; 6A:14-4.9; **6A:16-10.1; 6A:16-10.2**; 6A:32-8.1;
6A:32-8.2; **6A:32-8.3**

Adopted:



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R 8140 ENROLLMENT ACCOUNTING

A. School Enrollment

1. The **school** enrollment in a **program of instruction** ~~class~~, a school, or the district shall be the total number of original **student** entries **in the school register** plus the number of re-entries, less the number of transfers, withdrawals, or dropouts in any such unit during a school year. The total number of original entries and re-entries, less the number of transfers, withdrawals, or dropouts, in all ~~the~~ **programs of instruction** ~~classes~~ and schools of the district shall constitute the school enrollment for the ~~school~~ district during any school year.
2. A ~~No~~ student attending a school operated by **the Board of Education** ~~this district~~ shall **not** be **concurrently** enrolled in more than one school register in **any** ~~the school~~ district during a school year **with the exception of shared-time students** ~~All students shall be enrolled as of the first day of attendance for that year.~~
3. A ~~No~~ student shall **not** be enrolled in a school register until the student has reached **over the age of five years in accordance with N.J.S.A. 18A:38-1 - Attendance at School Free of Charge. The district may enroll students under** the following legal school ages:
 - a. Kindergarten – **older** ~~more~~ than four years and **younger** less than six years;
 - b. **State-funded preschool program – at least three years of age and younger than five years; and Day school – more than five years; or**
 - c. **Preschool students with disabilities** ~~disabled~~ – **at least** ~~more than~~ three years **of age** and **younger** less than five years.



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4. Within ten **school** days of the start of the school year, the district shall determine whether **a student who attended the previous year but not the current school year** ~~any re-entering student who has not attended school that year~~ has an excused absence or has transferred, withdrawn, or dropped out of the school district.
 5. Any student enrolled in ~~the a school register in a school~~ district who moves to another school district in the same school year shall be **included** ~~enrolled in the school one~~ register in the new school district upon **enrollment** ~~entering school in that school district~~.
 6. The average daily enrollment in the district for a school year shall be the sum of the **total days in membership** ~~present and absent~~ of all enrolled students when schools were in session during the year, divided by the number of days ~~schools were actually~~ in session. The average daily enrollment for the **programs of instruction** ~~classes~~ or schools of the district having varying lengths of terms shall be the sum of the average daily enrollments obtained for the individual **programs of instruction** ~~classes~~ or schools.
 - a. **“Days in membership” means the number of school days in session in which a student is enrolled. A student's membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.**
 - ~~7. The average daily attendance in the district for a school year shall be the sum of the days present of all enrolled students when schools were in session during the year, divided by the number of days schools were actually in session. The average daily attendance for the classes or schools of the district having varying lengths of terms shall be the sum of the average daily attendance obtained for the individual classes or schools.~~
- B. Application for State School Aid
- Pursuant to the requirements of N.J.S.A. 18A:7F-33, the district shall file with the Commissioner of Education an Application for State School Aid in accordance with the following procedures:



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1. Counting Procedure

- a. Each employee responsible for the maintenance and safe keeping of a school register (and whose name appears on the cover of the register) shall conduct a count of the students entered in the register on the last school day prior to October 16.
- b. The count shall include all students **as required to be reported in accordance with the provisions of N.J.S.A. 18A:7F-33** ~~who have attended school since the beginning of the school year, by original entry or reentry, and shall exclude all students who have been removed from the register by transfer or dropout.~~
- c. The count shall be recorded on a form, and the form shall be submitted to the **School Business Administrator/Board Secretary or designee** _____ no later than October 16.

2. Data Collection

- a. The **Superintendent or designee** _____ shall assign responsibility for the preparation of worksheets to document the compilation of register data.
- b. Completed worksheets shall be submitted to the **School Business Administrator/Board Secretary or designee** _____ who shall compare the data submitted on the worksheets to the register count submitted in accordance with B.1.a.
- c. The **School Business Administrator/Board Secretary or designee** _____ shall reconcile all inconsistencies between worksheet data and register counts and submit final enrollment counts to the **Superintendent of Schools** _____ ~~no later than~~ _____.



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3. Application Submission

The School Business Administrator/Board Secretary or designee, with approval of the Superintendent, shall file with the Commissioner the report required by N.J.S.A. 18A:7F-33
~~_____ shall complete the Application for State School Aid and submit the application to the Superintendent for approval.~~

Issued:



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First Reading: May 23, 2023

8330 STUDENT RECORDS

The Board of Education believes that information about individual students must be compiled and maintained in the interest of the student's educational welfare and advancement. The Board will strive to balance the student's right to privacy against the district's need to collect, retain, and use information about individual students and groups of students. The Board authorizes the establishment and maintenance of student files that include only those records mandated by law, rules of the State Board of Education, authorized administrative directive, and those records permitted by this Board.

The Superintendent shall prepare, present to the Board for approval, and distribute regulations that implement this Policy and conform to applicable State and Federal law and rules of the State Board of Education.

General Considerations

The Board shall compile and maintain student records and regulate access **in accordance with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99**, disclosure, or communication of information contained in **student educational** records in a manner that assures the security of ~~the such~~ records in accordance with the provisions of N.J.A.C. 6A:32-7.4 et seq. Student records shall contain only ~~such~~ information **that** as is relevant to the education of the student and is objectively based on the personal observations or knowledge of the certified school personnel who originate(s) the record. The ~~school~~ district shall provide annual, written notification to parents, adult students, and emancipated minors of their rights in regard to student records and student participation in educational, occupational, and military recruitment programs. Copies of the applicable State and Federal laws and **Board local** policies shall be made available upon request. The ~~school~~ district shall make every effort to notify parents and adult students in their dominant language.



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Nonadult ~~A non-adult~~ students may assert rights of access only through **their** ~~his~~ or ~~her~~ parent(s). However, nothing in N.J.A.C. 6A:32-7 shall be construed to prohibit certified school personnel from disclosing at their discretion student records to non-adult students or to appropriate persons in connection with an emergency, if **the information contained in the record** ~~such knowledge~~ is necessary to protect the health or safety of the student or other persons.

No liability shall be attached to any member, officer, or employee of the Board permitting access or furnishing student records in accordance with N.J.A.C. 6A:32-7.4 et seq.

Student Information Directory

A student information directory is a publication of the Board that includes information relating to a student as defined in N.J.A.C. 6A:32-2.1. This information includes: name; grade level; date and place of birth; dates of school attendance; major field of study; participation in officially recognized activities; weight and height relating to athletic team membership; degrees; awards; the most recent educational agency attended by the student; and other similar information. The student information directory shall be used only by authorized ~~school~~ district personnel and for designated official use by judicial, law enforcement, and medical personnel and not for general public consumption.

In the event the ~~school~~ district publishes a student information directory, the Superintendent or designee will provide a parent or adult student a ten-day period to submit to the Superintendent a written statement prohibiting the **inclusion of school-district from including** any or all types of information about the student in any student information directory before allowing access to **the such** directory **and school facilities** to educational, occupational, and military recruiters pursuant to N.J.S.A. 18A:36-19.1, P.L. 114-95 §8528, and 20 U.S.C. §8528 - Armed Forces Recruiter Access to Students and Student Recruiting Information of the **Every Student Succeeds Act of 2015** ~~Elementary and Secondary Education Act (ESEA) of 1965~~. In accordance with N.J.S.A. 18A:36-19.1, military recruiters will be provided the same access to a student information directory that is provided to educational and occupational recruiters.



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School Contact Directory for Official Use

A school contact directory for official use is a compilation by the ~~school~~ district that includes the following information for each student: name; address; telephone number; date of birth; and school enrollment. The district shall compile and maintain a school contact directory for official use **in accordance with N.J.A.C. 6A:32-7.2**, that is separate and distinct from the student information directory. The student contact directory may be provided for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question. To exclude any information from the school contact directory for official use the parent, adult student, or emancipated minor shall notify the Superintendent or designee in writing.

Mandated and Permitted Student Records

Mandated student records are those records ~~school~~ districts have been directed to compile by State statute, regulations, or authorized administrative directive in accordance with N.J.A.C. 6A:32-7.3.

Permitted student records are those student records not mandated pursuant to N.J.A.C. 6A:32-7.3, but authorized by the Board to promote the student's educational welfare. The Board shall authorize the permitted records to be collected by adopting **this** Policy and Regulation 8330, which will list such permitted records.

Maintenance and Security of Student Records

The Superintendent or designee shall be responsible for the security of student records maintained in the ~~school~~ district **in accordance with the provisions of N.J.A.C. 6A:32-7.4**. **This** Policy and Regulation 8330 assure that access to **student** ~~such~~ records is limited to authorized persons.

Records for each individual student may be stored electronically or in paper format. When student records are stored electronically, proper security and back-up procedures shall be administered.

Student health records, whether stored on paper or electronically, shall be maintained **in accordance with N.J.A.C. 6A:32-7.1(l)** ~~separately from other student records, until such time as graduation or termination, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.~~ Records shall be accessible during the hours in which the school program is in operation.



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Any district ~~internet~~ website shall not disclose any personally identifiable information about a student ~~without receiving prior written consent from the student's parent~~, in accordance with ~~the provisions of N.J.S.A. 18A:36-35 and N.J.A.C. 6A:32-2.1~~ Personally identifiable information means ~~student names; student photos; student addresses; student e-mail addresses; student phone numbers; and locations and times of class trips.~~

Access to Student Records

Only authorized organizations, agencies, or persons as defined in N.J.A.C. 6A:32-7.5 shall have access to student records, including student health records. Access to student records shall be provided to persons authorized such access under N.J.A.C. 6A:32-7.1 et seq. within ten days of a request, but prior to any review or hearing conducted in accordance with N.J.A.C. 6A.

The district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth at N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.

The district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations in accordance with N.J.A.C. 6A:32-7.5(c).

~~The district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth in N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent the parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.~~

Access to and disclosure of a student's health record shall meet the requirements of ~~the FERPA Family Education Rights and Privacy Act, 34 C.F.R. Part 99 (FERPA).~~

Only authorized organizations, agencies, or persons as defined in N.J.A.C. 6A:32-7.5 shall have access to student records, including student health records.



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Nothing in N.J.A.C. 6A:32-7.4 et seq. or in **this** Policy and Regulation 8330 shall be construed to prohibit school personnel from disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is necessary to protect the immediate health or safety of the student or other persons.

In complying with N.J.A.C. 6A:32-7 – Student Records, **the district individuals** shall adhere to requirements pursuant to N.J.S.A. 47:1A-10, the Open Public Records Act (OPRA) and **FERPA** ~~34 CFR Part 99, the Family Educational Rights and Privacy Act (FERPA).~~

Conditions for Access to Student Records

All authorized organizations, agencies, and persons defined in N.J.A.C. 6A:32-7.4 et seq. shall have access to ~~the records of~~ a student **record**, subject to conditions outlined in N.J.A.C. 6A:32-7.6(a).

Rights of Appeal for Parents and Adult Students

Student records are subject to challenge by parents and adult students on the grounds of inaccuracy, irrelevancy, **impermissible** ~~impermissive~~ disclosure, inclusion of improper information, or denial of access to organizations, agencies, and persons in accordance with N.J.A.C. 6A:32-7.7(a).

To request a change in the **student** record or to request a stay of disclosure pending final determination of the challenged procedure, the parent or adult student shall follow the procedures pursuant to N.J.A.C. 6A:32-7.7(b).

Appeals relating to student records for students with disabilities shall be processed in accordance with the requirements of N.J.A.C. 6A:32-7.7(c**b**).

Regardless of the outcome of any appeal, a parent or adult student shall be permitted to place in the student record a statement commenting upon the information in the student record or setting forth any reasons for **contesting a portion of the student record, including the decision made in the appeal.** ~~disagreement with the decision made in the appeal. Such statements~~ **The parent's or adult student's statement** shall be maintained as part of the student record, as long as the contested portion of the **student** record is maintained. If the contested portion of the record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party.



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Retention and Disposal of Student Records

A student record is considered to be incomplete and not subject to the provisions of the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq., while the student is enrolled in the ~~school~~ district. The **Board** ~~school district~~ shall retain the student health record and the health history and immunization record according to the School District Records Retention Schedule, as determined by the New Jersey State Records Committee.

Student records of currently enrolled students, other than **the records that** described in N.J.A.C. 6A:32-7.8(**fe**), may be disposed of after the information is no longer necessary to provide educational services to a student and in accordance with the provisions of N.J.A.C. 6A:32-7.8(**cb**).

Upon graduation or permanent departure of a student from the ~~school~~ district, the parent or adult student shall be notified in writing that a copy of the entire student record will be provided to them upon request. Information in student records, other than that described in N.J.A.C. 6A:32-7.8(**fe**), may be disposed of, but only in accordance with the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq. Such disposition shall be in accordance with the provisions of N.J.A.C. 6A:32-7.8(c)2.

No additions shall be made to the record after graduation or permanent departure without the prior written consent of the parent or adult student.

In accordance with N.J.A.C. 6A:32-7.8(**fe**), the ~~New Jersey public school~~ district of last enrollment, graduation, or permanent departure of the student from the ~~school~~ district shall keep for 100 years, a mandated record of a student's name, date of birth, name of parents, gender, health history and immunization, standardized assessment results, grades, attendance, classes attended, grade level completed, year completed, and years of attendance.

N.J.S.A. 18A:36-19; 18A:36-19.1; 18A:40-4; 18A:40-19
N.J.A.C. 6A:32-7.1; 6A:32-7.2; 6A:32-7.3; 6A:32-7.4; 6A:32-7.5;
6A:32-7.6; 6A:32-7.7; 6A:32-7.8
20 U.S.C. §8528

Adopted:



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First Reading: May 23, 2023

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R 8330 STUDENT RECORDS

A. Definitions (N.J.A.C. 6A:32-2.1)

1. “Access” means the right to view, make notes, and/or reproduce a student record.
2. “Adult student” means a person who is at least eighteen years of age, ~~or is attending an institution of postsecondary education~~, or is an emancipated minor.
3. **“Days in membership” means the number of school days in session in which a student is enrolled. A student’s membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.**
4. **“Health history” means the record of a person’s past health events obtained in writing, completed by the individual or the individual’s physician.**
53. “Mandated student records” means student records that school districts compile pursuant to State statute, regulation, or authorized administrative directive.
64. “Parent” means the natural or adoptive parent, legal guardian, surrogate **parent** appointed **pursuant** ~~according~~ to N.J.A.C. 6A:14-2.2, or a person acting in place of a parent (such as a grandparent or stepparent with whom the student lives or a person legally responsible for the student’s welfare). Unless parental rights have been terminated by a court of appropriate jurisdiction, the parent retains all rights **pursuant to** ~~under~~ N.J.A.C. 6A:32. In addition, a **resource family foster** parent may act as a parent **pursuant to** ~~under~~ the provisions of N.J.A.C. 6A:32 if the parent’s authority to make educational decisions on the student’s behalf has been terminated by a court of appropriate jurisdiction.



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75. “Permitted student records” means records that the Board of Education has authorized, by resolution adopted at a regular public meeting, to be collected to promote the educational welfare of students.
8. **“Personally identifiable information” means, but is not limited to:**
- a. **The student's name;**
 - b. **The name of the student's parent(s) or other family members;**
 - c. **The address of the student or the student's family;**
 - d. **The email address of the student, the student's parent(s), or other family members;**
 - e. **The telephone number of the student, the student's parent(s), or other family members;**
 - f. **A personal identifier, such as the student's Social Security number, student number, or biometric record;**
 - g. **A photo of the student;**
 - h. **The location and times of class trips;**
 - i. **Other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name;**
 - j. **Other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community who does not have personal knowledge of the relevant circumstances to identify the student with reasonable certainty; or**
 - k. **Information requested by a person who the district, or private agency that provides educational services by means of public funds, reasonably believes knows the identity of the student to whom the student record relates.**



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9. **“Physical examination” means the assessment of an individual’s health, in accordance with the requirements at N.J.A.C. 6A:16-2.2.**
10. **“School contact directory for official use” means a compilation by a district that includes the following information for each student: name, address, telephone number, date of birth, and school of enrollment. The directory may be provided for official use only to judicial, law enforcement, and medical personnel.**
11. **“Student discipline record” means information regarding all disciplinary actions taken against a student by a school district pursuant to N.J.S.A. 18A:36-25.1.b. and that is maintained in a student’s record.**
127. **“Student information directory” means a publication of the Board of Education that includes information relating to a student. It shall be used only by authorized school district personnel and for designated official use by judicial, law enforcement, and medical personnel and not for general public consumption. The information shall be the student’s: name; grade level; date and place of birth; dates of **school** attendance; major field of study; participation in officially recognized activities; weight and height relating to athletic team membership; degrees; awards; the most recent educational agency attended by the student; and other similar information.**
136. **“Student record” means information related to an individual student gathered within or outside the school district and maintained within the school district, regardless of the physical form in which it is maintained. Essential in this definition is the idea that any information that is maintained for the purpose of second-party review is considered a student record. Therefore, information recorded by certified school personnel solely as a memory aid and not for the use of a second party is excluded from this definition. In the absence of any “information related to an individual student,” the document(s) no longer meets the definition of “student record.”**



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B. General Considerations (N.J.A.C. 6A:32-7.1)

1. The Board of ~~Education~~ shall compile and maintain student records and regulate access **in accordance with the Federal Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99**, disclosure, or communication of information contained in ~~student educational~~ records in a manner that assures the security of ~~the such~~ records in accordance with the provisions of N.J.A.C. 6A:32-7.1. ~~et seq.~~
2. Student records shall contain only ~~such~~ information **that** as is relevant to the education of the student and is objectively based on the personal observations or knowledge of the certified school personnel who originate(s) the record.
3. The ~~school~~ district shall provide annual, written notification to parents, adult students, and emancipated minors of their rights in regard to student records and student participation in educational, occupational, and military recruitment programs. Copies of the applicable State and Federal laws and ~~Board local~~ policies shall be made available upon request. The **Board** ~~school district~~ shall make every effort to notify parents and adult students in their dominant language.
4. **Nonadult** ~~A non-adult~~ students may assert rights of access only through **their** ~~his or her~~ parent(s). However, nothing in N.J.A.C. 6A:32-7 ~~et seq.~~ or in Policy **8330** or **this** Regulation ~~8330~~ shall be construed to prohibit certified school personnel from disclosing, at their discretion, student records to non-adult students or to appropriate persons in connection with an emergency, if **the information contained in the record** ~~such knowledge~~ is necessary to protect the health or safety of the student or other persons.
5. The parent or adult student shall have access to **the student's** ~~their own~~ records and have access to, or be specifically informed about, only **the** ~~that~~ portion of another student's record that contains information about **the student** ~~his or her own child or himself or herself~~.



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6. **All anecdotal information and assessment reports collected on a student shall be dated and signed by the individual who originated the data.**
 76. The Superintendent or designee shall require all ~~permitted~~ student records of currently enrolled students to be reviewed annually by certified school personnel to determine the education relevance of the **information material** contained therein. The reviewer shall cause **information data** no longer descriptive of the student or educational program to be deleted from the records, except that prior notice shall be given for ~~classified~~ students **with disabilities** in accordance with N.J.A.C. 6A:14, Special Education. **The deleted** ~~Such~~ information shall be disposed of and not be recorded elsewhere. No record of any such deletion shall be made.
 87. No liability shall be attached to any member, officer, or employee of the Board of ~~Education~~ permitting access or furnishing student records in accordance with N.J.A.C. 6A:32-7.1 ~~et seq.~~
 98. When the parent's or adult student's dominant language is not English or the parent or adult student is deaf, the ~~school~~ district shall provide interpretation of the student records in the dominant language of the parents or adult student.
 109. Student health records shall be maintained separately from other student records. **Student health records also shall be maintained and handled**, according to the requirements of N.J.A.C. 6A:32-7.1 ~~et seq.~~, until such time as graduation or termination, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.
- C. School Contact Directory for Official Use (N.J.A.C. 6A:32-7.2)
1. The Board of ~~Education~~ shall compile and maintain a school contact directory for official use that is separate and distinct from the student information directory.



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2. **School personnel shall provide information from the school contact directory for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question. Upon request from a court, other judicial agency, law enforcement agency, or medical service provider currently providing services to the student in question, school personnel shall promptly verify the enrollment of a student and provide the requester with all information about the student that is contained in the school contact directory for official use.**

a. ~~School personnel shall provide information from the school contact directory for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question.~~

b. ~~Upon request from a court, other judicial agency, law enforcement agency, or medical service provider currently providing services to the student in question, school personnel shall promptly verify the enrollment of a student and provide the requester with all information about that student that is contained in the school contact directory for official use.~~

32. ~~A To exclude any information from the school contact directory for official use, the parent, adult student, or emancipated minor shall notify, **in writing**, the Superintendent or designee **of their request to exclude any information from the school contact directory for official use** in writing.~~

D. Mandated and Permitted Student Records (N.J.A.C. 6A:32-7.3)

1. Mandated student records shall include the following:
 - a. The student's name, address, telephone number, date of birth, name of parent(s), gender, standardized assessment results, grades, **record of daily** attendance, classes attended, grade level completed, year completed, and years of attendance;



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- b. ~~Record of daily attendance;~~
 - be. Descriptions of **the** student's progress according to the **Board's system** of student **performance data evaluation** ~~used in the school district;~~
 - cd. History and status of physical health compiled in accordance with State regulations, including **immunizations and** results of any physical examination(s) given by qualified ~~school~~ district employees ~~and immunizations;~~
 - de. Records pursuant to rules and regulations regarding the education of students with disabilities; and
 - ef. All other records required by N.J.A.C. 6A.
2. Permitted student records are those student records not mandated pursuant to N.J.A.C. 6A:32-7.3, but authorized by the Board to promote the student's educational welfare and include the following as authorized by this Board upon adoption of Policy **8330** and **this** Regulation ~~8330~~. These records may include, but are not limited to:
- a. Personally authenticated observations, assessments, ratings, and anecdotal reports recorded by teaching staff members in the performance of their professional responsibilities and intended for review by another person, provided the record is dated and signed by the originator. Information recorded solely as a memory aid for the originator becomes a student's record when it is reviewed by any other person, including a substitute;
 - b. Information, scores, and results obtained from standardized tests or by approved tests conducted by professional personnel;
 - c. Educationally relevant information provided by the parent, **or** adult student, ~~or emancipated minor regarding the student's achievements or school activities;~~



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- d. Any correspondence with the student and/or the student's parents;
- e. Driver education certificate;
- f. Emergency notification form;
- g. New student registration form;
- h. Withdrawal or transfer form;
- i. Change of schedule form;
- ~~j. Records of disciplinary infractions, penalties, and disciplinary hearings;~~
- jk. Records of the student's co-curricular and athletic activities and achievements;
- kl. Class rank;
- lm. Awards and honors;
- mn. Notations of additional records maintained in a separate file;
- no. The statement from a student's parent, adult student, or emancipated minor regarding a contested portion of the record;
- op. Entries indicating review of the file by an authorized person;
- pq. _____;
- qr. _____;
- rs. _____; and
- st. _____.



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E. Maintenance and Security of Student Records (N.J.A.C. 6A:32-7.4)

1. The Superintendent or designee shall be responsible for the security of student records maintained in the ~~school~~ district and shall devise procedures/regulations for assuring that access to **student such** records is limited to authorized persons.
2. **The Board may store all student records** ~~Records for each individual student may be stored~~ either electronically or in paper format. ~~When student records are stored electronically, proper security and backup procedures shall be administered.~~
 - a. **When student records are stored electronically, proper security and backup procedures shall be administered.**
3. Student health records, whether stored on paper or electronically, shall be maintained **in accordance with N.J.A.C. 6A:32-7.1(l)** ~~separately from other student records, until such time as graduation or termination whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.~~
4. Records shall be accessible during the hours in which the school program is in operation.
5. Mandated student records required as part of programs established through State-administered entitlement or discretionary funds from the U.S. Department of Education shall be maintained for a period of five years after **a student's** graduation, **or** termination from the ~~school~~ district, or **to** age twenty-three, whichever is longer, ~~and~~ **The mandated student records** shall be disposed of in accordance with N.J.S.A. 47:3-15 et seq.
6. Any district **or school** website shall not disclose any personally identifiable information about a student, in accordance with N.J.S.A. 18A:36-35.

F. Access to Student Records (N.J.A.C. 6A:32-7.5)

1. Only authorized organizations, agencies, or persons, as defined in N.J.A.C. 6A:32-7.5, shall have access to student records, including



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student health records. Access to student records shall be provided to persons authorized such access under N.J.A.C. 6A:32-7.1(g) ~~et seq.~~ within ten days of a request, but prior to any review or hearing conducted in accordance with N.J.A.C. 6A.

- ~~2. The school district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations or stated in N.J.A.C. 6A:32-7.5(e) and section G. below.~~
23. The school district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth ~~at in~~ N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent the parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.
3. **The district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations or as stated in N.J.A.C. 6A:32-7.5(e) and F.5. below.**
4. Access to, and disclosure of, a student health record shall meet the requirements of ~~the Family Education Rights and Privacy Act FERPA, 20 U.S.C. §1232g, and 34 CFR C.F.R. Part 99 (FERPA).~~
5. **Organizations, agencies, and persons authorized to access student records shall include only the following:**
 - a. **The student who has written permission of a parent and the parent of a student under the age of eighteen, regardless of whether the child resides with the parent, except pursuant to N.J.S.A. 9:2-4;**
 - (1) **The place of residence shall not be disclosed; and**



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- (2) Access shall not be provided if denied by a court;
- b. Students at least sixteen years of age who are terminating their education in the district because they will graduate secondary school at the end of the term or no longer plan to continue their education;
- c. An adult student and/or a parent who has the written permission of an adult student, except that the parent shall have access without the adult student's consent, as long as the adult student is financially dependent on the parent and enrolled in the public school system, or if the adult student has been declared legally incompetent by a court of appropriate jurisdiction. The parent of a financially dependent adult student may not disclose information contained in the adult student's record to a second or third party without the adult student's consent;
- d. Certified school district personnel who are assigned educational responsibility for the student shall have access to the general student record but not to the student health record except under conditions permitted in N.J.A.C. 6A:16-2.4;
- e. Certified educational personnel who have assigned educational responsibility for the student and who are employed by agencies listed below shall have access to the general student record, but not to the student health record, except under conditions permitted at N.J.A.C. 6A:16-2.4:
- (1) An approved private school for students with disabilities;
- (2) A State facility;
- (3) Accredited nonpublic schools in which students with disabilities have been placed pursuant to N.J.S.A. 18A:46-14; or



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- (4) Clinics and agencies approved by the New Jersey Department of Education;**
- f. To fulfill its legal responsibility, the Board shall have access through the Superintendent or designee to information contained in the student's record. Information shall be discussed in executive session, unless otherwise requested by the parent or adult student;**
 - g. Secretarial and clerical personnel under the direct supervision of certified school personnel shall be permitted access to portions of the record to the extent necessary for the entry and recording of data and the conducting of routine clerical tasks. Access shall be limited only to student files in which such staff are directed to enter or record information, and shall cease when the specific assigned task is completed;**
 - h. Accrediting organizations to carry out their accrediting functions;**
 - i. The Commissioner of Education and New Jersey Department of Education staff members who are assigned responsibility that necessitates the review of such records;**
 - j. Officials of other Boards of Education within the State or other educational agencies or institutions where the student is placed, registered, or seeks to enroll, subject to the following conditions:**
 - (1) Original mandated student records that schools have been directed to compile by New Jersey statute, regulation, or authorized administrative directive shall be forwarded to the receiving district, agency, or institution with written notification to the parent or adult student;**



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- (2) **Original mandated student records that the Board has required shall be forwarded to the receiving district, agency, or institution only with the written consent of the parent or adult student, except where a formal sending-receiving relationship exists between the districts;**
 - (3) **All records to be forwarded, including disciplinary records as specified at N.J.S.A. 18A:36-19a., shall be sent to the Superintendent of the school district to which the student has transferred, or the Superintendent's designee, within ten school days after the transfer has been verified by the requesting district;**
 - (4) **The Superintendent or designee shall request, in writing, all student records from the school district of last attendance within two weeks from the date that the student enrolls in the new school district;**
 - (5) **Upon request, the Superintendent or designee of the school district of last attendance shall provide a parent(s) or an adult student with a copy of the records disclosed to other educational agencies or institutions; and**
 - (6) **Proper identification, such as a certified copy of the student's birth certificate or other proof of the student's identity pursuant to N.J.S.A. 18A:36-25.1, shall be requested at the time of enrollment in a new school district;**
- k. Officials of the United States Department of Education assigned responsibilities that necessitate review of such records;**



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- l. Officers and employees of a State agency responsible for protective and investigative services for students pursuant to N.J.S.A. 9:6-8.40. Whenever appropriate, the Board shall ask the State agency for its cooperation in sharing the findings of an investigation;**
 - m. Agency caseworkers or other representatives of a State or local child welfare agency who have the right to access a student's case plan when the agency or organization is legally responsible, in accordance with State law, for the care and protection of the student, consistent with 20 U.S.C. §1232g(b)(1)(L);**
 - n. Organizations, agencies, and persons from outside the school if they have the written consent of the parent or adult student. Organizations, agencies, and persons shall not transfer student record information to a third party without the written consent of the parent or adult student;**
 - o. Organizations, agencies, and individuals outside the school, other than those specified in N.J.A.C. 6A:32-7.5, upon the presentation of a court order; and**
 - p. Bona fide researchers who explain to the Superintendent the nature of the research project and the relevance of the records sought. Prior to the release of records to a researcher, the Superintendent or designee, shall receive from the researcher written assurance that the records will be used under strict conditions of anonymity and confidentiality.**
- 6. Nothing in N.J.A.C. 6A:32-7, Policy 8330, and this Regulation shall be construed to prohibit school personnel from disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is necessary to protect the immediate health or safety of the student or other persons.**



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7. **In complying with N.J.A.C. 6A:32-7, Policy 8330, and this Regulation, the Board shall adhere to the requirements pursuant to the Open Public Records Act (OPRA), N.J.S.A. 47:1A-1 et seq., and FERPA, 20 U.S.C. §1232g; 34 CFR Part 99.**
- a. **When responding to OPRA requests from any party, including parties other than those listed in N.J.A.C. 6A:32-7.5(e) and F.5. above, the Board may release, without consent, records removed of all personally identifiable information, as such documents do not meet the definition of a student record. Before making any release, the Board shall have made a reasonable decision that a student's identity cannot be determined whether through single or multiple releases, or when added to other reasonably available information.**
- ~~G. Authorized Organizations, Agencies, and Persons with Access to Student Records (N.J.A.C. 6A:32-7.5(e))~~
- ~~Access shall include only the following:~~
- ~~1. A student who has the written permission of a parent and the parent of a student under the age of eighteen whether the child resides with the parent except per N.J.S.A. 9:2-4:
 - ~~a. The place of residence shall not be disclosed; and~~
 - ~~b. Access shall not be provided if denied by a court.~~~~
 - ~~2. Students at least sixteen years of age who are terminating their education in the school district because they will graduate secondary school at the end of the term or no longer plan to continue their education;~~
 - ~~3. An adult student and parent who has the written permission of an adult student, except that the parent shall have access without consent of the student as long as the student is financially dependent on the parent and enrolled in the public school system or if the student has been declared legally incompetent by a court~~



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~~of appropriate jurisdiction. The parent of the financially dependent adult student may not disclose information contained in the adult student's record to a second or third party without the consent of the adult student;~~

- ~~4. Certified school district personnel who are assigned educational responsibility for the student shall have access to the general student record but not to the student health record except under conditions permitted in N.J.A.C. 6A:16-2.4;~~
- ~~5. Certified educational personnel who have assigned educational responsibility for the student and who are employed by agencies listed below shall have access to the general student record, but not to the student health record except under conditions permitted in N.J.A.C. 6A:16-2.4:
 - ~~a. An approved private school for the disabled;~~
 - ~~b. A State facility;~~
 - ~~c. Accredited nonpublic schools in which students with educational disabilities have been placed according to N.J.S.A. 18A:46-14; or~~
 - ~~d. Clinics and agencies approved by the Department of Education.~~~~
- ~~6. To fulfill its legal responsibility, the Board of Education shall have access through the Superintendent or designee to information contained in a student's record. Information shall be discussed in executive session unless otherwise requested by the parent or adult student;~~
- ~~7. Secretarial and clerical personnel under the direct supervision of certified school personnel shall be permitted access to portions of the record to the extent necessary for the entry and recording of data and the conducting of routine clerical tasks. Access shall be limited only to student files in which such staff are directed to enter or record information, and shall cease when the specific assigned task is completed;~~



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- ~~8. Accrediting organizations in order to carry out their accrediting functions;~~
- ~~9. The Commissioner of Education and New Jersey Department of Education staff members who are assigned responsibility that necessitates the review of such records;~~
- ~~10. Officials of other district Boards of Education within the State of New Jersey or other educational agencies or institutions where the student is placed, registered, or seeks to enroll subject to the following conditions:
 - ~~a. Original mandated student records that schools have been directed to compile by New Jersey statute, regulation, or authorized administrative directive shall be forwarded to the receiving school district with written notification to the parent or adult student;~~
 - ~~b. Original mandated student records that a Board of Education has required shall be forwarded to the receiving school district only with the written consent of the parent or adult student, except where a formal sending-receiving relationship exists between the school districts;~~
 - ~~c. All records to be forwarded, including disciplinary records as specified in N.J.S.A. 18A:36-19(a), shall be sent to the Superintendent or designee of the school district to which the student has transferred within ten school days after the transfer has been verified by the requesting school district;~~
 - ~~d. The Superintendent or designee shall request in writing all student records from the school district of last attendance within two weeks from the date that the student enrolls in the new school district;~~
 - ~~e. Upon request, the Superintendent or designee of the school district of last attendance shall provide a parent(s) or an adult student with a copy of the records disclosed to other educational agencies or institutions; and~~~~



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- f. ~~Proper identification, such as a certified copy of the student's birth certificate or other proof of the child's identity pursuant to N.J.S.A. 18A:36-25.1, shall be requested at the time of enrollment in a new school district.~~
11. ~~Officials of the United States Department of Education assigned responsibilities that necessitate review of such records;~~
12. ~~Officers and employees of a State agency responsible for protective and investigative services for students referred to that agency, pursuant to N.J.S.A. 9:6-8.40. Wherever appropriate, the Board of Education shall ask the State agency for its cooperation in sharing the findings of an investigation;~~
13. ~~Agency caseworkers or other representatives of a State or local child welfare agency who have the right to access a student's case plan when the agency or organization is legally responsible, in accordance with State law, for the care and protection of the student, consistent with 20 U.S.C. § 1232g(b)(1)(L);~~
14. ~~Organizations, agencies, and persons from outside the school if they have the written consent of the parent or adult student. Organizations, agencies, and persons shall not transfer student record information to a third party without the written consent of the parent or adult student;~~
15. ~~Organizations, agencies, and individuals outside the school, other than those specified in N.J.A.C. 6A:32-7.5, upon the presentation of a court order;~~
16. ~~Bona fide researchers who explain to the Superintendent the nature of the research project and the relevance of the records sought. Researchers shall also satisfy the Superintendent or designee that the records will be used under strict conditions of anonymity and confidentiality. Such assurance shall be received in writing by the Superintendent prior to the release of information to the researcher;~~
17. ~~Nothing in N.J.A.C. 6A:32-7.1 et seq. and Policy and Regulation 8330 shall be construed to prohibit school personnel from~~



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~~disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is necessary to protect the immediate health or safety of the student or other persons; and~~

- ~~18. In complying with N.J.A.C. 6A:32-7.1 et seq., individuals shall adhere to requirements pursuant to N.J.S.A. 47:1A-1 et seq. the Open Public Records Act (OPRA) and 20 U.S.C. § 1232g, 34 CFR Part 99 the Family Educational Rights and Privacy Act (FERPA).~~

GH. Conditions for Access to Student Records (N.J.A.C. 6A:32-7.6)

1. All authorized organizations, agencies, and persons defined in N.J.A.C. 6A:32-7.1 et seq. as listed below shall have access to ~~the records of~~ a student **record**, subject to the following conditions:
 - a1. No student record shall be altered or disposed of during the time period between a request to review the record and the actual review of the record.
 - b2. Authorized organizations, agencies, and persons from outside the school whose access requires the consent of parents or adult students shall submit to the Superintendent or designee, the request in writing, together with any required authorization.
 - c3. The Superintendent or designee shall be present during the period of inspection to provide interpretation of the records, where necessary, and to prevent their alteration, damage, or loss. In every instance of inspection of student records by persons other than parents, student(s), or individuals who have assigned educational responsibility for the individual student, an entry shall be made in the student's record of the name(s) of persons granted access, the reason access was granted, the time and circumstances of inspection, the records **inspected** ~~studied~~, and the purposes for which the data will be used.



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d4. Prior to disclosure of student records to organizations, agencies, or persons outside the ~~school~~ district pursuant to a court order, the Superintendent or designee shall give the parent or adult student at least three days' notice of the name of the requesting agency and the specific records requested unless otherwise judicially instructed. ~~The Such~~ notification shall be provided in writing, if practicable. Only records related to the specific purpose of the court order shall be disclosed.

~~(1)a.~~ Notice to the parent shall not be required when **the parent** ~~he or she~~ is party to a court proceeding involving child abuse and neglect or dependency matters, consistent with 20 U.S.C. §1232g(b)(2)(B).

e5. A record may be withheld from a parent or from an adult student only when the ~~school~~ district obtains a court order or is provided with evidence that there is a court order revoking the right to access. Only that portion of the record designated by the court shall be withheld. When the district has or obtains evidence of such court order, the parent or adult student shall be notified in writing within five days of **the** ~~his or her~~ request that access to the record has been denied and that the person has the right to appeal this decision to the court issuing the order.

III. Rights of Appeal for Parents and Adult Students (N.J.A.C. 6A:32-7.7)

1. Student records are subject to challenge by parents and adult students on grounds of inaccuracy, irrelevancy, **impermissible** ~~impermissible~~ disclosure, inclusion of improper information, or denial of access to organizations, agencies, and persons. The parent or adult student may **request:** ~~seek to: expunge inaccurate, irrelevant, or otherwise improper information from the student record; insert additional data as well as reasonable comments as to the meaning and/or accuracy of the records; and/or request an immediate stay of disclosure pending final determination of the challenge procedure as described in N.J.A.C. 6A:32-7.~~



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- a. **Expungement of inaccurate, irrelevant, or otherwise improper information from the student record;**
 - b. **Insertion of additional data, as well as reasonable comments regarding the meaning and/or accuracy of the student record;**
 - c. **The immediate stay of disclosure pending final determination of the challenged procedure as described in N.J.A.C. 6A:32-7; and/or**
 - d. **Immediate access to student records for organizations, agencies, and persons denied access, pending final determination of the challenged procedure, as described in N.J.A.C. 6A:32-7.**
2. To request a change in the **student** record or to request a stay of disclosure pending final determination of the challenged procedure, **a parent or adult student shall notify, in writing, the Superintendent of the specific issues relating to the student record** ~~the process shall be as follows:~~.
- ~~a. A parent or adult student shall notify in writing the Superintendent of the specific issues relating to the student record.~~
 - ab.** Within ten school days of notification, the Superintendent or designee shall notify the parent or adult student of the school district's decision. If the school district disagrees with the request, the Superintendent or designee shall meet with the parent or adult student to resolve the issues set forth in the request.
 - ~~e. If the school district disagrees with the request, the Superintendent or designee shall meet with the parent or adult student to resolve the issues set forth in the appeal.~~
 - bd.** If the matter is not satisfactorily resolved, the parent or adult student has ten school days to appeal **the district's** ~~this decision to the Board of Education.~~



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- ce. If an appeal is made to the Board of Education, **the Board shall render a decision** a decision shall be rendered within twenty school days. ~~The decision of the Board of Education may be appealed to the Commissioner pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3, Controversies and Disputes.~~
 - d. **The decision of the Board may be appealed to the Commissioner pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3, Controversies and Disputes. At all stages of the appeal process, the parent or adult student shall be afforded a full and fair opportunity to present evidence relevant to the issue.**
 - e. **A record of the appeal proceedings and outcome shall be made a part of the student record with copies made available to the parent or adult student.**
 - f. ~~At all stages of the appeal process, the parent or adult student shall be afforded a full and fair opportunity to present evidence relevant to the issue. A record of the appeal proceedings and outcome shall be made a part of the student's record with copies made available to the parent or adult student.~~
- 3. Appeals relating to student records of students with disabilities shall be processed in accordance with the requirements of **N.J.A.C. 6A:32-7.7(b) and I.2.** above.
 - 4. Regardless of the outcome of any appeal, a parent or adult student shall be permitted to place in the student record a statement commenting upon the information in the student record or setting forth any reasons for **contesting a portion of the student record, including the decision made in the appeal. The parent's or adult student's statement shall be maintained as part of the student record, as long as the contested portion of the student record is maintained. If the contested portion of the student record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party** ~~disagreement with the decision made in the appeal.~~



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- a. ~~Such statements shall be maintained as part of the student record as long as the contested portion of the record is maintained. If the contested portion of the record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party.~~

II. Retention and Disposal of Student Records (N.J.A.C. 6A:32-7.8)

1. A student's record is considered to be incomplete and not subject to the provisions of the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq., while the student is enrolled in the school district.
 - a. The **Board** ~~school district~~ shall retain the student health record and the health history and immunization record according to the School District Records Retention Schedule, as determined by the New Jersey State Records Committee.
2. Student records of currently enrolled students, other than the records ~~that must be maintained for one hundred years as described at in~~ N.J.A.C. 6A:32-7.8(fe) and I.5. below, may be disposed of after the information is no longer necessary to provide educational services to a student. **The disposition shall be carried out only after the parent or adult student has been notified in writing and written permission has been granted, or after reasonable attempts to notify the parent or adult student and to secure permission have been unsuccessful.**
 - a. ~~Such disposition shall be accomplished only after written parental or adult student notification and written parental or adult student permission has been granted or after reasonable attempts of such notification and reasonable attempts to secure parental or adult student permission have been unsuccessful.~~
3. Upon graduation or permanent departure of a student from the school district:



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- a. The parent or adult student shall be notified in writing that a copy of the entire student record will be provided to them upon request.
- b. Information in student records, other than that described at ~~in~~ N.J.A.C. 6A:32-7.8(fe) and I.5. below, may be disposed of, but only in accordance with the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq. **The disposition shall be carried out only after the parent or adult student has been notified in writing and written permission has been granted, or after reasonable attempts to notify the parent or adult student and to secure permission have been unsuccessful and prior written authorization has been obtained from the New Jersey State Records Committee in the New Jersey Department of the Treasury.**
- ~~c. Such disposition shall be accomplished only after written parental or adult student notification and written parental or adult student permission has been granted, or after reasonable attempts at such notification and reasonable attempts to secure parental or adult student permission have been unsuccessful and prior written authorization has been obtained from the New Jersey State Records Committee in the New Jersey Department of State.~~
4. No additions shall be made to the record after graduation or permanent departure without the prior written consent of the parent or adult student.
5. The ~~New Jersey public school~~ district of last enrollment, graduation, or permanent departure of the student from the ~~school~~ district shall keep, for one hundred years, a mandated record of a student's name, date of birth, name of parents, gender, health history and immunization, standardized assessment results, grades, attendance, classes attended, grade level completed, year completed, and years of attendance.

Issued:





Multi-Level Classes: Vision and Stories

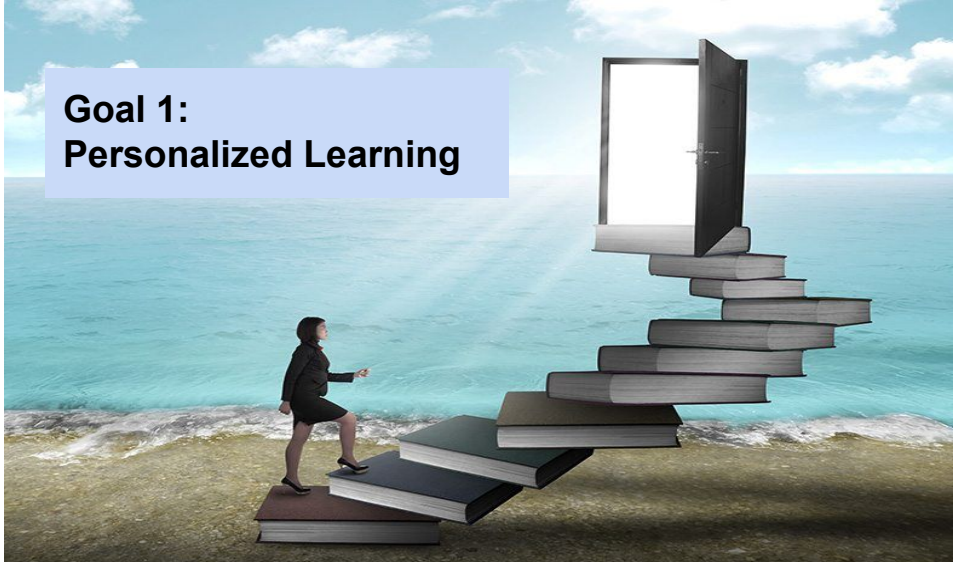
Barbara Gould, Ed.D.

Director of Counseling, Health & Wellness

Andrea Bean

Supervisor of Instruction

**Goal 1:
Personalized Learning**



**Goal 2:
Global Citizenship**



**Goal 3:
Social & Emotional**



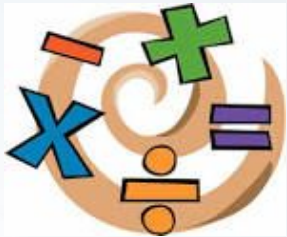
**Goal 4:
Equity**



Which courses are/will be multi-level ?

Current Multi-Level Classes

- 7th grade math
- 8th grade algebra I
- 9th grade algebra II
- World History



Additional Multi-Level Classes

- Biology
- Language Arts



How do multi-level classes meet the goals?



Provides flexibility in learning, enabling teachers to meet students where they are

Maximizes the benefits of divergent thinking



Removes barriers that naturally occur in groupings

Supports transition from 8th into 9th grade



Social emotional benefits for all learners

Increases representation of underrepresented groups in honors courses



Provides equitable & inclusive educational opportunities

How do multi-level classrooms work?

Multi-Level Classrooms



How do multi-level classrooms work?

Consistent for all students:

- NJ Standards & curricula
- College prep & Honors in same classroom
- Student choice & access to learning
- High quality instruction for all students
- Differentiated learning
- Frequent check-ins to support learning
- Learning community where every student belongs

Components that may vary student to student:

- Assessments
- Resources
- Complexity of text sets or tasks
- Depth of content and analysis
- Products that reflect their learning
- Groupings are flexible within the classroom
- GPA weight

What are the benefits of multi-level classes?

- **Helps reduce the negative effects of tracking**
- Keeps doors open for students regarding scheduling
- **Provides teachers talking points for helping students schedule 10th grade classes**
- Allows all students to stretch their thinking when exposed to more complex tasks
- Allows students to start where they feel comfortable & build confidence
- Increased creativity & innovation
- Increased academic achievement
- Maximizes benefits of divergent thinking
- Enhanced cognitive skills for all students
- Flexibility in experiences
- **Student choice- more engagement**
- Individualized learning opportunities
- Improved communication skills

More Benefits

- Increased empathy and social awareness
- Improved social skills
- Enhanced self-esteem
- **Increased risk-taking in learning**
- Increased motivation & engagement
- **Increased sense of belonging**
- Increased access to high-level content & expectations for students in underrepresented groups
- **Better preparation for real world**
- Greater sense of community

What are the benefits of multi-level classes?

Multi-Level Classrooms

Describe the benefits of multi-level classes for students



3:50 / 10:28

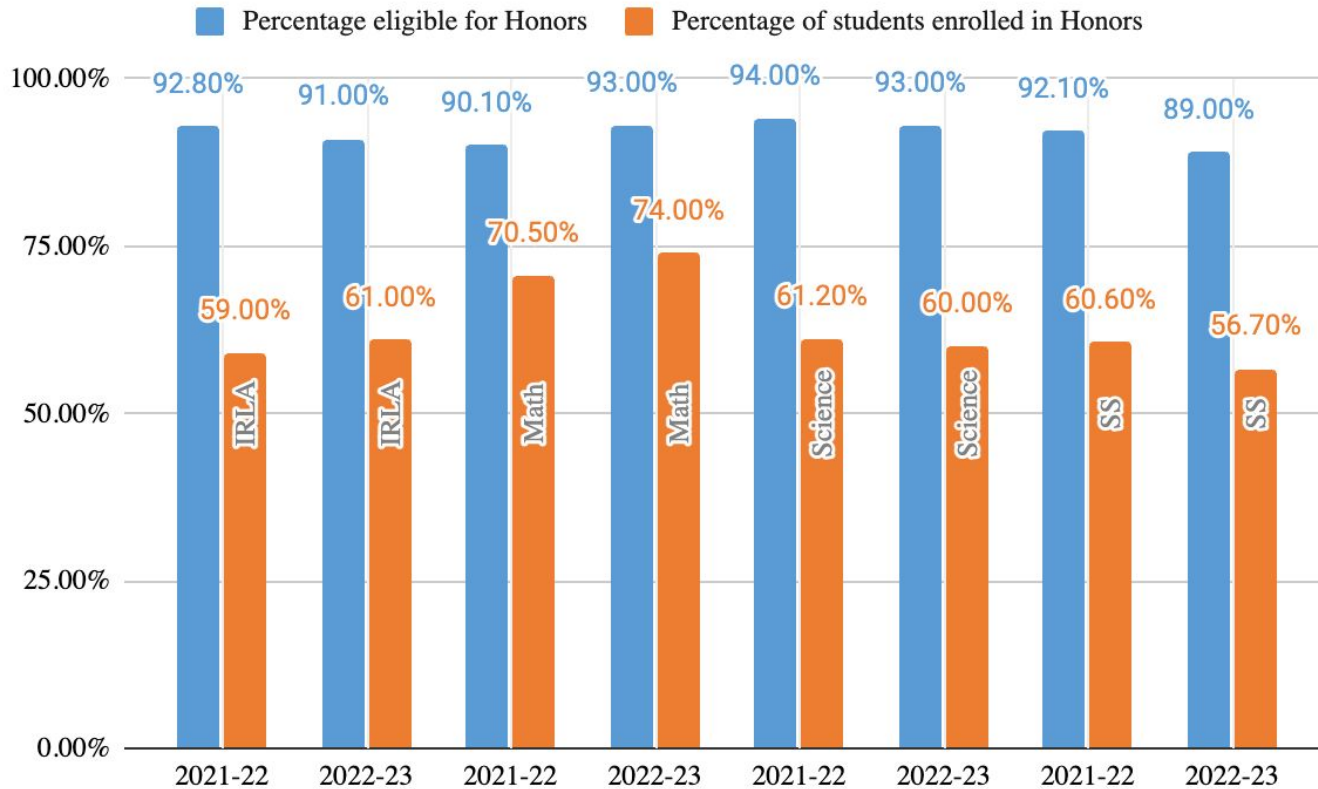


What does the research say?

In their meta-analysis, **Terrin and Triventi (2022)** examined the the purported benefits of homogeneous grouping on overall student achievement and the possible negative impact on equity. What did this analysis reveal?

- **First, the impact of homogeneous grouping on student achievement “is null”** – in other words, the supposed efficiency of grouping secondary students by achievement, attitudes, and interests does not produce a higher overall level of student achievement, nor does it result in lower overall achievement. There’s no measurable difference.
- **Second, the meta-analysis found that homogeneous grouping has a negative impact on equity.** The research evidence, say Terrin and Triventi, “provides no support for the existence of an ‘equality-efficiency trade-off” – that is, the need to sacrifice equality to improve the overall performance of the educational system. Instead, this finding suggests that the stream of literature that emphasizes how tracking negatively impacts student achievement dispersion and inequality of opportunity.
- The authors acknowledge that teaching students in heterogeneous groups at the secondary level is pedagogically challenging and educators need to be nimble and innovative to help all students learn at high levels.

Student Eligibility



This bar graph illustrates the percentage of students in 8th grade across the district eligible for honors in Language Arts, Math, Science and SS compared to the percentage of students enrolled in honors in 9th grade for the past two years.

Student Feedback

“When we learn new material, we can start at the same level and have access to the same resources. I can build my confidence and understanding of the skill before solving the more complex problems.”

Q: What does a multi level class look like?

“We have a number sense routine, then a lesson on a skill we all learn. After that, we can choose where we feel comfortable starting and we work together to practice.”

“We work together in different groups or with partners and help each other. Since we all learn the content, we can all help each other.”

Q: How are students grouped?

“We don't really know who is in honors or college prep. Everyone has access to the resources and can choose to do the challenge questions.”

“We learn the same skills, but for honors, we go more in depth in the content and have more complex problems.”

Q: What is the difference between honors and college prep?

“In my other classes, it's about how the class is doing. In this class it's about me and how I am doing.”

Student Success Stories

Multi-Level
Classrooms

Describe a success story
from your classroom



9:10 / 10:28



How is this work communicated to families?

- Program of Studies Presentations
- Back to School Nights
- 8th Grade/9th Grade PTSA Coffee with the Principals
- PTSA meetings at both high schools
- PTSA Executive Board Meeting
- BOE May 2023

What are the next steps?

- Creation of FAQ with logistics and operating procedures to be available
- Continually monitor student progress
- Continued teacher professional development & training
 - Summer Institute for teachers
 - Curriculum writing
 - Classroom visits
 - Ongoing professional development plan for staff
 - Hosted several teacher panels
 - Collecting and sharing student feedback
 - Teacher Resource Specialists to support teachers

Questions?



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

June 13, 2023: BOARD OF EDUCATION MEETING

Central Office
321 Village Road East, West Windsor, NJ 08550

ACTION MAY BE TAKEN

6:00 PM District Celebration – Central Office Lobby
7:00 PM Closed Executive Session – C110/C111
7:30 PM Public Meeting – Multi-Purpose Room

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Eliana Du and Maya Patel, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and June 9, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	Contract Negotiations with WWPAA; and Potential Sidebar Agreement with WWPEA
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	EDS 01763-22; EDS 07076-21; EDS 03375-22
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments

III. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. BOARD OF EDUCATION COMMITTEE REPORTS

- Administration & Facilities Committee
- Curriculum Committee

V. MEETING

A. ADMINISTRATION

To be voted on 06/13/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated May 23, 2023, for the following case numbers: 248652-MRS-05162023; 248531-MRS-05152023; 248488-MRS-05122023; 248483-MRS-05122023; 248378-HSS-05112023; 248339-HSS-0511202; 248331-HSS-05112023; 248330-HSS-05112023; 248185-MHE-0509202; 248120-HSS-05082023; 248119-MRS-05082023; 248116-HSS-05082023; 248072-MRS-05082023; 247902-GMS-05042023; 247657-DNE-05012023; 247319-MHE-04252023; 247191-MHE-04242023; 247133-VS-04212023; 247123-HSS-04212023; 246357-MHE-03312023; and 241851-DNE-01312023
2. Review superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated June 13, 2023, for the following case numbers: 249952-VS-06082023; 249671-GMS-06022023; 249590-VS-06012023; 249589-HSS-06012023; 249537-HSS-06012023; 249514-GMS-06012023; 249470-HSN-05312023; 249405-TCE-05302023; 249395-GMS-05302023; 249264-HSS-05252023; 249241-DNE-05252023; 249187-DNE-05242023; 249179-DNE-05242023; 249017-HSN-05222023; 248915-GMS-05192023; 248813-GMS-05182023; 248721-HSN-05172023; 248613-HSS-05162023; 248585-CMS-05162023; 248582-GMS-05162023; 248348-HSS-05112023; 248288-DNE-05102023; and 248087-GMS-05082023.

School Security Drills

- Acknowledge the following fire and security drills were performed in May 2023 in compliance with N.J.S.A. 18A:41-1:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
5/1/23	5/24/23	Dutch Neck Elementary School
5/15/23	5/24/23	Maurice Hawk Elementary School
5/11/23	5/25/23	Town Center Elementary School
5/8/23	5/23/23	J.V.B. Wicoff Elementary School
5/15/23	5/9/23	Millstone River School
5/16/23	5/12/23	Village School
5/4/23	5/15/23	Community Middle School
5/23/23	5/8/23	Thomas Grover Middle School
5/15/23	5/16/23	WW-P High School North
5/23/23	5/30/23	WW-P High School South

Policies: First Reading

- First reading of the following policies:

P 5512	Harassment, Intimidation, or Bullying
P 2520	Instructional Supplies
R 2520	Instructional Supplies

Policies: Second Reading

- Second reading and approval of the following policies:

P 5200	Attendance
R 5200	Attendance
P 8140	Student Enrollments
R 8140	Enrollment Accounting
P 8330	Student Records
R 8330	Student Records
P 1125	Benefits Covering Non-Affiliated Community Education Staff – Category E

Administrator Contracts

- Approve the following resolution:

WHEREAS, the West Windsor-Plainsboro Regional School District Board of Education (“Board”) wishes to appoint Marshall “Lee” McDonald to serve as Deputy Superintendent of Schools effective July 1, 2023;

WHEREAS, pursuant to N.J.A.C. 6A:23A-3.1(a), the Executive County Superintendent has determined that the proposed Employment Contract for Marshall “Lee” McDonald to serve as Deputy Superintendent of Schools is in compliance with the Fiscal Accountability, Efficiency and Budgeting Regulations, and as such has approved the proposed Employment Agreement;

IT IS HEREBY RESOLVED that pursuant to *N.J.S.A. 18A:17-16*, and upon the recommendation of the Superintendent, the Board wishes to appoint Marshall “Lee” McDonald, to serve as Deputy Superintendent of Schools; and

IT IS HEREBY FURTHER RESOLVED that the Employment Agreement between the Board and Marshall “Lee” McDonald, dated June 13, 2023, is adopted and approved by the Board.

7. Approve the following resolution:

WHEREAS, the West Windsor-Plainsboro Regional School District Board of Education (“Board”) wishes to appoint Charity Comella to serve as Assistant Superintendent for Personnel effective July 1, 2023;

WHEREAS, pursuant to N.J.A.C. 6A:23A-3.1(a), the Executive County Superintendent has determined that the proposed Employment Contract for Charity Comella to serve as Assistant Superintendent for Personnel is in compliance with the Fiscal Accountability, Efficiency and Budgeting Regulations, and as such has approved the proposed Employment Agreement;

IT IS HEREBY RESOLVED that pursuant to *N.J.S.A. 18A:17-16*, and upon the recommendation of the Superintendent, the Board wishes to appoint Charity Comella, to serve as Assistant Superintendent for Personnel; and

IT IS HEREBY FURTHER RESOLVED that the Employment Agreement between the Board and Charity Comella, dated June 13, 2023, is adopted and approved by the Board.

8. Approve the following resolution:

WHEREAS, the West Windsor-Plainsboro Regional School District Board of Education (“Board”) wishes to appoint Barbara Gould to serve as Chief Academic Officer effective July 1, 2023;

WHEREAS, pursuant to N.J.A.C. 6A:23A-3.1(a), the Executive County Superintendent has determined that the proposed Employment Contract for Barbara Gould to serve as Chief Academic Officer is in compliance with the Fiscal Accountability, Efficiency and Budgeting Regulations, and as such has approved the proposed Employment Agreement;

IT IS HEREBY RESOLVED that pursuant to *N.J.S.A. 18A:17-16*, and upon the recommendation of the Superintendent, the Board wishes to appoint Barbara Gould, to serve as Chief Academic Officer; and

IT IS HEREBY FURTHER RESOLVED that the Employment Agreement between the Board and Barbara Gould, dated June 13, 2023, is adopted and approved by the Board.

9. Approve the following resolution:

WHEREAS, the West Windsor-Plainsboro Regional School District Board of Education (“Board”) wishes to appoint Susan Totaro to serve as Chief Equity Officer effective July 1, 2023;

WHEREAS, pursuant to N.J.A.C. 6A:23A-3.1(a), the Executive County Superintendent has determined that the proposed Employment Contract for Susan Totaro to serve as Chief Equity Officer is in compliance with the Fiscal Accountability, Efficiency and Budgeting Regulations, and as such has approved the proposed Employment Agreement;

IT IS HEREBY RESOLVED that pursuant to *N.J.S.A. 18A:17-16*, and upon the recommendation of the Superintendent, the Board wishes to appoint Susan Totaro, to serve as Chief Equity Officer; and

IT IS HEREBY FURTHER RESOLVED that the Employment Agreement between the Board and Susan Totaro, dated June 13, 2023, is adopted and approved by the Board.

10. Approve the following resolution:

WHEREAS, it is the mutual desire and request of the West Windsor-Plainsboro Regional School District Board of Education (“Board”) and Christopher Russo, Assistant Superintendent for Finance, to adopt an Employment Contract, which reflects the parties’ desire to enhance administrative stability and continuity with the West Windsor-Plainsboro Regional School District for the 2023-2024 school year;

WHEREAS, pursuant to N.J.A.C. 6A:23A-3.1(a), the Executive County Superintendent has determined that the proposed Employment Agreement for Christopher Russo is in compliance with the Fiscal Accountability, Efficiency and Budgeting Regulations, and as such has approved the proposed Employment Agreement;

IT IS HEREBY RESOLVED that pursuant to *N.J.S.A. 18A:17-16*, and upon the recommendation of the Superintendent, the Board wishes to re-appoint Christopher Russo to serve as Assistant Superintendent for Finance for the 2023-2024 school year; and

IT IS HEREBY FURTHER RESOLVED that the Employment Agreement between the Board and Christopher Russo, dated June 13, 2023, is adopted and approved by the Board.

Guidance Software Services

11. Authorize a one-year agreement with PowerSchool, (formerly Hobsons) to provide Naviance software services for college and career planning for middle schools and high schools from September 16, 2023, to September 16, 2024, at a cost not to exceed \$26,362.20.

Anti-Bullying Software

12. Authorize an annual subscription with Educational Development Software for HIBster anti-bullying software for electronic incident management, including access to Anti-Bullying Bill of Rights Act and I&RS/504 training seminars, for the 2023-2024 school year, at a cost of \$10,500.

Contract Approval

13. Approve an agreement with Strauss Esmay Associates, LLP, for online policy alert support services for West Windsor-Plainsboro Regional School District Bylaws, policies, and regulations for the 2023-2024 school year in the amount of \$4,965.

School Based Counseling

14. Approve the renewal of the Rutgers UBHC proposal to provide therapeutic support services to youth and families at a 12-month flat fixed rate of \$573,500 from July 1, 2023 to June 30, 2024.

Safe Return Plan

15. Approve the submission of the Revised Local Education Agency Plan for Safe Return to In-Person Instruction and continuity of services to the New Jersey Department of Education.

CJ Pride

16. Approve a shared services and membership agreement for CJPRIDE (Central Jersey Program for the Recruitment of Diverse Educators) with Bayonne Public Schools; Berkeley Heights Board of Education; Bordentown Board of Education; Brick Township Board of Education; Bridgewater Raritan Board of Education; Camden City School District; Cranford Public School District; Delran Township Board of Education; Denville Township Board of Education; Dover Board of Education; East Windsor Regional Board of Education; Eatontown Public Schools; Ewing Township Board of Education; Flemington Raritan Board of Education; Florence Township Board of Education; Franklin Township Board of Education; Freehold Borough Board of Education; Freehold Regional High School District Board of Education; Glen Ridge Board of Education; Glen Rock Board of Education; Gloucester County Special Services School District; Hamilton Township Board of Education; Hawthorne Board of Education; Hillsborough Public Schools; City of Hoboken Board of Education; Hopewell Valley Regional Board of Education; Howell Township Board of Education; Hunterdon Central Regional Board of Education; Jackson Township Board of Education; Kenilworth Board of Education; Lawrence Township Board of Education; Livingston Board of Education; Manalapan-Englishtown Regional Board of Education; Matawan-Aberdeen Regional Board of Education; Mercer County Vocational Technical Schools; Metuchen Board of Education; Millburn Township Board of Education; Milltown Public Schools; Monmouth-Ocean Educational Services Commission; Montclair Board of Education; Montgomery Township Board of Education; Moorestown Township Board of Education; Morris-Union Jointure Commission Board of Education; Mount Laurel Township Board of Education; Neptune Township Board of Education; New Brunswick Public Schools; North Brunswick Township Board of Education; North Hunterdon-Voorhees Regional High School; North Plainfield Board of Education; Northern Burlington County Regional High School; Northern Valley Regional High School District; Old Bridge Township Board of Education; Passaic Board of Education; Passaic County Manchester Regional High School District; Phillipsburg Board of Education; Pittsgrove Township Schools; Plainfield Board of Education; Princeton Public Schools Board of Education; Rahway Public Schools; Rancocas Valley Regional High School; Readington Township Board of Education; Robbinsville Board of Education; School District of the Chatham Board of Education; Somerset Hills School District; Somerville Board of Education; South Brunswick Board of Education; South Hunterdon Regional Board of Education; South Orange Maplewood Board of Education; South Plainfield Board of Education; Springfield Board of Education; Summit Public Schools; Trenton Board of Education; Toms River Board of Education; Union County Educational Services Commission; Warren Township Board of Education; Watchung Borough Board of Education; Watchung Hills Regional High School Board of Education; Wayne Township Board of Education; Westfield Board of Education; West Orange School District; and West Windsor-Plainsboro Regional Board of Education for the period of July 1, 2023 to June 30, 2024, at a cost not to exceed \$2,000 for new districts and \$300 for renewing districts.

Special Services – Consultants

17. Approval of the following:

Vista Rehab Services- Ellen Kandel, Director, Kathleen McEwen, Director; not to exceed \$90/ 30 min. session, \$100/ 45 min. session, \$110/ 1 hour session (including travel); \$425 Speech, OT & PT evaluations and up to \$2,000 through June 30, 2024.

Membership Resolution

18. Authorize enrollment of West Windsor-Plainsboro High School North and West Windsor-Plainsboro High School South as members of the Burlington County Scholastic League to participate in the approved interschool athletic program sponsored by the League for the 2023-2024 school year

B. CURRICULUM AND INSTRUCTION

To be voted on 06/13/23: Recommend approval of the following resolutions:

ESEA Grant

1. Amend the entitlement grant, originally accepted on December 13, 2022, for the Fiscal Year 2023 “Elementary and Secondary Education Act” (ESEA) from the State of New Jersey to \$500,598, including carryover, as follows:

Title I Part A	\$ 263,107
Title II Part A	\$ 117,847
Title III	\$ 96,637
Title III Immigrant	\$ 0
Title IV	\$ 23,007

PSAT Testing Materials

2. Enter into an agreement with College Board for the purchase of the PSAT testing materials for the 2023-2024 school year. The total cost of the materials for both high schools are approximately \$27,507.78.

Technology

3. Approval of the following agreements:

- a) A one-year agreement with ClassLink single sign on student user licensing and one Roster Hosting license for the 2023-2024 school year at a of \$36,935.
- b) A one-year agreement with Neuron Fuel Inc. to provide Epic School Plus digital reading platform, from August 1, 2023 through July 31, 2024, at a cost not to exceed \$24,000.
- c) The second year of a three-year agreement with SeeSaw to provide online student portfolio application, grades K-5, for the 2023-2024 school year, at a total cost of \$36,935.
- d) A one-year agreement with CogAT Online to provide District wide licensing, from July 1, 2023 through June 30, 2024, at a cost not to exceed \$14,355.

- e) A one-year agreement with DreamBox Learning to provide remote learning/blended learning solutions (advanced) for K-5 students for math digital content instruction from August 1, 2023 through July 31, 2024, at a cost not to exceed \$63,713.36.
- f) A one-year agreement with Explorer Learning Gizmos to provide District licensing for Middle School Math and Science teachers and Upper Elementary Science teachers, from July 1, 2023 through June 30, 2024, at cost not to exceed \$43,785.
- g) A one-year agreement with Pear Deck to provide District wide premium access licensing for teachers and students to use technology to connect, collaborate, create, learn and build skill sets, from September 1, 2023 through August 31, 2024, at a cost not to exceed \$22,244.16.
- h) A one-year agreement with EdPuzzle to provide District wide licensing to Edpuzzle Pro, from July 1, 2023 through June 30, 2024, at a cost not to exceed \$21,150.
- i) A one-year agreement with Northwest Evaluation Association (NWEA) to supply web-based Measures of Academic Progress (MAP) math, reading, and language arts assessments for students in English and in Spanish. The cost of the materials through June 30, 2024, is approximately \$68,550.

Professional Development Consultants

4. Approve the following:

- a) To increase the cost for American Institutes of Research Center on Multi-Tiered System of Supports to provide on-site and virtual training for district employees from June 2023 through June 2024, originally approved on April 25, 2023, to not to exceed \$16,250, due to a change from virtual to on-site instruction for one session.
- b) To add eight Teacher Resource Specialists to the Pledger M. Fedora, Ph.D. Orton-Gillingham Academy 30-Hour virtual Classroom Educator Training, from September 11, 2023, through September 15, 2023, originally approved May 23, 2023, at a cost not to exceed \$9,200.

C. FINANCE

To be voted on 06/13/23: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:

- a) Bills List General for June 13, 2023 (run on 06-07-23) in the amount of \$42,459.73.
- b) Bills List Capital for June 13, 2023 (run on 06-06-23) in the amount of \$9,921,486.02.

Bid Award – Capital Reserve

Replacement of Sanitary Main at West Windsor-Plainsboro High School North

- 2. Award the June 6, 2023 Bid # 2023-04 for Replacement of Sanitary Main at West Windsor-Plainsboro High School North, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5414), for a single overall contract to James R. Ientile, Inc., Marlboro, New Jersey, for a lump sum bid award of \$113,012.00,

contingent upon attorney review and approval of bid documents, utilizing capital reserve funds.

Other bids:	<u>Bidder</u>	<u>Base Bid</u>
	William J. Guarini, Inc.	\$115,500.00
	Robert Griggs Plumbing	\$122,500.00
	Earle Asphalt Co.	\$179,831.63
	S&G Paving	\$185,500.00

No Bids Received

Capital Reserve - Sensory Playground at Town Center Elementary School

3. Acknowledge that no bids were received for the June 6, 2023, Bid #2023-07 for Sensory Playground at Town Center Elementary School, FVHD project #5467. The District will rebid the project at a later date.

Food Service – Demolition, Installation, and Setup of Cooler/Freezer Combinations

4. Acknowledge that no bids were received for the May 10, 2023, Bid #2023-03 for Demolition, Installation and Setup of Cooler/Freezer Combos with Floor at Three Elementary Schools, and,

Acknowledge that no bids were received for the June 1, 2023, ReBid #2023-03A for the above mentioned project. The District will pursue quotes for this purchase in accordance with *N.J.S.A. 40A:11-5 5(3)*.

State Contract Lease

5. Authorize the third year, beginning August 2023, of a 5-year lease utilizing NJ State Contract G2075 – Copiers & Multi-Function Devices, Maintenance, Supplies & Print Services to Keystone Digital Imaging Inc., Mt. Laurel, NJ, for Ricoh brand copiers at an annual cost of \$328,333.44.

Contract Renewal – Buildings & Grounds

6. Renew, per the provisions of 18A:18A-42, the contract for Landscaping and Mowing Services districtwide, originally awarded as a single overall contract through Bid: 2021-01, to Onsite Landscape Management, Perrineville, New Jersey for the 2023-2024 school year in the total amount of \$256,599.82. The renewal includes a 3.5% increase over the prior year, plus approval of Change Order #1 in the amount of \$12,700 to include services at 72 Grovers Mill Road in accordance with *N.J.A.C. 5:30-11.3*.

National Cooperative Purchasing Contracting

7. Approve the following national cooperative purchasing agreements:
 - a) Participation in the national cooperative PEPPM Cooperative Purchasing for the 2023-2024 school year for Apple, Inc. Contract # 535802-001 to purchase Apple brand hardware, software, related services and other branded products. Information regarding the contract may be found during regular business hours, at the Central Susquehanna Intermediate Unit, IU #16, 90 Lawton Lane Milton PA 17847 as well as on the PEPPM Cooperative website:

- b) Participation in the Keystone Purchasing Network (KPN), Central Susquehanna Intermediate Unit, national cooperative purchasing contracting network, original resolution approved December 19, 2017, for school district goods and services in accordance with *N.J.S.A. 18A:18A-4.1*.

Cooperative Purchases Over the Bid Limit

8. Authorize the following Co-Op purchases:

- a) a purchase utilizing NJ Cooperative Bid – ESCNJ 22/23-08, Furniture and Accessories to Hertz Furniture Systems, LLC of Ramsey, NJ as awarded through July 2, 2024, for the EdCote Program as follows:

<u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
7	Dual Height Zenergy™ Ball Chair	\$ 262.50	\$ 1,837.50
7	Dual Height Zenergy™ Ball Chair	\$ 262.50	\$ 1,837.50
2	Dual Height Zenergy™ Ball Chair	\$ 311.50	\$ 623.00
14	Dual Height Zenergy™ Ball Chair	\$ 153.30	\$ 2,146.20
2	Zenergy™ Swivel Ball Chair	\$ 311.50	\$ 623.00
1	Slip over Floor Savers – 1”- 1.25”	\$ 81.25	\$ 81.25
1	Divide Storage Mobile Markerboard	\$ 1,443.30	\$ 1,443.30
2	10 Pocket Onyx Magazine Rack	\$ 145.60	\$ 291.20
3	60” Crank Standing Desk	\$ 609.00	\$ 1,827.00
1	CITI Three-Seat Sofa	\$ 1,493.50	\$ 1,493.50
5	Delivery and Set Up		\$ 1,683.55
Total Cost			\$13,887.00

- b) a purchase utilizing KPN Keystone Purchasing Network Contract Number 202012-02 Furniture to Hertz Furniture Systems, LLC of Ramsey, NJ as awarded through Feb 28, 2024, for the EdCote Program as follows:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
2	Siena Oversized Guest Chair	\$ 837.72	\$ 1,675.44
2	Roam Mobile Portable Whiteboard	\$ 914.66	\$ 1,829.32
1	5’4” x 7’8” Structured Area Rug	\$ 232.49	\$ 232.49
1	ELO Collaborative School Table	\$ 587.40	\$ 587.40
2	ELO Collaborative School Table	\$ 622.60	\$ 1,245.20
4	17.5”H DuraFlex Smoothie Soft Seating Lounge Chair	\$1,036.35	\$ 4,145.40
6	17.5”H DuraFlex Soft Seating – Round	\$ 431.55	\$ 2,589.30
6	17.5”H DuraFlex Soft Seating – Round (Med Blue)	\$ 431.55	\$ 2,589.30
2	Delivery and Set Up	\$1,950.00	\$ 3,900.00
Total Cost			\$18,793.85

- c) a purchase utilizing NJ Cooperative Bid - #26 EDCP, MSRP Furniture #10430 to Hertz Furniture Systems, LLC of Ramsey, NJ as awarded as awarded through December 1, 2023, for the EdCote Program as follows:

<u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
16	16” Zed Cantilever School Chair	\$ 144.02	\$2,304.32

60	16" Zed School Chair	\$ 111.34	\$6,680.40
16	16" Zed School Chair	\$ 111.34	\$1,781.44
12	16" Zed School Chair	\$ 137.56	\$1,650.72
14	16" Zed School Chair	\$ 106.02	\$1,484.28
30	16" Zed School Chair	\$ 113.62	\$3,408.60
13	16" Zed School Chair	\$ 137.56	\$1,788.28
14	16" Zed School Chair	\$ 106.02	\$1,484.28
8	17" Round 18" H Series Soft Seating	\$ 932.20	\$7,457.60
8	18 in. Squircle Active Seating	\$ 112.48	\$899.84
4	18 in. Squircle Active Seating	\$ 112.48	\$449.92
4	18 in. Squircle Active Seating Stool	\$ 112.48	\$449.92
10	18 in. Squircle Active Seating Stool	\$ 85.95	\$859.50
4	18 in. Squircle Active Seating Stool	\$ 112.48	\$449.92
5	18" Metal Lab Stool – Black Frame	\$ 59.16	\$295.80
9	18" Metal Lab Stool – Black Frame	\$ 62.64	\$563.76
5	18" Semi-Round Vinyl Mod Soft Seating	\$ 427.50	\$2,137.50
10	18" Zed Cantilever School Chair	\$ 145.16	\$1,451.60
16	18" Zed School Chair	\$ 113.62	\$1,817.92
28	18" Zed School Chair	\$ 113.62	\$3,181.36
30	18" Zed School Chair	\$ 113.62	\$3,408.60
10	18" Zed School Chair	\$ 113.62	\$1,136.20
26	18" Zed School Chair w/ Casters	\$ 164.16	\$4,268.16
30	18" Zed School Chair w/ Casters	\$ 164.16	\$4,924.80
12	18" Zed School Chair w/ Casters	\$ 164.16	\$1,969.92
26	18" Zed School Chair w/ Casters	\$ 164.16	\$4,268.16
18	18" Zed School Chair w/ Casters	\$ 164.16	\$2,954.88
10	19-27" Adjustable Padded Metal Stool	\$ 126.72	\$1,267.20
2	1x3 Open Ottoman/Cubby Storage	\$ 617.28	\$1,234.56
4	24" Zed Bar Stool	\$ 207.10	\$828.40
2	Siena Oversized Guest Chair	\$ 837.72	\$ 1,675.44
2	Roam Mobile Portable Whiteboard	\$ 914.66	\$ 1,829.32
1	5'4" x 7'8" Structured Area Rug	\$ 232.49	\$ 232.49
1	ELO Collaborative School Table	\$ 587.40	\$ 587.40
2	ELO Collaborative School Table	\$ 622.60	\$ 1,245.20
4	17.5"H DuraFlex Smoothie Soft Seating	\$1,036.35	\$ 4,145.40
6	17.5"H DuraFlex Soft Seating – Round	\$ 431.55	\$ 2,589.30
6	17.5"H DuraFlex Soft Seating – Round	\$ 431.55	\$ 2,589.30
2	Delivery and Set Up	\$1,950.00	\$ 3,900.00
		Total Cost	\$227,349.60

- d) a purchases utilizing NJ Cooperative Bid – #26 Educational Data Services, Inc. Bid #: 11715, Library Supplies, Demco, Inc. Madison, WI 53707 as awarded through December 1, 2023, for the EdCote Program as follows:

<u>Quantity</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
12	Diamond Open Front Book Box Desk	\$366.40	\$4,396.80
13	Diamond Open Front Book Box Desk	\$366.40	\$4763.20
19	Dual-Wheel Casters	\$75.75	\$1,439.25
1	Mega Cabinet	\$1,712.04	1,712.04
1	Mega Cabinet	\$1,712.04	\$1,712.04
1	Mini Case Open	\$901.59	\$901.59

1	Mini Case Open	\$901.59	\$901.59
1	Laptop Shelf for Mini Case with Riser	\$120.03	\$120.03
1	Laptop Shelf for Mini Case with Riser	\$120.03	\$120.03
	<u>Shipping / Handling (Tailgate Delivery)</u>		\$120.00
		Total Cost	\$16,186.57

- e) a purchase utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 20/21-13 to Open Systems Integrators, Hamilton, NJ as awarded through June 29, 2023 for the service of district wide Intercom and Clock Service for the 2023-2024 School Year at a not to exceed price of \$20,000. Bid pricing as follows:

<u>Worker</u>	<u>Regular Hourly Rate</u>	<u>Emergency Evening/Saturday</u>	<u>Sunday/Holiday</u>
Field Technician	\$118.00/hour	\$171.00 per hour	\$228.00 per hour

Replacement parts are offered at the published ESCNJ Co-op pricing. Replacement parts not listed are at invoice rate plus 25%.

9. Authorize the following purchases utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 21/22-41 to Open Systems Integrators, Hamilton, NJ as awarded through June 25, 2023 for the following:

- a) Service of district wide Fire Alarm Service for the 2023-2024 School Year at a not to exceed price of \$38,500. Bid pricing as follows:

<u>Worker</u>	<u>Regular Hourly Rate</u>	<u>Emergency Evening/Saturday</u>	<u>Sunday/Holiday</u>
Field Technician	\$115.00/hour	\$172.50 per hour	\$230.00 per hour

Replacement parts are offered at the published ESCNJ Co-op pricing. Replacement parts not listed are at invoice rate plus 25%.

- b) District-wide NFPA 72 Fire Alarm Service for the 2023-2024 School Year at a not to exceed price of \$26,432. Bid pricing as follows: Field Technician at a regular hourly rate of \$112.00 per hour and an estimated 231.6 hours.
- c) Service of District-wide Fire Alarm Monitoring for the 2023-2024 School Year at a not to exceed price of \$17,316. Bid pricing as follows:

FA Monitoring – CELL - \$819.00/per location
Locations: Community MS, Dutch Neck, HS South, Maurice Hawk, Millstone River, Grover MS, Town Center, Village, 72 Grovers Mill.

Elevator Monitoring - \$312/per location
Locations: HS North

Elevator Monitoring - \$819/per location
Locations: Community MS, HS South (3), Grover MS, Town Center, Village.

Area of Refuge AOR - \$312/per location
Locations: Community Middle School, Village

Cooperative Purchases Over the Bid Limit – Capital Outlay

10. Authorize a purchase utilizing NJ Cooperative Bid – CK09 Mercer 2021-10, Locksmith Services and Associated Parts, awarded to Firstline Locksmith, LLC, Hamilton, NJ, as awarded through August 1, 2023, to furnish and install doors at Dutch Neck Elementary School in the amount of \$68,401.00.

Cooperative Purchases – Capital Reserve

11. Authorize a purchase utilizing New Jersey Cooperative #65MCESCCPS Bid # ESCNJ 22/23-08 Furniture and Accessories to Virco, Conway, Arkansas, as awarded through July 1, 2024, for Wicoff Elementary School tables and chairs (FVHD Project #5339) in the amount of \$11,755.50, utilizing capital reserve funds.
12. Authorize a purchase utilizing New Jersey Cooperative #65MCESCCPS Bid # ESCNJ 22/23-08 Furniture and Accessories to HON Company, Muscatine, Iowa, as awarded through July 1, 2024, for Wicoff Elementary School (FVHD Project #5339) office and conference furniture at a cost of \$37,954.98, utilizing capital reserve funds.
13. Authorize a purchase utilizing New Jersey State Contract #A81621 Office and Lounge Furniture to High Point Furniture, Inc. (HPFI), High Point, NC, as awarded through October 30, 2023, for Wicoff Elementary School (FVHD Project #5339) soft furniture at a cost of \$16,576.98, utilizing capital reserve funds.

Equipment Disposal

14. Disposal of obsolete equipment that has met the district's life expectancy.
[The age and/or physical condition of the equipment rendered it ineffective.]

Central Office

Laptop – 6
Printer – 4

Dutch Neck

TV, 2

Grover

Access Point - 1
Amplifier – 1
Camera - 1
Cassette Player - 1
Money counter – 1
Phone – 1
Pin Pad - 10
Sound Board - 1
Speaker – 1
Switch, Cisco -3
VCR - 1

High School North

Access Point - 43
Chromebox - 2
Desk Top, Dell – 2

iPad – 1
 K9 Appliance - 1
 Laptops – 137
 Monitor - 28
 POS System – 11
 Printer - 5
 Projector – 11
 Server, Cisco -1
 Switch, Cisco - 4
 TV/DVD-VCR Player – 4
 Wireless LAN Controller -1

High School South

Access Point -6
 Desktop, Dell – 12
 iPad – 1
 Printer – 3
 Printer, all in one - 1
 Scanner – 1
 Server, Dell - 3
 Switch, Cisco – 4
 UPS, APC - 1
 VHS – 2
 VHS/DVD - 1
 Wireless LAN Controller – 1

Maurice Hawk

Desktop, Dell - 1

Millstone River

MAC, mini - 1
 Phone – 1
 Phone, AI - 1

Town Center

Desktop, Dell – 1

Village

Smartboard, 5
 Switch, Cisco - 5

Transportation

Bid Award - School Related Activities

15. Award the May 12, 2023 Bid Number PUB23-1A, 2023-2024 Student Transportation Contract School Related Activities Multi Contract Number A-1-PUB23-1A to A-1 Limousine, Inc. as follows:

<u>Trip ID</u>	<u>Destination</u>	<u>Cost per Hour/Trip</u>	<u>Adj. Cost per Hour</u>
CMSSA23	Various	\$167.89	\$112.00
FTrip-2	Various	\$167.89	\$112.00

FTrip-3	Various	\$167.89	\$112.00
FTrip-4	Various	\$177.54	\$112.00
FTrip-5	Various	\$177.54	\$112.00
FTrip-6	Various	\$155.79	\$112.00

Agreements/Jointures

16. Approve 2023-2024 Joint Transportation Agreement: West Windsor Plainsboro Regional School District Board of Education serving as hot district to East Windsor Regional School District as follows:

<u>Route</u>	<u>Destination</u>	<u>#Host Students</u>	<u>#Joiner Students</u>	<u>Revenue</u>
CPCELEMA	CPC High Point	2	1	\$4,016.50

Quotes – School Related Activities

17. Award the 2022-2023 Student Transportation Contract – School Related Activities, Multi Contract Number Trip#: 27182 to Garas Trans, LLC as follows:

<u>Trip ID#</u>	<u>Destination</u>	<u>Cost Per Bus</u>	<u># Buses</u>	<u>Adj. Cost Per Hour</u>
27182	Franklin High School	\$790.00	1	\$100.00

Corrections

18. Correct the number of days correction for the 2023 – 2024 Student Transportation Contract - Multi Contract Number IR-PUB22-1, route number NWMK12A, awarded to Irvin Raphael, Inc. on May 23, 2023. Correct number of days are 200. Total adjusted route cost is \$107,978.00.
19. Correct the number of days for 2023 – 2024 Student Transportation Contract – Multi Contract Number RB-PUB17-4, route number RBY12 awarded to Rick Bus Company on May 23, 2023. Correct number of days are 217. Total adjusted route cost is \$117,184.34

Cancellation

20. Cancel 2023-2024 Student Transportation Contract, Multi Contract Number A-1-PUB21-6, Route BROOKA, awarded to A-1 Limousine, Inc. on May 23, 2023. Total route cost is \$73,760.40

Travel and Related Expenses Reimbursement

21. As required, pursuant to *N.J.S.A. 18A:11-12*, Board Policy 6471 requires the Board of Education to approve in advance certain travel expenditures of Board members and school district employees. Travel expenditures incurred by the Board of Education or reimbursed to Board members or employees must comply with the requirements and limitations contained in *N.J.S.A. 18A:11-12*, the aforementioned Board bylaw and policies, and are subject to the annual limitation on the district's travel expenditures established by the Board of Education. All requests for approval of travel by school district employees that require the approval of the Board of Education have been reviewed and approved by the Superintendent of Schools. To approve the following:

- a) Up to five district administrators to attend a 25-hour 2022 Danielson Group Skilled Observer Program, virtually, June 2023, at a cost of \$700 per person.
- b) One AP Chemistry teacher to attend APSI at Rutgers University, Point Pleasant Beach, New Jersey, from July 10, 2023, through July 13, 2023, at a cost of \$1250, including mileage.
- c) One AP U.S. Government teachers to attend Buck Institute For Education, Project Based Learning for AP U.S. Government and Politics Summer Institute, virtually, from July 17, 2023, through July 20, 2023, at a cost of \$799.
- d) One staff member to attend NGSS Summer Institute, Raritan Valley College, Branchburg, NJ, from July 17, 2023, through July 21, 2023, at a cost not to exceed \$400, including travel.
- e) Group registration for up to 25 district administrators, staff, and Board of Education members to attend the annual New Jersey School Boards Association (NJSBA) Workshop 2023 in-person from October 23, through October 26, 2023, at a group cost of \$2,100 for all attendees. Travel will be approved separately, as needed.
- f) One district staff member to attend Governmental Purchasing Association of New Jersey (GPANJ) monthly business meetings for the 2022-2023 and 2023 -2024 school years, at locations within the State, as scheduled by the GPANJ, at a cost not to exceed \$50 per meeting including travel.

D. PERSONNEL

To be voted on 06/13/23: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Student Teachers

2. Approve the following student teachers for fall 2023, pending background clearance:
 - Joshua Conklin (High School South) Rutgers University
 - Michele Lau: (High School South) Rutgers University
 - Kaitlin Mackay (Millstone River School) Rutgers University

Student Teachers

3. Approve the following student teacher for spring 2024, pending background clearance:
 - Emily Russo (Community Middle School) Rutgers University

Hourly Rates 2023-2024

- 4. Approve the hourly rate chart for the 2023-2024 school year.

Collective Negotiations Agreement

- 5. Approve a successor collective negotiations agreement between the West Windsor – Plainsboro Regional Board of Education (Board) and the West Windsor – Plainsboro Administrators Association (“WWPAA”) covering the period July 1, 2023, through June 30, 2028, in accordance with the terms and conditions set forth in the Memorandum of Agreement dated June 1, 2023, as follows:

IT IS HEREBY RESOLVED that the Board adopts, approves, and ratifies the Memorandum of Agreement and salary guides which sets forth the terms for a successor collective negotiation agreement with the WWPAA; and

IT IS FURTHER RESOLVED that the Board authorizes the Board President to sign the successor Collective Negotiation Agreement on behalf of the Board of Education.

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 06/13/23:

- A. May 23 2023 Meeting
- B. May 23, 2023 Closed Executive Session

VII. BOARD LIAISON REPORTS

VIII. NEW BUSINESS

IX. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

X. RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	Superintendent Evaluation
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BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will not return to open session to conduct business at the conclusion of the executive session.

XI. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 6/13/2023

Deadline for next Agenda: 6/14/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Appoint								
Comella, Charity	Appoint	Assistant Superintendent for Personnel		\$184,862.00	CO	7/1/23	6/30/24	Appoint as Assistant Superintendent for Personnel. (Tenure Date: 7/2/25)
Gould, Barbara	Appoint	Chief Academic Officer		\$185,654.00	CO	7/1/23	6/30/24	Appoint as Chief Academic Officer. (Tenure Date: 7/2/25)
Totaro, Susan	Appoint	Chief Equity Officer		\$176,550.00	CO	7/1/23	6/30/24	Appoint as Chief Equity Officer. (Tenure Date: 7/2/25)
Fisher, Penny	Appoint	Acting Administrator		\$500.00/day	DIST	9/1/23	6/30/24	Appoint as Acting Administrator, for temporary assignments, as needed.
Approve Salary of Superintendent and Assistant Superintendents								
Aderhold, David	Approve Salary	Superintendent		\$269,115.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year, as per contract.
Russo, Christopher	Approve Salary	Assistant Superintendent for Finance/Board Secretary		\$205,322.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year, as per contract.
Approve Salary of Non-Affiliate C Staff								
Bergman, Kia	Approve Salary	Director of Communications		\$129,160.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Cheney, Bonnie	Approve Salary	Comptroller/ Assistant Board Secretary		\$108,675.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Duncan, Patrick	Approve Salary	Special Assistant for Labor Relations		\$164,475.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Martin, Christine	Approve Salary	Director of Community Education		\$101,180.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Mead, Derek	Approve Salary	Assistant Business Administrator		\$155,250.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Change								
McDonald, Marshall	Change	Deputy Superintendent of Schools		\$194,674.00	CO	7/1/23	6/30/24	Change from Assistant Superintendent for Pupil Services/ Planning to Deputy Superintendent of Schools. (Tenure date: 7/20/23)



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Reilly, Jeffrey	Change	Director of Athletics	TBD	DIST	7/1/23	6/30/24	Change from Assistant Director of Athletics/Supervisor of Health, Physical Education and Driver Education to Director of Athletics (1 of 2); (Tenure date 8/3/23).	
Reappoint								
Bowes, Janet	Reappoint	Acting Administrator	\$500.00/day	DIST	9/1/23	6/30/24	Reappoint as Acting Administrator, for temporary assignments, as needed.	
Gibbs-Nini, Donna	Reappoint	Acting Administrator	\$500.00/day	DIST	9/1/23	6/30/24	Reappoint as Acting Administrator, for temporary assignments, as needed.	
B. Certificated Staff								
Appoint								
Bowers, Brianna	Appoint	Teacher Special Education	4MA	\$67,000.00	DN	TBD	6/30/24	Appoint as a Special Education Teacher, pending employment verification, replacing Hannah Gerber, who transferred. (Tenure date: TBD)
Dolina, Angel	Appoint	Teacher Social Studies	13MA	\$90,000.00	HSN	TBD	6/30/24	Appoint as a Social Studies Teacher pending employment verification replacing Albert Paulsson, who retired. (Tenure date: TBD)
Feeley, Meghan	Appoint	Teacher Art	2BA	\$63,000.00	WIC/MR	9/1/23	6/30/24	Appoint as an Art Teacher, replacing Cheyenne Setneska, who transferred. (Tenure date: 9/2/27)
Fernandes, Briana	Appoint	Teacher Elementary	2BA	\$63,000.00	WIC	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification, replacing Joseph Erb who resigned. (Tenure date: TBD)
Figel, Griffin	Appoint	Teacher Health & Physical Education	1MA	\$64,000.00	MR	TBD	6/30/24	Appoint as a Health & Physical Education Teacher, pending employment verification, replacing Barbara Lalli, who retired. (Tenure date: TBD)
Huang, Lei	Appoint	Teacher Chinese	5MA+30	\$70,000.00	HSS/HSN	TBD	6/30/24	Appoint as a Chinese Teacher, pending employment verification, replacing Jume Shen, who retired. (Tenure date: TBD)
Kallens, Scott	Appoint	Teacher Social Studies	15MA	\$97,870.00	HSS	TBD	6/30/24	Appoint as a Social Studies Teacher, pending employment verification, replacing Laura Christie, who transferred. (Tenure date: TBD)
Kapetanakis, George	Appoint	Teacher Social Studies	0BA	\$61,000.00	GMS	TBD	6/30/24	Appoint as a Social Studies Teacher, pending employment verification, replacing Seamus Dowling, who retired. (Tenure date: TBD)
Lehto, Gabriella	Appoint	Teacher Elementary	1BA	\$62,000.00	DN	9/1/23	6/30/24	Appoint as an Elementary Teacher. (Tenure date: 9/2/27)



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Ridge, Steven	Appoint	Teacher Music	5MA	\$68,000.00	VIL	TBD	6/30/24	Appoint as a Music Teacher, pending employment verification, replacing Erica Dietler-Basta, who transferred. (Tenure date: TBD)
Rosofsky, Chloe	Appoint	Teacher Elementary	0BA	\$61,000.00	TC	TBD	6/30/24	Appoint as an Elementary Teacher, pending employment verification, replacing Jane Curran, who retired. (Tenure date: TBD)
Sky, Elle	Appoint	Learning Disabilities Teacher Consultant	0BA	\$61,000.00	DIST	TBD	6/30/24	Appoint as a School Psychologist, pending employment verification. (Tenure date: TBD)
Torres, Gianna	Appoint	Teacher Special Education	1BA	\$62,000.00	MR	TBD	6/30/24	Appoint as a Special Education Teacher, pending employment verification, replacing Deborah Bossio, who retired. (Tenure date: TBD)
Wallace, Betty	Appoint	Teacher Mathematics	11MA	\$83,000.00	GMS	9/1/23	6/30/24	Appoint as a Mathematics Teacher, replacing William Maloney, who retired. (Tenure date: 9/2/27)
Kolker, Susan	Appoint-Repl.	Teacher Elementary-LR	7MA	\$71,350.00	DN	TBD	6/30/24	Appoint as a Leave Replacement Elementary Teacher, pending employment verification, replacing Nicole Larios who is on leave.
Washington, Alizah	Appoint-Repl.	Teacher Elementary-LR	0BA	\$61,000.00	TC	TBD	6/30/24	Appoint as a Leave Replacement Elementary Teacher, pending employment verification, replacing Erika Stonaker, who is on leave.
Change								
Kopeika, Christine	Change	Teacher Special Education	7MA	\$71,350.00	MH	9/1/23	6/30/24	Change salary from BA to MA as per contract
Crilly, Michelle	Change	School Nurse Coordinator	15BA	\$119,940.00	DIST	7/1/23	6/30/24	Change from School Nurse to School Nurse Coordinator, 12 month position.
Biancosino, Gabriele	Change	Teacher Special Education- 120%	13MA	\$88.45/day	HSN	2/13/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Colpini, Jana	Change	Teacher Special Education- 120%	15MA	\$102.04/day	HSN	2/13/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Gore, Matthew	Change	Teacher Special Education- 120%	6MA+30	\$69.75/day	HSN	2/13/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Lowrey, Nancyann	Change	Teacher Special Education- 120%	15BA	\$98.95/day	HSN	2/13/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

McCarthy, Tara	Change	Teacher Special Education- 120%	15BA	\$97.95/day	HSN	2/13/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Ferri, Robert	Change	Teacher Special Education- 120%	15BA	\$99.75/day	HSS	3/14/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Hamilton, Tina	Change	Teacher Special Education- 120%	15BA	\$99.75/day	HSS	3/14/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Leonhardt, Gary	Change	Teacher Special Education- 120%	15MA	\$101.24/day	HSS	3/14/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Levanduski, Karen	Change	Teacher Special Education- 120%	15MA	\$99.74/day	HSS	3/14/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Tafoya, Stacey	Change	Teacher Special Education- 120%	15MA	\$100.74/day	HSS	3/14/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Bebawi, Kimberly	Change	Teacher Family & Consumer Science- 120%	15MA+30	\$97.97/day	HSS	4/17/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Bidwell, Jessica	Change	Teacher Family & Consumer Science- 120%	7MA+30	\$71.55/day	HSS	4/17/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Biro, Monica	Change	Teacher Mathematics-120%	15MA	\$101.04/day	HSN	4/17/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
McDowell, Kathleen	Change	Teacher Mathematics-120%	15BA	\$98.15/day	HSN	4/17/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Totaro, William	Change	Teacher Business-120%	15MA	\$99.74/day	HSN/ HSS	4/17/23	6/30/23	Change end date from TBD to 6/30/23 for additional per diem payment for an extra section.
Berryman, Gail	Change	Teacher Computers-110%	15MA	\$49.87/day	CMS	1/12/23	5/16/23	Change end date from 6/1/23 to 5/16/23 for additional per diem payment for an extra section.
DeVincentz, Jenna	Change	Teacher Family and Consumer Science- 120%	5MA	\$66.60/day	CMS	1/12/23	5/16/23	Change end date from 6/1/23 to 5/16/23 for additional per diem payment for an extra section.
Miller, David	Change	Teacher Computers-120%	15MA	\$101.44/day	HSS	1/12/23	5/16/23	Change end date from 6/1/23 to 5/16/23 for additional per diem payment for an extra section.
Shapteban, Susan	Change	Teacher Mathematics-110%	4MA	\$32.78/day	CMS	1/12/23	5/16/23	Change end date from 6/1/23 to 5/16/23 for additional per diem payment for an extra section.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Stein, Jacob	Change	Teacher Technology- 120%	4BA	\$63.45/day	CMS	1/12/23	5/16/23	Change end date from 6/1/23 to 5/16/23 for additional per diem payment for an extra section.
Borowsky, Andrew	Change %	Teacher Technology	15BA	\$94,450.00	GMS/DN	9/1/23	6/30/24	Change salary from 80% to 100%.
Edore, Caitlin	Change %	Teacher Technology-90%	6MA	\$62,415.00	HSS/CMS	9/1/23	6/30/24	Change salary from 80% to 90%.
Ferri, Robert	Change %	Teacher Special Education-120%	15BA	\$121,620.00 (prorated)	HSS	9/1/23	1/26/24	Change salary from 100% to 120%.
Loveland, Eric	Change %	Teacher French	15MA+30	\$105,275.00	HSN	9/1/23	6/30/24	Change salary from 80% to 100%.
Ma, Hui	Change %	Teacher Spanish-120%	2MA	\$78,000.00	HSS	9/1/23	6/30/24	Change salary from 100% to 120%.
Moncada, Brandy	Change %	Teacher Spanish-120%	15MA	\$124,284.00	HSS	9/1/23	6/30/24	Change salary from 100% to 120%.
Pei, Suey-Lain	Change %	Teacher Chinese	12MA	\$86,000.00	CMS	9/1/23	6/30/24	Change salary from 60% to 100%.
Gambatese, Jaedi	Change-CC	Teacher Elementary		N/A	TC	9/1/23	11/24/23	Change CC leave from 6/7/23-11/3/23 to CC: 9/1/23-11/24/23 unpaid, with benefits. (RTW: 11/27/23)
Leave of Absence								
Khalifa, Melody	Leave-FMLA/NJFLA/CC	School Counselor		N/A	VIL	10/16/23	6/30/24	FMLA/NJFLA/CC: 10/16/23-1/12/24 unpaid, with benefits. CC: 1/15/24-6/30/24 unpaid, no benefits. (RTW: 9/1/24)
Resignation								
Araki, Masami	Resign	School Psychologist		N/A	GMS	6/30/23	6/30/23	Resign from position.
Curran, Jane	Resign	Teacher Elementary		N/A	TC	6/30/23	6/30/23	Resign, after 9 years in the district, for the purpose of retirement.
Erb, Joseph	Resign	Teacher Elementary		N/A	WIC	6/30/23	6/30/23	Resign from position.
Huelbig, Amanda	Resign	Teacher Mathematics		N/A	HSS	6/30/23	6/30/23	Resign from position.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Merlo, Kathryn	Resign	Speech Language Specialist	N/A	VIL	6/30/23	6/30/23	Resign from position.
Olson, David	Resign	Teacher Special Education	N/A	HSS	6/30/23	6/30/23	Resign, after 29 years in the district, for the purpose of retirement.
Vetter, Stephanie	Resign	Teacher Special Education	N/A	MH	6/30/23	6/30/23	Resign from position.
C. Non Certificated Staff							
Appoint							
Moon, Marie	Appoint	Security Officer "Eyes on the Door"	\$16.00/hr.	DIST	TBD	6/30/24	Appoint as security officer - "Eyes on the Door", pending employment verification, replacing John O'Brien who resigned.
Graciani, Joel	Appoint	Lead Summer Painter	\$19.00/hr.	DIST	6/24/23	8/31/23	Appoint as Lead Summer Painter, not to exceed 40 hrs/wk.
Coburn, Matthew	Appoint	Summer Painter	\$16.50/hr.	DIST	6/24/23	8/31/23	Appoint as Summer Painter, not to exceed 40 hrs/wk.
D'Amelio, Marcus	Appoint	Summer Painter	\$16.50/hr.	DIST	6/24/23	8/31/23	Appoint as Summer Painter, not to exceed 40 hrs/wk.
Feddema, Sean	Appoint	Summer Painter	\$16.50/hr.	DIST	6/24/23	8/31/23	Appoint as Summer Painter, not to exceed 40 hrs/wk.
Approve Salary of Non-Affiliate A Staff							
Arminio, Catherine	Approve Salary	Human Resources Manager	\$86,625.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Brottman, Louis	Approve Salary	Accountant	\$87,008.00 (prorated)	CO	7/1/23	12/31/23	Approve salary for the 2023-2024 school year.
Caudo, Patricia	Approve Salary	Payroll Supervisor	\$91,773.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Chaves, Douglas	Approve Salary	Support Specialist for Networking	\$93,327.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Cunillera, Luis	Approve Salary	Assistant Director of Buildings and Grounds	\$105,000.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
D'Alfonso, Michelle	Approve Salary	Program Administrator for Community Education	\$77,761.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Daly, Thomas	Approve Salary	Director of Buildings and Grounds	\$162,245.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Degnan-Kobus, Laura	Approve Salary	Health Benefits Analyst	\$70,000.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Degrucchio, Karen	Approve Salary	Supervisor of Accounts	\$80,293.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Doctor, Harry	Approve Salary	IT Manager	\$156,428.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Edwards, Christopher	Approve Salary	Support Specialist for Repair Services	\$84,472.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Gagliardo, Theresa	Approve Salary	Human Resources Specialist	\$79,566.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Garcia, Roberto	Approve Salary	Program Analyst	\$65,000.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Harrington, Ivy	Approve Salary	Social Media Manager	\$82,800.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Jenkins, Guss "Ty"	Approve Salary	Visual Media Manager	\$72,943.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year as Visual Media Manager, partially funded by cable shared services agreement with WWPRSD and the townships of West Windsor and Plainsboro.
Jones, Anthony	Approve Salary	Diversity, Equity and Inclusivity Coordinator	\$97,865.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Kelsey, Craig	Approve Salary	Assistant Director of Buildings and Grounds	\$117,600.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Knighten, Phyllis	Approve Salary	Purchasing Specialist	\$67,275.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Kowalak, Anthony	Approve Salary	Food Services Manager	\$90,174.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Maheswaran, Archana	Approve Salary	Administrative Analyst	\$66,000.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Mandara, Justin	Approve Salary	Administrative Analyst for Finance	\$72,400.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Mastrangeli, Pietro	Approve Salary	Support Specialist for Systems	\$81,736.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Nazario, Luis	Approve Salary	Support Specialist for Portable Devices	\$84,319.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Novick, Amanda	Approve Salary	Administrative Assistant	\$70,000.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
O'Conne, Colleen	Approve Salary	Administrative Assistant	\$76,073.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Patil, Saranya	Approve Salary	Administrative Analyst	\$66,000.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Pierson, Mary	Approve Salary	Coordinator of Transportation	\$110,503.00	TRAN	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Sharma, Reshma	Approve Salary	Program Analyst	\$67,180.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Sheppard, Kelsey	Approve Salary	Administrative Analyst for Human Resources	\$67,275.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Soller, Michelle	Approve Salary	Administrative Assistant	\$70,000.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Tejani, Darshana	Approve Salary	Program Analyst	\$72,400.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Urbani, Lisa	Approve Salary	Health Benefits Specialist	\$57,500.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Wagenblast, Kathleen	Approve Salary	Assistant Coordinator of Transportation	\$80,594.00	TRAN	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Approve Salary of Non-Affiliate B Staff							
Albeta, Thomas	Approve Salary	Senior Computer Support Specialist	\$63,041.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Biemuller, Thomas	Approve Salary	Computer Support Specialist	\$77,431.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Czepiga, Kyle	Approve Salary	Senior Computer Support Specialist	\$56,925.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Estwan, Christine	Approve Salary	Security Aide	\$33,138.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Gass, Stephen	Approve Salary	Security Aide	\$33,907.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Ives, Abdu	Approve Salary	Security Aide	\$32,388.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Lalumia, Joseph	Approve Salary	Computer Support Specialist	\$43,575.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Lendor, Bernard	Approve Salary	Computer Support Specialist	\$61,657.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Marzan, Kelvin	Approve Salary	Security Aide	\$32,388.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Medina, Immanuel	Approve Salary	Computer Support Specialist	\$45,318.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Moon, Alfred	Approve Salary	Security Aide	\$36,630.00	HSN	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Mouzon, Rufus	Approve Salary	Computer Support Specialist	\$50,389.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Oertel, Lloyd	Approve Salary	Security Aide	\$36,680.00	HSS	9/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Pyle, Alex	Approve Salary	Senior Computer Support Specialist	\$56,925.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
South, Michael	Approve Salary	Senior Computer Support Specialist	\$63,041.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Tenaglia, Noreen	Approve Salary	Pool Operator- 50%	\$39.59/hr.	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Weston, Lynda	Approve Salary	Technical Project Assistant	\$70,750.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Approve Salary of Non-Affiliate F Staff							
Caicedo, Rodrigo	Approve Salary	Operations Lead	\$62,100.00	CMS	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Dahdah, Kenneth	Approve Salary	Operations Lead	\$67,275.00	TC	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Hanyecz, Louis	Approve Salary	Plumber	\$93,150.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Hyland, Michael	Approve Salary	HVAC Foreman	\$77,625.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Ibrahim Khalil, Sameh	Approve Salary	Operations Lead	\$67,275.00	VIL	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Larsen, Gary	Approve Salary	Utility Foreman	\$62,100.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Leck, Thomas	Approve Salary	Operations Lead	\$68,828.00	HSN	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
McNerney, Andrew	Approve Salary	Electrical Foreman	\$93,150.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Minckler, Michael	Approve Salary	HVAC Foreman	\$93,150.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Ramirez Mejia, Danis	Approve Salary	HVAC Foreman	\$77,625.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Rodriguez, Edison	Approve Salary	Operations Lead	\$67,472.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Rodriguez, Hector	Approve Salary	Operations Lead	\$62,100.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Rodriguez Encarnacion, Jordany	Approve Salary	Operations Lead	\$65,244.00	MR	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Rodriguez Encarnacion, Melvin	Approve Salary	Operations Lead	\$65,244.00	WIC	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Saavedra, Hector	Approve Salary	Operations Lead	\$62,100.00	GMS	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Santiago, Ramon	Approve Salary	Operations Lead	\$65,244.00	DN	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Uniejewski, Robert	Approve Salary	Operations Lead		\$67,275.00	HSS	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Villafuerte Castaneda, Jose	Approve Salary	Auto Mechanic		\$65,000.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Approve Salary of Non-Affiliated Staff								
Cream Jr., Nicholas	Approve Salary	Attendance Officer		\$39.95/hr.	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Liedtka, Jill	Approve Salary	Treasurer		\$13,927.00	CO	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Change								
Shah, Niketa	Change	Secretary 12 Months	1	\$47,554.00 (prorated)	MR	7/7/23	6/30/24	Change start date from TBD to 7/7/23. (Tenure Date: 7/8/26)
Leave of Absence								
Sherman, Annette	Leave- FMLA	Secretary 12 Months		N/A	DIST	6/1/23	12/1/23	Intermittent FMLA: 6/1/23-12/1/23 unpaid, with benefits.
Rescind								
Iacavazzi, Sam	Rescind	Summer Computer Assistant		\$14.13/hr.	DIST	5/29/23	5/29/23	Rescind appointment as Summer Computer Assistant.
Resignation								
Antony, Mary	Resign	Cafeteria Aide		N/A	MH	5/26/23	5/26/23	Resign from position.
Mehta, Kiran	Resign	Instructional Assistant		N/A	CMS	6/30/23	6/30/23	Resign from position.
Perez, Genesis	Resign	Instructional Assistant		N/A	VIL	6/30/23	6/30/23	Resign from position.
O'Brien, John	Resign	Security Officer "Eyes on the Door"		N/A	DIST	6/16/23	6/16/23	Resign from position.
D. Substitute / Other								
None								
E. Extracurricular / Extra Pay								
CST-Summer Hours								
Hyman, Joanne	Extra Duty	Technology Support for Summer CST		\$47.09/hr.	DIST	6/21/23	6/30/23	Technology Support for Summer CST, as approved by the Supervisor, total not to exceed 30 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Hyman, Joanne	Extra Duty	Technology Support for Summer CST	\$50.00/hr.	DIST	7/1/23	8/31/23	Technology Support for Summer CST, as approved by the Supervisor, total not to exceed 30 hours.
Al-Najjar, Anwar	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (LDT-C) work, as approved by the supervisor not to exceed 20 days each.
Anand, Shagoon	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (OT) work, as approved by the supervisor, not to exceed 20 days each.
Bruno, Alexis	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by the supervisor, not to exceed 20 days each.
Chunko, Eileen	Extra Duty	Child Study Team - Summer Hours	\$76.45/hr.	DIST	6/21/23	8/31/23	Summer CST (PT) work, as approved by the supervisor, not to exceed 20 days each.
Cooke, Jennifer	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by the supervisor, not to exceed 20 days each.
Eagles, Melissa	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Edmonds, Melanie	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Social Worker) work, as approved by the supervisor, not to exceed 20 days each.
Fisher, Michelle	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (LDT-C) work, as approved by the supervisor not to exceed 20 days each.
Frankel, Jane	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Social Worker) work, as approved by the supervisor, not to exceed 20 days each.
Gagnon, Amanda	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by the supervisor, not to exceed 20 days each.
Gialanella, Alicia	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Greene, Megan	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (LDT-C) work, as approved by the supervisor not to exceed 20 days each.
Guidotti, Cathy	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Heiser, Diane	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Social Worker) work, as approved by the supervisor, not to exceed 20 days each.
Hughes, Elissa	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Hyman, Joanne	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by the supervisor, not to exceed 20 days each.
Karbhari, Sanaea	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Kassel, Renee	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by the supervisor, not to exceed 20 days each.
Kelly, Laura	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Lehman, Kristen	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (LDT-C) work, as approved by the supervisor not to exceed 20 days each.
Levine, Randi	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Social Worker) work, as approved by the supervisor, not to exceed 20 days each.
Marett, Erica	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Social Worker) work, as approved by the supervisor, not to exceed 20 days each.
Merkert, Ashley	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Moore, Rowena	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by the supervisor, not to exceed 20 days each.
Nash, Laura	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Nicosia, Victoria	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Nola, Austin	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Social Worker) work, as approved by the supervisor, not to exceed 20 days each.
Patrone, Michelle	Extra Duty	Child Study Team - Summer Hours	\$65.69/hr.	DIST	6/21/23	8/31/23	Summer CST (OT) work, as approved by the supervisor, not to exceed 20 days each.
Pollard, Katie	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (LDT-C) work, as approved by the supervisor not to exceed 20 days each.
Rego, Elizabeth	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Siano, Valerie	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by the supervisor, not to exceed 20 days each.
Smith, Mariah	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by the supervisor, not to exceed 20 days each.
Washington, Rosalyn	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (LDT-C) work, as approved by the supervisor not to exceed 20 days each.
Williams, Desiree	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Social Worker) work, as approved by the supervisor, not to exceed 20 days each.
Wood, Drew	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
Yaros, Gabriella	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Psychologist) work, as approved by the supervisor, not to exceed 20 days each.
CST-Summer Scheduling							
Fisher, Michelle	Extra Duty	CST Summer Scheduling	\$47.09/hr.	CMS	6/21/23	6/30/23	CST Summer Scheduling; total CMS program not to exceed 24 hours.
Fisher, Michelle	Extra Duty	CST Summer Scheduling	\$50.00/hr.	CMS	7/1/23	8/31/23	CST Summer Scheduling; total CMS program not to exceed 24 hours.
Lehman, Kristen	Extra Duty	CST Summer Scheduling	\$47.09/hr.	GMS	6/21/23	6/30/23	CST Summer Scheduling; total GMS program not to exceed 24 hours.
Lehman, Kristen	Extra Duty	CST Summer Scheduling	\$50.00/hr.	GMS	7/1/23	8/31/23	CST Summer Scheduling; total GMS program not to exceed 24 hours.
Levine, Randi	Extra Duty	CST Summer Scheduling	\$47.09/hr.	HSS	6/21/23	6/30/23	CST Summer Scheduling; total HSS program not to exceed 24 hours.
Levine, Randi	Extra Duty	CST Summer Scheduling	\$50.00/hr.	HSS	7/1/23	8/31/23	CST Summer Scheduling; total HSS program not to exceed 24 hours.
Marett, Erica	Extra Duty	CST Summer Scheduling	\$47.09/hr.	CMS	6/21/23	6/30/23	CST Summer Scheduling; total CMS program not to exceed 24 hours.
Marett, Erica	Extra Duty	CST Summer Scheduling	\$50.00/hr.	CMS	7/1/23	8/31/23	CST Summer Scheduling; total CMS program not to exceed 24 hours.
Merkert, Ashley	Extra Duty	CST Summer Scheduling	\$47.09/hr.	CMS	6/21/23	6/30/23	CST Summer Scheduling; total CMS program not to exceed 24 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Merkert, Ashley	Extra Duty	CST Summer Scheduling	\$50.00/hr.	CMS	7/1/23	8/31/23	CST Summer Scheduling; total CMS program not to exceed 24 hours.
Nicosia, Victoria	Extra Duty	CST Summer Scheduling	\$47.09/hr.	HSN	6/21/23	6/30/23	CST Summer Scheduling; total HSN program not to exceed 24 hours.
Nicosia, Victoria	Extra Duty	CST Summer Scheduling	\$50.00/hr.	HSN	7/1/23	8/31/23	CST Summer Scheduling; total HSN program not to exceed 24 hours.
Nolan, Austin	Extra Duty	CST Summer Scheduling	\$47.09/hr.	GMS	6/21/23	6/30/23	CST Summer Scheduling; total GMS program not to exceed 24 hours.
Nolan, Austin	Extra Duty	CST Summer Scheduling	\$50.00/hr.	GMS	7/1/23	8/31/23	CST Summer Scheduling; total GMS program not to exceed 24 hours.
Washington, Rosalyn	Extra Duty	CST Summer Scheduling	\$47.09/hr.	HSN	6/21/23	6/30/23	CST Summer Scheduling; total HSN program not to exceed 24 hours.
Washington, Rosalyn	Extra Duty	CST Summer Scheduling	\$50.00/hr.	HSN	7/1/23	8/31/23	CST Summer Scheduling; total HSN program not to exceed 24 hours.
Wood, Drew	Extra Duty	CST Summer Scheduling	\$47.09/hr.	HSN	6/21/23	6/30/23	CST Summer Scheduling; total HSN program not to exceed 24 hours.
Wood, Drew	Extra Duty	CST Summer Scheduling	\$50.00/hr.	HSN	7/1/23	8/31/23	CST Summer Scheduling; total HSN program not to exceed 24 hours.
Yaros, Gabriella	Extra Duty	CST Summer Scheduling	\$47.09/hr.	CMS	6/21/23	6/30/23	CST Summer Scheduling; total CMS program not to exceed 24 hours.
Yaros, Gabriella	Extra Duty	CST Summer Scheduling	\$50.00/hr.	CMS	7/1/23	8/31/23	CST Summer Scheduling; total CMS program not to exceed 24 hours.
CST-Summer Registration							
Fisher, Michelle	Extra Duty	CST Summer Registration	\$47.09/hr.	CMS	6/21/23	6/30/23	CST Summer Registration; total CMS program not to exceed 24 hours.
Fisher, Michelle	Extra Duty	CST Summer Registration	\$50.00/hr.	CMS	7/1/23	8/31/23	CST Summer Registration; total CMS program not to exceed 24 hours.
Lehman, Kristen	Extra Duty	CST Summer Registration	\$47.09/hr.	GMS	6/21/23	6/30/23	CST Summer Registration; total GMS program not to exceed 24 hours.
Lehman, Kristen	Extra Duty	CST Summer Registration	\$50.00/hr.	GMS	7/1/23	8/31/23	CST Summer Registration; total GMS program not to exceed 24 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Levine, Randi	Extra Duty	CST Summer Registration	\$47.09/hr.	HSS	6/21/23	6/30/23	CST Summer Registration; total HSS program not to exceed 24 hours.
Levine, Randi	Extra Duty	CST Summer Registration	\$50.00/hr.	HSS	7/1/23	8/31/23	CST Summer Registration; total HSS program not to exceed 24 hours.
Merkert, Ashley	Extra Duty	CST Summer Registration	\$47.09/hr.	CMS	6/21/23	6/30/23	CST Summer Registration; total CMS program not to exceed 24 hours.
Merkert, Ashley	Extra Duty	CST Summer Registration	\$50.00/hr.	CMS	7/1/23	8/31/23	CST Summer Registration; total CMS program not to exceed 24 hours.
Nicosia, Victoria	Extra Duty	CST Summer Registration	\$47.09/hr.	HSN	6/21/23	6/30/23	CST Summer Registration; total HSN program not to exceed 24 hours.
Nicosia, Victoria	Extra Duty	CST Summer Registration	\$50.00/hr.	HSN	7/1/23	8/31/23	CST Summer Registration; total HSN program not to exceed 24 hours.
Nolan, Austin	Extra Duty	CST Summer Registration	\$47.09/hr.	GMS	6/21/23	6/30/23	CST Summer Registration; total CMS program not to exceed 24 hours.
Nolan, Austin	Extra Duty	CST Summer Registration	\$50.00/hr.	GMS	7/1/23	8/31/23	CST Summer Registration; total CMS program not to exceed 24 hours.
Washington, Rosalyn	Extra Duty	CST Summer Registration	\$47.09/hr.	HSN	6/21/23	6/30/23	CST Summer Registration; total HSN program not to exceed 24 hours.
Washington, Rosalyn	Extra Duty	CST Summer Registration	\$50.00/hr.	HSN	7/1/23	8/31/23	CST Summer Registration; total HSN program not to exceed 24 hours.
Wood, Drew	Extra Duty	CST Summer Registration	\$47.09/hr.	HSN	6/21/23	6/30/23	CST Summer Registration; total HSN program not to exceed 24 hours.
Wood, Drew	Extra Duty	CST Summer Registration	\$50.00/hr.	HSN	7/1/23	8/31/23	CST Summer Registration; total HSN program not to exceed 24 hours.
Yaros, Gabriella	Extra Duty	CST Summer Registration	\$47.09/hr.	CMS	6/21/23	6/30/23	CST Summer Registration; total CMS program not to exceed 24 hours.
Yaros, Gabriella	Extra Duty	CST Summer Registration	\$50.00/hr.	CMS	7/1/23	8/31/23	CST Summer Registration; total CMS program not to exceed 24 hours.
Curriculum							
Glassband, Ellen	Extra Duty	Curriculum	\$47.09/hr.	HSN	6/7/23	6/23/23	Language Arts / Language Arts Honors Classroom Material Creation and Support, not to exceed 10 hours per week.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Bebawi, Kimberly	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Advanced Creative Design Curriculum Revisions, total program not to exceed 80 hours.
Kempler, Andrea	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Child Growth and Development Curriculum Revisions, total program not to exceed 80 hours.
Crome, Cesia	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Middle School World Language Curriculum Revisions, total program not to exceed 80 hours.
Hsueh, Susan	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Middle School World Language Curriculum Revisions, total program not to exceed 80 hours.
Bok, Mara	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Middle School World Language Curriculum Revisions, total program not to exceed 80 hours.
Costelloe, Jessica	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Middle School World Language Curriculum Revisions, total program not to exceed 80 hours.
Waidelich, Ann Marie	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Middle School World Language Curriculum Revisions, total program not to exceed 80 hours.
Moncada, Brandy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	High School World Language Curriculum Revisions, total program not to exceed 80 hours.
Lukacher, Alyson	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	High School World Language Curriculum Revisions, total program not to exceed 80 hours.
Zarodnansky, Tracy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	High School World Language Curriculum Revisions, total program not to exceed 80 hours.
Yu, Teping	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	High School World Language Curriculum Revisions, total program not to exceed 80 hours.
Hartmann, Patrick	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	High School World Language Curriculum Revisions, total program not to exceed 80 hours.
Castro-Verrault, Jessica	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	High School World Language Curriculum Revisions, total program not to exceed 80 hours.
Greenhouse, Randi	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
McCarthy, Tara	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Stanley, Adrienne	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Novak, Michael	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Shein, Courtney	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Glassband, Ellen	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Tafoya, Stacey	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Reilly, Kathleen	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Lyczkowski, Janice	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Wong, Jessica	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Chaussepied, Paula	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Pan-Ng, Anna	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	DLI 5th Grade Chinese Literacy and Culture Curriculum, total program not to exceed 120 hours.
Guest, Lawrence	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Preschool Curriculum Revisions, total program not to exceed 80 hours.
Locane, Victoria	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Preschool Curriculum Revisions, total program not to exceed 80 hours.
McCormick, Megan	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Preschool Curriculum Revisions, total program not to exceed 80 hours.
Barton, Joseph	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music Cycle, Middle School, Curriculum Revisions, total program not to exceed 80 hours.
Conover, Patricia	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music Cycle, Middle School, Curriculum Revisions, total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Johnston, Jodi	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music Cycle, Middle School, Curriculum Revisions, total program not to exceed 80 hours.
Ketterer, Joseph	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music Cycle, Middle School, Curriculum Revisions, total program not to exceed 80 hours.
Murphy, Madison	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music Cycle, Middle School, Curriculum Revisions, total program not to exceed 80 hours.
Allesee, Irene	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music, K-5, Curriculum Revisions, total program not to exceed 80 hours.
Bowen, Elissa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music, K-5, Curriculum Revisions, total program not to exceed 80 hours.
Carter, Amy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music, K-5, Curriculum Revisions, total program not to exceed 80 hours.
Engel, Emma	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music, K-5, Curriculum Revisions, total program not to exceed 80 hours.
Gans, Samantha	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music, K-5, Curriculum Revisions, total program not to exceed 80 hours.
Carr, Tina	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Art, K-5, Curriculum Creation and Revisions, total program not to exceed 120 hours.
Saleh, Emily	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Art, K-5, Curriculum Creation and Revisions, total program not to exceed 120 hours.
Setneska, Cheyenne	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Art, K-5, Curriculum Creation and Revisions, total program not to exceed 120 hours.
Waller, Suzanne	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Art, K-5, Curriculum Creation and Revisions, total program not to exceed 120 hours.
Stoddard, Marilyn	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Dance II Curriculum, total program not to exceed 80 hours.
Wilson, N'Talia	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Dance II Curriculum, total program not to exceed 80 hours.
Stoddard, Marilyn	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Theatre II Curriculum, total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Wilson, N'Talia	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Theatre II Curriculum, total program not to exceed 80 hours.
Ketterer, Joseph	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music Technology II Curriculum, total program not to exceed 80 hours.
Moore, Jacob	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Music Technology II Curriculum, total program not to exceed 80 hours.
Hancock, Melissa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Grade 2 Mathematics Curriculum Revisions, total program not to exceed 80 hours.
Birrer, Denise	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Boyce, Patricia	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Bresnahan, Marie	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Collins, Melissa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Ely, Rachel	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Greene, Christopher	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Johnson, Lauren	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
LaVoie, Amy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Li, Jianing	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Malakates, Holly	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
McFall, Renee	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Meyers, Carly	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Monferrari, Kristy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Mulhall, Maureen	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Singleton-Baldrey, Rebecca	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Zemanovich, Kristen	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Number Sense Routine Guide Development, total program not to exceed 144 hours.
Wayton, Kurt	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Financial Literacy RC Revisions, total program not to exceed 80 hours.
Professional Development Planning							
Roder, Jamie	Extra Duty	Professional Development Planning	\$47.09/hr.	DIST	5/25/23	6/12/23	Planning and Presenting Professional Development, "Multi-Level Biology", total program not to exceed 10 hours.
Roder, Jamie	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Multi-Level Institute", total program not to exceed 110 hours.
Pandolpho, Beth	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Multi-Level Institute", total program not to exceed 110 hours.
Lyczkowski, Janice	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Multi-Level Institute", total program not to exceed 110 hours.
Lowden, Kimberly	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Multi-Level Institute", total program not to exceed 110 hours.
Pintimalli, Dawn	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Multi-Level Institute", total program not to exceed 110 hours.
Professional Development Planning							
All Certified WWPEA Staff	Extra Duty	Professional Development	As per Contract	DIST	7/1/23	6/30/24	Approve all contracted WWPEA Staff to attend Professional Development sessions on an as needed basis, as approved by the Supervisor, to be paid at \$30.00 for 90 minute sessions, \$50.00 for half day sessions (3 hours) or \$100.00 for full day sessions (6 hours), as per contract.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

All WWPSA Staff	Extra Duty	Professional Development	As per Contract	DIST	7/1/23	6/30/24	Approve all contracted WWPSA Staff to attend Professional Development sessions on an as needed basis, as approved by the Supervisor, to be paid pursuant to the terms and conditions of the collective negotiations agreement.
Extended School Year							
Badrinarayanan, Revathi	Extra Duty	ESY Instructional Assistant	As per contract	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, as needed.
Belton, Stacey	Extra Duty	ESY School to Work Coordinator	\$50.00/hr.	HSN	7/1/23	8/1/23	Approve as a Special Education Teacher/Coordinator for the Extended School Year Program, not to exceed 105 hours.
Bilicki, Rebecca	Extra Duty	ESY Nurse	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Nurse for the Extended School Year Program, as needed.
Farreny, Erin	Extra Duty	ESY BCBA	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a BCBA for the Extended School Year Program not to exceed 33 hours.
Forkel, Meghan	Extra Duty	ESY Special Education Teacher	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Special Education Teacher for the Extended School Year Program, as needed.
George, Rachel	Extra Duty	ESY Instructional Assistant	As per contract	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, as needed.
Ghosh, Sudipta	Extra Duty	ESY Instructional Assistant	As per contract	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program not to exceed 105 hours.
Gill, Holly	Extra Duty	ESY Special Education Teacher	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Special Education Teacher for the Extended School Year Program, as needed.
Gorman, Elizabeth	Extra Duty	ESY Instructional Assistant	As per contract	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, as needed.
MacIsaac-Roteman, Denise	Extra Duty	ESY Nurse	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Nurse for the Extended School Year Program, as needed.
Madasamy Ponniah, Vanitha	Extra Duty	ESY Instructional Assistant	As per contract	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, as needed.
Maggipinto, Gennifer	Extra Duty	ESY Special Education Teacher	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Special Education Teacher for the Extended School Year Program, as needed.
Maingi, Nola	Extra Duty	ESY Nurse	\$28.97/hr.	TC	7/1/23	8/1/23	Approve as Nurse for the Extended School Year Program, as needed.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

McCormick, Megan	Extra Duty	ESY Special Education Teacher	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Special Education Teacher for the Extended School Year Program, as needed.
Osadchuk, Anna	Extra Duty	ESY Instructional Assistant	As per contract	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, as needed.
Pachas, Annette	Extra Duty	ESY Instructional Assistant	As per contract	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Prakash, Rekha	Extra Duty	ESY Instructional Assistant	As per contract	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, as needed.
Scanlon, Erin	Extra Duty	ESY Special Education Teacher	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Special Education Teacher for the Extended School Year Program, as needed
Shio, Michele	Extra Duty	ESY Special Education Teacher	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Special Education Teacher for the Extended School Year Program, as needed.
Smith, Lisa	Extra Duty	ESY Instructional Assistant	\$26.92/hr.	TC	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Stewart, Eric	Extra Duty	ESY Instructional Assistant	As per contract	HSN	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Thompson, Michael	Extra Duty	ESY Special Education Teacher	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a Special Education Teacher for the Extended School Year Program, as needed.
Tuan, Borying	Extra Duty	ESY Instructional Assistant	As per contract	HSN	7/1/23	8/1/23	Approve as an Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
Woodward, Amy	Extra Duty	ESY-BCBA	\$50.00/hr.	TC	7/1/23	8/1/23	Approve as a BCBA for the Extended School Year Program, not to exceed 44 hours.
Moving							
Babcock, Kristen	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Babcock, Kristen	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Bartoli, Jenna	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving, total not to exceed 1 hour.
Bartoli, Jenna	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving, total not to exceed 1 hour.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Bresnahan, Marie	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Bresnahan, Marie	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Burnett, Stefanie	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Burnett, Stefanie	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Cortina, Nicole	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Cortina, Nicole	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Donato, Samantha	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Donato, Samantha	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Drummond, Alexis	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Drummond, Alexis	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Faulkner, Melanie	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Faulkner, Melanie	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Lavan, Brenda	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Lavan, Brenda	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
MacPhie, Michelle	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 2 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

MacPhie, Michelle	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 2 hours.
Nodong, Pema	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Nodong, Pema	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
O'Connell, Sarah	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
O'Connell, Sarah	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Siegel, Daniel	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Siegel, Daniel	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Smith, Mariah	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving; total not to exceed 3 hours.
Smith, Mariah	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving; total not to exceed 3 hours.
Stevens, Timothy	Extra Duty	Moving	\$47.09/hr.	DN	6/21/23	6/30/23	Moving, total not to exceed 1 hour.
Stevens, Timothy	Extra Duty	Moving	\$50.00/hr.	DN	7/1/23	8/31/23	Moving, total not to exceed 1 hour.
Quick, Jennifer	Extra Duty	Moving	\$50.00/hr.	TC	7/1/23	8/30/23	Moving, not to exceed 12 hours.
Summer Nurse							
Lavan, Brenda	Extra Duty	Nurse Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer nurse hours; total not to exceed 50 hours.
Lavan, Brenda	Extra Duty	Nurse Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer nurse hours; total not to exceed 50 hours.
Leiggi, Valerie	Extra Duty	Nurse Summer Hours	\$47.09/hr.	DIST	6/21/23	6/30/23	Summer Nurse for Preschool Assessments; total not to exceed 20 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Leiggi, Valerie	Extra Duty	Nurse Summer Hours	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Nurse for Preschool Assessments; total not to exceed 20 hours.
Summer Option II Testing							
Patterson, Brian	Extra Duty	Summer Testing-Science	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 16 hours.
Silva, Samantha	Extra Duty	Summer Testing-Mathematics	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Siegel, Joshua	Extra Duty	Summer Testing-Mathematics	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Ellingson, Caitlin	Extra Duty	Summer Testing-Mathematics	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Vlassenko, Caryn	Extra Duty	Summer Testing-Mathematics	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Swartz, Alexa	Extra Duty	Summer Testing-Mathematics	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Licato, April	Extra Duty	Summer Testing-Mathematics	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Scarpitta, William	Extra Duty	Summer Testing-Business & Computer Science	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, not to exceed 20 hours.
Bryde, Jeanine	Extra Duty	Summer Testing-Business & Computer Science	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, not to exceed 20 hours.
Kratz, Emily	Extra Duty	Summer Testing-Social Studies	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 80 hours.
Julius, Chelsea	Extra Duty	Summer Testing-Social Studies	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 80 hours.
Coburn, Matthew	Extra Duty	Summer Testing-Social Studies	\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 80 hours.
Summer Counseling							
Obregon, Michelle	Extra Duty	Counselor Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer counseling hours; total not to exceed 15 hours.
Obregon, Michelle	Extra Duty	Counselor Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer counseling hours; total not to exceed 15 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Pareja, Daniela	Extra Duty	Counselor Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer counseling hours; total not to exceed 15 hours.
Pareja, Daniela	Extra Duty	Counselor Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer counseling hours; total not to exceed 15 hours.
Summer Planning							
Bailin, Sarah	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Bartoli, Jenna	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Bresnahan, Marie	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Donato, Samantha	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Kieffer, Amy	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Lee, Amanda	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Nodong, Pema	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Rogala, Gwendolyn	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Singleton-Baldrey, Rebecca	Extra Duty	Planning Committee-Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer Planning Committee, total program not to exceed 80 hours.
Summer Screening							
Bower, Lauren	Extra Duty	New Student Screening- Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer New Student Screening, total program not to exceed 80 hours.
Bower, Lauren	Extra Duty	New Student Screening- Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 80 hours.
Davis, Tara	Extra Duty	New Student Screening- Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer New Student Screening, total program not to exceed 80 hours.
Davis, Tara	Extra Duty	New Student Screening- Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Drummond, Alexis	Extra Duty	New Student Screening- Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer New Student Screening, total program not to exceed 80 hours.
Drummond, Alexis	Extra Duty	New Student Screening- Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 80 hours.
Flynn, Emily	Extra Duty	New Student Screening- Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer New Student Screening, total program not to exceed 80 hours.
Flynn, Emily	Extra Duty	New Student Screening- Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 80 hours.
Passalacqua, Daniela	Extra Duty	New Student Screening- Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer New Student Screening, total program not to exceed 80 hours.
Passalacqua, Daniela	Extra Duty	New Student Screening- Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 80 hours.
Singleton-Baldrey, Rebecca	Extra Duty	New Student Screening- Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer New Student Screening, total program not to exceed 80 hours.
Singleton-Baldrey, Rebecca	Extra Duty	New Student Screening- Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 80 hours.
Walling, Barbra	Extra Duty	New Student Screening- Summer Hours	\$47.09/hr.	DN	6/21/23	6/30/23	Summer New Student Screening, total program not to exceed 80 hours.
Walling, Barbra	Extra Duty	New Student Screening- Summer Hours	\$50.00/hr.	DN	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 80 hours.
Summer Blanket Statements							
All Certified Full Time WWPEA Teachers	Extra Duty	Summer CST/IEP Meetings	As per Contract	DIST	6/21/23	8/31/23	Approve all contracted, certified WWPEA teachers to attend summer CST/IEP meetings on an as needed basis.
All WWPSA Special Education Instructional Assistants	Extra Duty	Instructional Assistant	As per Contract	DIST	6/21/23	8/31/23	Approve all WWPSA Special Education Instructional Assistants for extra duty, as needed, as approved by Supervisor.
Change							
Andersen, Brittany	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Growth Mindset Curriculum Revisions, total program from not to exceed 70 hours to not to exceed 80 hours.
Gold, Steven	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Growth Mindset Curriculum Revisions, total program from not to exceed 70 hours to not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Hoppe, Sherrie	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Growth Mindset Curriculum Revisions, total program from not to exceed 70 hours to not to exceed 80 hours.
Hornick, Stephanie	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Growth Mindset Curriculum Revisions, total program from not to exceed 70 hours to not to exceed 80 hours.
Nelson, Nicole	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Growth Mindset Curriculum Revisions, total program from not to exceed 70 hours to not to exceed 80 hours.
Scanlan, Linda	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Growth Mindset Curriculum Revisions, total program from not to exceed 70 hours to not to exceed 80 hours.
Sternotti, Taylor	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Growth Mindset Curriculum Revisions, total program from not to exceed 70 hours to not to exceed 80 hours.
Ahmad, Shehnaz	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Precalculus Honors Curriculum Revisions total program from not to exceed 50 hours to not to exceed 80 hours.
Allen, Arvid	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Precalculus Honors Curriculum Revisions total program from not to exceed 50 hours to not to exceed 80 hours.
Johnson, Courtney	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Precalculus Honors Curriculum Revisions total program from not to exceed 50 hours to not to exceed 80 hours.
Marquez, Gabriel	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Precalculus Honors Curriculum Revisions total program from not to exceed 50 hours to not to exceed 80 hours.
Pintimalli, Dawn	Change	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Change Precalculus Honors Curriculum Revisions total program from not to exceed 50 hours to not to exceed 80 hours.
E. Stipend Athletic							
Summer Weight Room Supervision							
Aconi, Fabio	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Coburn, Matthew	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Feddema, Sean	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Gero, Christopher	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Giordano, Julia	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Kumor, Zachary	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Marquez, Gabriel	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Mastroianni, Elisa	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Murphy, Robert	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Reilly, Kathleen	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed, total HSS program not to exceed 400 hours.
Altwater, Deanna	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Ely, Jaime	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Giordano, Julia	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Lagomarsino, Ryan	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Leverson, Ryan	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Mastropasqua, Taylor	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Pagnani, Samantha	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Paragone, Loran	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Ramaprasad, Venkat	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Warner, Jared	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room supervision, as needed, total HSN program not to exceed 400 hours.
Football							
Furlong, William	Stipend- Athletic	Football - Head Coach	\$8,549.00	HSS	Fall 2023	Fall 2023	Football- Head Coach, 2 yrs. exp., paid in FULL in Dec.
Breyta, Joseph	Stipend- Athletic	Football - Assistant Coach	\$5,181.00	HSS	Fall 2023	Fall 2023	Football - Assistant Coach, 1 yr. exp., paid in FULL in Dec.
Dorsi, John	Stipend- Athletic	Football - Assistant Coach	\$5,181.00	HSS	Fall 2023	Fall 2023	Football - Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Thompson, Sean	Stipend- Athletic	Football - Assistant Coach	\$5,181.00	HSS	Fall 2023	Fall 2023	Football - Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Bernoski, Daniel	Stipend- Athletic	Football - Assistant Coach	\$5,181.00	HSS	Fall 2023	Fall 2023	Football - Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Roca, Stephen	Stipend- Athletic	Football - Assistant Coach	\$5,181.00	HSS	Fall 2023	Fall 2023	Football - Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Beesley, Lucas	Stipend- Athletic	Football - Assistant Coach	\$5,181.00	HSS	Fall 2023	Fall 2023	Football - Assistant Coach, 1 yr. exp., paid in FULL in Dec.
Soccer							
Coburn, Matthew	Stipend- Athletic	Soccer - Boys Head Coach	\$6,839.00	HSS	Fall 2023	Fall 2023	Soccer - Boys Head Coach, 5 yrs. exp., paid in FULL in Dec.
Aconi, Fabio	Stipend- Athletic	Soccer - Boys Assistant Coach	\$4,145.00	HSS	Fall 2023	Fall 2023	Soccer - Boys Assistant Coach, 2 yrs. exp., paid in FULL in Dec.
Gambino, Joseph	Stipend- Athletic	Soccer - Boys Assistant Coach	\$4,559.00	HSS	Fall 2023	Fall 2023	Soccer - Boys Assistant Coach, 5 yrs. exp., paid in FULL in Dec.
Feddema, Sean	Stipend- Athletic	Soccer - Boys Assistant Coach	\$4,145.00	HSS	Fall 2023	Fall 2023	Soccer - Boys Assistant Coach, 2 yrs. exp., paid in FULL in Dec.
Mastroianni, Elisa	Stipend- Athletic	Soccer - Girls Head Coach	\$6,527.00	HSS	Fall 2023	Fall 2023	Soccer - Girls Head Coach, 3 yrs. exp., paid in FULL in Dec.
Marquez, Gabriel	Stipend- Athletic	Soccer - Girls Assistant Coach	\$4,145.00	HSS	Fall 2023	Fall 2023	Soccer - Girls Assistant Coach, 2 yrs. exp., paid in FULL in Dec.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Paragone, Loran	Stipend- Athletic	Soccer - Girls Head Coach	\$6,217.00	HSN	Fall 2023	Fall 2023	Soccer - Girls Head Coach, 1 yr. exp., paid in FULL in Dec.
Mastropasqua, Taylor	Stipend- Athletic	Soccer - Girls Assistant Coach	\$4,145.00	HSN	Fall 2023	Fall 2023	Soccer - Girls Assistant Coach, 1 yrs. exp., paid in FULL in Dec.
Pagnani, Samantha	Stipend- Athletic	Soccer - Girls Assistant Coach	\$4,145.00	HSN	Fall 2023	Fall 2023	Soccer - Girls Assistant Coach, 1 yr. exp., paid in FULL in Dec.
Ramaprasad, Venkat	Stipend- Athletic	Soccer - Boys Head Coach	\$6,217.00	HSN	Fall 2023	Fall 2023	Soccer - Boys Head Coach, 0 yrs. exp., paid in FULL in Dec.
Ely, Jaime	Stipend- Athletic	Soccer - Boys Assistant Coach	\$4,145.00	HSN	Fall 2023	Fall 2023	Soccer - Boys Assistant Coach, 2 yrs. exp., paid in FULL in Dec.
Lagomarsino, Ryan	Stipend- Athletic	Soccer - Boys Assistant Coach	\$4,559.00	HSN	Fall 2023	Fall 2023	Soccer - Boys Assistant Coach, 5 yrs. exp., paid in FULL in Dec.
Romero, Carl	Stipend- Athletic	Soccer - Boys Assistant Coach	\$4,145.00	HSN	Fall 2023	Fall 2023	Soccer - Boys Assistant Coach, 2 yrs. exp., paid in FULL in Dec.
Field Hockey							
Klugerman, Tracy	Stipend- Athletic	Field Hockey - Head Coach	\$6,839.00	HSS	Fall 2023	Fall 2023	Field Hockey - Girls Head Coach, 5 yrs. exp., paid in FULL in Dec.
Bruno, Alexis	Stipend- Athletic	Field Hockey - Assistant Coach	\$4,353.00	HSS	Fall 2023	Fall 2023	Field Hockey - Girls Assistant Coach, 4 yrs. exp., paid in FULL in Dec.
Perez, Cassandra	Stipend- Athletic	Field Hockey - Assistant Coach	\$4,353.00	HSS	Fall 2023	Fall 2023	Field Hockey - Girls Assistant Coach, 4 yrs. exp., paid in FULL in Dec.
Roeloffs, Megan	Stipend- Athletic	Field Hockey - Girls Head Coach	\$6,217.00	HSN	Fall 2023	Fall 2023	Field Hockey - Head Coach, 1 yr. exp., paid in FULL in Dec.
Giordano, Julia	Stipend- Athletic	Field Hockey - Assistant Coach	\$4,559.00	HSN	Fall 2023	Fall 2023	Field Hockey - Assistant Coach, 5 yrs. exp., paid in FULL in Dec.
Beatson, Alexandra	Stipend- Athletic	Field Hockey - Assistant Coach	\$4,145.00	HSN	Fall 2023	Fall 2023	Field Hockey - Assistant Coach, 1 yr. exp., paid in FULL in Dec.
Tennis							
Seitz, Katherine	Stipend- Athletic	Tennis - Girls Assistant Coach	\$3,626.00	HSS	Fall 2023	Fall 2023	Tennis - Girls Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Arnold, Richard	Stipend- Athletic	Tennis - Girls Head Coach	\$7,124.00	HSN	Fall 2023	Fall 2023	Tennis - Girls Head Coach, 11 yrs. exp., paid in FULL in Dec.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Stewart, Eric	Stipend- Athletic	Tennis - Girls Assistant Coach	\$3,990.00	HSN	Fall 2023	Fall 2023	Tennis - Girls Assistant Coach, 5 yrs. exp., paid in FULL in Dec.
Cross Country							
Murphy, Robert	Stipend- Athletic	Cross Country - Boys Head Coach	\$5,958.00	HSS	Fall 2023	Fall 2023	Cross Country - Boys Head Coach, 2 yrs. exp., paid in FULL in Dec.
Reilly, Kathleen	Stipend- Athletic	Cross Country - Girls Head Coach	\$5,958.00	HSS	Fall 2023	Fall 2023	Cross Country - Girls Head Coach, 2 yrs. exp., paid in FULL in Dec.
Pegues, Stephanie	Stipend- Athletic	Cross Country - Assistant Coach	\$4,145.00	HSS	Fall 2022	Fall 2022	Cross Country - Assistant Coach, 1 yr. exp., paid in FULL in Dec.
Gould, Brian	Stipend- Athletic	Cross Country - Boys Head Coach	\$7,448.00	HSN	Fall 2023	Fall 2023	Cross Country - Boys Head Coach, 20 yrs. exp., paid in FULL in Dec.
Gerstacker, Warren	Stipend- Athletic	Cross Country - Girls Head Coach	\$6,256.00	HSN	Fall 2023	Fall 2023	Cross Country - Girls Head Coach, 4 yrs. exp., paid in FULL in Dec.
Guarini, Elizabeth	Stipend- Athletic	Cross Country - Assistant Coach	\$4,145.00	HSN	Fall 2023	Fall 2023	Cross Country - Assistant Coach, 2 yrs. exp., paid in FULL in Dec.
Volleyball							
Lynch, Kevin	Stipend- Athletic	Volleyball-Head Girls Coach	\$6,217.00	HSS	Fall 2023	Fall 2023	Volleyball - Girls Head Coach, 1 yr. exp., paid in FULL in Dec.
Leverton, Ryan	Stipend- Athletic	Volleyball - Girls Head Coach	\$6,217.00	HSN	Fall 2023	Fall 2023	Volleyball - Girls Head Coach, 1 yr. exp., paid in FULL in Dec.
O'Neill, Casey	Stipend- Athletic	Volleyball - Girls Assistant Coach	\$4,145.00	HSN	Fall 2023	Fall 2023	Volleyball - Girls Assistant Coach, 1 yr. exp., paid in FULL in Dec.
Apicella, Dakota	Stipend- Athletic	Volleyball - Girls Assistant Coach	\$4,145.00	HSN	Fall 2023	Fall 2023	Volleyball - Girls Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Cheerleading							
Palmer, Morgan	Stipend- Athletic	Cheerleading - Head Coach	\$5,168.00	HSS	Fall 2023	Fall 2023	Cheerleading - Head Coach, 3 yrs. exp., paid in FULL in Dec.
Ferrante, Julia	Stipend- Athletic	Cheerleading- Assistant Coach	\$3,626.00	HSS	Fall 2023	Fall 2023	Cheerleading - Assistant Coach, 2 yrs. exp., paid in FULL in Dec.
Kitson, Mary Beth	Stipend- Athletic	Cheerleading - Head Coach	\$6,153.00	HSN	Fall 2023	Fall 2023	Cheerleading - Head Coach, 12 yrs. exp., paid in FULL in Dec.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Matrale, Ashley	Stipend- Athletic	Cheerleading - Assistant Coach	\$3,809.00	HSN	Fall 2023	Fall 2023	Cheerleading - Assistant Coach, 4 yrs. exp., paid in FULL in Dec.
Guadagno, Skylar	Stipend Non-Athletic	Volunteer Cheerleading	\$0.00	HSN/HSS	Fall 2023	Fall 2023	Volunteer Cheerleading
Athletic Trainer							
Serverson, William	Stipend- Athletic	Athletic Trainer	\$19,429.00	HSS	Fall 2023 Winter 2024 Spring 2024	Fall 2023 Winter 2024 Spring 2024	Stipend for Athletic Trainer, 19 yrs. exp., \$19,429; \$6,477(Fall 2023), \$7,771 (Winter 2024), \$5181 (Spring 2024) added to annual salary.
Daily, Jenna	Stipend- Athletic	Athletic Trainer	\$15,543.00	HSN	Fall 2023 Winter 2023-2024 Spring 2024	Fall 2023 Winter 2023-2024 Spring 2024	Stipend for Athletic Trainer, 1 yr. exp., \$15,543.00; \$5,181 (Fall 2023), \$6,217 (Winter 2023-2024), \$4,145 (Spring 2024) added to annual salary.
Change							
Deckard, Brandon	Change	Volunteer Football	\$0.00	HSN/HSS	Fall 2023	Fall 2023	Change start date from TBD to Fall 2023 for Volunteer Football.
E. Stipend Non-Athletic							
Class Advisor							
McDowell, Kathleen	Stipend Non-Athletic	Class Advisor, 12th Grade- Shared	\$2,389.49 (prorated)	HSN	3/27/23	6/30/23	12th Grade Class Advisor - shared 50%, 0 yrs. exp., paid in FULL in June.
Summer Financial Literacy							
Scarpitta, William	Stipend Non-Athletic	Summer Financial Literacy Teacher	\$8,476.20	DIST	7/1/23	8/31/23	Summer Financial Literacy Program, 2 sections.
Pacifico, Lisa	Stipend Non-Athletic	Summer Financial Literacy Teacher	\$4,238.10	DIST	7/1/23	8/31/23	Summer Financial Literacy Program, 1 section.
Henry, David	Stipend Non-Athletic	Summer Financial Literacy Teacher	\$4,238.10	DIST	7/1/23	8/31/23	Summer Financial Literacy Program, 1 section.
Santangelo, Regina	Stipend Non-Athletic	Summer Financial Literacy Teacher	\$4,238.10	DIST	7/1/23	8/31/23	Summer Financial Literacy Program, 1 section.
Totaro, William	Stipend Non-Athletic	Summer Financial Literacy Teacher	\$4,238.10	DIST	7/1/23	8/31/23	Summer Financial Literacy Program, 1 section.
Churinskas, Linda	Stipend Non-Athletic	Summer Financial Literacy Teacher	\$4,238.10	DIST	7/1/23	8/31/23	Summer Financial Literacy Program, 1 section.
Haley, Kaitlyn	Stipend Non-Athletic	Summer Financial Literacy Teacher	\$4,238.10	DIST	7/1/23	8/31/23	Summer Financial Literacy Program, 1 section.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Summer Introduction to Data Science							
Raveendran, Jaina	Stipend Non-Athletic	Summer Introduction to Data Science	\$4,545.00	DIST	7/10/23	8/4/23	Summer Introduction to Data Science, 1 section.
Mastroianni, Elisa	Stipend Non-Athletic	Summer Introduction to Data Science	\$4,545.00	DIST	7/10/23	8/4/23	Summer Introduction to Data Science, 1 section.
Benezs, Brittney	Stipend Non-Athletic	Summer Introduction to Data Science	\$4,545.00	DIST	7/10/23	8/4/23	Summer Introduction to Data Science, 1 section.
Marching Band							
Engel, Emma	Stipend Non-Athletic	Marching Band Director	\$7,020.00	HSS	7/1/23	11/30/23	Marching Band Director, 0 yr. exp., paid in FULL in Dec.
Verblaauw, Jason	Stipend Non-Athletic	Marching Band Director	\$7,722.00	HSN	7/1/23	11/30/23	Marching Band Director, 6 yr. exp., paid in FULL in Dec.
Moore, Jacob	Stipend Non-Athletic	Marching Band Assistant Director	\$4,420.00	HSS	7/1/23	11/30/23	Marching Band Assistant Director, 0 yr. exp., paid in FULL in Dec.
Tankersley, Aron	Stipend Non-Athletic	Marching Band Assistant Director	\$4,641.00	HSN	7/1/23	11/30/23	Marching Band Assistant Director, 4 yr. exp., paid in FULL in Dec.
Fisher, Michelle	Stipend Non-Athletic	Marching Band, Color Guard	\$7,475.00	HSN	7/1/23	11/30/23	Marching Band Color Guard Advisor, 17 yr. exp., paid in FULL in Dec.
Eng, Bailey	Stipend Non-Athletic	Marching Band, Color Guard	\$2,600.00	HSN	7/1/23	11/30/23	Marching Band Color Guard Assistant, 2 yr. exp., paid in FULL in Dec.
Bugher, Melanie	Stipend Non-Athletic	Marching Band, Color Guard	\$7,475.00	HSS	7/1/23	11/30/23	Marching Band Color Guard Advisor, 14 yr. exp., paid in FULL in Dec.
Outdoor Education							
Compoli, Suzanne	Stipend Non-Athletic	Outdoor Education Teacher	\$544.00	GMS	6/5/23	6/7/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Change							
Ronquillo, Cai	Change	Marching Band Volunteer	\$0.00	DIST	7/1/2023	6/30/24	Change start date from TBD to 7/1/23 for Volunteer Marching Band.
Savas, Lisa	Change	Class Advisor, 12th Grade- Shared	\$2,747.91 (prorated)	HSN	9/1/22	3/24/23	Change end date from 6/30/23 to 3/24/23 for 12th Grade Class Advisor - shared 50%, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Savas, Lisa	Change	Travel	\$300.00 (prorated)	HSN/ HSS	9/1/22	3/24/23	Change end date from 6/30/23 to 3/24/23 for travel stipend, 1 day per cycle, paid 1/2 in Mar. and 1/2 in June.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Rescind							
Wallace, Betty	Rescind	Outdoor Education Teacher	\$544.00	GMS	6/5/23	6/7/23	Rescind Outdoor Education teacher, 1 camp, paid in FULL in June.
F. Community Education							
Appoint							
Halder, Smita	Appoint	EDP Assistant Group Leader	\$15.25/hr.	MR	9/1/23	6/30/24	Appoint as an EDP Assistant Group Leader.
Ho, Alexander	Appoint	CS Summer Assistant Instructor	\$20.00/hr.	HSN	6/22/23	8/4/23	Appoint as a CE Summer Assistant Instructor (swimming).
Ho, Alexander	Appoint	CE Summer Lifeguard	\$18.00/hr.	HSN	6/22/23	8/4/23	Appoint as a CE Summer Lifeguard.
Nabet, Arshid	Appoint	CE Summer Coordinator	\$20.00/hr.	CMS	6/22/23	8/11/23	Appoint as CE Summer Coordinator.
Thakkar, Rinkoo	Appoint	EDP Group Leader	\$23,705.00	DN	9/1/23	6/30/24	Appoint as an EDP Group Leader (full-time with benefits).
Reappoint							
Lackey, Roxanne	Reappoint	EDP 1-to-1 Assistant	As per contract.	CE	9/1/23	6/30/24	Reappoint as an EDP 1 to 1 Assistant.
Lee, Kelly	Reappoint	EDP 1-to-1 Assistant	As per contract.	CE	9/1/23	6/30/24	Reappoint as an EDP 1 to 1 Assistant.
Lupo, Sandra	Reappoint	EDP 1-to-1 Assistant	As per contract.	CE	9/1/23	6/30/24	Reappoint as an EDP 1 to 1 Assistant.
Oertel, Linette	Reappoint	EDP 1-to-1 Assistant	As per contract.	CE	9/1/23	6/30/24	Reappoint as an EDP 1-to-1 Assistant.
Warner, Jean	Reappoint	EDP 1-to-1 Assistant	As per contract.	CE	9/1/23	6/30/24	Reappoint as an EDP 1 to 1 Assistant.
Prakash, Rekha	Reappoint	EDP 1-to-1 Assistant	As per contract.	CE	9/1/23	6/30/24	Reappoint as an EDP 1-to-1 Assistant.
Singh, Priyadarshini	Reappoint	EDP 1-to-1 Assistant	As per contract.	CE	9/1/23	6/30/24	Reappoint as an EDP 1-to-1 Assistant.
Marino, Phyllis	Reappoint	EDP Assistant Group Leader	\$15.25/hr.	CE	9/1/23	6/30/24	Reappoint as EDP Assistant Group Leader.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Steinberg, Alexander	Reappoint	EDP Assistant Group Leader	\$15.25/hr.	DN	9/1/23	6/30/24	Reappoint as an EDP Assistant Group Leader.
Walter, Julie	Reappoint	EDP Assistant Group Leader	\$15.25/hr.	CE	6/30/23	6/30/23	Reappoint as an EDP Assistant Group Leader.
Baskin, Zackary	Reappoint	EDP Assistant Group Leader	\$15.25/hr.	CE	9/1/23	6/30/24	Reappoint as EDP Assistant Group Leader.
Desai, Suma	Reappoint	EDP Assistant Group Leader	\$15.25/hr.	CE	9/1/23	6/30/24	Reappoint as EDP Assistant Group Leader.
Masawi, Crystal	Reappoint	EDP Assistant Group Leader	\$15.25/hr.	MH	9/1/23	6/30/24	Reappoint as EDP Assistant Group Leader.
Prakash, Rekha	Reappoint	EDP Assistant Group Leader	\$15.25/hr.	MH	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Sison, Susan	Reappoint	EDP Assistant Group Leader	\$15.25/hr.	CE	9/1/23	6/30/24	Reappoint as an EDP Assistant Group Leader.
Beauchamp, Marissa	Reappoint	EDP Group Leader	\$27.72/hr.	CE	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Chakrabarty, Subhodeep	Reappoint	EDP Group Leader	\$15.75/hr.	CE	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Cohen, Michelle	Reappoint	EDP Group Leader	\$15.75/hr.	MR	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Devine Horn, Patricia	Reappoint	EDP Group Leader	\$27.33/hr.	MH	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
George, Rachel	Reappoint	EDP Group Leader	\$15.75/hr.	MH	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Hughes, Dianna	Reappoint	EDP Group Leader	\$24,244.00	MH	9/1/23	6/30/24	Reappoint as an EDP Group Leader (full-time).
Iyer, Usha	Reappoint	EDP Group Leader	\$15.75/hr.	CE	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Kulkarni, Shilpa	Reappoint	EDP Group Leader	\$15.75/hr.	MH	9/1/23	6/30/24	Reappoint as an EDP Group Leader.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Lapidus, Elsa	Reappoint	EDP Group Leader	\$26.04/hr.	GMS	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Lerner, Kathryn	Reappoint	EDP Group Leader	\$15.75/hr.	MR	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Nabet, Arshid	Reappoint	EDP Group Leader	\$15.75/hr.	CE	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Oertel, Linette	Reappoint	EDP Group Leader	\$17.91/hr.	CE	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Ruffo, Lilia	Reappoint	EDP Group Leader	\$18.96/hr.	DN	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Shah, Hetal	Reappoint	EDP Group Leader	\$15.75/hr.	TC	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Shah, Parul	Reappoint	EDP Group Leader	\$15.75/hr.	DN	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Sutradhar, Karuna	Reappoint	EDP Group Leader	\$15.75/hr.	CE	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Vannatta, Donna	Reappoint	EDP Group Leader	\$15.75/hr.	MH	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Vuppala, Sree	Reappoint	EDP Group Leader	\$15.75/hr.	CE	9/1/23	6/30/24	Reappoint as an EDP Group Leader.
Nagin, Rebecca	Reappoint	EDP High School Assistant	\$14.48/hr.	MR	9/1/23	6/30/24	Reappoint as an EDP High School Assistant.
Piskin, Hande	Reappoint	EDP High School Assistant	\$14.48/hr.	MH	9/1/23	6/30/24	Reappoint as an EDP High School Assistant.
Bales, Taylor	Reappoint	EDP Site Supervisor	\$31,908.00	TC	9/1/23	6/30/24	Reappoint as an EDP Site Supervisor.
Kaplan, Debbie	Reappoint	EDP Site Supervisor	\$44,635.00	MR	9/1/23	6/30/24	Reappoint as an EDP Site Supervisor.
Kesavabhotla, Padmavathi	Reappoint	EDP Site Supervisor	\$31,908.00	VIL	9/1/23	6/30/24	Reappoint as an EDP Site Supervisor.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Mukhopadhyay, Nandini	Reappoint	EDP Site Supervisor	\$23.00/hr.	GMS	9/1/23	6/30/24	Reappoint as an EDP Site Supervisor (part-time).
Nita, Daniela	Reappoint	EDP Site Supervisor	\$39,677.00	MH	9/1/23	6/30/24	Reappoint as an EDP Site Supervisor.
Change							
Huang, Emily	Change	CE Summer Instructor	\$40.00/hr.	HSN	6/22/23	8/4/23	Change position from CE Summer Assistant Instructor (swimming) to CE Summer Instructor (swimming); change hourly rate from \$20/hr. to \$40/hr.
Seals, Kimberly	Change	Mini Explorers Instructor	\$48,689.00	WIC	9/1/23	6/30/24	Change position from Kindergarten Extension to Mini Explorers Instructor, change location from TC to WIC.
Mitra, Sharmistha	Change	Mini Explorers Assistant	\$30,769.00	WIC	9/1/23	6/30/24	Change position from Kindergarten Extension Assistant to Mini Explorers Assistant; change location from TC to WIC.
Rescind							
Ruffo, Julia	Rescind	CE Summer Assistant	N/A	HSN	6/5/23	6/5/23	Rescind appointment.
Shaw, Alexander	Rescind	CE Summer Instructor	N/A	HSN	5/30/23	5/30/23	Rescind appointment.
Resignation							
Ruffo, Julia	Resign	EDP Group Leader	N/A	MH	6/30/23	6/30/23	Resign from position.
Shinde, Madhura	Resign	EDP 1-to-1 Assistant	N/A	CE	6/30/23	6/30/23	Resign from position.
Zalavadia, Priya	Resign	EDP High School Assistant	N/A	CE	6/30/23	6/30/23	Resign from position.
Prabhakar, Girija	Resign	EDP Site Supervisor	N/A	DN	6/30/23	6/30/23	Resign from position.
G. Emergent Hires							
None							



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Change								
Jablonski, Lindsay	Change	Principal	MA+30	\$129,983.00 (prorated)		5/5/23	6/30/23	Change salary from MA to MA+30, as per contract.
B. Certificated Staff								
Appoint								
Dula, Jonathan	Appoint	Teacher Health & Physical Education	0BA	\$61,000.00	MR	TBD	6/30/24	Appoint as a Health & Physical Education Teacher, pending verification, replacing Elizabeth Englehardt, who resigned. (Tenure date: TBD)
Stevens, Tiffany	Appoint	Teacher Elementary	3MA	\$66,000.00	VIL	9/1/23	6/30/24	Appoint as an Elementary Teacher, replacing Karen Orlovsky, who retired. (Tenure date: 9/2/27)
Brown, Cameron	Appoint-Repl.	Teacher Science-LR	5MA	\$68,000.00 (prorated)	GMS	TBD	3/22/24	Appoint as a Leave Replacement Science Teacher, pending employment verification, replacing Alysha Stevenson and Michael Stevenson, who are on leave.
Palmer, Anna	Appoint-Repl.	Teacher Art-LR	0BA	\$61,000.00	MR	TBD	6/30/24	Appoint as a Leave Replacement Art Teacher, pending employment verification, replacing Michelle Rodgers, who is on leave.
Change								
Wayton, Kurt	Change %	Teacher Special Education-120%	15MA	\$124,044.00 (prorated)	HSN	9/1/23	1/26/24	Change salary from 100% to 120%.
Leave of Absence								
McGowan, Elizabeth	Leave- FMLA	Teacher Special Education		N/A	DN	5/15/23	6/30/23	Intermittent FMLA: 5/15/23-6/30/23 unpaid, with benefits.
Stevenson, Michael	Leave- FMLA/NJFLA	Teacher Science		N/A	GMS	1/2/24	4/1/24	FMLA/NJFLA: 1/2/24-4/1/24, unpaid, with benefits. (RTW: 4/2/24)
Resignation								
Engelhardt, Elizabeth	Resign	Teacher Health & Physical Education		N/A	MR	6/30/23	6/30/23	Resign from position.
C. Non Certificated Staff								
Change								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Li, Pingxu	Change	Instructional Assistant- Dual Language Immersion	3	\$22.21	MH	7/1/23	6/30/24	Change salary from \$21.11/hr. to \$22.21/hr.
Li, Yixiao	Change	Instructional Assistant- Dual Language Immersion	3	\$22.21	MH	7/1/23	6/30/24	Change salary from \$21.11/hr. to \$22.21/hr.
Brown, Judy	Change	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	7/1/23	6/30/24	Change salary from \$16.00 to \$16.75.
Robinson, Pamela	Change	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	7/1/23	6/30/24	Change salary from \$16.00 to \$16.75.
E. Extracurricular / Extra Pay								
Moving								
Benezs, Brittny	Extra Duty	Moving		\$50.00/hr.	CMS	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Shapteban, Susan	Extra Duty	Moving		\$50.00/hr.	CMS	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Armstrong, Rachel	Extra Duty	Moving		\$50.00/hr.	GMS	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Gilchrist, Dawn	Extra Duty	Moving		\$50.00/hr.	GMS	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Kapadia, Chandni	Extra Duty	Moving		\$50.00/hr.	GMS	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Monferrari, Kristy	Extra Duty	Moving		\$50.00/hr.	MR	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Grey, Shannon	Extra Duty	Moving		\$50.00/hr.	MR	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Bowes, Stacy	Extra Duty	Moving		\$50.00/hr.	WIC	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Mattia, Amber	Extra Duty	Moving		\$50.00/hr.	WIC	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Miller, Kristin	Extra Duty	Moving		\$50.00/hr.	WIC	7/1/23	8/31/23	Moving, not to exceed 12 hours.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Mulshine, Lindsay	Extra Duty	Moving		\$50.00/hr.	WIC	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Summer Option II Testing								
Shapteban, Susan	Extra Duty	Summer Testing-Mathematics		\$50.00/hr.	HSS	7/1/23	8/31/23	Summer Testing - Option II, total program not to exceed 75 hours.
Community Middle School Summer Hours								
Burgess, Ellen	Extra Duty	Counselor Summer Hours		\$50.00/hr.	CMS	7/1/23	8/31/23	Summer counseling; total program not to exceed 180 hours.
Scibienski, Faith	Extra Duty	Counselor Summer Hours		\$50.00/hr.	CMS	7/1/23	8/31/23	Summer counseling; total program not to exceed 180 hours.
Staffieri, Monique	Extra Duty	Counselor Summer Hours		\$50.00/hr.	CMS	7/1/23	8/31/23	Summer counseling; total program not to exceed 180 hours.
Efstathios, Ariana	Extra Duty	ABS/HIB Summer Hours		\$50.00/hr.	CMS	7/1/23	8/31/23	ABS/HIB Summer hours, not to exceed 20 hrs.
Decker, Michelle	Extra Duty	Nurse Summer Hours		\$50.00/hr.	CMS	7/1/23	8/31/23	Summer nurse; total program not to exceed 120 hours.
Nelson, Shari	Extra Duty	Nurse Summer Hours		\$50.00/hr.	CMS	7/1/23	8/31/23	Summer nurse; total program not to exceed 120 hours.
Millstone River School Summer Hours								
Gura, Elizabeth	Extra Duty	Counselor Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer counseling; total program not to exceed 103 hours.
Valeriani, Lisa	Extra Duty	Counselor Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer counseling; total program not to exceed 103 hours.
Kraft, Janey	Extra Duty	Nurse Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer nurse; total program not to exceed 80 hours.
Lenart, Erin	Extra Duty	Nurse Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer nurse; total program not to exceed 80 hours.
Jones, Michael	Extra Duty	Human Relations-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Human Relations; total program not to exceed 14 hours.
Collins, Donna	Extra Duty	Human Relations-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Human Relations; total program not to exceed 14 hours.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Grey, Shannon	Extra Duty	Social Emotional Learning Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Social Emotional Learning Committee; total program not to exceed 40 hours.
Nemeth, Ashley	Extra Duty	Social Emotional Learning Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Social Emotional Learning Committee; total program not to exceed 40 hours.
Johnson, Lauren	Extra Duty	Social Emotional Learning Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Social Emotional Learning Committee; total program not to exceed 40 hours.
Zara, Alyssa	Extra Duty	Social Emotional Learning Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Social Emotional Learning Committee; total program not to exceed 40 hours.
Hart, Shannon	Extra Duty	Social Emotional Learning Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Social Emotional Learning Committee; total program not to exceed 40 hours.
Malakates, Holly	Extra Duty	Social Emotional Learning Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Social Emotional Learning Committee; total program not to exceed 40 hours.
Monferrari, Kristy	Extra Duty	Social Emotional Learning Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Social Emotional Learning Committee; total program not to exceed 40 hours.
Ozdonski, Paige	Extra Duty	Social Emotional Learning Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Social Emotional Learning Committee; total program not to exceed 40 hours.
Verde, Lori	Extra Duty	Scheduling / Placement-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Scheduling / Placement, total program not to exceed 120 hours.
Eaves, Beth	Extra Duty	Scheduling / Placement-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Scheduling / Placement, total program not to exceed 120 hours.
Hughes, Elissa	Extra Duty	Scheduling / Placement-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Scheduling / Placement, total program not to exceed 120 hours.
Shio, Michele	Extra Duty	Scheduling / Placement-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Scheduling / Placement, total program not to exceed 120 hours.
Grey, Shannon	Extra Duty	Scheduling / Placement-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Scheduling / Placement, total program not to exceed 120 hours.
Davis, Krista	Extra Duty	Scheduling / Placement-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Scheduling / Placement, total program not to exceed 120 hours.
Ozdonski, Paige	Extra Duty	Scheduling / Placement-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Scheduling / Placement, total program not to exceed 120 hours.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Scranton, Dorothy	Extra Duty	Scheduling / Placement-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Scheduling / Placement, total program not to exceed 120 hours.
Savur, Rita	Extra Duty	Literacy Room Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Literacy Room Committee; total program not to exceed 25 hours.
West, Noreen	Extra Duty	Literacy Room Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Literacy Room Committee; total program not to exceed 25 hours.
Johnson, Lauren	Extra Duty	Literacy Room Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Literacy Room Committee; total program not to exceed 25 hours.
Paetow, Devin	Extra Duty	Literacy Room Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Literacy Room Committee; total program not to exceed 25 hours.
Forkel, Mehgan	Extra Duty	Literacy Room Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer Literacy Room Committee; total program not to exceed 25 hours.
Grey, Shannon	Extra Duty	School Improvement Plan Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer School Improvement Plan Committee; total program not to exceed 55 hours.
Valeriani, Lisa	Extra Duty	School Improvement Plan Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer School Improvement Plan Committee; total program not to exceed 55 hours.
Johnson, Lauren	Extra Duty	School Improvement Plan Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer School Improvement Plan Committee; total program not to exceed 55 hours.
Gura, Elizabeth	Extra Duty	School Improvement Plan Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer School Improvement Plan Committee; total program not to exceed 55 hours.
Shio, Michele	Extra Duty	School Improvement Plan Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer School Improvement Plan Committee; total program not to exceed 55 hours.
Hart, Shannon	Extra Duty	School Improvement Plan Committee-Summer Hours		\$50.00/hr.	MR	7/1/23	8/31/23	Summer School Improvement Plan Committee; total program not to exceed 55 hours.
Wicoff School Summer Hours								
Agnella, Laura	Extra Duty	New Student Screening-Summer Hours		\$50.00/hr.	WIC	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 35 hours.
Frounfelker, Brenda	Extra Duty	New Student Screening-Summer Hours		\$50.00/hr.	WIC	7/1/23	8/31/23	Summer New Student Screening, total program not to exceed 35 hours.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Healey, Moira Jean	Extra Duty	Nurse Summer Hours		\$50.00/hr.	WIC	7/1/23	8/31/23	Summer nurse, not to exceed 50 hours.
Incollingo, Ellen	Extra Duty	Counselor Summer Hours		\$50.00/hr.	WIC	7/1/23	8/31/23	Summer counseling, not to exceed 10 hours.
Rescind								
Jarvis, Alexa	Rescind	ESY Special Education Teacher		\$50.00/hr.	TC	7/3/23	8/1/23	Rescind appointment as Special Education Teacher for the Extended School Year Program, not to exceed 130 hours.
Rosenthal, Wendy	Rescind	ESY Instructional Assistant		As per WWPSA Agreement	TC	7/3/23	8/1/23	Rescind appointment as Instructional Assistant for the Extended School Year Program, not to exceed 105 hours.
E. Stipend Non-Athletic								
Outdoor Education								
Backman, Mary	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Bartolone, Anthony	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Beste, Steve	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Crome, Cesia	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Drascher, Annie	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Green, Hughbert	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Hensperger, Genevieve	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Lepore, Patrick	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Lynch, Kevin	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Maggio, Vincent	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Markley, Kirk	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Meredith, Amy	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Pisano, Christopher	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Postlethwait, Brooke	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Rivera-Gonzalez, Brittany	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Saba, Rebecca	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Selander, Maria	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Stein, Anne	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Sternotti, Taylor	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
Thompson, Michael	Stipend Non-Athletic	Outdoor Education Teacher		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education teacher, 1 camp, paid in FULL in June.
O'Brien, Mariela	Stipend Non-Athletic	Outdoor Education Nurse		\$600.00	CMS	6/7/23	6/9/23	Outdoor Education nurse, 2 nights, paid in FULL in June.
Glynn, MaryEllen	Stipend Non-Athletic	Outdoor Education Nurse		\$300.00	CMS	6/8/23	6/9/23	Outdoor Education nurse, 1 night, paid in FULL in June.
Change								
Ronquillo, Cai	Change	Volunteer Marching Band		\$0.00	HSN	Summer 2023	6/30/24	Change start date from TBD to Summer 2023 for Volunteer for Marching Band.
F. Community Education								
Appoint								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Hall, Christopher	Appoint	CE Summer Assistant		\$15.50/hr.	CMS	6/22/23	8/11/23	Appoint as a CE Summer Assistant.
Goode, Douglas	Appoint	CE Summer Pool Supervisor		\$25.00/hr.	HSN	6/22/23	8/4/23	Appoint as a CE Summer Pool Supervisor.



PERSONNEL ADDENDUM #2

RECOMMENDATION

PERSONNEL

To be voted on 6/13/23: Recommend approval of the following resolution:

WWPEA – Sidebar Agreement

1. Approve a sidebar agreement with the West Windsor-Plainsboro Education Association (WWPEA) whereby a stipend is created for an advisor to support a student elected to a leadership position with the New Jersey Association of Student Councils.

ADMINISTRATION ADDENDUM

RECOMMENDATION

A. ADMINISTRATION

To be voted on 06/13/23: Recommend approval of the following resolutions:

Administrator Contracts – Merit Goals

1. Certify the following merit goal submissions:
 - a) Acknowledge that Pamela Nathan has achieved her 2022-2023 qualitative merit goal criteria #1 and merit goal criteria #2; and
 - b) Authorize submission of the 2022-2023 goal attainment for Pamela Nathan, with appropriate documentation, for review and approval by the executive county superintendent.

ADMINISTRATION ADDENDUM #2

RECOMMENDATION

A. ADMINISTRATION

To be voted on 06/13/23: Recommend approval of the following resolution:

Special Services

1. Approve a settlement agreement for student #406216 dated June 9, 2023, as recommended by the Board attorney and discussed in Closed Executive Session.



WEST WINDSOR- PLAINSBORO HOURLY AND PER DIEM RATES FOR 2023-2024

*Effective July 1, 2023 and January 1, 2024

a) WW-P Substitute Hourly Rates

POSITION	EXPERIENCE	RANGE OF PAY
Teacher	County Certified	\$105.00/day
	New Jersey Teacher Certified	\$115.00/day
	Certified in the content area <u>and</u> beyond 20th consecutive day in the same assignment.	\$305.00/day
Administrator (Certified)	n/a	\$500/day
Media Center Coverage (9 hour day)	n/a	\$130.00/day
On-Call Athletic Trainer	n/a	\$65.00/unit
Instructional Assistant	n/a	\$15.00/hour
Nurse (NJ Certified and County Certified)	School Day	\$210.00/day
	School Trip (Overnight)	\$100.00/night
Secretary (hired as of 9/28/16) (Higher rate for school district experience)	High School Student	\$20.00/hr. - \$21.00/hr.
	0-10 Years	\$21.00/hr. - \$23.00/hr.
	11+ years	\$24.00/hr. - \$25.00/hr.
Security Aide	n/a	\$15.00/hr.
Bus/Cafeteria Aide	n/a	\$14.13/hr. \$15.00/hr. (Effective 1/1/2024)
Bus/Cafeteria Aide (hired prior ro 2010)	n/a	Frozen at current hourly rate for those exceeding \$14.13/hr effective July 1, 2023.)
On-Call Bus Driver	n/a	\$19.00/hr.
Learning Assistant	n/a	\$19.00/hr.
SUMMER WORK	EXPERIENCE	RANGE OF PAY
Painter	High School Student	\$14.13/hr. \$15.00/hr. (Effective: 1/1/2024)
	Post High School	\$15.00/hr. - \$16.50/hr.
Mover	High School Student	\$14.13/hr. \$15.00/hr. (Effective: 1/1/2024)
	Post High School	\$15.00/hr. - \$16.00/hr.
Computer Assistant	High School Student	\$14.13/hr. \$15.00/hr. (Effective: 1/1/2024)
	Post High School	\$15.00/hr. - \$16.50/hr.
EXTRACURRICULAR (NON-AFFILIATED)	EXPERIENCE	RANGE OF PAY
LIGHTING		
Lighting Assistant	n/a	\$50.00/hr.
VIDEO		
Videographer	n/a	\$75.00/hr.

BUILDING USE		
Coordinator	n/a	\$14.13/hr. - \$17.50/hr. \$15.00/hr. - \$17.50/hr. (Effective: 1/1/2024)
POOL		
CPO	n/a	\$15.00/hr. - \$22.00/hr.
Lifeguard	0 - 4 years	\$14.13/hr. \$15.00/hr. (Effective: 1/1/2024)
	5+ years	\$14.13/hr. - \$15.00/hr. (Effective: 7/1/2023) \$15.00/hr. - \$16.00/hr. (Effective: 1/1/2024)
Swim Instructor	n/a	\$14.13/hr. - \$15.00/hr. (Effective: 7/1/2023) \$15.00/hr. - \$16.00/hr. (Effective: 1/1/2024)
Title 1 Funded Program Support	n/a	\$19.00/hr.
b) WW-P Community Education and Summer Work Hourly Rates		
POSITION	EXPERIENCE	RANGE OF PAY
EDP		
High School Student	0 - 1 years	\$14.13/hr. \$15.00/hr. (Effective: 1/1/2024)
	2 years	\$15.00/hr. \$16.00/hr. (Effective: 1/1/2024)
Assistant Group Leader	0 - 1 years	\$15.25/ hr.
	5+ years	\$15.25/hr. - \$15.50/hr.
Group Leader	0 -1 years	\$15.75/hr. - \$16.00/hr.
	5+ years	\$15.75/hr. - \$19.00/hr.
Site Supervisor	0 years	\$18.00/hr. - \$20.00/hr.
	1+ years	\$20.00/hr. - \$23.00/hr.
	5+ years	\$23.00/hr. - \$28.00/hr.
Substitute EDP & Summer	n/a	\$14.13/hr. \$15.00hr. (Effective: 1/1/2024)
AFTERSCHOOL SUMMER AND ENRICHMENT		
Instructor	0 years	\$20.00/hr.
	1+ years	\$20.00/hr. - \$24.00/hr.
	5+ years	\$22.63/hr. - \$27.00/hr.
	10+ years	\$28.00/hr.
ESL Instructor	n/a	\$25.00/hr. - \$35.00/hr.
Assistant	0 - 1 years	\$15.50/hr. - \$16.50
	5+ years	\$16.50/hr. - \$17.50/hr.
Coordinator Summer & After-School	n/a	\$20.00/hr. - \$25.00/hr.
Supervision by Certified Staff	n/a	\$19.48/hr.
Special Needs Coordinator (Certified)	n/a	\$50.00/hr.
Special Needs Assistant (One-On-One)	0 years	\$14.13/hr. \$15.00/hr. (Effective: 1/1/2024)
	1+ years	\$14.13/hr. - \$15.00/hr. *\$15.00 start effective 1/1/2024
	5+ years	\$14.13/hr. - \$15.50/hr. *\$15.00 start effective 1/1/2024

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First Reading: May 23, 2023
Second Reading: June 13, 2023

1125 **BENEFITS COVERING NON-AFFILIATED COMMUNITY EDUCATION STAFF - CATEGORY E**

Certain employees of the district are not represented by any bargaining unit for the establishment of salary and other benefits. It is the function of this policy to outline the benefits provided to those employees. This policy shall be reviewed annually and can be revised at any time.

Titles:

Site Supervisors
Group Leaders
Assistant Group Leaders
Mini Explorers Instructors
Mini Explorers Assistant Instructors

Benefits for these employees shall be as follows:

A. Health Insurance

1. The Board shall provide full-time employees covered by this policy and their eligible dependents with the district's group medical/hospital, dental and prescription insurance coverage subject to the terms and conditions set forth in this policy and those established by resolution. For purposes of this policy, full time is defined as regularly scheduled to work thirty (30) hours or more in week.

The Board shall, if the employee so requests, provide health insurance coverage in accordance with the following terms:

- a. The Board shall assume the cost of premiums for medical/hospital insurance coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78.
- b. Eligible employees commencing employment on or after July 1, 2019 will be provided coverage, at Board expense and subject to the contributions set forth in P.L. 2011, c. 78, at the lowest cost PPO plan (currently Open Access Managed Choice 2035), and must pay the difference through payroll deduction to enroll in a higher cost plan.



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- c. The Board shall assume the cost of premiums for prescription coverage for employees and their eligible dependents subject to the contributions set forth in P.L. 2011, c. 78.
 - d. The Board shall, if the employee so requests, assume 100% of the cost of the premiums for employees and their eligible dependents for dental insurance.
2. Employees who have alternate medical and/or dental and/or prescription coverage may elect to waive coverage in one or more of the insurance plans provided in this Article by signing a waiver form and providing the required documentation.

To the extent permitted by law, a full time employee who waives coverage shall receive payment equal to twenty-five percent (25%) of the cost of the premium the Board would have paid had the employee not waived coverage. Such payment will not exceed three thousand dollars (\$3,000).

An employee who has waived coverage, but later loses coverage in his/her alternate insurance plan, may resume coverage under the Board's plan, upon reimbursement of the amount paid (prorated for each month of insurance coverage) and subject to rules and regulations of the insurance carrier.

B. Leave of Absence

1. Employees shall be credited with ten (10) days cumulative sick leave at the beginning of each school year.
2. To the extent permitted by law and subject to funds being available in Community Education program, upon retirement from the district, with at least fifteen (15) years of service to the district an employee shall be compensated on a pro-rata basis; i.e. one day of their then current rate of pay for every four (4) days of accumulated sick leave. Compensation for unused sick days on the same basis will become payable to the estate of the individual if he/she dies while in active service. Such compensation shall be capped at \$10,000, regardless of the number of sick days accumulated.
3. Personal business leave is defined as the absence of an employee from the post during school hours for reasons such as the following:
 - a. Religious holidays;



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- b. Closing on the purchase of a home;
- c. Moving day;
- d. Court appearance or other legal matters;
- e. Entering offspring in college;
- f. Attending graduation of offspring or spouse;
- g. Attending wedding of member of immediate family;
- h. Marriage;
- i. Adoption;
- j. Other Emergency or Urgent Reason Not Listed Above.

A full-time employee shall be granted up to three (3) days of personal leave per year with full pay. A part-time employee, who is scheduled to work five (5) days a week, shall be granted two (two) personal days. Personal business shall not be used to extend a school holiday or vacation period without approval of the Superintendent or his/her designee. A request for personal business leave made for a time occurring immediately preceding or following a vacation period or holiday will of necessity, therefore, require the reason for said leave be set forth in the application in order that the Superintendent's discretion may be exercised. Unused personal business leave shall be accumulated as sick leave at the end of the year. However, no more than (15) fifteen sick days may be accumulated in any one year.

- 4. A full-time employee shall be granted up to three (3) days of family illness per year with full pay. A part-time employee, who is scheduled to work five (5) days a week, shall be granted up to two (2) days of family illness per year with full pay. Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.
- 5. Employees shall be granted up to five (5) days leave per occurrence without loss of pay for a death in the immediate family, up to three (3) days for other close relatives, and up to one (1) day for relative not a member of the immediate family or close friend.



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Immediate family shall include husband, wife, children, mother, father, brother, sister, mother-in-law, father-in-law, or any member of the employee's immediate household.

Other close relatives shall include aunt, uncle, sister-in-law, brother-in-law, grandmother, grandfather, grandmother-in-law, grandfather-in-law, son-in-law, or daughter-in-law.



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2520 INSTRUCTIONAL SUPPLIES

The Board of Education shall **provide** ~~supply each teaching~~ staff members with the supplies; **and** materials, ~~and equipment~~ necessary for the **successful** implementation of the **instructional** ~~approved~~ program and **provide** ~~each~~ students with the supplies and materials required for the successful completion of courses of study.

The Board expressly exempts from this ~~p~~Policy such clothing or personal equipment as may be required ~~by the Board~~ for reasons related to the safety and health of students or the protection of school property and are individualized or non-reusable, and any materials used in the manufacture or preparation of useful or decorative items that students are permitted to retain, except that no student will be denied participation in any course of study or school sponsored activity because of **their** ~~his/her~~ financial inability to bear the cost of such clothing, equipment, or materials.

Supplies and materials will be distributed throughout the school district in a manner that ensures equal distribution to students; school facilities; courses; programs; and activities and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.7(a).

The Superintendent **or designee** shall develop **procedures** ~~regulations~~ for the selection and utilization of instructional supplies that include effective consultation with teaching staff members at all appropriate levels.

N.J.A.C. 6A:7-1.7
N.J.S.A. 18A:34-1
N.J.S.A. 18A:54-20 [**vocational districts**]

Cross reference: ~~Policy Guide No. 5513~~

Adopted:



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R 2520 INSTRUCTIONAL SUPPLIES

A. Definition

“Supplies” are the consumable materials distributed to teachers and students for the **successful** implementation of the instructional program. ~~“Supplies” include, but are not necessarily limited to, paper, pencils, chalk, erasers, paste, clay, artistic materials, craft paper, markers, string, adhesive tape, scissors, soap, and the like.~~

B. Supply Procedures

1. **Each staff member will be able to request supplies by submitting a request to the Principal or designee.**
21. Supplies will be kept in a **secure location** ~~supply closet or room in each school building.~~ The **Principal or designee** _____ will be responsible **to approve for the request of supplies for their school and staff** ~~content and inventory of the supply closet.~~
2. ~~Each teacher will request supplies each _____ by submitting a written request to the Principal. The teacher should request a sufficient quantity of supplies to satisfy the needs of his/her class for at least _____ week(s).~~
3. The **staff member’s** ~~teacher’s~~ request will be **retained by the staff member and the Principal or designee** ~~recorded in the _____.~~
4. At the end of each school year, a record of the **inventory of supplies retained by the staff member shall be reported by the staff member to the Principal or designee** ~~requested and used in each classroom will be given to the _____.~~
5. The Principal will **encourage** ~~invite~~ all ~~teaching~~ staff members to suggest additional supplies and/or replacements for the supplies **currently** used.



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C. Cost of Supplies

Supplies will be made available without charge to all students, except in the following circumstances:

1. Where non-reusable clothing or personal equipment, such as gym outfits, is required for ~~the reason of~~ safety, health, or the protection of school property, students will be requested to provide their own clothing or equipment. The Principal may require that such clothing or equipment meet school standards (~~other than color or style~~) and may recommend a suitable **vendor** ~~commercial source~~ for the clothing or equipment.
2. Where a student enrolled in a class or activity in which **an item** ~~product~~ is made, such as in engineering or family and consumer science, chooses to prepare and keep a useful item, the student may be required to pay the costs of the materials used. Students shall always be given the option of preparing an item for use by the school, for which no charge will be made. Any charge made under this regulation will be presented in writing by the teacher with a copy to the **Principal or designee** _____, and the moneys collected will be deposited with the **Business Office** _____.
3. Students may be required to provide supplies for their participation in co-curricular activities.
4. A student who is eligible for free and reduced rate meals will not be required to pay for any supplies, including those exempted from free distribution in paragraph C.D1., 2., and 3. above.
5. **Staff members** ~~Teachers~~ **shall** ~~are advised to~~ report to the **Principal or designee** _____ any student who is **suspected of being** unable to pay for ~~the supplies listed above~~.

Issued:



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First Reading: May 23, 2023
Second Reading: June 13, 2023

5200 ATTENDANCE

In accordance with the provisions of N.J.S.A. 18A:38-25, every parent, or other person having control and custody of a child between the ages of six and sixteen shall cause the child to regularly attend school. The Board of Education requires students enrolled in the school district attend school regularly in accordance with the laws of the State.

For the purpose of this Policy and Regulation 5200, “parent” means the natural parent(s), adoptive parent(s), legal guardian(s), resource family parent(s), or surrogate parent(s) of a student. When parents are separated or divorced, “parent” means the person or agency who has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, “excused” and “unexcused” student absences, for the purpose of expectations and consequences regarding truancy, student conduct, promotion, (to the next grade), retention (repeating the current grade), and the award of course credit is a Board decision outlined in N.J.A.C. 6A:16-7.6 and Policy and Regulation 5200. In accordance with the provisions of N.J.A.C. 6A:16-7.6 and for the purposes of Policy and Regulation 5200, a student’s absence from school will either be excused or unexcused. Unexcused absences will count toward truancy.

A parent or adult student shall provide advance notice to the school prior to the student being absent from school. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if the reason for the student’s absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student’s parent to notify the parent of the absence and determine the reason for the absence.

Students that are absent from school for any reason are responsible for the completion of assignments missed because of their absence. In accordance with N.J.S.A. 18A:36-14, a student who is absent from school for observing a religious holiday shall not be deprived of any award, eligibility, or opportunity to compete



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for any award, or deprived of the right to take an alternate test or examination that was missed because of the absence provided there is a written excuse of such absence signed by the parent.

Prolonged or repeated absences, excused or unexcused, from school or from class, deprive students of the educational and classroom experiences deemed essential to learning and may result in retention at grade level or loss of credit or removal from a course that would count toward the high school diploma in accordance with policies of this Board.

Students shall be subjected to the school district's response for unexcused absences that count toward truancy during the school year as outlined in N.J.A.C. 6A:16-7.6(a)4. and Regulation 5200.

Unexcused absences from school or from classes within the school day may subject a student to consequences that may include the denial of a student's participation in extra or co-curricular activities, privileges, and/or athletic competition. Repeated absences from school interfere with efforts of the Board and its staff in the maintenance of good order and the continuity of classroom instruction and such absences may result in the removal of the student from a class or course of study.

The Superintendent shall calculate and monitor the average daily attendance rate for the district and for each school in the district. Whenever the average daily attendance rate does not meet the New Jersey Department of Education requirements the Superintendent or designee shall develop a district improvement plan to improve student attendance pursuant to N.J.A.C. 6A:30-5.2.

N.J.S.A. 18A:36-14; 18A:36-25.6; 18A:38-25; 18A:38-25.1;
18A:38-25.2; 18A:38-26

N.J.S.A. 34:2-21.1 et seq.

N.J.A.C. 6A:16-7.6; 6A:30-5.2; 6A:32-8; 6A:32-13

Adopted:



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First Reading: May 23, 2023
Second Reading: June 13, 2023

R 5200 ATTENDANCE

A. Attendance Recording

1. School Register (N.J.A.C.6A:32-8.1)

- a. The Board of Education shall carefully and accurately track enrollment and attendance of all students in a manual school register format or in an electronic format of the school district's choosing.
- b. The Commissioner will issue and publish on the Department's website guidance for recording student attendance in all public schools of the State operated by district Boards of Education, except adult high schools.
- c. Student attendance shall be recorded in the school register during school hours on each day in session, pursuant to N.J.A.C. 6A:32-8.3. An employee designated by the Superintendent shall keep in the school register, attendance of all students, and shall maintain the attendance records in accordance with N.J.A.C. 6A:32-8 and the guidance at N.J.A.C. 6A:32-8.1(c) and A.1.b. above.
- d. A student who has been placed on home instruction shall have their attendance status recorded on the regular register for the program in which the student is enrolled. The student shall be marked absent for the period beginning the first day the student is unable to attend school and ending the day before the first instructional day at the student's place of confinement. Absences shall not be recorded for the student while on home instruction, provided the hours of instruction are not less than required by N.J.A.C. 6A:14-4.8 and 4.9 and 6A:16-10.1 and 10.2. The number



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of possible days in membership for a student on home instruction shall be the same as for other students in the program in which the student is enrolled.

(1) “Days in membership” means the number of school days in session in which a student is enrolled. A student's membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.

2. Day in Session (N.J.A.C. 6A:32-8.3)

- a. A day in session shall be a day on which the school is scheduled to provide instruction and students are under the guidance and direction of a teacher(s) engaged in the teaching process. A day on which school is closed for reasons such as holidays and teachers’ institutes, or inclement weather not under conditions set forth at N.J.A.C. 6A:32-13, shall not be considered a day in session.
- b. A day in session shall consist of not less than four hours, exclusive of recess and lunch periods, except that one continuous session of two and one-half hours may be considered a full day in Kindergarten.

3. Student Attendance (N.J.A.C. 6A:32-8.4)

- a. For all State attendance submissions, a student shall be recorded as present, absent, or excused for a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below, on every day the school is in session after the student enrolls until the date the student is transferred to another school or officially leaves the school district.



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- b. A record of attendance of all students shall be kept in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above. The employee designated by the Superintendent shall keep the attendance records according to N.J.A.C. 6A:32-8 and the guidance issued by the Commissioner in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above.
- c. A student enrolled in a school shall be recorded in the school register as present if the student participates in instruction or instruction-related activities for at least half a day in session whether the student is physically on school grounds, at an approved off-grounds location, or in a virtual or remote instruction setting, pursuant to N.J.A.C. 6A:32-13.
- d. A student enrolled in a school who is not participating in instruction or instruction-related activities pursuant to N.J.A.C. 6A:32-8.4(c) and A.3.c. above shall be recorded in the school register as absent, unless the student is recorded as a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below.
- e. State-excused absences shall be as follows:
 - (1) Religious observance, pursuant to N.J.S.A. 18A:36-14, 15, and 16.
 - (a) The Commissioner, with approval of the State Board of Education, shall annually prescribe a list of religious holidays on which it shall be mandatory to excuse students for religious observance upon the written request signed by the parent or person standing in loco parentis;
 - (2) Participation in observance of Veterans Day, pursuant to N.J.S.A. 18A:36-13.2;



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- (3) Participation in district board of election membership activities, pursuant to N.J.S.A. 18A:36-33;
 - (4) Take Our Children to Work Day;
 - (5) College visit(s), up to three days per school year for students in grades eleven and twelve; and
 - (6) Closure of a busing school district that prevents a student from having transportation to the receiving school.
- f. For absences that do not meet the criteria at N.J.A.C. 6A:32-8.4(e) and A.3.e. above, the Board may adopt policies that establish locally approved or excused absences consistent with N.J.A.C. 6A:16-7.6 for the purposes of expectations and consequences regarding truancy, student conduct, promotion (to the next grade), retention (repeating the current grade), and the award of course credit. However, an absence designated as excused by the Board pursuant to N.J.A.C. 6A:16-7.6 shall be considered as an absence in the submission to the State for the purpose of chronic absenteeism reporting, as set forth at N.J.A.C. 6A:32-8.6.
4. Average Daily Attendance (N.J.A.C. 6A:32-8.5)

The average daily attendance rate in a district school or program of instruction for a school year shall be the total number of the days present of all enrolled students, divided by the number of days in membership of all enrolled students. The student average daily attendance means the total number of days that a student is present in the school divided by the total possible number of days in session.

5. Absentee and Chronic Absenteeism Rates (N.J.A.C. 6A:32-8.6)
- a. A student's absentee rate shall be determined by subtracting the student's total number of days present from the student's days in membership and dividing the result by the student's days in membership.



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- (1) State-excused absences shall not be included in a student's days in membership for purposes of calculating a student's absentee rate.
 - b. If a student's absentee rate is equal to or greater than ten percent, the student shall be identified as chronically absent.
 - c. Each school with ten percent or more of its enrolled students identified as chronically absent shall develop a corrective action plan to improve absenteeism rates. In accordance with N.J.S.A. 18A:38-25.1, the school will annually review and revise the corrective action plan and present the revisions to the Board, until the percentage of students who are chronically absent is less than ten percent.
- B. Unexcused Absences That Count Toward Truancy/Excused Absences for Board Policy
1. Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, "excused" and "unexcused" student absences for the purpose of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit is a Board decision outlined in Policy 5200 and this Regulation.
 2. N.J.A.C. 6A:16-7.6(a)3 requires the Board of Education policies and procedures contain, at a minimum, a definition of unexcused absence that counts toward truancy, student conduct, promotion, retention, and the award of course credit.
 - a. "An unexcused absence that counts toward truancy" is a student's absence from school for a full or a portion of a day for any reason that is not an "excused absence" as defined in B.2.b. below.



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- b. “An excused absence” is a student’s absence from school for a full day or a portion of a day for the observance of a religious holiday pursuant to N.J.S.A. 18A:36-14 through 16, or any absence for the reasons listed below:

The student’s illness when supported by a written letter from a physician / physician’s practice within one week of the student’s return to school.

___ The student’s required attendance in court;

___ Where appropriate, when consistent with Individualized Education Programs, the Individuals with Disabilities Act, accommodation plans under 29 U.S.C. §§ 794 and 705(20), and individualized health care plans;

___ The student’s suspension from school;

___ Family illness or death

___ supported by a written letter from the parent upon the student’s return to school with appropriate documentation;

___ supported by notification to the school by the student’s parent with appropriate documentation;

___ College visit(s), up to 3 days per school year for students in grades ten, eleven, and twelve

___ Interviews with a prospective employer or with an admissions officer of an institution of higher education;

___ Examination for a driver’s license;

___ Necessary and unavoidable medical or dental appointments that cannot be scheduled at a time other than the school day; supported by a written letter and/or documentation from the physician / physician’s practice within one week of the student’s return to school.



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- ___ Take Our Children to Work Day;
- ___ Religious observance, pursuant to N.J.S.A. 18A:36-14 through 16;
- ___ Participation in observance of Veterans Day, pursuant to N.J.S.A. 18A:36-13.2;
- ___ Participation in district board of election membership activities, pursuant to N.J.S.A. 18A:36-33;
- ___ Closure of a busing school district that prevents a student from having transportation to the receiving school;
- ___ An absence considered excused by the Commissioner of Education and/or a New Jersey Department of Education rule;
- ___ An absence for a reason not listed above, but deemed excused by the Principal upon a written request by the student's parent stating the reason for the absence and requesting permission for the absence to be an excused absence;

3. "Unexcused tardiness" may constitute an unexcused absence that counts toward truancy in accordance with Policy 5240.

C. Notice to School of a Student's Absence

1. The parent or adult student shall notify the school office before the school day when the student will not be in school.
2. The parent of the student or an adult student who will attend the morning session, but will not attend the afternoon session shall provide notice to the school office before the start of the afternoon session.
3. The parent of a student or an adult student shall notify the school office of a future absence if the absence is foreseeable.



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4. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if the reason for the student's absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student's parent to notify the parent of the absence and determine the reason for the absence.

D. Readmission to School After an Absence

1. A student returning from an absence of any length of time must provide a written statement to the Principal or designee that is dated and signed by the parent or adult student listing the reason for the absence.
2. A student who has been absent by reason of having or being suspected of having a communicable disease may be required to ~~must~~ present to the school nurse written evidence of being free of a communicable disease.
3. The Superintendent of Schools or designee may require a student who has been absent from school due to a suspension or other reason concerning the student's conduct to receive a medical examination by a physician regarding the student's physical and/or mental fitness to return to school.
 - a. The Superintendent or designee will notify the student's parent of the specific requirements of the medical examination prior to the student's return to school.

E. Instruction

1. Teachers will cooperate in the preparation of home assignments for students who anticipate an excused absence of 5 or more school days duration. Extenuating circumstances which require an extended absence may be reviewed by school administration to determine appropriateness.
2. Students absent for any reason are expected to make up the work missed upon their return to school. The parent or student is responsible for requesting missed assignments and any assistance required. Teachers will provide make-up assignments as necessary.



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3. In general, students will be allowed a reasonable amount of time as determined by the teacher to make up the work missed.
4. A student who missed a test or an exam shall be offered an opportunity to take the test, exam, or an appropriate alternate test.
5. A student who anticipates an absence due to a temporary or chronic health condition may be eligible for home instruction in accordance with Policy 2412. The parent must request home instruction.

F. Denial of Course Credit

1. The teacher will determine the credit to be awarded a student for make-up work. Where class participation is a factor in the learning process, the teacher may consider a student's absence in determining a final grade, except absences for the observance of a religious holiday or absence for a student's suspension from school will not adversely affect the student's grade. The teacher may record an incomplete grade for a student who has not had a full opportunity to make up missed work.
2. A secondary student may be dropped from a course or denied course credit when the secondary student has been absent from __14_(full year course), 10 (Physical Education), 7 (half year course), 4 (quarter year course)_ or more of the class sessions, whatever the reason for the absence, except that absences for the observance of a religious holiday, absences for those excused in accordance with the reporting requirements of the school register, or absences caused by a student's suspension will not count toward the total.]

Exceptions to this rule may be made for students who have demonstrated to the teacher through completion of make-up assignments that they have mastered the proficiencies established for the course of study.



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A secondary student who has been dropped from a course of study may be assigned to an alternate program.

A secondary student denied course credit after completing the course will be permitted to attend a credit completion session to regain the denied credit, provided the student has not been absent from the class more than 90 times (full year course), 45 times (half year course), 23 times (quarter year course) or 50% of total class time.

3. An elementary student may be retained at grade level, in accordance with Policy 5410, when the student has been absent 10% or more school days, whatever the reason for the absence, except that absences for the observance of a religious holiday, absences for those excused in accordance with the reporting requirements of the school register, and absences due to student's suspension will not count toward the total.

Exceptions to this rule may be made for students who have demonstrated through completion of home assignments and/or home instruction that they have mastered the proficiencies established for the assigned courses of study.

G. School District Response To Unexcused Absences During the School Year That Count Toward Truancy (N.J.A.C. 6A:16-7.6(a)4.)

1. For up to four cumulative unexcused absences that count toward truancy, the Principal or designee shall:
 - a. Make a reasonable attempt to notify the student's parent of each unexcused absence prior to the start of the following school day;
 - b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s);



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- c. Identify, in consultation with the student's parents, needed action designed to address patterns of unexcused absences, if any, and to have the child return to school and maintain regular attendance;
 - d. Proceed in accordance with the provisions of N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-11, if a potentially missing or abused child situation is detected; and
 - e. Cooperate with law enforcement and other authorities and agencies, as appropriate;-
2. For between five and nine cumulative unexcused absences that count toward truancy, the Principal or designee shall:
- a. Make a reasonable attempt to notify the student's parent(s) of each unexcused absence prior to the start of the following school day;
 - b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s);
 - c. Evaluate the appropriateness of action taken pursuant to N.J.A.C. 6A:16-7.6(a)4.i.(3) and G.1.c. above;
 - d. Develop an action plan to establish outcomes based upon the student's patterns of unexcused absences and to specify the interventions for supporting the student's return to school and regular attendance, which may include any or all of the following:
 - (1) Refer or consult with the building's Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
 - (2) Conduct testing, assessments, or evaluations of the student's academic, behavioral, and health needs;
 - (3) Consider an alternate educational placement;



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- (4) Make a referral to or coordinate with a community-based social and health provider agency or other community resource;
 - (5) Refer to a court or court program pursuant to N.J.A.C. 6A:16-7.6(a)4.iv. and G.4. below;
 - (6) Proceed in accordance with N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-110, if a potential missing or abused child situation is detected; and
 - (7) Engage the student's family.
 - e. Cooperate with law enforcement and other authorities and agencies, as appropriate.
3. For cumulative unexcused absences of ten or more that count toward truancy, a student between the ages of six and sixteen is truant, pursuant to N.J.S.A. 18A:38-25, and the Principal or designee shall:
 - a. Make a determination regarding the need for a court referral for the truancy, per N.J.A.C. 6A:16-7.6(a)4.iv. and G.4. below;
 - b. Continue to consult with the parent and the involved agencies to support the student's return to school and regular attendance;
 - c. Cooperate with law enforcement and other authorities and agencies, as appropriate; and
 - d. Proceed in accordance with N.J.S.A. 18A:38-28 through 31, Article 3B, Compelling Attendance at School, and other applicable State and Federal statutes, as required; and-
4. A court referral may be made as follows:



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- a. When unexcused absences that count toward truancy are determined by school officials to be violations of the compulsory education law, pursuant to N.J.S.A. 18A:38-25, and the Board of Education's policies, in accordance with N.J.A.C. 6A:16-7.6(a), the parent may be referred to Municipal Court;:
 - (1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Municipal Court; or
- b. When there is evidence of a juvenile-family crisis, pursuant to N.J.S.A. 2A:4A-22.g, the student may be referred to Superior Court, Chancery Division, Family Part;:
 - (1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Juvenile-Family Crisis Intervention Unit.
5. For a student with a disability, the attendance plan and its punitive and remedial procedures shall be applied, where applicable, in accordance with the student's Individual Education Program (IEP), pursuant to 20 U.S.C. §§1400 et seq., the Individuals with Disabilities Education Act; the procedural protections set forth in N.J.A.C. 6A:14; accommodation plan under 29 U.S.C. §§794 and 705(20); and individualized healthcare plan and individualized emergency healthcare plan, pursuant to N.J.A.C. 6A:16-2.3(b) 3.xii.
6. All receiving schools pursuant to N.J.A.C. 6A:14-7.1(a), shall act in accordance with N.J.A.C. 6A:16-7.6(a)4.i. and G.1. above for each student with up to four cumulative unexcused absences that count toward truancy.
 - a. For each student attending a receiving school with five or more cumulative unexcused absences that count toward truancy, the absences shall be reported to the sending school district.



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- (1) The sending school district shall proceed in accordance with the Board of Education's policies and procedures pursuant to N.J.A.C. 6A:16-7.6(a) and the provisions of N.J.A.C. 6A:16-7.6(a)4.ii. through iv. and G.2. through G.4. above and N.J.A.C. 6A:16-7.6(b) and G.5. above, as appropriate.

H. Discipline

1. Students may be denied participation in extra or co-curricular activities, privileges, activities and/or athletic competition if the Board establishes attendance standards for participation.
2. No student who is absent from school for observance of a religious holiday may be deprived of any award or of eligibility for or opportunity to compete for any award because of the absence.

I. Recording Attendance

1. Teachers must accurately record the students present, tardy, or absent each day in each session or each class. Attendance records must also record students' attendance at out-of-school curricular events such as field trips.
2. A record shall be maintained of each excused absence and each unexcused absence that counts toward truancy as defined in Policy 5200 and this Regulation ~~5200~~.
3. A student's absence for observance of a religious holiday will not be recorded as such on any transcript or application or employment form.



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J. Appeal

1. Students may be subject to appropriate discipline for their school attendance record.
2. A student who has been retained at grade level for excessive absences may appeal that action in accordance with Policy 5410.
3. A student who has been dropped from a course and/or denied course credit for excessive absences may appeal that action in accordance with the following procedures:
 - a. The student shall file a written appeal to the Principal or designee within five school days of receiving notice of the action. The appeal should state the reasons for each absence, any documentation that may support reducing the number of absences for the purposes of course credit, and reasons why the student should either continue to be enrolled in the course or receive course credit for a class the student completed.
 - b. The Principal or designee will respond in writing no later than seven school days after receiving the student's appeal.
 - c. If the student is not satisfied, the student may submit a written request to the Principal for consideration by an Attendance Review Committee.
 - d. On a student's request for consideration by an Attendance Review Committee, the Principal shall convene an Attendance Review Committee. The Attendance Review Committee shall meet informally to hear the student's appeal. The student's parent and teacher(s) may attend the meeting.
 - e. The Attendance Review Committee shall decide the appeal and inform the student in writing within seven school days of the meeting.



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- f. The student may appeal an adverse decision of the Attendance Review Committee to the Superintendent, the Board of Education, and the Commissioner of Education in accordance with Policy 5710; - Student Grievance and N.J.S.A. 18A. An appeal to the Attendance Review Committee shall be considered to have exhausted the first two steps of the grievance procedure outlined in Policy 5710.

K. Attendance Records

1. Attendance records for the school district and each school will be maintained and attendance rates will be calculated as required by the New Jersey Department of Education. The school district will comply with all attendance requirements and any improvement plans as required by the Department of Education.

Adopted:



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First Reading: June 13, 2023

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A. Prohibiting Harassment, Intimidation, or Bullying

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. The Board has determined that a safe and civil environment in school is necessary for students to learn and achieve high academic standards; Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. Since students learn by example, school administrators, faculty, staff, and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); resource family parent(s); or parent surrogate(s) of a student. When parents are separated or divorced, "parent" means the



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person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

B. Definition of Harassment, Intimidation, or Bullying

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
 - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or
 - b. Has the effect of insulting or demeaning any student or group of students; or
 - c. Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.



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The Board recognizes that bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Recognizing “a real or perceived power imbalance” may assist school officials in identifying harassment, intimidation, or bullying within the context and relative positions of the alleged aggressor and target.

“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or remotely activating paging device (N.J.A.C. 6A:16-1.3).

In accordance with the Board of Education’s Code of Student Conduct and this Policy, all acts of harassment, intimidation, or bullying that occur off school grounds, such as “cyber-bullying” (e.g., the use of electronic means to harass, intimidate, or bully) is addressed in this Policy.

C. Student Behavior

The Board of Education expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities, with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment, consistent with the Code of Student Conduct.



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Harassment, Intimidation, or Bullying

The Board believes that standards for student behavior must be set cooperatively through interaction among the parents and other community representatives, school administrators, school employees, school volunteers, and students of the school district, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and that it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities for helping students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students' abilities to grow in self-discipline.

The Board expects students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, or bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;
3. Student rights; and
4. Sanctions and due process for violations of the Code of Student Conduct.



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Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, school employees, volunteers, students, and community representatives, in the development of this Policy.

Pursuant to N.J.A.C. 6A:16-7.1, the Board developed guidelines for student conduct, taking into consideration the nature of the behavior; the nature of the student's disability, if any and to the extent relevant; the developmental ages of students; severity of the offenses and students' histories of inappropriate behaviors; and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent shall annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. The school district will support students who:

1. Walk away from acts of harassment, intimidation, or bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, or bullying to the designated school staff member.



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D. Consequences and Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct, and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying.

In every incident found to be harassment, intimidation, or bullying, the school Principal, in consultation with appropriate school staff, may apply disciplinary consequences and/or remedial actions, such as the provision of counseling, behavioral interventions, or other measures.

Appropriate consequences and remedial actions are those that are graded according to the severity of the offenses; consider the developmental ages of the student offenders; the nature of the student's disability, if any and to the extent relevant; and the students' histories of inappropriate behaviors, per the Code of Student Conduct and N.J.A.C. 6A:16-7.

The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

Factors for Determining Consequences

- Age, disability (if any and to the extent relevant), developmental and maturity levels of the parties involved and their relationship to the school district;
- Degrees of harm;
- Surrounding circumstances;
- Nature and severity of the behaviors;
- Incidences of past or continuing patterns of behavior;
- Relationships between the parties involved; and
- Context in which the alleged incidences occurred.



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Factors for Determining Remedial Measures

Personal:

- Life skill deficiencies;
- Social relationships;
- Strengths;
- Talents;
- Traits;
- Interests;
- Hobbies;
- Extra-curricular activities;
- Classroom participation;
- Academic performance;
- Relationship to peers; and
- Relationship between student/family and the school district.

Environmental:

- School culture;
- School climate;
- Student-staff relationships and staff behavior toward the student;
- General staff management of classrooms or other educational environments;
- Staff ability to prevent and manage difficult or inflammatory situations;
- Availability of programs to address student behavior;
- Social-emotional and behavioral supports;
- Social relationships;
- Community activities;
- Neighborhood situation; and
- Family situation.

Examples of Consequences and Remedial Measures

The consequences and remedial measures may include, but are not limited to, the examples listed below:



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Examples of Consequences:

- Admonishment;
- Temporary removal from the classroom (any removal of .5 days or more must be reported in the Student Safety Data System);
- Deprivation of privileges;
- Classroom or administrative detention;
- Referral to disciplinarian;
- In-school suspension during the school week or the weekend;
- Out-of-school suspension (short-term or long-term);
- Reports to law enforcement or other legal action;
- Expulsion; and
- Bans from receiving certain services, participating in school-district-sponsored programs or being in school buildings or on school grounds.

Examples of Remedial Measures

Personal:

- Restitution and restoration;
- Peer support group;
- Recommendations of a student behavior or ethics council;
- Corrective instruction or other relevant learning or service experience;
- Supportive student interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
- Behavioral assessment or evaluation, including, but not limited to, a referral to the Child Study Team, as appropriate;
- Behavioral management plan, with benchmarks that are closely monitored;
- Assignment of leadership responsibilities (e.g., hallway or bus monitor);
- Involvement of school "disciplinarian;"
- Student counseling;



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- Parent conferences;
- Alternative placements (e.g., alternative education programs);
- Student treatment; and
- Student therapy.

Environmental (Classroom, School Building, or School District):

- School and community surveys or other strategies for determining the conditions contributing to HIB;
- School culture change and school climate improvement;
- Adoption of research-based, systemic bullying prevention programs;
- School policy and procedures revisions;
- Modifications of schedules;
- Adjustments in hallway traffic;
- Modifications in student routes or patterns traveling to and from school;
- Supervision of student before and after school, including school transportation;
- Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
- Teacher aides;
- Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
- General professional development programs for certificated and non-certificated staff;
- Professional development plans for involved staff;
- Disciplinary action for school staff who contributed to the problem;
- Supportive institutional interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
- Parent conferences;
- Family counseling;
- Involvement of parent-teacher organizations;
- Involvement of community-based organizations;
- Development of a general bullying response plan;
- Recommendations of a student behavior or ethics council;



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- Peer support groups;
- Alternative placements (e.g., alternative education programs);
- School transfers; and
- Law enforcement (e.g., safe schools resource officer, juvenile officer) involvement or other legal action.

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.

The Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan when a student is found to be an offender in three harassment, intimidation, or bullying incidents and each subsequent incident occurring within one school year. The student intervention plan may include disciplinary consequences and/or remedial actions and may require the student, accompanied by a parent, to satisfactorily complete a class or training program to reduce harassment, intimidation, or bullying behavior. Each student intervention plan must be approved by the Superintendent

While the majority of incidents may be addressed solely by school officials, the Superintendent or designee and the Principal shall report a harassment, intimidation, or bullying incident to law enforcement officials if the conduct rises to the level of a mandatory report as outlined in the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials.



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Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand;; increment withholding;; legal action;; disciplinary action;; termination;; and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

E. Reporting Harassment, Intimidation, or Bullying

The Board of Education requires the Principal at each school to be responsible for receiving all complaints alleging harassment, intimidation, or bullying committed by an adult or youth against a student. All Board members, school employees, and volunteers and contracted service providers who have contact with students, are required to verbally report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, and contracted service providers who have contact with students, also shall submit a New Jersey Department of Education-approved HIB 338 Form to the Principal within two school days of the verbal report. Failure to make the required report(s) may result in disciplinary action.

The HIB 338 Form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal Law.



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The district may not fail to initiate an investigation of harassment, intimidation, or bullying solely because written documentation was not provided. Failing to conduct a harassment, intimidation, or bullying investigation solely because a parent or student did not submit written documentation violates the Anti-Bullying Bill of Rights Act and this Policy. If a parent makes a verbal allegation of harassment, intimidation, or bullying to a district staff member, but does not complete and submit the HIB 338 Form, the staff member or a designee must complete and submit the HIB 338 Form.

The Principal or designee is required to inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. Pursuant to N.J.A.C. 6A:16-7.7(a)2.viii.(2), when providing notification to the parents of all students involved, the Principal or designee shall take into account the circumstances of the incident when conveying the nature of the incident, including the actual or perceived category motivating the alleged offense. The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.

The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. The school district shall provide a person an online means to complete the HIB 338 Form to anonymously report an act of harassment, intimidation, or bullying. Formal action for violations of the Code of Student Conduct may not be taken solely on the basis of an anonymous report.



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A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

The Principal shall promptly submit a copy of each completed HIB 338 Form to the Superintendent.

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, in addition to making the HIB 338 Form available online, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, or bullying or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action. The district also should consider procedures and disciplinary action when it is found that someone had information regarding a harassment, intimidation, or bullying incident, but did not make the required report(s).

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F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;
- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
- c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
- d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
- e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, or ~~and~~ bullying in the district.

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2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from among the currently employed staff in the school.

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
 - b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
 - c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.
3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;

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- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and
- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

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G. Investigating Allegations of Harassment, Intimidation, or Bullying

[Select Option 1 or Option 2]

[Option 1 – Investigate All Reports]

The Board of Education requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying. All details of an alleged incident must be populated into the HIB 338 Form. However, completing the form shall not delay beginning the investigation in accordance with the law.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student's record under State or Federal law.

The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

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The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services; order counseling; establish training programs to reduce harassment, intimidation, or bullying and enhance school climate; or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct; intervention services provided; counseling ordered; training established; or other action taken or recommended by the Superintendent.

Parents of students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board. The district may not divulge personally identifying information or any information that could result in the identification of any student other than the child of the parents being notified.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A.

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18A:37-15b(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4.1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying, or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at district school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.]

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[Option 2 – Principal’s Preliminary Determination

Prior to initiating an investigation regarding a reported incident or complaint, the Principal or designee, in consultation with the anti-bullying specialist, shall make a preliminary determination as to whether a reported incident or complaint, assuming all facts are presented as true, is a report within the scope of N.J.S.A. 18A:37-14.

Should the Principal or designee, in consultation with the anti-bullying specialist, determine that a reported incident or complaint, assuming all facts presented are true, is not a report within the scope of N.J.S.A. 18A:37-14, the incident will be addressed through the Board’s Code of Student Conduct policy. The HIB 338 Form shall be completed, even if a preliminary determination is made not to conduct an investigation of harassment, intimidation, or bullying because the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying, and must be submitted to the Superintendent. The Principal will provide the parents of the alleged offender(s) and victim(s) with formal notice of the decision not to initiate a harassment, intimidation, or bullying investigation.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student’s record under State or Federal law.

The Superintendent may require the Principal to conduct a harassment, intimidation, or bullying investigation of the incident if the Superintendent determines that the incident is within the scope of harassment, intimidation, or bullying and shall notify the Principal of this determination in writing. Should the Superintendent require the Principal to conduct a harassment, intimidation, or bullying investigation, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.

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Additionally, any preliminary determination that finds the incident or complaint is a report outside the scope of N.J.S.A. 18A:37-14 may be appealed to the Board, pursuant to the Board policies and procedures governing student grievances, and thereafter to the Commissioner (N.J.A.C. 6A:16-7.7(a)ix(1) and (a)ix(1)(A)). Should the preliminary determination not to conduct an investigation of harassment, intimidation, or bullying be overturned, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.

The Board requires a thorough and complete investigation to be conducted for each reported incident or complaint, assuming all facts presented are true, that is determined to be a report within the scope of N.J.S.A. 18A:37-14. The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or ten school days from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two

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school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services, order counseling, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the Superintendent.

Parents of the students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A. 18A:37-15(b)(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board.
The Board shall

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conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.

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H. Responding to Harassment, Intimidation, or Bullying

The Board of Education authorizes the Principal of each school to define the range of ways in which school staff will respond once an incident of harassment, intimidation, or bullying is confirmed, and the Superintendent shall respond to confirmed harassment, intimidation, or bullying, according to the parameters described below and in this Policy. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring that the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district levels or by law enforcement officials. Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions.

In considering whether a response beyond the individual is appropriate, school officials shall consider the nature and circumstances of the act; the degree of harm; the nature and severity of the behavior; past incidences or past or continuing patterns of behavior; and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom, school building, school district) responses can range from school and community surveys, to mailings, to focus groups, to adoption of research-based harassment, intimidation, or bullying prevention program models, to training for certificated and non-certificated staff, to participation of parents and other community members and organizations, to small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions, and to the involvement of law enforcement officers, including safe schools resource officers.

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This Policy and the Code of Student Conduct shall apply to instances when a school employee is made aware of alleged harassment, intimidation, or bullying occurring off school grounds.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report or other legal action)
2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays, research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
3. School responses can include theme days, learning station programs, parent programs and information disseminated to students and parents, such as fact sheets or newsletters explaining acceptable uses of electronic and wireless communication devices or strategies for fostering expected student behavior.

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4. District-wide responses can include community involvement in policy review and development; professional development programs; adoption of curricular and school-wide programs, coordination with community-based organizations—(e.g., mental health, health services, health facilities, law enforcement officials, faith-based organizations); and disseminating information on the core ethical values adopted by the Board’s Code of Student Conduct, per N.J.A.C. 6A:16-7.1(a)2

In providing support for victims of harassment, intimidation, or bullying, the district should identify a range of strategies and resources, which may include, but is not limited to, the following actions for individual victims:

- Counseling;
- Teacher Aides;
- Hallway and playground monitors;
- Schedule changes;
- Before and after school supervision;
- School transportation supervision;
- School transfers; and
- Therapy.

I. Reprisal or Retaliation

The Board of Education prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, or any other person who has reliable information about an act of harassment, intimidation, or bullying or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures.

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J. False Accusations of Harassment, Intimidation, or Bullying

The Board of Education prohibits any person from falsely accusing another as a means of harassment, intimidation, or bullying.

1. Students - Consequences and appropriate remedial action for a student could range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37. Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions;
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students could entail discipline in accordance with district policies, procedures, and agreements; and
3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services.

K. Additional Policy Requirements

The Board of Education requires the Superintendent to annually disseminate this Policy to all school employees, contracted service providers who have contact with students, school volunteers, students and parents who have children enrolled in a school in the school district, along with a statement explaining that this Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14, that occur on school property, at school-sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.

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The Superintendent shall post a link to this Policy that is prominently displayed on the home page of the school district's website. The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent shall post the name, school phone number, school address, and school email address of the district anti-bullying coordinator on the home page of the school district's website. Additionally, the Superintendent shall post the contact information for the School Climate State Coordinator on the school district home page alongside this Policy.

Each Principal or designee shall post the name, school phone number, school address, and school email address of both the school anti-bullying specialist and the district anti-bullying coordinator on the home page of each school's website.

The Superintendent shall post the New Jersey Department of Education's Guidance for Parents on the Anti-Bullying Bill of Rights Act on the district homepage and on the homepage for each school in the district with a website.

The Superintendent and the Principal(s) shall provide training on the school district's harassment, intimidation, or bullying policies to school employees contracted service providers and volunteers who have significant contact with students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying. The school district's employee training program shall include information regarding the school district policy against harassment, intimidation, or bullying, which shall be provided to full-time and part-time staff, contracted service providers and school volunteers who have significant contact with students.

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The Superintendent shall develop and implement a process for annually discussing this Policy on harassment, intimidation, or bullying with students. The Superintendent and the Principal(s) shall annually conduct a re-evaluation, reassessment, and review of this Policy and any report(s) and/or finding(s) of the school safety/school climate team, with input from the school anti-bullying specialists, and recommend revisions and additions to this Policy as well as to harassment, intimidation, or bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.

L. Harassment, Intimidation, or Bullying Training and Prevention Programs

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction in harassment, intimidation, or ~~and~~ bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member must complete, during the first year of the member's first term, a training program on harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, or bullying as required in N.J.S.A. 18A:26-8.2.

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The school district shall annually observe a “Week of Respect” beginning with the first Monday in October. In order to recognize the importance of character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, or bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the New Jersey Student Learning Standards, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district will annually establish, implement, document, and assess harassment, intimidation, or bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:37-17.

M. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public hearing all acts of violence, vandalism, and harassment, intimidation, or bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.

N. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school’s website and the district’s website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school

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district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

O. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Some acts of harassment, intimidation, or bullying may be bias-related acts and school officials must report to law enforcement officials any bias related acts, in accordance with N.J.A.C. 6A:16-6.3(e), and pursuant to the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.

P. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.

The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

Q. Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. may alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports. N.J.S.A. 18A:37-32.

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The school district shall submit all subsequent amended Harassment, Intimidation, or Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.

N.J.S.A. 18A:37-13 through 18A:37-37

N.J.A.C. 6A:16-7.1 through 6A:16-7.9

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – August 2022 New Jersey Department of Education

Adopted:



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First Reading: May 23, 2023
Second Reading: June 13, 2023

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8140 STUDENT ENROLLMENTS

The Board of Education recognizes that efficient district operations require an accurate and up to date accounting of the number of students resident in this district and enrolled in district classes and programs.

Student attendance shall be recorded in the school register during school hours on each day in session pursuant to N.J.A.C. 6A:32-8.3. A staff member designated by the Superintendent shall keep in the school register, attendance of all students, and shall maintain the attendance records in accordance with N.J.A.C. 6A:32-8 and N.J.A.C. 6A:32-8.1(c).

In accordance with N.J.A.C. 6A:32-8.1(e), a student who has been placed on home instruction shall have their attendance status recorded on the regular register shall be marked absent for the period beginning the first day the student is unable to attend school and ending the day before the first instructional day at the student's place of confinement. Absences shall not be recorded for the student while on home instruction, provided the hours of instruction are no less than required by N.J.A.C. 6A:14-4.8 and 4.9 and N.J.A.C. 6A:16-10.1 and 10.2. The number of possible days of membership for a student on home instruction shall be the same as for other students in the program in which the student is enrolled.

Such records shall be made and maintained as will enable the Board to plan program and facilities development, to make appropriate allocation of district resources, and receive the district's maximum amount of State and Federal aid.

The Superintendent or designee shall annually and in accordance with the timelines established by the Commissioner, file a report with the Commissioner stating the school district's enrollment.

N.J.S.A. 18A:25-4
N.J.A.C. 6A:14-4.8; 6A:14-4.9; 6A:16-10.1; 6A:16-10.2; 6A:32-8.1;
6A:32-8.2; 6A:32-8.3

Adopted:



REGULATION GUIDE

First Reading: May 23, 2023
Second Reading: June 13, 2023

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R 8140 ENROLLMENT ACCOUNTING

A. School Enrollment

1. The school enrollment in a program of instruction, a school, or the district shall be the total number of original student entries in the school register plus the number of re-entries, less the number of transfers, withdrawals, or dropouts in any such unit during a school year. The total number of original entries and re-entries, less the number of transfers, withdrawals, or dropouts, in all ~~the~~ programs of instruction and schools of the district shall constitute the school enrollment for the district during any school year.
2. A student attending a school operated by the Board of Education shall not be concurrently enrolled in more than one school register in any district during a school year with the exception of shared-time students
3. A student shall not be enrolled in a school register until the student has reached over the age of five years in accordance with N.J.S.A. 18A:38-1 - Attendance at School Free of Charge. The district may enroll students under the following legal school ages:
 - a. Kindergarten – older than four years and younger ~~less~~ than six years;
 - b. State-funded preschool program – at least three years of age and younger than five years; and
 - c. Preschool students with disabilities– at least three years of age and younger ~~less~~ than five years.



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4. Within ten school days of the start of the school year, the district shall determine whether a student who attended the previous year but not the current school year has an excused absence or has transferred, withdrawn, or dropped out of the school district.
 5. Any student enrolled in the district who moves to another school district in the same school year shall be included in the school register in the new school district upon enrollment.
 6. The average daily enrollment in the district for a school year shall be the sum of the total days in membership of all enrolled students when schools were in session during the year, divided by the number of days in session. The average daily enrollment for the programs of instruction or schools of the district having varying lengths of terms shall be the sum of the average daily enrollments obtained for the individual programs of instruction or schools.
 - a. “Days in membership” means the number of school days in session in which a student is enrolled. A student's membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.
- B. Application for State School Aid
- Pursuant to the requirements of N.J.S.A. 18A:7F-33, the district shall file with the Commissioner of Education an Application for State School Aid in accordance with the following procedures:
1. Counting Procedure
 - a. Each employee responsible for the maintenance and safe keeping of a school register (and whose name appears on the cover of the register) shall conduct a count of the students entered in the register on the last school day prior to October 16.



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- b. The count shall include all students as required to be reported in accordance with the provisions of N.J.S.A. 18A:7F-33.
 - c. The count shall be recorded on a form, and the form shall be submitted to the School Business Administrator/Board Secretary or designee no later than October 16.
 2. Data Collection
 - a. The Superintendent or designee shall assign responsibility for the preparation of worksheets to document the compilation of register data.
 - b. Completed worksheets shall be submitted to the School Business Administrator/Board Secretary or designee who shall compare the data submitted on the worksheets to the register count submitted in accordance with B.1.a.
 - c. The School Business Administrator/Board Secretary or designee shall reconcile all inconsistencies between worksheet data and register counts and submit final enrollment counts to the Superintendent of Schools.
 3. Application Submission

The School Business Administrator/Board Secretary or designee, with approval of the Superintendent, shall file with the Commissioner the report required by N.J.S.A. 18A:7F-33.

Issued



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First Reading: May 23, 2023
Second Reading: June 13, 2023

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8330 STUDENT RECORDS

The Board of Education believes that information about individual students must be compiled and maintained in the interest of the student's educational welfare and advancement. The Board will strive to balance the student's right to privacy against the district's need to collect, retain, and use information about individual students and groups of students. The Board authorizes the establishment and maintenance of student files that include only those records mandated by law, rules of the State Board of Education, authorized administrative directive, and those records permitted by this Board.

The Superintendent shall prepare, present to the Board for approval, and distribute regulations that implement this Policy and conform to applicable State and Federal law and rules of the State Board of Education.

General Considerations

The Board shall compile and maintain student records and regulate access in accordance with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99, disclosure, or communication of information contained in student records in a manner that assures the security of the records in accordance with the provisions of N.J.A.C.6A:32-7-et seq. Student records shall contain only information that is relevant to the education of the student and is objectively based on the personal observations or knowledge of the certified school personnel who originate(s) the record. The district shall provide annual, written notification to parents, adult students, and emancipated minors of their rights in regard to student records and student participation in educational, occupational, and military recruitment programs. Copies of the applicable State and Federal laws and Board policies shall be made available upon request. The district shall make every effort to notify parents and adult students in their dominant language.



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Nonadult students may assert rights of access only through their parent(s). However, nothing in N.J.A.C. 6A:32-7 shall be construed to prohibit certified school personnel from disclosing at their discretion student records to non-adult students or to appropriate persons in connection with an emergency, if the information contained in the record is necessary to protect the health or safety of the student or other persons.

No liability shall be attached to any member, officer, or employee of the Board permitting access or furnishing student records in accordance with N.J.A.C. 6A:32-7 et seq.

Student Information Directory

A student information directory is a publication of the Board that includes information relating to a student as defined in N.J.A.C. 6A:32-2.1. This information includes: name; grade level; date and place of birth; dates of school attendance; major field of study; participation in officially recognized activities; including club and athletic team memberships; degrees; awards; the most recent educational agency attended by the student; and other similar information. The student information directory shall be used only by authorized ~~school~~ district personnel and for designated official use by judicial, law enforcement, and medical personnel and not for general public consumption.

In the event the district publishes a student information directory, the Superintendent or designee will provide a parent or adult student a ten-day period to submit to the Superintendent a written statement prohibiting the inclusion of any or all types of information about the student in any student information directory before allowing access to the directory and school facilities to educational, occupational, and military recruiters pursuant to N.J.S.A. 18A:36-19.1, P.L. 114-95 §8528, and 20 U.S.C. §8528 - Armed Forces Recruiter Access to Students and Student Recruiting Information of the Every Student Succeeds Act of 2015. In accordance with N.J.S.A. 18A:36-19.1, military recruiters will be provided the same access to a student information directory that is provided to educational and occupational recruiters.



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School Contact Directory for Official Use

A school contact directory for official use is a compilation by the district that includes the following information for each student: name; address; telephone number; date of birth; and school enrollment. The district shall compile and maintain a school contact directory for official use in accordance with N.J.A.C. 6A:32-7.2, that is separate and distinct from the student information directory. The student contact directory may be provided for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question. To exclude any information from the school contact directory for official use the parent, adult student, or emancipated minor shall notify the Superintendent or designee in writing.

Mandated and Permitted Student Records

Mandated student records are those records districts have been directed to compile by State statute, regulations, or authorized administrative directive in accordance with N.J.A.C. 6A:32-7.3.

Permitted student records are those student records not mandated pursuant to N.J.A.C. 6A:32-7.3, but authorized by the Board to promote the student's educational welfare. The Board shall authorize the permitted records to be collected by adopting this Policy and Regulation 8330, which will list such permitted records.

Maintenance and Security of Student Records

The Superintendent or designee shall be responsible for the security of student records maintained in the district in accordance with the provisions of N.J.A.C. 6A:32-7.4. This Policy and Regulation 8330 assure that access to student records is limited to authorized persons.

Records for each individual student may be stored electronically or in paper format. When student records are stored electronically, proper security and back-up procedures shall be administered.

Student health records, whether stored on paper or electronically, shall be maintained in accordance with N.J.A.C. 6A:32-7.1(l) Records shall be accessible during the hours in which the school program is in operation.



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Any district website shall not disclose any personally identifiable information about a student in accordance with N.J.S.A. 18A:36-35 and N.J.A.C. 6A:32-2.1.

Access to Student Records

Only authorized organizations, agencies, or persons as defined in N.J.A.C. 6A:32-7.5 shall have access to student records, including student health records. Access to student records shall be provided to persons authorized such access under N.J.A.C. 6A:32-7.1 et seq. within ten days of a request, but prior to any review or hearing conducted in accordance with N.J.A.C. 6A.

The district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth at N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.

The district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations in accordance with N.J.A.C. 6A:32-7.5(c).

Access to and disclosure of a student's health record shall meet the requirements of FERPA. Only authorized organizations, agencies, or persons as defined in N.J.A.C. 6A:32-7.5 shall have access to student records, including student health records.

Nothing in N.J.A.C. 6A:32-7.1 et seq. or in this Policy and Regulation 8330 shall be construed to prohibit school personnel from disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is necessary to protect the immediate health or safety of the student or other persons.

In complying with N.J.A.C. 6A:32-7 – Student Records, the district shall adhere to requirements pursuant to N.J.S.A. 47:1A-10, the Open Public Records Act (OPRA) and FERPA.



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Conditions for Access to Student Records

All authorized organizations, agencies, and persons defined in N.J.A.C. 6A:32-7.4 et seq. shall have access to a student record, subject to conditions outlined in N.J.A.C. 6A:32-7.6

Rights of Appeal for Parents and Adult Students

Student records are subject to challenge by parents and adult students on the grounds of inaccuracy, irrelevancy, impermissible disclosure, inclusion of improper information, or denial of access to organizations, agencies, and persons in accordance with N.J.A.C. 6A:32-7.7(a).

To request a change in the student record or to request a stay of disclosure pending final determination of the challenged procedure, the parent or adult student shall follow the procedures pursuant to N.J.A.C. 6A:32-7.7(b).

Appeals relating to student records for students with disabilities shall be processed in accordance with the requirements of N.J.A.C. 6A:32-7.7(c).

Regardless of the outcome of any appeal, a parent or adult student shall be permitted to place in the student record a statement commenting upon the information in the student record or setting forth any reasons for contesting a portion of the student record, including the decision made in the appeal. The parent's or adult student's statement shall be maintained as part of the student record, as long as the contested portion of the student record is maintained. If the contested portion of the record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party.

Retention and Disposal of Student Records

A student record is considered to be incomplete and not subject to the provisions of the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq., while the student is enrolled in the district. The Board shall retain the student health record and the health history and immunization record according to the School District Records Retention Schedule, as determined by the New Jersey State Records Committee.



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Student records of currently enrolled students, other than the records described in N.J.A.C. 6A:32-7.8(f), may be disposed of after the information is no longer necessary to provide educational services to a student and in accordance with the provisions of N.J.A.C. 6A:32-7.8(c).

Upon graduation or permanent departure of a student from the district, the parent or adult student shall be notified in writing that a copy of the entire student record will be provided to them upon request. Information in student records, other than that described in N.J.A.C. 6A:32-7.8(f), may be disposed of, but only in accordance with the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq. Such disposition shall be in accordance with the provisions of N.J.A.C. 6A:32-7.8(c)2.

No additions shall be made to the record after graduation or permanent departure without the prior written consent of the parent or adult student.

In accordance with N.J.A.C. 6A:32-7.8(f), the district of last enrollment, graduation, or permanent departure of the student from the district shall keep for 100 years, a mandated record of a student's name, date of birth, name of parents, gender, health history and immunization, standardized assessment results, grades, attendance, classes attended, grade level completed, year completed, and years of attendance.

N.J.S.A. 18A:36-19; 18A:36-19.1; 18A:40-4; 18A:40-19
N.J.A.C. 6A:32-7.1; 6A:32-7.2; 6A:32-7.3; 6A:32-7.4; 6A:32-7.5;
6A:32-7.6; 6A:32-7.7; 6A:32-7.8
20 U.S.C. §8528

Adopted:



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First Reading: May 23, 2023
Second Reading: June 13, 2023

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R 8330 STUDENT RECORDS

A. Definitions (N.J.A.C. 6A:32-2.1)

1. “Access” means the right to view, make notes, and/or reproduce a student record.
2. “Adult student” means a person who is at least eighteen years of age or is an emancipated minor.
3. “Days in membership” means the number of school days in session in which a student is enrolled. A student’s membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.
4. “Health history” means the record of a person’s past health events obtained in writing, completed by the individual or the individual’s physician.
5. “Mandated student records” means student records that school districts compile pursuant to State statute, regulation, or authorized administrative directive.
6. “Parent” means the natural or adoptive parent, legal guardian, surrogate parent appointed pursuant to N.J.A.C. 6A:14-2.2, or a person acting in place of a parent (such as a grandparent or stepparent with whom the student lives or a person legally responsible for the student’s welfare). Unless parental rights have been terminated by a court of appropriate jurisdiction, the parent retains all rights pursuant to N.J.A.C. 6A:32. In addition, a resource family parent may act as a parent pursuant to the provisions of N.J.A.C. 6A:32 if the parent’s authority to make educational decisions on the student’s behalf has been terminated by a court of appropriate jurisdiction.



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7. “Permitted student records” means records that the Board of Education has authorized, by resolution adopted at a regular public meeting, to be collected to promote the educational welfare of students.
8. “Personally identifiable information” means, but is not limited to:
 - a. The student's name;
 - b. The name of the student's parent(s) or other family members;
 - c. The address of the student or the student's family;
 - d. The email address of the student, the student's parent(s), or other family members;
 - e. The telephone number of the student, the student's parent(s), or other family members;
 - f. A personal identifier, such as the student's Social Security number, student number, or biometric record;
 - g. A photo of the student;
 - h. The location and times of class trips;
 - i. Other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name;
 - j. Other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community who does not have personal knowledge of the relevant circumstances to identify the student with reasonable certainty; or
 - k. Information requested by a person who the district, or private agency that provides educational services by means of public funds, reasonably believes knows the identity of the student to whom the student record relates.



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9. “Physical examination” means the assessment of an individual’s health, in accordance with the requirements at N.J.A.C. 6A:16-2.2.
10. “School contact directory for official use” means a compilation by a district that includes the following information for each student: name, address, telephone number, date of birth, and school of enrollment. The directory may be provided for official use only to judicial, law enforcement, and medical personnel.
11. “Student discipline record” means information regarding all disciplinary actions taken against a student by a school district pursuant to N.J.S.A. 18A:36-25.1.b. and that is maintained in a student’s record.
12. “Student information directory” means a publication of the Board that includes information relating to a student. It shall be used only by authorized school district personnel and for designated official use by judicial, law enforcement, and medical personnel and not for general public consumption. The information shall be the student’s: name; grade level; date and place of birth; dates of school attendance; major field of study; participation in officially recognized activities; including club and athletic team memberships; degrees; awards; the most recent educational agency attended by the student; and other similar information.
13. “Student record” means information related to an individual student gathered within or outside the school district and maintained within the school district, regardless of the physical form in which it is maintained. Essential in this definition is the idea that any information that is maintained for the purpose of second-party review is considered a student record. Therefore, information recorded by certified school personnel solely as a memory aid and not for the use of a second party is excluded from this definition. In the absence of any “information related to an individual student,” the document(s) no longer meets the definition of “student record.”



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B. General Considerations (N.J.A.C. 6A:32-7.1)

1. The Board shall compile and maintain student records and regulate access in accordance with the Federal Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99, disclosure, or communication of information contained in student records in a manner that assures the security of the ~~such~~ records in accordance with the provisions of N.J.A.C. 6A:32-7.
2. Student records shall contain only information that is relevant to the education of the student and is objectively based on the personal observations or knowledge of the certified school personnel who originate(s) the record.
3. The district shall provide annual, written notification to parents, adult students, and emancipated minors of their rights in regard to student records and student participation in educational, occupational, and military recruitment programs. Copies of the applicable State and Federal laws and Board policies shall be made available upon request. The Board shall make every effort to notify parents and adult students in their dominant language.
4. Nonadult students may assert rights of access only through their parent(s). However, nothing in N.J.A.C. 6A:32-7 or in Policy 8330 or this Regulation shall be construed to prohibit certified school personnel from disclosing, at their discretion, student records to non-adult students or to appropriate persons in connection with an emergency, if the information contained in the record is necessary to protect the health or safety of the student or other persons.
5. The parent or adult student shall have access to the student's records and have access to, or be specifically informed about, only the portion of another student's record that contains information about the student.



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6. All anecdotal information and assessment reports collected on a student shall be dated and signed by the individual who originated the data.
 7. The Superintendent or designee shall require all student records of currently enrolled students to be reviewed annually by certified school personnel to determine the education relevance of the information contained therein. The reviewer shall cause information no longer descriptive of the student or educational program to be deleted from the records, except that prior notice shall be given for students with disabilities in accordance with N.J.A.C. 6A:14, Special Education. The deleted information shall be disposed of and not be recorded elsewhere. No record of any such deletion shall be made.
 8. No liability shall be attached to any member, officer, or employee of the Board permitting access or furnishing student records in accordance with N.J.A.C. 6A:32-7
 9. When the parent's or adult student's dominant language is not English or the parent or adult student is deaf, the district shall provide interpretation of the student records in the dominant language of the parents or adult student.
 10. Student health records shall be maintained separately from other student records. Student health records also shall be maintained according to the requirements of N.J.A.C. 6A:32 until such time as graduation or termination, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.
- C. School Contact Directory for Official Use (N.J.A.C. 6A:32-7.2)
1. The Board shall compile and maintain a school contact directory for official use that is separate and distinct from the student information directory.



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2. School personnel shall provide information from the school contact directory for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question. Upon request from a court, other judicial agency, law enforcement agency, or medical service provider currently providing services to the student in question, school personnel shall promptly verify the enrollment of a student and provide the requester with all information about the student that is contained in the school contact directory for official use.
 3. A parent, adult student, or emancipated minor shall notify, in writing, the Superintendent or designee of their request to exclude any information from the school contact directory for official use.
- D. Mandated and Permitted Student Records (N.J.A.C. 6A:32-7.3)
1. Mandated student records shall include the following:
 - a. The student's name, address, telephone number, date of birth, name of parent(s), gender, standardized assessment results, grades, record of daily attendance, classes attended, grade level completed, year completed, and years of attendance;
 - b. Descriptions of the student's progress according to the Board's student performance data.
 - c. History and status of physical health compiled in accordance with State regulations, including immunizations and results of any physical examination(s) given by qualified district employees.
 - d. Records pursuant to rules and regulations regarding the education of students with disabilities; and
 - e. All other records required by N.J.A.C. 6A.



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2. Permitted student records are those student records not mandated pursuant to N.J.A.C. 6A:32-7.3, but authorized by the Board to promote the student's educational welfare and include the following as authorized by this Board upon adoption of Policy 8330 and this Regulation. These records may include, but are not limited to:
 - a. Personally authenticated observations, assessments, ratings, and anecdotal reports recorded by teaching staff members in the performance of their professional responsibilities and intended for review by another person, provided the record is dated and signed by the originator. Information recorded solely as a memory aid for the originator becomes a student's record when it is reviewed by any other person, including a substitute;
 - b. Information, scores, and results obtained from standardized tests or by approved tests conducted by professional personnel;
 - c. Educationally relevant information provided by the parent, or adult student
 - d. Any correspondence with the student and/or the student's parents;
 - e. Driver education certificate;
 - f. Emergency notification form;
 - g. New student registration form;
 - h. Withdrawal or transfer form;
 - i. Change of schedule form;
 - j. Records of the student's co-curricular and athletic activities and achievements;



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- k. Class rank;
- l. Awards and honors;
- m. Notations of additional records maintained in a separate file;
- n. The statement from a student's parent, adult student, or emancipated minor regarding a contested portion of the record;
- o. Entries indicating review of the file by an authorized person;
- p. _____;
- q. _____;
- r. _____; and
- s. _____.

E. Maintenance and Security of Student Records (N.J.A.C. 6A:32-7.4)

- 1. The Superintendent or designee shall be responsible for the security of student records maintained in the ~~school~~ district and shall devise procedures/regulations for assuring that access to student records is limited to authorized persons.
- 2. The Board may store all student records either electronically or in paper format.
 - a. When student records are stored electronically, proper security and backup procedures shall be administered.
- 3. Student health records, whether stored on paper or electronically, shall be maintained in accordance with N.J.A.C. 6A:32-7.1(l)
- 4. Records shall be accessible during the hours in which the school program is in operation.



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5. Mandated student records required as part of programs established through State-administered entitlement or discretionary funds from the U.S. Department of Education shall be maintained for a period of five years after a student's graduation, or termination from the district, or to age twenty-three, whichever is longer. The mandated student records shall be disposed of in accordance with N.J.S.A. 47:3-15 et seq.
 6. Any district or school website shall not disclose any personally identifiable information about a student, in accordance with N.J.S.A. 18A:36-35.
- F. Access to Student Records (N.J.A.C. 6A:32-7.5)
1. Only authorized organizations, agencies, or persons, as defined in N.J.A.C. 6A:32-7.5, shall have access to student records, including student health records. Access to student records shall be provided to persons authorized such access under N.J.A.C. 6A:32-7.1(g) within ten days of a request, but prior to any review or hearing conducted in accordance with N.J.A.C. 6A.
 2. The district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth at N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.
 3. The district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations or as stated in N.J.A.C. 6A:32-7.5(e) and F.5. below.
 4. Access to, and disclosure of, a student health record shall meet the requirements of FERPA, 20 U.S.C. §1232g, and 34 CFR Part 99



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5. Organizations, agencies, and persons authorized to access student records shall include only the following:
 - a. The student who has written permission of a parent and the parent of a student under the age of eighteen, regardless of whether the child resides with the parent, except pursuant to N.J.S.A. 9:2-4;
 - (1) The place of residence shall not be disclosed; and
 - (2) Access shall not be provided if denied by a court;
 - b. Students at least sixteen years of age who are terminating their education in the district because they will graduate secondary school at the end of the term or no longer plan to continue their education;
 - c. An adult student and/or a parent who has the written permission of an adult student, except that the parent shall have access without the adult student's consent, as long as the adult student is financially dependent on the parent and enrolled in the public school system, or if the adult student has been declared legally incompetent by a court of appropriate jurisdiction. The parent of a financially dependent adult student may not disclose information contained in the adult student's record to a second or third party without the adult student's consent;
 - d. Certified school district personnel who are assigned educational responsibility for the student shall have access to the general student record but not to the student health record except under conditions permitted in N.J.A.C. 6A:16-2.4;
 - e. Certified educational personnel who have assigned educational responsibility for the student and who are employed by agencies listed below shall have access to the general student record, but not to the student health record, except under conditions permitted at N.J.A.C. 6A:16-2.4:



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- (1) An approved private school for students with disabilities;
 - (2) A State facility;
 - (3) Accredited nonpublic schools in which students with disabilities have been placed pursuant to N.J.S.A. 18A:46-14; or
 - (4) Clinics and agencies approved by the New Jersey Department of Education;
- f. To fulfill its legal responsibility, the Board shall have access through the Superintendent or designee to information contained in the student's record. Information shall be discussed in executive session, unless otherwise requested by the parent or adult student;
- g. Secretarial and clerical personnel under the direct supervision of certified school personnel shall be permitted access to portions of the record to the extent necessary for the entry and recording of data and the conducting of routine clerical tasks. Access shall be limited only to student files in which such staff are directed to enter or record information, and shall cease when the specific assigned task is completed;
- h. Accrediting organizations to carry out their accrediting functions;
- i. The Commissioner of Education and New Jersey Department of Education staff members who are assigned responsibility that necessitates the review of such records;
- j. Officials of other Boards of Education within the State or other educational agencies or institutions where the student is placed, registered, or seeks to enroll, subject to the following conditions:



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- (1) Original mandated student records that schools have been directed to compile by New Jersey statute, regulation, or authorized administrative directive shall be forwarded to the receiving district, agency, or institution with written notification to the parent or adult student;
- (2) Original mandated student records that the Board has required shall be forwarded to the receiving district, agency, or institution only with the written consent of the parent or adult student, except where a formal sending-receiving relationship exists between the districts;
- (3) All records to be forwarded, including disciplinary records as specified at N.J.S.A. 18A:36-19a., shall be sent to the Superintendent of the school district to which the student has transferred, or the Superintendent's designee, within ten school days after the transfer has been verified by the requesting district;
- (4) The Superintendent or designee shall request, in writing, all student records from the school district of last attendance within two weeks from the date that the student enrolls in the new school district;
- (5) Upon request, the Superintendent or designee of the school district of last attendance shall provide a parent(s) or an adult student with a copy of the records disclosed to other educational agencies or institutions; and
- (6) Proper identification, such as a certified copy of the student's birth certificate or other proof of the student's identity pursuant to N.J.S.A. 18A:36-25.1, shall be requested at the time of enrollment in a new school district;



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- k. Officials of the United States Department of Education assigned responsibilities that necessitate review of such records
 - l. Officers and employees of a State agency responsible for protective and investigative services for students pursuant to N.J.S.A. 9:6-8.40. Whenever appropriate, the Board shall ask the State agency for its cooperation in sharing the findings of an investigation;
 - m. Agency caseworkers or other representatives of a State or local child welfare agency who have the right to access a student's case plan when the agency or organization is legally responsible, in accordance with State law, for the care and protection of the student, consistent with 20 U.S.C. §1232g(b)(1)(L);
 - n. Organizations, agencies, and persons from outside the school if they have the written consent of the parent or adult student. Organizations, agencies, and persons shall not transfer student record information to a third party without the written consent of the parent or adult student;
 - o. Organizations, agencies, and individuals outside the school, other than those specified in N.J.A.C. 6A:32-7.5, upon the presentation of a court order; and
 - p. Bona fide researchers who explain to the Superintendent the nature of the research project and the relevance of the records sought. Prior to the release of records to a researcher, the Superintendent or designee, shall receive from the researcher written assurance that the records will be used under strict conditions of anonymity and confidentiality.
6. Nothing in N.J.A.C. 6A:32-7, Policy 8330, and this Regulation shall be construed to prohibit school personnel from disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is



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- necessary to protect the immediate health or safety of the student or other persons.
7. In complying with N.J.A.C. 6A:32-7, Policy 8330, and this Regulation, the Board shall adhere to the requirements pursuant to the Open Public Records Act (OPRA), N.J.S.A. 47:1A-1 et seq., and FERPA, 20 U.S.C. §1232g; 34 CFR Part 99.
 - a. When responding to OPRA requests from any party, including parties other than those listed in N.J.A.C. 6A:32-7.5(e) and F.5. above, the Board may release, without consent, records removed of all personally identifiable information, as such documents do not meet the definition of a student record. Before making any release, the Board shall have made a reasonable decision that a student's identity cannot be determined whether through single or multiple releases, or when added to other reasonably available information.
- G. Conditions for Access to Student Records (N.J.A.C. 6A:32-7.6)
1. All authorized organizations, agencies, and persons defined in N.J.A.C. 6A:32-7 as listed below shall have access to a student record, subject to the following conditions:
 - a. No student record shall be altered or disposed of during the time period between a request to review the record and the actual review of the record.
 - b. Authorized organizations, agencies, and persons from outside the school whose access requires the consent of parents or adult students shall submit to the Superintendent or designee, the request in writing, together with any required authorization.
 - c. The Superintendent or designee shall be present during the period of inspection to provide interpretation of the records, where necessary, and to prevent their alteration, damage, or loss. In every instance of inspection of student records by persons other than parents, student(s), or individuals who



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have assigned educational responsibility for the individual student, an entry shall be made in the student's record of the name(s) of persons granted access, the reason access was granted, the time and circumstances of inspection, the records inspected, and the purposes for which the data will be used.

d. Prior to disclosure of student records to organizations, agencies, or persons outside the ~~school~~ district pursuant to a court order, the Superintendent or designee shall give the parent or adult student at least three days' notice of the name of the requesting agency and the specific records requested unless otherwise judicially instructed. The notification shall be provided in writing, if practicable. Only records related to the specific purpose of the court order shall be disclosed.

(1) Notice to the parent shall not be required when the parent is party to a court proceeding involving child abuse and neglect or dependency matters, consistent with 20 U.S.C. §1232g(b)(2)(B).

e. A record may be withheld from a parent or from an adult student only when the district obtains a court order or is provided with evidence that there is a court order revoking the right to access. Only that portion of the record designated by the court shall be withheld. When the district has or obtains evidence of such court order, the parent or adult student shall be notified in writing within five days of the request that access to the record has been denied and that the person has the right to appeal this decision to the court issuing the order.

H. Rights of Appeal for Parents and Adult Students (N.J.A.C. 6A:32-7.7)

1. Student records are subject to challenge by parents and adult students on grounds of inaccuracy, irrelevancy, impermissible disclosure, inclusion of improper information, or denial of access to organizations, agencies, and persons. The parent or adult student may request:



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- a. Expungement of inaccurate, irrelevant, or otherwise improper information from the student record;
 - b. Insertion of additional data, as well as reasonable comments regarding the meaning and/or accuracy of the student record;
 - c. The immediate stay of disclosure pending final determination of the challenged procedure as described in N.J.A.C. 6A:32-7; and/or
 - d. Immediate access to student records for organizations, agencies, and persons denied access, pending final determination of the challenged procedure, as described in N.J.A.C. 6A:32-7.
2. To request a change in the student record or to request a stay of disclosure pending final determination of the challenged procedure, a parent or adult student shall notify, in writing, the Superintendent of the specific issues relating to the student record.
- a. Within ten school days of notification, the Superintendent or designee shall notify the parent or adult student of the district's decision. If the district disagrees with the request, the Superintendent or designee shall meet with the parent or adult student to resolve the issues set forth in the request.
 - b. If the matter is not satisfactorily resolved, the parent or adult student has ten school days to appeal the district's decision.
 - c. If an appeal is made to the Board, the Board shall render a decision within twenty school days.
 - d. The decision of the Board may be appealed to the Commissioner pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3, Controversies and Disputes. At all stages of the appeal process, the parent or adult student shall be



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afforded a full and fair opportunity to present evidence relevant to the issue.

e. A record of the appeal proceedings and outcome shall be made a part of the student record with copies made available to the parent or adult student.

3. Appeals relating to student records of students with disabilities shall be processed in accordance with the requirements of N.J.A.C. 6A:32-7.7(b) and I.2. above.

4. Regardless of the outcome of any appeal, a parent or adult student shall be permitted to place in the student record a statement commenting upon the information in the student record or setting forth any reasons for contesting a portion of the student record, including the decision made in the appeal. The parent's or adult student's statement shall be maintained as part of the student record, as long as the contested portion of the student record is maintained. If the contested portion of the student record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party.

I. Retention and Disposal of Student Records (N.J.A.C. 6A:32-7.8)

1. A student record is considered to be incomplete and not subject to the provisions of the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq., while the student is enrolled in the district.

a. The Board shall retain the student health record and the health history and immunization record according to the School District Records Retention Schedule, as determined by the New Jersey State Records Committee.

2. Student records of currently enrolled students, other than the records described at N.J.A.C. 6A:32-7.8(fe) and I.5. below, may be disposed of after the information is no longer necessary to provide educational services to a student. The disposition shall be carried out only after the parent or adult student has been notified in writing and written permission has been granted, or after reasonable attempts to notify the parent or adult student and to secure permission have been unsuccessful.



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3. Upon graduation or permanent departure of a student from the district:
 - a. The parent or adult student shall be notified in writing that a copy of the entire student record will be provided to them upon request.
 - b. Information in student records, other than that described at N.J.A.C. 6A:32-7.8(fe) and I.5. below, may be disposed of, but only in accordance with the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq. The disposition shall be carried out only after the parent or adult student has been notified in writing and written permission has been granted, or after reasonable attempts to notify the parent or adult student and to secure permission have been unsuccessful and prior written authorization has been obtained from the New Jersey State Records Committee in the New Jersey Department of the Treasury.
4. No additions shall be made to the record after graduation or permanent departure without the prior written consent of the parent or adult student.
5. The district of last enrollment, graduation, or permanent departure of the student from the ~~school~~ district shall keep, for one hundred years, a mandated record of a student's name, date of birth, name of parents, gender, health history and immunization, standardized assessment results, grades, attendance, classes attended, grade level completed, year completed, and years of attendance.

Issued:





LEA Plan for Safe Return to In-Person Instruction and Continuity of Service Pursuant to the Federal American Rescue Plan Act, Section 2001(i)

Introduction and Background

As announced in the New Jersey Department of Education (NJDOE)'s [April 28, 2021 broadcast](#), in March 2021 President Biden signed the Federal [American Rescue Plan \(ARP\) Act](#), Public Law 117-2, into law. The ARP Act provides an additional \$122 billion in Elementary and Secondary School Emergency Relief (ARP ESSER) to States and school districts to help safely reopen, sustain the safe operation of schools, and address the impacts of the COVID-19 pandemic on the nation's students. As with the previous ESSER funds available under the Coronavirus Aid, Relief and Economic Security (CARES) Act, and the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA), the purpose of the additional funding is to support local educational agencies (LEAs) in preparing for and responding to the impacts of COVID-19 on educators, students, and families. Additional information on ARP ESSER may be found in the NJDOE's [funding comparison fact sheet](#).

Section 2001(i)(1) of the ARP Act requires each LEA that receives ARP ESSER funds to develop and make publicly available on the LEA's website, no later than 30 days after receiving ARP ESSER funds, a plan for the safe return to in-person instruction and continuity of services for all schools (Safe Return Plan). A Safe Return Plan is required of all fund recipients, including those that have already returned to in-person instruction. Section 2001(i)(2) of the ARP Act further requires that the LEA seek public comment on the Safe Return Plan and take those comments into account in finalization of the Safe Return Plan. Under the interim final requirements published in [Volume 86, No. 76 of the Federal Register](#) by the U.S. Department of Education (USDE), an LEA must periodically, but no less frequently than every six months through September 30, 2023, review and, as appropriate, revise its Safe Return Plan.

Pursuant to those requirements, **LEAs must submit to the NJDOE and post on their website their Safe Return Plans by June 24, 2021.** The NJDOE intends to make LEA ARP ESSER Fund applications available in EWEG on May 24, 2021 and LEAs will submit their Safe Return Plans to the NJDOE via EWEG. To assist LEAs with the development of their Safe Return Plans, the NJDOE is providing the following template.

This template incorporates the federally-required components of the Safe Return Plan. The questions in the template below will be included in the LEA ARP ESSER Fund application in EWEG. LEAs will submit responses to the questions within the LEA ARP ESSER Fund application in EWEG by June 24, 2021. The NJDOE hopes that this template will allow LEAs to effectively plan for that submission and to easily post the information to their websites as required by the ARP Act.

Note that on May 17, 2021, Governor Murphy [announced](#) that upon the conclusion of the 2020-2021 school year, portions of Executive Order 175 allowing remote learning will be rescinded, meaning that schools will be required to provide full-day, in-person instruction, as they were prior to the COVID-19 Public Health Emergency. The NJDOE and New Jersey Department of Health will share additional information regarding State requirements or guidance for health and safety protocols for the 2021-2022 school year as it becomes available.

Template: LEA Plan for Safe Return to In-Person Instruction and Continuity of Services

LEA Name: West Windsor – Plainsboro Regional School District

Date (mm/dd/yyyy): 06/27/2023

Date Revised (mm/dd/yyyy): 12/14/2021

06/28/2022

12/13/2022

06/27/2023

1. Maintaining Health and Safety

For each mitigation strategy listed below (A–H), please describe how the LEA will maintain the health and safety of students, educators, and other staff and the extent to which it has adopted policies, and a description of any such policies, on each of the following safety recommendations established by the CDC.

A. Universal and correct wearing of masks

WW-P will continue to follow health and safety guidance in accordance to CDC, NJDOH, local health officials, and Executive Orders. Currently, all students and staff are mask optional.

B. Physical distancing (e.g., including use of cohorts/podding)

WW-P currently does not utilize any social distancing requirements. Should health requirements change we will reinstate recommended social distancing requirements set forward by the NJDOH and NJDOE.

C. Handwashing and respiratory etiquette

WW-P will continue to recommend proper handwashing and respiratory etiquette.

D. Cleaning and maintaining healthy facilities, including improving ventilation

WW-P will continue to adhere to cleaning protocols. HVAC upgrades and the utilization of air filtration and bipolar ionizers are occurring throughout the District. ESIP upgrades complete. Referendum HVAC upgrades at HSN and MR near complete and set to begin at Wicoff.

E. Contact tracing in combination with isolation and quarantine, in collaboration with the State, local, territorial, or Tribal health departments

In partnership with the West Windsor Health Department and Middlesex County Department of Health (two county school system with different structures), WW-P has paused the majority of contact tracing based upon the guidance from the NJDOH, NJDOE, and CDC.

F. Diagnostic and screening testing

Diagnostic and screening testing will be required based upon CDC, NJDOH, and local health department rules and regulations. The District has paused our agreement with a medical testing with Miramus. Partnerships with local health officials remain.

G. Efforts to provide vaccinations to educators, other staff, and students, if eligible

The District has worked to support and assist our staff in accessing vaccine appointments. We have also held several vaccine clinics for the greater school community with the WW Health Department. WW-P will continue to support students and families in acquiring vaccinations, as well as staff members receive booster shots and continues to partner with WW Health Department.

H. Appropriate accommodations for children with disabilities with respect to the health and safety policies

WW-P has worked to ensure in-person programming for students with disabilities since the reopening of our schools in Sept. 2020. Health and safety guidelines are clearly enacted and followed to support the health and wellness of students and staff. Students' medical needs continue to guide our programming and accommodations.

2. Ensuring Continuity of Services

A. Describe how the LEA will ensure continuity of services, including but not limited to services to address students' academic needs and students' and staff's social, emotional, mental health, and other needs, which may include student health and food services. (1000 character limit)

WW-P will continue to ensure the continuity of services through ensuring all students receive access to academic tools, resources and instructional materials. Remediation/advancement opportunities will be reviewed for students. Student health will be a primary focus with mental health and social and emotional learning. Professional development is required and ongoing for staff. To support student health, the District will continue to update our ventilation systems (potential projects include chiller, cooling tower, rooftops and heat pumps, HVAC unit ventilators, and unit ventilator repairs.) Technology needs will be evaluated to support the academic program (devices, hotspots, access points, etc.). Special Education programming and tuition services will be determined based upon the ARPA requirements.

3. Public Comment

A. Describe how the LEA sought public comment on its plan, and how it took those public comment into account in the development of its plan. Note, the ARP requires that LEAs seek public comment for each 60-day revision to the plan. (1000 character limit)

WW-P has solicited public comment on our “LEA Plan for Safe Return to In-person Instruction and Continuity of Service” by posting the plan on our District website for community review and feedback via a Google form. Notification to parents was made in our weekly building newsletters. Further, we had a presentation at our June 22 BOE meeting with a BOE resolution vote for the submission of our plan. Public comment is also allowed at the BOE meeting. Submission occurred in EWEG by June 24 as previously required. The BOE updated plan at the December 14, 2021 BOE meeting. The BOE further reapproved the plan at the June 28, 2022. The third re-approval occurred at the December 13, 2022 Board of Education meeting. The fourth re-approval will occur at the June 27, 2023 Board of Education meeting.

B. Describe how the LEA ensured that the plan is in an understandable and uniform format; is to the extent practicable written in a language that parents can understand or, if not practicable to provide written translations to a parent with limited English proficiency, will be orally translated for such a parent; and upon request by a parent who is an individual with a disability as defined by the ADA, will be provided in an alternative format accessible to that parent. (1000 character limit)

The written report will be provided on our District website in a format that is accessible via an e-reader. Our District website can be translated through Google Translate. The document will be available for public feedback on the district website. The video of the June 22nd, December 14th, June 28 2022, December 13, 2022 and June 27, 2023 BOE meetings will also be available with closed captioning on the District's YouTube channel.



WEST WINDSOR-PLAINSBORO REGIONAL SCHOOL DISTRICT
321 Village Road East, P.O. Box 505, West Windsor, NJ 08550-0505

Mission Statement

Building upon our tradition of excellence, the mission of the West Windsor-Plainsboro Regional School District is to empower all learners to thoughtfully contribute to a diverse and changing world with confidence, strength of character and love of learning.

**JUNE 27, 2023:
BOARD OF EDUCATION MEETING**

**Central Office
321 Village Road East, West Windsor, NJ 08550**

ACTION MAY BE TAKEN

**6:30 PM Closed Executive Session – Room C110/111
7:30 PM Public Meeting – Multi-Purpose Room**

Board of Education

Rachel Juliana, President
Graelynn McKeown, Vice-President
Pooja Bansal
Elizabeth George-Cheniara
Louisa Ho
Dana Krug
Loi Moliga
Shwetha Shetty
Robin Zovich

Student Representatives

Riya Parikh and Mihir Shankar, High School North
Eliana Du and Maya Patel, High School South

Liaison Appointments

New Jersey School Boards Association: Dana Krug
Plainsboro Township Committee: Rachel Juliana
Superintendent's Advisory Council: Dana Krug
West Windsor Board of Recreation Commissioners: Dana Krug
West Windsor Township Council: Louisa Ho
West Windsor-Plainsboro Regional School District PTA-PTSA: Loi Moliga & Elizabeth George-Cheniara

Administration

David Aderhold, EdD, Superintendent of Schools
Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary
Pamela Nathan, EdD, Assistant Superintendent, Curriculum & Instruction
Lee McDonald, EdD, Assistant Superintendent, Pupil Services/Planning
Charity Comella, Director, Human Resources/Affirmative Action Officer
Patrick Duncan, Special Assistant for Labor Relations
Kia Bergman, Director of Communications

I. OPENING/CALL TO ORDER

In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location, and, to the extent known, the agenda of this meeting on January 20, 2023, and June 23, 2023 to the *Home News Tribune* and *The Times*, posted on the district website, placed in the Board Office and in each of the district schools, and sent to Plainsboro and West Windsor Public Libraries and Plainsboro and West Windsor township clerks.

RECESS INTO CLOSED EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the West Windsor-Plainsboro Regional School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

1. Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically:	Personnel and Student Matters
2. Matters in which the release of information would impair the right to receive government funds, and specifically:	
3. Matters which, if publicly disclosed, would constitute and unwarranted invasion of individual privacy, and specifically:	
4. Matters concerning negotiations, and specifically:	
5. Matters involving the purchase of real property and/or the investment of public funds, and specifically:	Discussion of District Property
6. Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically:	
7. Matters involving anticipated or pending litigation, including matters of attorney client privilege, and specifically:	
8. Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion or discipline of any public officer or employee, and specifically:	
9. Matters involving quasi-judicial deliberations, and specifically:	

BE IT FURTHER RESOLVED that any discussion held by the Board, which need not remain confidential, will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

BE IT FURTHER RESOLVED that the Board will return to open session to conduct business at the conclusion of the executive session.

II. PRESENTATIONS/REPORTS

- A. Board President's Comments
- B. Superintendent's Comments

III. FIRST OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites thoughts and reactions on agenda items and items of concern from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 60 minutes.

IV. BOARD OF EDUCATION COMMITTEE REPORTS

- Finance Committee

V. MEETING

A. ADMINISTRATION

To be voted on 06/27/23: Recommend approval of the following resolutions:

Harassment, Intimidation, and Bullying

1. Affirm superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated June 13, 2023, for the following case numbers: 249952-VS-06082023; 249671-GMS-06022023; 249590-VS-06012023; 249589-HSS-06012023; 249537-HSS-06012023; 249514-GMS-06012023; 249470-HSN-05312023; 249405-TCE-05302023; 249395-GMS-05302023; 249264-HSS-05252023; 249241-DNE-05252023; 249187-DNE-05242023; 249179-DNE-05242023; 249017-HSN-05222023; 248915-GMS-05192023; 248813-GMS-05182023; 248721-HSN-05172023; 248613-HSS-05162023; 248585-CMS-05162023; 248582-GMS-05162023; 248348-HSS-05112023; 248288-DNE-05102023; and 248087-GMS-05082023.
2. Review superintendent of school's recommendation for disciplinary consequences and/or remedial actions as required by the State of New Jersey under the Anti-Bullying Bill of Rights for a report dated June 27, 2023, for the following case numbers: 250393_GMS_06222023; 250318_TCE_06192023; 250305_GMS_06192023; 250276_MRS_06162023; 250164_VS_06142023; 250137_CMS_06132023; 250118_CMS_06132023; 250092_GMS_06122023; 249958_HSS_06082023; 249920_HSN_06082023; 249852_DNE_06072023; 249743_GMS_06052023; 249678_GMS_06022023; 249662_MRS_06022023; 249632_VS_06022023; 249630_HSS_06022023; 249539_GMS_06012023; 249395_GMS_05302023; 249392_GMS_05302023; 249383_TCE_05302023; 249301_GMS_05252023; 249293_HSS_05252023; 249132_MRS_05232023; 249026_MRS_05222023; and 247636_MRS_05012023.

School Security Drills

3. Acknowledge the following fire and security drills were performed in June 2023 in compliance with N.J.S.A. 18A:41-1:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
6/2/23	6/16/23	Dutch Neck Elementary School
6/5/23	6/15/23	Maurice Hawk Elementary School
6/5/23	6/1/23	Town Center Elementary School
6/12/23	6/9/23	J.V.B. Wicoff Elementary School
6/5/23	6/14/23	Millstone River School
6/15/23	6/16/23	Village School
6/1/23	6/8/23	Community Middle School
6/20/23	6/15/23	Thomas Grover Middle School
6/5/23	6/8/23	WW-P High School North
6/6/23	6/16/23	WW-P High School South

Security Drill Statement of Assurance

4. Authorize the submission of the West Windsor-Plainsboro Regional School District Board of Education’s Security Statement of Assurance for the 2022-2023 school year to the New Jersey Department of Education upon the recommendation of the Superintendent of Schools, pursuant to *N.J.S. A. 18A:41-1*.

Merit Goals – Payment Authorization

5. Certify the following:
 - a) The Executive County Superintendent has verified that Dr. Pamela Nathan, Assistant Superintendent for Curriculum and Instruction, has achieved her 2022-2023 qualitative merit goals, which were submitted on June 15, 2023.
 - b) The West Windsor-Plainsboro Regional School District Board of Education authorizes payment to Assistant Superintendent for Curriculum and Instruction for completion of merit goal 1 and merit goal 2.

District Medical Services

6. Approve the Following Professional Services for the 2023-2024 school year:
 - a) Adam Naddelman, MD (primary medical inspector) Medical Services Director, July 1, 2023 through June 30, 2024 at \$31,000 per year.
 - b) Joseph Dorfman, MD (reserve) Medical Inspector, July 1, 2023 through June 30, 2024 at \$1,000 per year.

B. CURRICULUM AND INSTRUCTION

To be voted on 06/27/23: Recommend approval of the following resolutions:

Professional Contracts

1. Entering into an agreement with Propio Language Services to provide professional translation services for the 2023-2024 school year in all languages, for a total amount not to exceed \$20,000 through June 30, 2024.

Technology

2. A one-year Vivi Wireless Screen Sharing subscription for wireless connection to video displays, including hardware and licenses for staff and students, from August 1, 2023 through July 31, 2024, at a cost of \$19,703.65.

Disposal of Instructional Materials

3. Disposal of the following obsolete items in accordance with R7300.1:
 - a) 9367 books from Dutch Neck Elementary School Classroom Libraries
 - b) 2036 books from Town Center Elementary School Classroom Libraries
 - c) 3975 books from Millstone River Classroom Libraries
 - d) 5017 books from Town Center Elementary School Classroom Libraries
 - e) 1849 books from Village School Classroom Libraries
 - f) 10,038 books from Wicoff Elementary School Classroom Libraries

All items meet one or more of the following criteria:

- i. Are so worn and/or damaged as to preclude effective use and economical repair or restoration, OR
- ii. Are so outdated as to no longer serve as worthy instructional tools.

Donation

4. Accept one Jurgen Klier 4/4 cello with case from a resident of West Windsor, for use by the district's music department.
5. To accept an award for the High School North Future Business Leaders of America from Lead4Change for a special prize in the amount of \$2,500 to be used by the Future Business Leaders of America club during the 2023-24 school year.

C. FINANCE

To be voted on 06/27/23: Recommend approval of the following resolutions:

Business Services

1. Payment of bills as follows:
 - a) Bills List General for June 27, 2023 (run on 6-21-23) in the amount of \$12,333,938.30
 - b) Bills List Capital for June 27, 2023 (run on 6-21-23) in the amount of \$46,732.50.
2. Budget adjustments as follows:
 - a) 2022-2023 school year as shown on the expense account adjustments for May 31, 2023 (run on 06/07/2023) (Adjustment Numbers 526-566).
3. Accept the following reports this will become a permanent part of the Board Minutes:
 - a) A-148 Report of the Secretary to the Board of Education as of April 30, 2023, indicating that no major account is over-expended and the board secretary certifies that

no line item is over-expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

- b) A-149 Report of the Treasurer of School Monies to the Board of Education as of April 30, 2023.

Transfer of Current Year Surplus To Reserve Resolution

- 4. Transfer of current year surplus to reserve resolution as follows:

Whereas, *N.J.S.A. 18A:21-2* and *N.J.S.A. 18A:7G-13* permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

Whereas, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by Board resolution, and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education wishes to deposit anticipated current year surplus into the Capital Reserve account at year end in an amount not to exceed \$5,000,000; and

Whereas, the West Windsor-Plainsboro Regional School District Board of Education has determined that \$5,000,000 is available for such purpose of transfer; now, therefore be it

Resolved, by the West Windsor-Plainsboro Regional School District Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

Food Services – Renewal Update

- 5. Update the Food Services renewal, originally approved on May 23, 2023, to include additional wording, as follows:

Authorize the fourth one-year extension, effective July 1, 2023, of the food services management contract awarded on June 11, 2019, with Sodexo Management Inc. of Gaithersburg, Maryland. Sodexo Management Inc. shall receive a fixed rate of \$2.6326 per meal for breakfast and a fixed rate of \$4.1240 per meal for lunch/a-la-carte meal equivalents, with a minimum annual return guarantee (surplus) of \$140,000.00 including the commodity credits (with Sodexo agreeing to reimburse the District for the amount by which actual surplus for the year falls below this guaranteed level) for the 2023-2024 school year. Total estimated cost of the contract is \$2,895,512.94 for the 2023-2024 school year. Catering will be billed at mutually agreed upon rates plus food cost.

School Alliance Insurance Fund

- 6. Adopt the following resolutions:

- a) Appointing a Risk Management Consultant

Whereas, the West Windsor-Plainsboro Regional School District, (“Educational Facility”) has resolved to join the School Alliance Insurance Fund (“SAIF”) following a detailed analysis; and

Whereas, the Bylaws of SAIF require that each entity designate a Risk Management Consultant to perform various professional services as detailed in the Bylaws and Risk Management Plan; and

Whereas, the Bylaws indicate that SAIF shall pay each Risk Management Consultant a fee to be established annually by the Executive Committee;

Now, therefore be it resolved, that the West Windsor Plainsboro Regional School District, does hereby appoint Rue Insurance as its Risk Management Consultant in accordance with the Fund's Bylaws.

b) Renewal of Membership

Whereas, the West Windsor-Plainsboro Regional School District, hereafter referred to as "Educational Facility" is a member of the School Alliance Insurance Fund, hereinafter Referred to as "Fund"; and

Whereas said renewal membership terminates as of July 1, 2023, at 12:01 a.m. standard time, unless earlier renewed by agreement between the Educational Facility and the Fund; and

Whereas, the Educational Facility is afforded the following types of coverage: Package – Property, Boiler & Machinery, General and Auto Liability, Environmental Impairment Liability, Excess Liability (AL/GL), School Leaders Professional Liability, and Excess Liability (SLPL); and

Whereas, the Educational Facility desires to renew said membership;

Now, therefore be it resolved, as follows:

- 1) The Educational Facility agrees to renew its membership in the Fund for a period of three years beginning July 1, 2023, and ending July 1, 2026 at 12:01 a.m. eastern standard time, and to be subject to the coverage, operating procedures, bylaws, and other organizational and operational documents of the Fund presently existing or as from time to time amended by the Fund and/or the Department of Banking and Insurance.
- 2) The Educational Facility's Business Official, Derek Mead, is hereby appointed as the Educational Facility's Fund Commissioner and is authorized to execute the renewal Indemnity and Trust Agreement thereby evidencing annexed hereto and made a part hereof and to deliver same to the Fund the Educational Facility's renewal of its membership.

c) Indemnity and Trust Renewal Agreement

This Agreement, made this 27th day of June 2023, in the County of Mercer, State of New Jersey, by and between the School Alliance Insurance Fund, hereinafter referred to as "Fund", and the Governing body of the West Windsor-Plainsboro Regional School District, hereinafter referred to as "Educational Facility";

Whereas, the Fund seeks to provide its members with insurance coverage;

Whereas, two or more educational facilities have collectively formed a joint insurance fund as is authorized and described N.J.S.A. 18A:18B-1 et. seq. and the regulations promulgated pursuant thereto; and

Whereas the Educational Facility is currently a member of said Fund; and

Whereas the Educational Facility has resolved to renew said membership;

Now therefore, it is agreed as follows:

- 1) The Educational Facility hereby renews its membership in the Fund for a three (3) year period, beginning July 1, 2023, and ending July 1, 2026, at 12:01 a.m. eastern standard time.
- 2) The Educational Facility agrees to participate in the Fund with respect to the types of insurance stated in the Renewal of Membership Resolution.
- 3) The Educational Facility hereby ratifies and reaffirms the bylaws and other organizational and operational documents of the Fund and as from time to time amended by the Fund and/or Department of Banking and Insurance in accordance with the applicable statutes and regulations as if each and every one of said documents were re-executed contemporaneously herewith.
- 4) The Educational Facility agrees to be a participating member of the Fund for the period herein provided for and to comply with all of the rules and regulations and obligations associated with said membership.
- 5) In consideration of renewal of membership in the Fund, the Educational Facility agrees that for those types of insurance in which it participates, the Education Facility shall jointly and severally assume and discharge the liability of each and every member of the Fund all of whom, as a condition of membership in the Fund, shall execute a verbatim counterpart to the Agreement. By execution hereof the full faith and credit of the Educational Facility is pledged to the punctual payment of any sums which shall become due to the Fund in accordance with the bylaws thereof, this Agreement or any applicable statute of regulation.
- 6) If the Fund, in the enforcement of any part of this agreement, shall incur necessary expense or become obligated to pay attorney's fees and/or court costs, the Educational Facility agrees to reimburse the Fund for all such reasonable expenses, fees and costs on demand.
- 7) The Educational Facility and the Fund agree that the Fund shall hold all monies paid by the Educational Facility to the Fund as fiduciaries for the benefit of Fund claimants all in accordance with the applicable statutes and/or regulations.
- 8) The Fund shall establish and maintain Trust Accounts in accordance with N.J.S.A. 18A:18B-1 et. seq. and such other statutes and regulations as may be applicable.
- 9) The Business Official designate in the Resolution to Renew Membership is hereby authorized to execute the Agreement to renew membership.

New Jersey Schools Insurance Group (NJSIG)

7. Adopt the following resolutions:

WHEREAS, N.J.S.A. 18A:18B-1, et seq., enables boards of education to join with other boards of education in school board insurance trusts for the purpose of forming self-insurance pools;

WHEREAS, the New Jersey Schools Insurance Group ("NJSIG") is a joint insurance fund authorized by N.J.S.A. 18A:18B-1, et seq. to provide insurance coverage and risk management services for its members;

WHEREAS, the West Windsor-Plainsboro Regional School District, herein after referred to as the "Educational Institution," has resolved to apply for and/or renew its membership with NJSIG;

WHEREAS, the Educational Institution certifies that it has not defaulted on a claim, and has not been cancelled for non-payment of insurance premium for a period of at least two (2) years prior to the date of its application to NJSIG;

WHEREAS, the Educational Institution desires to secure protection, services, and savings relating to insurance and self-insurance for itself and its departments and employees; and,

WHEREAS, the Educational Institution finds that the best and most efficient way of securing this protection and services is by cooperating with other boards of education in the State of New Jersey.

NOW THEREFORE, BE IT RESOLVED, THAT:

- 1) This agreement is made by and between NJSIG and the Educational Institution;
- 2) The Educational Institution joins with other boards of education in organizing and becoming members of NJSIG pursuant to N.J.S.A. 18A:18B-3(a), for a period of three years, beginning on July 1, 2023, and ending July 1, 2026 at 12:01 a.m.;
- 3) In consideration of membership in NJSIG, the Educational Institution agrees that for those types of coverage in which it participates, the Educational Institution shall jointly and severally assume and discharge the liabilities of each and every member of NJSIG to such agreement arising from their participation in NJSIG. By execution hereof the full faith and credit of the Educational Institution is pledged to the punctual payment of any sums which shall become due to NJSIG in accordance with the bylaws thereof, the plan of risk management, this Agreement and any applicable statute or regulation;
- 4) The Educational Institution and NJSIG agree that NJSIG shall hold all monies paid by the Educational Institution to NJSIG as fiduciaries for the benefit of NJSIG claimants all in accordance with applicable statutes and/or regulations;
- 5) NJSIG shall establish and maintain Trust Accounts in accordance with N.J.S.A. 18A:18B-1, et seq. and such other statutes and regulations as may be applicable;
- 6) By adoption and signing of this resolution, the Educational Institution is hereby joining NJSIG in accordance with the terms of this Indemnity and Trust Agreement and Resolution to Join / Renew Membership, effective the date indicated below, for the types of insurance as indicated in the Insurance Binder issued by NJSIG;
- 7) The Educational Institution hereby ratifies and affirms the bylaws and other organizational and operational documents of NJSIG, and as from time to time amended by NJSIG and/or the State of New Jersey, Department of Banking and Insurance, in accordance with the applicable statutes and regulations as if each and every one of said documents were re-executed contemporaneously herewith;
- 8) The Educational Institution agrees to be a participating member of NJSIG for the period herein provided for and to comply with all of the rules and regulations and obligations associated with said membership, including, but not limited to the NJSIG's Plan of Risk Management;
- 9) The Educational Institution under its obligations as a member of NJSIG agrees to allow for safety inspections of its properties, to pay contributions in a timely fashion and to comply with the bylaws and standards of participation of NJSIG including the plan of risk management;
- 10) If NJSIG, in the enforcement of any part of this Agreement, shall incur necessary expense or become obligated to pay attorney's fees and/or court costs, the Educational Institution agrees to reimburse NJSIG for all such reasonable expenses, fees and costs on demand;

- 11) The Business Administrator is hereby authorized in accordance with the Public School Contracts Law, N.J.S.A. 18A:18A-1, et seq., to execute such contracts and documentation with NJSIG as is necessary to effectuate this resolution; and,
- 12) The Business Administrator is directed to send a certified copy of this Indemnity and Trust Agreement and Resolution to Join / Renew Membership to NJSIG.

Grant Acceptance

8. Accept a grant for the 2023 Safety Grant Program through the New Jersey Schools Insurance Group’s ERIC North Sub fund, in the amount of \$6,777, for the period July 1, 2023, through June 30, 2024, to be used for District safety signage by September 1, 2023.

Nonpublic Grant

9. Accept the FY23-24 Teach STEM Classes in Nonpublic Schools Grant Award to District Teachers, as awarded by the Department of Education, for participating teacher, Jillian P. Jeffries, to teach STEM classes at Rabbi Pesach Raymond Yeshiva nonpublic school, Edison, New Jersey, between September 1, 2023 and June 30, 2024, for a maximum of 445 hours, at an amount not to exceed \$7,304.78.

Tuition – School Year

10. Set the following fee schedule, as calculated by state formula, for tuition for the 2023-2024 school year:

<u>Grade</u>	<u>Tuition</u>
Kindergarten (full-day)	\$17,721
Grades 1-5	\$21,726
Grades 6-8	\$22,013
Grades 9-12	\$21,239
Emotional Regulation Impairment (ERI)	\$65,459
Multiple Disabilities (MH/MD)	\$108,870
Autism	\$194,043
Pre-School PT	\$306,869
Pre-School FT	\$61,535

Solar Renewable Energy Certificates

11. Authorization for the Sale of Solar Renewable Energy Certificates (SRECs) in accordance with the following notice to bidders:

West Windsor-Plainsboro Regional School District is soliciting bids for the sale of its Solar Renewable Energy Certificates. The auction will take place over the internet using the FlettExchange, an online auction, located at www.flettexchange.com. [The online auction shall take place on July 12, 2023, between the hours of 11:00 am and 12:00 pm]. Furthermore, the Board of Education authorizes entering into an agreement with FlettExchange for the sale of the SRECs.

Bid Award – Referendum Project

Media Center Renovations at Town Center Elementary School

12. Award the May 16, 2023, Bid #2021-08 for Media Center Renovations at Town Center Elementary School, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/Planner Project No. FVHD #5063H3), to Levy Construction Company, Inc., Oaklyn, New Jersey, for a single overall contract of \$519,600.00 (Base Bid only), utilizing referendum funds. The Board hereby authorizes the execution of all necessary Contract Documents, contingent upon review and approval by the Board’s construction counsel.

Other bids:	<u>Bidder</u>	<u>Base Bid</u>
	J.H. Williams Enterprises	\$527,000
	Golden Crown Contractors	\$579,450

Change Order – Referendum Project

13. Approve Change Order No. 04 to the July 20, 2021 Bid #2021-02 single overall contract of J.H. Williams Enterprises, Moorestown, New Jersey, for West Windsor-Plainsboro Regional School District Addition and Renovations to J.V.B. Wicoff Elementary School, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architects/Planners Project No. 5063O) for additional costs to furnish and install additional sign required by fire inspector, furnish and apply alternative floor as requested by owner, and import additional fill due to existing soils condition, at a total cost of \$18,270.02. This change order increases the total contract amount from \$5,901,295.27 to \$5,919,565.29.

Cooperative Purchases Over the Bid Limit

14. Authorize a purchase utilizing NJ Cooperative Bid #2 SOCCP, Contract #CC-0110-20, for Landscape Chemical Application and Fertilization to TruGreen Limited Partnership, South Plainfield, NJ as awarded through July 14, 2023, for district-wide landscape chemical application and fertilization for the 2023-2024 school year, at a cost not to exceed \$47,804.38.
15. Authorize a purchase utilizing New Jersey approved Cooperative Pricing System #ESCNJ 20/21-31 to Crystal Clear Glass, Howell, NJ as awarded through January 20, 2024 Time and Material Glass-and-Glazing Services district wide for the 2023-2024 school year at a not to exceed price of \$10,000.
16. Authorize a purchase utilizing New Jersey approved Cooperative Pricing system #26 EDCP, Educational Data Services Bid #10392 to Mack Industries, Inc. Trenton, NJ awarded through December 1, 2023 for Boiler Inspection, Cleaning and Repair (annual) district wide for the 2023-2024 School Year at a not to exceed price of \$125,000. (Repair and/or Service Hourly Rate \$82.00/hour, Repair and/or Service Overtime Rate \$123.00, Repair and/or Service Mark-up added to a 14%).
17. Authorize a purchase utilizing New Jersey approved Cooperative Pricing System #26 EDCP, Educational Data Services Bid #10881 to Robert Griggs Plumbing and Heating, LLC, Hillsborough, NJ as awarded through December 1, 2023 for Plumbing Services district wide for the 2023-2024 School Year at a not to exceed price of \$75,000. (Labor Rate \$95.00/hour, Material Mark-up 25%).

18. Authorize the following purchases utilizing NJ Cooperative Bid – ESCN/AEPA-22G, Technology Supplies and Services to CDW-G of Chicago, IL as awarded through June 30, 2024, for server software & hardware maintenance:

<u>Qty</u>	<u>Description</u>	<u>Unit Cost</u>	<u>Total Cost</u>
1	Cisco SOLN Support NCD NEXUS	\$6,637.72	\$ 6,637.721
1	Cisco Smartnet extended svc agreement	\$20,112.38	\$20,112.38
1	Cisco Smart Net Total Care Software sup svc tech	\$ 4,102.40	\$ 4,102.40
1	Cisco Smartnet Service Agreement	\$20,354.81	\$20,354.81
1	Cisco Smartnet Onsite-extended svc agrmnt onsite	\$ 6,413.87	\$ 6,413.87
	Total		\$57,621.18

State Contract Purchases Over the Bid Limit

19. Authorize a purchase utilizing New Jersey State Contract #19-FLEET-00566 to Grainger, South Plainfield, NJ as awarded through June 30, 2024 for the purchase of various HVAC, Plumbing Electrical and General Supplies for the 2023-2024 School Year at a not to exceed price of \$100,000.
20. Authorize a purchase utilizing New Jersey State Contract #19-FLEET-00972 to Majestic Oil Company, Inc., Cherry Hill, NJ as awarded through October 31, 2024 for the purchase of Unleaded Automotive Gasoline for the 2023-2024 School Year at a not to exceed price of \$25,000.
21. Authorized a purchase utilizing New Jersey State Contract #19-FOOD-01098 to Majestic Oil Company, Inc., Cherry Hill, NJ as awarded through March 31, 2025 for the purchase of Ultra Low Sulfur Diesel Fuel for the 2023-2024 School Year at a not to exceed price of \$10,000.

Cooperative Purchases Over the Bid Limit - Capital Outlay

22. Authorize the following purchases utilizing ESCNJ Cooperative Contract #65MCESCCPS, Bid#19/20-05 Carpet and Flooring, awarded to The Gillespie Group, Inc., Dayton, New Jersey, through August 31, 2023 as follows:
- a) furnish and install vinyl composite tile (VCT) in the Art Room at High School South for a cost not to exceed \$51,196.56 for the 2023-2024 school year.
 - b) furnish and install vinyl composite tile (VCT) in Hallway at High School South for a cost not to exceed \$33,738.91 for the 2023-2024 school year.
 - c) furnish and install vinyl composite tile (VCT) in Commons #1 at High School South for a cost not to exceed \$126,967.17 for the 2023-2024 school year.
 - d) furnish vinyl composite tile (VCT) for Commons #2 and Commons #3 (to be installed at a later date) at a cost of \$17,983.68 for the 2023-2024 school year.
23. Authorize a purchase utilizing Mercer County Cooperative Bid #CK09MERCER2021-14 County Facilities and Systems Repair, to Ricasoli & Santin Contracting Co., Inc, as awarded through December 31, 2024, for Window Repairs and Replacements at Wicoff Elementary School at a cost not to exceed \$68,932.70 for the 2023-2024 school year.

Co-op purchase Capital Reserve

24. Authorize a purchase utilizing Hunterdon County ESC Cooperative Bid #HCESC-Ser-22-15 Remediation Services - Water, Mold, Asbestos, & Lead”, for Asbestos Abatement related to HVAC Upgrades at JVB Wicoff Elementary (Architect/Planner Project No. 5063J2) to GL Group, Bloomingtondale, New Jersey, as awarded through October 8, 2024, for removal and disposal of fittings at a cost not to exceed \$84,000, and for removal of caulking around louvers at a cost not to exceed \$9,500, for a total not to exceed price of \$93,500 utilizing capital reserve funds.

Equipment Disposal

25. The disposal of obsolete equipment that has met the district’s life expectancy. [The age and/or physical condition of the equipment rendered it infective.]

Dutch Neck

Chairs, folding – 120

Desks, student - 120

Grover

Chairs, rolling – 6

Stools, science -2

Maurice Hawk

Piano -1

Tables - 16

Transportation

Quotes – To and From School

26. Award the 2023-2024 Student Transportation Contract – Multi Contract Number ESY01A to Garas Trans, LLC. as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
ESY01A	Town Center Elementary and High School North Post Grad Campus	\$ 323.00	21	\$ 60.00	\$ 2.00

27. Award the 2023-2024 Student Transportation Contract-Multi Contract Number ESY02WCA to Garas Trans, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost per Diem</u>	<u>#Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
ESY02WCA	Town Center Elementary and High School North Post Grad Campus	\$ 329.00	21	\$ 60.00	\$ 2.00

28. Award the 2023-2024 Student Transportation Contract-Multi Contract Number ESY04A to Garas Trans, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Die</u>	<u>Inc/Dec</u>
ESY04A	Town Center Elementary	\$ 322.00	21	\$ 70.00	\$ 2.00

29. Award the 2023-2024 Student Transportation Contract-Multi Contract Number ESY05A to Garas Trans, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
ESY05A	Town Center Elementary	\$ 307.00	21	\$ 50.00	\$ 2.00

30. Award the 2023-2024 Student Transportation Contract-Multi Contract Number ESY05A to Garas Trans, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
ESY06A	Town Center Elementary	\$ 299.00	21	\$ 54.00	\$ 2.00

31. Award the 2023-2024 Student Transportation Contract-Multi Contract Number AU1A to Garas Trans, LLC company as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
AU1A	Town Center Elementary and High School North Post Grad Campus	\$ 311.00	21	\$ 50.00	\$ 2.00

32. Award the 2023-2024 Student Transportation Contract-Multi Contract Number AU4A to Garas Trans, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
AU4A	Town Center Elementary	\$ 327.00	21	\$ 65.00	\$ 2.00

33. Award the 2023-2024 Student Transportation Contract-Multi Contract Number AU5A to Garas Trans, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
AU5A	Town Center Elementary	\$ 329.00	21	\$ 70.00	\$ 2.00

34. Award the 2023-2024 Student Transportation Contract-Multi Contract Number AU5A to Garas Trans, LLC as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost</u> <u>per Diem</u>	<u>#Days</u>	<u>Aide</u> <u>per Diem</u>	<u>Inc/Dec</u>
AU2	Town Center Elementary	\$ 396.40	21	\$ 80.00	\$ 3.00
AU2	Town Center Elementary	\$ 396.40	21	\$ 80.00	\$ 3.00

Renewals – Public Routes

35. Award Student Transportation Contract Renewal to and from school, Multi Contract Number RB-PUB19-1 to Rick Bus Company with a 5.86% increase for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost Per Diem</u>	<u># Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
AU2	Town Center Elementary	\$ 396.40	21	\$ 80.00	\$ 3.00
AU3	Town Center Elementary	\$ 396.40	21	\$ 80.00	\$ 3.00

Bid Awards – Public Routes

36. Award the June 2, 2023, Bid Number PUB24-3, Student Transportation Contract – Multi Contract Number IR-PUB24-3 to Irvin Raphael, Inc. for the 2023-2024 school year as follows:

<u>Route</u>	<u>Destination</u>	<u>Cost Per Diem</u>	<u># Days</u>	<u>Aide per Diem</u>	<u>Inc/Dec</u>
NC57A	High School North & Community Middle School	\$ 230.00	180	\$ 55.00	\$ 1.95
MR51A	Millstone River School	\$ 230.00	180	\$ 55.00	\$ 1.95
HN26A	High School North	\$ 242.00	180	N/A	\$ 1.95
VE06A	Village Elementary School	\$ 242.00	180	N/A	\$ 1.95

To be discussed on 06/27/23: Acknowledge the following:

Chapter 47, Laws of 2015

37. Pursuant to the requirements of *N.J.S.A. C.18A:18A-42.2 et seq.*, review the list of contracts awarded by the Board of Education during the past 12 months that is indicative of the contracts likely to be awarded in the coming 12 months. A wide variety of state and federal laws regulate contractual procedures with New Jersey school districts; major elements can be referenced in New Jersey Administrative Code, especially title 6A and 18A, as well as federal codes.

D. PERSONNEL

To be voted on 06/27/23: Recommend approval of the following resolutions:

Personnel

1. Personnel Items:
 - A. Administrators
 - B. Certificated Staff
 - C. Non-Certificated Staff
 - D. Substitutes/Other
 - E. Extracurricular/Extra Pay
 - F. Community Education Staff
 - G. Emergent Hiring

Student Teacher

2. Approve the following student teachers for fall 2023, pending background clearance:
 - a) Hailey Riccardo: Community Middle School (The College of New Jersey)
 - b) Josie VanputtENVINK: Community Middle School (The College of New Jersey)

Student Teacher

3. Approve the following student teacher for spring 2024, pending background clearance:
 - a) Jeffrey Applegate: High School North (Rider University)

X. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 6/27/23:

- A. June 13, 2023 Meeting
- B. June 13, 2023 Closed Executive Session

XI. BOARD LIAISON REPORTS

XII. NEW BUSINESS

XIII. SECOND OPPORTUNITY FOR PUBLIC COMMENTS

The Board invites comments from members of our community who are present. Each participant is asked to give his or her name and address prior to making a statement, which will be limited to 3 minutes in accordance with Board policy 0167. All statements shall be directed to the presiding officer. This public comment period shall be limited to 15 minutes.

XIV. ADJOURNMENT



WEST WINDSOR - PLAINSBORO REGIONAL SCHOOL DISTRICT

AUTOMATED PERSONNEL AGENDA REPORT

Agenda Date: 6/27/2023

Deadline for next Agenda: 7/12/2023

Abbreviation Chart

AAPPL	Assessment of Performance toward Proficiency in Languages
AP	Advanced Placement
AVID	Advancement Via Individual Determination
CC	Child Care
CE	Community Education
CJ PRIDE	Central Jersey Program for the Recruitment of Diverse Educators
CR	Classroom
CST	Child Study Team
DEAC	District Evaluation Advisory Committee
DLI	Dual Language Immersion
EDCOT	Education with Digital Courseware and Online Technologies
EDP	Extended Day Program
EFMLEA	Emergency Family and Medical Leave Expansion Act
EPSLA	Emergency Paid Sick Leave Act
ESL	English Second Language
ESSER	Elementary and Secondary School Emergency Relief
ESY	Extended School Year
FMLA	Family Medical Leave Act
KE	Kindergarten Extension
LOA	Leave of Absence
MODEL	Measure of Developing English Language
NGSS	Next Generation Science Standards
NJFLA	New Jersey Family Leave Act
ODE	Outdoor Education
OG	Orton Gillingham
OOD	Out of District
SAC	Student Assistance Counselor
SES	Supplemental Educational Services
SPED	Special Education
TCRWP	Teachers College Reading and Writing Project

If you have any questions or concerns, please contact Charity Comella at charity.comella@wwprsd.org
or at the WWP School Board Office: 609-716-5000 ext. 5015.

Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
A. Administration								
Approve Salary of Non-Tenured Administrators								
Reilly, Jeffrey	Approve Salary	Director of Athletics		\$131,122.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Bright, Sara	Approve Salary	Principal		\$165,120.00	MH	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Cincotta, Jessica	Approve Salary	Principal		\$191,459.00	HSS	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Cook, Maureen	Approve Salary	Principal		\$148,612.00	WIC	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Dalton, Gerard	Approve Salary	Principal		\$175,422.00	MR	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Falk, Erin	Approve Salary	Principal		\$180,855.00	TC	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Tulp, Guyler	Approve Salary	Principal		\$175,025.00	VIL	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Assini, Cynthia	Approve Salary	Supervisor of Social Studies		\$162,252.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Anantharaman, Anita	Approve Salary	Supervisor of Special Services (Grades 9-12)		\$131,122.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Creveling, Emily	Approve Salary	Supervisor of Language Arts (Grades 6-12)		\$140,556.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Jablonski, Lindsay	Approve Salary	Supervisor of Language Arts (Grades K-5)		\$135,839.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Warren, Ashley	Approve Salary	Supervisor of World Languages, ELL, and DLI (Grades 6-12)		\$135,839.00	DIST	7/1/23	6/30/24	Approve salary for the 2023-2024 school year.
Resign								
Keyak, Kimberly	Resign	Assistant Principal		N/A	GMS	8/11/23	8/11/23	Resign from position.
B. Certificated Staff								
Appoint								



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Kaiser, Alexandria	Appoint	Teacher Special Education	5MA	\$68,000.00	TC	TBD	6/30/24	Appoint as a Special Education Teacher, pending employment verification, replacing Jillian Behan, who resigned. (Tenure date: TBD)
Meier, Madeline	Appoint	Teacher Music	1BA	\$62,000.00	GMS	TBD	6/30/24	Appoint as a Music Teacher, pending employment verification, replacing Louise Haemmerle, who retired. (Tenure date: TBD)
Cymbal, Alyssa	Appoint	School Nurse	10BA	\$76,000.00	MH/MR	TBD	6/30/24	Appoint as a School Nurse, pending employment verification, replacing Carissa Mazon, who resigned. (Tenure date: TBD)
Change								
Lynch, Kevin	Change	Teacher Science	3MA+30	\$68,000.00	CMS	9/1/23	6/30/24	Change salary from MA to MA+30 as per contract.
Giordano, Julia	Change %	Teacher Science-120%	5MA	\$66.60/day	GMS	5/1/23	6/30/23	Additional per diem payment for an extra section.
Harrington, Honour	Change %	Teacher Science-120%	4BA	\$63.45/day	GMS	5/1/23	6/30/23	Additional per diem payment for an extra section.
Hipple, Tara	Change %	Teacher Science-120%	11MA	\$80.80/day	GMS	5/1/23	6/30/23	Additional per diem payment for an extra section.
Ricciardi, Jason	Change %	Teacher Science-120%	2BA	\$61.50/day	GMS	5/1/23	6/30/23	Additional per diem payment for an extra section.
Serughetti, Beth	Change %	Teacher Health & Physical Education-120%	15MA	\$125,004.00	HSN	9/1/23	6/30/24	Change salary from 100% to 120%.
Resign								
Proulx, Jane	Resign	Teacher Art		N/A	HSN	6/30/23	6/30/23	Resign, after 20 years in the district, for the purpose of retirement.
C. Non Certificated Staff								
Appoint								
O'Brien, John	Appoint	Security Officer "Eyes on the Door" Substitute		\$15.00/hr.	DIST	7/1/23	6/30/24	Appoint as substitute Security Officer - "Eyes on the Door," as needed.
Leave of Absence								
Jinks, Amelia	Leave-FMLA/NJFLA/CC	Secretary 12 Months		N/A	DN	10/26/23	6/30/24	FMLA/NJFLA/CC: 10/26/23-1/25/24 unpaid, with benefits. CC: 1/25/24-6/30/24 unpaid, no benefits. (RTW: 7/1/24)
Change								



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Robinson, Pamela	Change	Security Officer "Eyes on the Door" Substitute	\$15.00/hr.	DIST	9/1/23	6/30/24	Change from Security Officer - "Eyes on the Door" to substitute Security Officer - "Eyes on the Door," as needed.
Barnett, Kate	Change-LOA	Secretary 12 Months	N/A	HSS	8/17/23	11/24/23	Change FMLA/NJFLA/CC from 8/31/23-11/22/23 unpaid, with benefits to 8/17/23-11/8/23, unpaid, with benefits, CC: 11/9/23-11/24/23, unpaid, no benefits. (RTW: 11/27/23)
Resignation							
Jones, Anthony	Resign	Diversity, Equity and Inclusivity Coordinator	N/A	DIST	8/17/23	8/17/23	Resign from position.
D. Substitute / Other							
Change							
Goswami, Ozlem	Change	Substitute Teacher	\$115.00/day	DIST	6/5/23	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
Li, Yixiao	Change	Substitute Teacher	\$115.00/day	DIST	5/24/23	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
Li, Pingxu	Change	Substitute Teacher	\$115.00/day	DIST	6/9/23	6/30/23	Change from County Substitute Teacher to New Jersey Certified Substitute Teacher.
Rescind							
Link, Hannah	Rescind	Substitute Teacher	N/A	DIST	6/12/23	6/12/23	Rescind appointment as County Certified Substitute Teacher.
Reappointment of Substitute Nurses							
Leiggi, Valerie	Reappoint	Substitute Nurse (Certified)	\$210.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Nurse (New Jersey Cert.) as needed for temporary assignments.
Hutchinson, Robert	Reappoint	Substitute Nurse (County Cert.)	\$210.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Nurse (County Cert.) as needed for temporary assignments.
Lebron-Vashi, Katherine	Reappoint	Substitute Nurse (County Cert.)	\$210.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Nurse (County Cert.) as needed for temporary assignments.
Maingi, Nola	Reappoint	Substitute Nurse (County Cert.)	\$210.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Nurse (County Cert.) as needed for temporary assignments.
O'Brien, Mariela	Reappoint	Substitute Nurse (County Cert.)	\$210.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Nurse (County Cert.) as needed for temporary assignments.
Reappointment of Substitute Teachers							



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Abramowitz, Nancy	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Afonso, Adam	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Allen, Jordan	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
An, Betty	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Balasubramanian, Shobhana	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Bamford, Joanne	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Bardes, Francesca	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Bowditch, David	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Bugher, Melanie	Reappoint	Substitute Teacher	\$115.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Canciello, Deborah	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Carnevale, Mary-Ann	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Cochrane, John	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Cox, Vicki	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Creasi, Gene	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Dey, Sara	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Gilliland, Laura	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Goswami, Ozlem	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Guarini, Elizabeth	Reappoint	Substitute Teacher	\$115.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Gupta, Arti	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Gupta, Ashoo	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Hemmel, Shannen	Reappoint	Substitute Teacher	\$115.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Heslin, John	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Jeffries, Jillian	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Kim, Samantha	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Kobesky, Rita	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Kobus, Kelsey	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Kosar, Diane	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Kritikos, Soula	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Li, Pingxu	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Li, Yixiao	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Liu, Yumin	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Manolakos, Bryan	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Mukherjee, Deblina	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Munoz, Deanna	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Murphy, Robert	Reappoint	Substitute Teacher	\$115.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Murty, Nandita	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Nallaseth, Ferez	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
O'Brien, Mariela	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Olsson, Nancy	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Patterson, Madeleine	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Patterson, Roland	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Pitcherello, Lisa	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Raju, Pratibha	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Richman, Diane	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Roeloffs, Megan	Reappoint	Substitute Teacher	\$115.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Roman, Janet	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Rosenberg, Max	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Schuster, Linda	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Schweitzer, Christine	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Sen, Chandrani	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Shulan, Legia	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Sloan, Jay	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Sues, Marina	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Telis, Marietta	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Totaro, Rebecca	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Troutman, Lisa	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Vivona, Deborah	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Wendel, Wayne	Reappoint	Substitute Teacher	\$115.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Wolohan, Philippa	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Wonnell, Frances	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Zhu, Wenting	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (NJ Cert.) as needed for temporary assignments.
Abbas, Munira	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Abul Kalam, Kamila Begam	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Acharya, Kamala	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Afzal, Nazish	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Aggarwal, Sonu	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Ameta, Usha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Anand, Ramya	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Anand, Seema	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Arif, Zubia	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Arnold, Richard	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Ballurkar, Aishwarya	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bansal, Vimmi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bardes, Francesca	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Basu, Sutapa	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Beatson, Alexandra	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Behringer, Ann-marie	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Berliner, Karen	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bethi, Pranitha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bhatia, Indu	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bhatt, Dhvani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bille, Parvathi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bist, Pooja	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Boddapati, Sarmista	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Breyta, Joseph	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Brown, Michele	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Bunca, Jeffrey	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Caba, Jeandalize	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Callahan, Paul	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Cartmill, Cecilia	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Chakraborty, Rupa	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Chandramohan, Sharadha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Chaudhary, Shivani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Chang, Richard	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Cheah, May Jean	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Chinnasamy, Devirajathi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Choudhury, Suriti	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Cochinwala, Khadija	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Coyne, Elizabeth	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Daly, Tracy	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Darmofal, Dena	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Das, Moumita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Deevela, Radhika	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Devpura, Smita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Dutta, Priti	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Eakanathan, Anuradha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Eng, Bailey	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Erranki, Lakshmi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Farheen, Huma	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Faruk, Nusrath	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Feliciano, Lina	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Forst-Carlson, Linda	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gangishetty, Sandhyarani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Garimella, Manjula	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gelade, Eve	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
George, Rachel	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Ghandikota, Sumana	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Goode, Douglas	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Goyal, Bindiya	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gowdru Eshwarappa, Shilpa	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Greenberger, Nancy	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gudeti, Radhika	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gulati, Anika	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gullett, Evelyn	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gundumalla, Chudamani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gupta, Pooja	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Gupta, Vijay Laxmi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Haldar, Indrani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Hari, Rama	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Hartigan, Jean	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Hettigamage, Wijemuni	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Jackson, Collen	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Jadhav, Usharani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Jagnade, Aparna	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Javvaji, Balakotidevi Lakshmi Sudharani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Kala, Reema	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kanagaraj, Renukadevi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kannan, Radhika	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Karnati, Uma	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kaur, Rajinder	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kennen, Barbara	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Khanna, Ruchi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Khare, Anamika	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Khemani, Bharti	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Khot, Sheetal	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kittusami, Sangeetha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Knox, Jacqueline	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kopparthi, Vijayasanthi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kretzmann, Angela	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Krishnan, Rajeswari	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Krishnan, Rekha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kuppusamy, Archana	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kurt, Nevriye	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kusum, Shwet	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Kwok, Tak Cheung	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Lackey, Roxanne	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Lane, Christopher	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Lee, Mark	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Lee, Tracey	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Levine, Morton	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Liang-Kim, Kathleen	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Lincoln, Diane	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Liou, Heng-Ling	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Loeffel, Meghan	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Lowney, Kimberly	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Madasamy-Ponniah, Vanitha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mahajan, Ruchi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Makawi, Sanaa	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mangla, Preeti	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mani, Gayathri	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mehta, Goral	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mehta, Kiran	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mehta, Sweety	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mittal, Nupur	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mohan, Poorani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mohapatra, Bhaktidhara	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Monticchio, Gregory	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mookerjee, Anindita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Moore, Franklin	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Mutcha, Kavitha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Muthukumar, Ramila	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Nagaokar, Yogita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Nagojirao, Bindhu	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Nahid, Banu	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Naik, Prerana	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Nandola, Priyankaben	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Nayak, Manasi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Nayakam, Jyothi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Nikolaeva, Aneta	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Oates, Brian	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Paragone, Loran	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Pasupuleti, Manoja	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Patel, Bhavishaben	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Perumal, Jeyachithra	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Pherwani, Sunita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Pillai, Sivakaami	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Powar, Ulka	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Prakash, Sandhya	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Puri, Mili	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Raavi, Sandhya Rani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Ragupathi, Sasikala	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Rahman, Feroza	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Rajkumar, Gowri	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Raju, Radhika	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Ramesh, Shanmuga	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Ranganathan, Ramya	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Rao, Gudibande Sripathy Rao Ashwini	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Rao, Susmita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Riley, Julia	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Roca, Stephen	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Rosenthal, Wendy	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Sahoo, Sasmita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Sakli, Masuka	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Samal, Smita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Santhanaraman, Vaijayanthimala	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Saravana Prakash, Hema	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Scafuto, Latia	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Schacht, Laurel	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Seeburger, Nicole	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Seetha, Sangeetha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shabab, Saima	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shah, Ameer	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shah, Chhayaben	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shah, Prerana	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shanmuga, Anbuselvi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Sharma, Tanya	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shedler, Mindy	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shenoy, Anitha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shete, Madhuri	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shetty, Shilpa	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shinde, Madhura	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Shrivastava, Jyoti	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Siederer, Martin	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Singh, Gunjan	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Singh, Sarita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Sinha, Panchali	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Sivathanuchandran, Sudhanarayani	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Soman, Sarika	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Sorensen, Karen	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Srinivasan, Gayatri	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Srinivasan, Sujatha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Steiner, Angel	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Surti, Pooja	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Sutradhar, Karuna	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Swaminathan, Jayashree	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Tandon, Mala	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Tankersley, Aron	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Tera, Madhuri	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Thillai, Lakshmi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Thompson, Sean	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Tiwari, Nikita	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Totaro, Rebecca	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Tsai, Melanie	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Valentine, Daniel	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Valenzuela, Vincent	Reappoint	Substitute Teacher	\$105.00/day	DIST	7/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Varshney, Divya	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Vedantha Desikan, Geetha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Velury, Saisunitha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Venkatraman, Durgalakshmi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Viswanathan, Vijayalakshmi	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Waghulde, Bhagyashri	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Wani, Priyanka	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Waqar, Kiran	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Wills, Elaine	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Yallapantula, Anju	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Yanagi, Reiko	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Yao, Ting	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Yennam, Sirisha	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Zelt, Donald	Reappoint	Substitute Teacher	\$105.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (County Cert.) as needed for temporary assignments.
Reappointment of Substitute Secretaries							
Collins, Eileen	Reappoint	Substitute Secretary	\$25.00/hr.	DIST	7/1/23	6/30/24	Reappoint as a Substitute Secretary as needed for temporary assignments



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Layne, Sharon	Reappoint	Substitute Secretary	\$23.00/hr.	DIST	7/1/23	6/30/24	Reappoint as a Substitute Secretary as needed for temporary assignments.
Rosenthal, Gloria	Reappoint	Substitute Secretary	\$25.00/hr.	DIST	7/1/23	6/30/24	Reappoint as a Substitute Secretary as needed for temporary assignments.
Slicner, Elaine	Reappoint	Substitute Secretary	\$25.00/hr.	DIST	7/1/23	6/30/24	Reappoint as a Substitute Secretary as needed for temporary assignments.
Smith, Debra	Reappoint	Substitute Secretary	\$23.00/hr.	DIST	7/1/23	6/30/24	Reappoint as a Substitute Secretary as needed for temporary assignments.
Reappointment of Substitute Cafeteria Aides							
Cartmill, Cecilia	Reappoint	Substitute Cafeteria Aide	\$14.13/hr.	DIST	9/1/23	12/31/23	Reappoint as a Substitute Cafeteria Aide as needed for temporary assignments
Cartmill, Cecilia	Reappoint	Substitute Cafeteria Aide	\$15.00/hr.	DIST	1/1/24	6/30/24	Reappoint as a Substitute Cafeteria Aide as needed for temporary assignments
Langrana, Dinaz	Reappoint	Substitute Cafeteria Aide	\$14.13/hr.	DIST	9/1/23	12/31/23	Reappoint as a Substitute Cafeteria Aide as needed for temporary assignments
Langrana, Dinaz	Reappoint	Substitute Cafeteria Aide	\$15.00/hr.	DIST	1/1/24	6/30/24	Reappoint as a Substitute Cafeteria Aide as needed for temporary assignments
Mohan, Poorani	Reappoint	Substitute Cafeteria Aide	\$14.13/hr.	DIST	9/1/23	12/31/23	Reappoint as a Substitute Cafeteria Aide as needed for temporary assignments
Mohan, Poorani	Reappoint	Substitute Cafeteria Aide	\$15.00/hr.	DIST	1/1/24	6/30/24	Reappoint as a Substitute Cafeteria Aide as needed for temporary assignments
E. Extracurricular / Extra Pay							
Bus Aide- Summer Hours							
Cassidy, Brianna	Extra Duty	Bus Aide- Summer Hours	\$14.13/hr.	TRAN	TBD	8/31/23	Approve as Bus Aide for summer hours, pending employment verification, as assigned by Supervisor.
Gamarnik, Aleksandr	Extra Duty	Bus Aide- Summer Hours	As per WWPSA Agreement	TRAN	7/1/23	8/31/23	Approve as Bus Aide for summer hours, as assigned by Supervisor.
Yao, Ting	Extra Duty	Bus Aide- Summer Hours	As per WWPSA Agreement	TRAN	7/1/23	8/31/23	Approve as Bus Aide for summer hours, as assigned by Supervisor.
Curriculum							
Brack, Daniel	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Vertical Benchmarking for Writing Creation, Grades 6-12, Total Program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

McCarthy, Tara	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Vertical Benchmarking for Writing Creation, Grades 6-12, Total Program not to exceed 80 hours.
Sheller, Dara	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Vertical Benchmarking for Writing Creation, Grades 6-12, Total Program not to exceed 80 hours.
Reilly, Kathleen	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Vertical Benchmarking for Writing Creation, Grades 6-12, Total Program not to exceed 80 hours.
Lyczkowski, Janice	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Vertical Benchmarking for Writing Creation, Grades 6-12, Total Program not to exceed 80 hours.
Stanley, Adrienne	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Vertical Benchmarking for Writing Creation, Grades 6-12, Total Program not to exceed 80 hours.
Kumar, Sima	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, 10th Grade, Curriculum Revisions, total program not to exceed 80 hours.
Lyczkowski, Janice	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, 10th Grade, Curriculum Revisions, total program not to exceed 80 hours.
Barnes, Tyler	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, 10th Grade, Curriculum Revisions, total program not to exceed 80 hours.
Wong, Jessica	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, 10th Grade, Curriculum Revisions, total program not to exceed 80 hours.
Goodkin, Deborah	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, 10th Grade, Curriculum Revisions, total program not to exceed 80 hours.
Gerstacker, Warren	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, 10th Grade, Curriculum Revisions, total program not to exceed 80 hours.
Ramaprasad, Venkat	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, 10th Grade, Curriculum Revisions, total program not to exceed 80 hours.
Piotrowski, Jaimie	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, Middle Schools, Social Issues Unit Curriculum Revisions, total program not to exceed 80 hours.
Dratch, Marnie	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, Middle Schools, Social Issues Unit Curriculum Revisions, total program not to exceed 80 hours.
Bhavsar, Priya	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, Middle Schools, Social Issues Unit Curriculum Revisions, total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Figuroa, Jessica	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, High School, Curriculum Revisions, total program not to exceed 80 hours.
Zarodnansky, Tracy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Martin, Eva	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Moncada, Brandy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Castro-Verrault, Jessica	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Bok, Mara	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Lukacher, Alyson	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Massari, Francesca	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Hsueh, Susan	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Waidelich, Ann Marie	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Micallef, Jamie	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	World Language, K-12, Proficiency Rubric Committee, total program not to exceed 120 hours.
Pei, Suey-Lain	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Middle School World Language Curriculum Revisions, total program not to exceed 80 hours.
Jackson-Escogido, Jennifer	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	ELL, Grades 6-12, Curriculum Revisions, total program not to exceed 80 hours.
Colon, David	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Health & Physical Education, High School, Curriculum Revisions, total program not to exceed 80 hours.
Fitzpatrick, Beth	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Health & Physical Education, High School, Curriculum Revisions, total program not to exceed 80 hours.
Serughetti, Beth	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Health & Physical Education, High School, Curriculum Revisions, total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Nicoletti, Sabrina	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Health & Physical Education, High School, Curriculum Revisions, total program not to exceed 80 hours.
Gottel, Morgan	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Health & Physical Education, High School, Curriculum Revisions, total program not to exceed 80 hours.
Diaz, Lauren	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Health & Physical Education, High School, Curriculum Revisions, total program not to exceed 80 hours.
Colon, Marissa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Health & Physical Education, High School, Curriculum Revisions, total program not to exceed 80 hours.
Pegues, Stephanie	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Aquatics, High School, Curriculum Revisions, total program not to exceed 40 hours.
Elghazaly, Veronica	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, Middle Schools, Social Issues Unit Curriculum Revisions, total program not to exceed 80 hours.
Hilton, Melissa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts 9th Grade Multi-Level Curriculum, total program not to exceed 144 hours.
Novak, Michael	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Language Arts, 10th Grade, Curriculum Revisions, total program not to exceed 80 hours.
Lindes, Stacey	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 6 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Tumillo, Nancy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 6 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Kotch, Raina	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 6 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Backman, Mary	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 6 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Santangelo, Regina	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 6 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Lowden, Kimberly	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 7 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Markley, Kirk	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 7 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Oppici, Susan	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 7 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Kaletski, Adam	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 7 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Lowden, Kimberly	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 7, Curriculum Revisions, total program not to exceed 80 hours.
Markley, Kirk	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 7, Curriculum Revisions, total program not to exceed 80 hours.
Oppici, Susan	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 7, Curriculum Revisions, total program not to exceed 80 hours.
Kaletski, Adam	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 7, Curriculum Revisions, total program not to exceed 80 hours.
Haley, Kaitlyn	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 8 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Teeter, Alysa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 8 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
Lowden, Kimberly	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 8 Team Extension Planning, Curriculum Revisions, total program not to exceed 120 hours.
McMullen, Alison	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade Kindergarten, Curriculum Revisions, total program not to exceed 80 hours.
Pagnani, Samantha	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade Kindergarten, Curriculum Revisions, total program not to exceed 80 hours.
Kieffer, Amy	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade Kindergarten, Curriculum Revisions, total program not to exceed 80 hours.
Holleran, Kimberlee	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade Kindergarten, Curriculum Revisions, total program not to exceed 80 hours.
Jinks, Melissa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade Kindergarten, Curriculum Revisions, total program not to exceed 80 hours.
McFall, Renee	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade Kindergarten, Curriculum Revisions, total program not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

McFall, Renee	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 1, Curriculum Revisions, <u>total program</u> not to exceed 80 hours.
Russo, Krystal	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 1, Curriculum Revisions, <u>total program</u> not to exceed 80 hours.
Boyce, Patricia	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 1, Curriculum Revisions, <u>total program</u> not to exceed 80 hours.
Drummond, Alexis	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 1, Curriculum Revisions, <u>total program</u> not to exceed 80 hours.
Jones, Linda	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 2, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
OConnell, Alyssa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 2, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
Miller, Melissa	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 2, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
Dailey, Tara	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 2, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
McFall, Renee	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 2, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
Li, Jianing	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 3, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
Bailin, Sarah	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 3, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
Bresnahan, Marie	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 3, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
Johnson, Lauren	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 5, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
Lindes, Stacey	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, Grade 5, Curriculum Revisions, <u>total program</u> not to exceed 40 hours.
Bond, Christopher	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, World History, Curriculum Revisions, <u>total program</u> not to exceed 80 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Miller, Sydney	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, World History, Curriculum Revisions, total program not to exceed 80 hours.
Levinson, Brian	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, World History, Curriculum Revisions, total program not to exceed 80 hours.
Fletcher, Christian	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, World History, Curriculum Revisions, total program not to exceed 80 hours.
McCarthy, Emily	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, World History, Curriculum Revisions, total program not to exceed 80 hours.
Lowden, Kimberly	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, World History, Curriculum Revisions, total program not to exceed 80 hours.
Shea, Riley	Extra Duty	Curriculum	\$50.00/hr.	DIST	7/1/23	8/31/23	Social Studies, American Studies I Honors, Curriculum Revisions, total program not to exceed 40 hours.
Moving							
Callea, Natalie	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Callea, Natalie	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
DeSimone, Alison	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
DeSimone, Alison	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Eggert, David	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Eggert, David	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Gerstacker, Kaitlyn	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Gerstacker, Kaitlyn	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Goswami, Sukanya	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 12 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Goswami, Sukanya	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Greene, Megan	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Greene, Megan	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Grygiel, Donna	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Grygiel, Donna	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Hirsch, Jennifer	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Hirsch, Jennifer	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Hyman, Joanne	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Hyman, Joanne	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Lucas, Kimberly	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Lucas, Kimberly	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
MacCarthy, Emily	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
MacCarthy, Emily	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Mallon, Dennis	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Mallon, Dennis	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Mato, Cristina	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 12 hours.
Mato, Cristina	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 12 hours.
Shio, Michele	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Shio, Michele	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Shute, Maria	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Shute, Maria	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Smith, Mariah	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Smith, Mariah	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Weiss, Brooke	Extra Duty	Moving	\$47.09/hr.	DIST	6/21/23	6/30/23	Moving; total not to exceed 6 hours.
Weiss, Brooke	Extra Duty	Moving	\$50.00/hr.	DIST	7/1/23	8/31/23	Moving; total not to exceed 6 hours.
Chapman, Gail	Extra Duty	Moving	\$50.00/hr.	VIL	7/1/23	8/31/23	Moving, not to exceed 6 hours.
Dignan, Courtney	Extra Duty	Moving	\$50.00/hr.	VIL	7/1/23	8/31/23	Moving, not to exceed 6 hours.
Fracella, Julianne	Extra Duty	Moving	\$50.00/hr.	VIL	7/1/23	8/31/23	Moving, not to exceed 6 hours.
Khalifa, Melody	Extra Duty	Moving	\$50.00/hr.	VIL	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Pacella, Rebecca	Extra Duty	Moving	\$50.00/hr.	WIC	7/1/23	8/31/23	Moving, not to exceed 12 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Taylor, Danica	Extra Duty	Moving	\$50.00/hr	WIC	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Professional Development Planning							
Kloutis, Kimberly	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Instructional Practices to Support ELL Grades K-5", total program not to exceed 36 hours.
Nodong, Pema	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "Instructional Practices to Support ELL Grades K-5", total program not to exceed 36 hours.
Lucas, Kimberly	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "F&P 2.0 Grades K-5", total program not to exceed 9 hours.
Lucas, Kimberly	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	8/31/23	Planning and Presenting Professional Development, "F&P Refresher Grades K-5", total program not to exceed 9 hours.
Delre, Margaret	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	6/30/24	Planning and Presenting Professional Development, "Handle with Care" initial training workshop; total program not to exceed 100 hours.
Eagles, Melissa	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	6/30/24	Planning and Presenting Professional Development, "Handle with Care" initial training workshop; total program not to exceed 100 hours.
Kitson, MaryBeth	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	6/30/24	Planning and Presenting Professional Development, "Handle with Care" initial training workshop; total program not to exceed 100 hours.
Pappano, Jennifer	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	6/30/24	Planning and Presenting Professional Development, "Handle with Care" initial training workshop; total program not to exceed 100 hours.
Woodward, Amy	Extra Duty	Professional Development Planning	\$50.00/hr.	DIST	7/1/23	6/30/24	Planning and Presenting Professional Development, "Handle with Care" initial training workshop; total program not to exceed 100 hours.
Special Services Summer Hours							
Sweeney, Caitlyn	Extra Duty	Job Development	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Job Development, not to exceed 30 hours.
Amato, Lori	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by supervisor not to exceed 20 days each.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Kidney, Elizabeth	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (OT) work, as approved by supervisor not to exceed 20 days each.
Motley, Patricia	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (School Social Worker) work, as approved by supervisor not to exceed 20 days each.
Stevenson, Shaundrika	Extra Duty	Child Study Team - Summer Hours	Per Diem Rate	DIST	6/21/23	8/31/23	Summer CST (Speech/Language Specialist) work, as approved by supervisor not to exceed 20 days each.
Special Education SOP Manual							
Gagnon, Amanda	Extra Duty	Special Education SOP Manual	\$47.09/hr.	DIST	6/21/23	6/30/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Gagnon, Amanda	Extra Duty	Special Education SOP Manual	\$50.00/hr.	DIST	7/1/23	8/31/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Yaros, Gabrielle	Extra Duty	Special Education SOP Manual	\$47.09/hr.	DIST	6/21/23	6/30/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Yaros, Gabrielle	Extra Duty	Special Education SOP Manual	\$50.00/hr.	DIST	7/1/23	8/31/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Merkert, Ashley	Extra Duty	Special Education SOP Manual	\$47.09/hr.	DIST	6/21/23	6/30/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Merkert, Ashley	Extra Duty	Special Education SOP Manual	\$50.00/hr.	DIST	7/1/23	8/31/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Fisher, Michelle	Extra Duty	Special Education SOP Manual	\$47.09/hr.	DIST	6/21/23	6/30/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Fisher, Michelle	Extra Duty	Special Education SOP Manual	\$50.00/hr.	DIST	7/1/23	8/31/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Lehman, Kristen	Extra Duty	Special Education SOP Manual	\$47.09/hr.	DIST	6/21/23	6/30/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Lehman, Kristen	Extra Duty	Special Education SOP Manual	\$50.00/hr.	DIST	7/1/23	8/31/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Kelly, Laura	Extra Duty	Special Education SOP Manual	\$47.09/hr.	DIST	6/21/23	6/30/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Kelly, Laura	Extra Duty	Special Education SOP Manual	\$50.00/hr.	DIST	7/1/23	8/31/23	Finalizing a Special Education Standard Operating Procedure Manual for Parents; total program not to exceed 30 hours.
Substitute Videographer							



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Chaves, Douglas	Extra Duty	Substitute Videographer	\$75.00/hr.	DIST	7/1/23	6/30/24	Substitute videographer, as needed.
Coppola, Richard	Extra Duty	Substitute Videographer	\$75.00/hr.	DIST	7/1/23	6/30/24	Substitute videographer, as needed.
Nazario, Luis	Extra Duty	Substitute Videographer	\$75.00/hr.	DIST	7/1/23	6/30/24	Substitute videographer, as needed.
Tichy, Alex	Extra Duty	Substitute Videographer	\$75.00/hr.	DIST	7/1/23	6/30/24	Substitute videographer, as needed.
Summer Counselor							
Riley, Theresa	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
Riley, Eber	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
DeMuth, Melissa	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
Godowski, Chelsea	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
Crystal, Jamie	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
Maida, Daniel	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
Pyle, Maria	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
James, Kavita	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
Narang, Nirupma	Extra Duty	Summer Counselor	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Counseling, total program not to exceed 744 hours.
Khalifa, Melody	Extra Duty	Summer Counselor	\$50.00/hr.	VIL	7/1/23	8/30/23	Summer Counseling; total program not to exceed 40 hours.
Greiner, Melissa	Extra Duty	Summer Counselor	\$50.00/hr.	VIL	7/1/23	8/30/23	Summer Counseling; total program not to exceed 40 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Summer Eyes on the Door Blanket Statements							
All Security Officer "Eyes on the Door"	Extra Duty	Security Officer "Eyes on the Door"	As per Contract	DIST	7/1/23	8/31/23	Approve all Security Officer-"Eyes on the Door" for Summer hours, as assigned by the Supervisor, not to exceed 30 hrs/wk.
All Security Officer "Eyes on the Door" Substitutes	Extra Duty	Security Officer "Eyes on the Door" Substitute	As per hourly rate chart	DIST	7/1/23	8/31/23	Approve all substitute Security Officer-"Eyes on the Door" for Summer hours, as assigned by the Supervisor, not to exceed 30 hrs/wk.
Summer Nurse Hours							
Anders, Sarah	Extra Duty	Summer Nurse	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Nurse at HSN, total program not to exceed 120 hours.
Calkin, Brydie	Extra Duty	Summer Nurse	\$50.00/hr.	HSN	7/1/23	8/31/23	Summer Nurse at HSN, total program not to exceed 120 hours.
Glynn, MaryEllen	Extra Duty	Summer Nurse	\$50.00/hr.	VIL	7/1/23	8/30/23	Summer Nurse at Village; total program not to exceed 50 hours.
Summer Weight Room Supervision							
Beesley, Lucas	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSN program not to exceed 400 hours.
Ferrante, Julia	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSN program not to exceed 400 hours.
Furlong, William	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSN program not to exceed 400 hours.
Moore, Frank	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSN program not to exceed 400 hours.
Palmer, Morgan	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSN program not to exceed 400 hours.
Petrone, Christopher	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSN program not to exceed 400 hours.
Roeloffs, Megan	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSN program not to exceed 400 hours.
Thompson, Sean	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSN	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSN program not to exceed 400 hours.
Beesley, Lucas	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Colon, David	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.
Ferrante, Julia	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.
Furlong, William	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.
Gambino, Joseph	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.
Lynch, Kevin	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.
Palmer, Morgan	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.
Thompson, Sean	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.
Uematsu, Maki	Extra Duty	Summer Weight Room Supervision	\$19.48/hr.	HSS	Summer 2023	Summer 2023	Summer Weight Room Supervision, as needed; total HSS program not to exceed 400 hours.
Title I-Wicoff School							
Pinner, Gerald	Extra Duty	Title I-Academic Support	\$47.09/hr.	WIC	5/1/23	6/30/23	Title I Academic Support for Math; not to exceed 3 hours.
Shwom, Heather	Extra Duty	Title I-Academic Support	\$47.09/hr.	WIC	5/1/23	6/30/23	Title I Academic Support for Math; not to exceed 1.5 hours.
Shwom, Heather	Extra Duty	Title I-Academic Support	\$47.09/hr.	WIC	5/1/23	6/30/23	Title I Academic Support for Art and Literacy; not to exceed 5.5 hours.
Frazier, Brianna	Extra Duty	Title I-Academic Support	\$47.09/hr.	WIC	5/1/23	6/30/23	Title I Academic Support for Art and Literacy; not to exceed 4.5 hours.
Title I-FAST Program							
Gura, Elizabeth	Extra Duty	Title I -FAST Program	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Title I FAST Program planning; total program not to exceed 70 hours.
Keenan, Beth	Extra Duty	Title I -FAST Program	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Title I FAST Program planning; total program not to exceed 70 hours.
Efstathios, Marisa	Extra Duty	Title I -FAST Program	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Title I FAST Program planning; total program not to exceed 70 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Incollingo, Ellen	Extra Duty	Title I -FAST Program	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Title I FAST Program planning; total program not to exceed 70 hours.
Baer, Debra	Extra Duty	Title I -FAST Program	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Title I FAST Program planning; total program not to exceed 70 hours.
Valeriani, Lisa	Extra Duty	Title I -FAST Program	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Title I FAST Program planning; total program not to exceed 70 hours.
Stevenson, Shaundrika	Extra Duty	Title I -FAST Program	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Title I FAST Program planning; total program not to exceed 70 hours.
Moore, Jessica	Extra Duty	Title I -FAST Program	\$50.00/hr.	DIST	7/1/23	8/31/23	Summer Title I FAST Program planning; total program not to exceed 70 hours.
Title I-Parent Link							
Anas, Erica	Extra Duty	Title I - Parent Link	\$47.09/hr.	DIST	6/14/23	6/30/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Anas, Erica	Extra Duty	Title I - Parent Link	\$50.00/hr	DIST	7/1/23	8/31/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Crilly, Michelle	Extra Duty	Title I - Parent Link	\$47.09/hr.	DIST	6/14/23	6/30/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Crilly, Michelle	Extra Duty	Title I - Parent Link	\$50.00/hr	DIST	7/1/23	8/31/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Eggert, David	Extra Duty	Title I - Parent Link	\$47.09/hr.	DIST	6/14/23	6/30/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Eggert, David	Extra Duty	Title I - Parent Link	\$50.00/hr	DIST	7/1/23	8/31/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Haley, Kaitlyn	Extra Duty	Title I - Parent Link	\$47.09/hr.	DIST	6/14/23	6/30/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Haley, Kaitlyn	Extra Duty	Title I - Parent Link	\$50.00/hr	DIST	7/1/23	8/31/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Juarez-Stucker, Telma	Extra Duty	Title I - Parent Link	\$47.09/hr.	DIST	6/14/23	6/30/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Juarez-Stucker, Telma	Extra Duty	Title I - Parent Link	\$50.00/hr	DIST	7/1/23	8/31/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Kumar, Sima	Extra Duty	Title I - Parent Link	\$47.09/hr.	DIST	6/14/23	6/30/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Kumar, Sima	Extra Duty	Title I - Parent Link	\$50.00/hr	DIST	7/1/23	8/31/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Narang, Nirupma	Extra Duty	Title I - Parent Link	\$47.09/hr.	DIST	6/14/23	6/30/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Narang, Nirupma	Extra Duty	Title I - Parent Link	\$50.00/hr	DIST	7/1/23	8/31/23	Planning and Presenting for Parent Link Program; total program not to exceed 100 hours.
Title III Summer Camp							
Bilicki, Rebecca	Extra Duty	Title III ESL Summer Camp	\$50.00/hr.	DIST	7/10/23	7/21/23	ELL Camp Nurse (Paid through Title III grant funds), not to exceed 3.5 hrs./day.
Epifane, Samantha	Extra Duty	Title III ESL Summer Camp	\$50.00/hr.	DIST	7/10/23	7/21/23	ELL Camp Nurse (Paid through Title III grant funds), not to exceed 3.5 hrs./day.
Lavan, Brenda	Extra Duty	Title III ESL Summer Camp	\$50.00/hr.	DIST	7/10/23	7/21/23	ELL Camp Nurse (Paid through Title III grant funds), not to exceed 3.5 hrs./day.
Giambagno, Mary Ann	Extra Duty	Title III ESL Summer Camp	\$50.00/hr.	DIST	7/10/23	7/21/23	ELL Camp Nurse (Paid through Title III grant funds), not to exceed 3.5 hrs./day.
MacIssaac Roteman, Denise	Extra Duty	Title III ESL Summer Camp	\$50.00/hr.	DIST	7/31/23	8/11/23	Summer Literacy Camp Nurse (Paid through ESSER funds), not to exceed 4 hrs./day.
Maingi, Nola	Extra Duty	Title III ESL Summer Camp	\$28.97/hr.	DIST	7/31/23	8/11/23	Summer Literacy Camp Nurse (Paid through ESSER funds), not to exceed 4 hrs./day.
Dutch Neck							
Babcock, Kristen	Extra Duty	Open House	\$50.00/hr.	DN	7/1/23	8/23/23	Open House and Preparation; total program not to exceed 50 hours.
Davis, Tara	Extra Duty	Open House	\$50.00/hr.	DN	7/1/23	8/23/23	Open House and Preparation; total program not to exceed 50 hours.
Bresnahan, Marie	Extra Duty	Open House	\$50.00/hr.	DN	7/1/23	8/23/23	Open House and Preparation; total program not to exceed 50 hours.
Faulkner, Melanie	Extra Duty	Open House	\$50.00/hr.	DN	7/1/23	8/23/23	Open House and Preparation; total program not to exceed 50 hours.
Kieffer, Amy	Extra Duty	Open House	\$50.00/hr.	DN	7/1/23	8/23/23	Open House and Preparation; total program not to exceed 50 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Pagnani, Samantha	Extra Duty	Open House	\$50.00/hr.	DN	7/1/23	8/23/23	Open House and Preparation; total program not to exceed 50 hours.
Village School							
Horan, Heather	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs/wk.
Samber, Elizabeth	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs/wk.
Reil, Lizbeth	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs/wk.
Mallon, Dennis	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs/wk.
Carter, Amy	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs/wk.
Wilush, Jenna	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs/wk.
Saleh, Emily	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs/wk.
Samber, Elizabeth	Extra Duty	Planning/ Scheduling Committee- Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Planning/Scheduling, total program not to exceed 10 hours
Sheffield, April	Extra Duty	Planning/ Scheduling Committee- Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Planning/Scheduling, total program not to exceed 10 hours
Wilush, Jenna	Extra Duty	Planning/ Scheduling Committee- Summer Hours	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Planning/Scheduling, total program not to exceed 10 hours
Mallon, Dennis	Extra Duty	Planning/ Scheduling Committee- Summer Hours	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Planning/Scheduling, total program not to exceed 10 hours
Carter, Amy	Extra Duty	Planning/ Scheduling Committee- Summer Hours	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Planning/Scheduling, total program not to exceed 10 hours
Singh, Chris	Extra Duty	Planning/ Scheduling Committee- Summer Hours	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Planning/Scheduling, total program not to exceed 10 hours
Dignan, Courtney	Extra Duty	Social Emotional Learning Committee- Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Sheffield, April	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Zemanovich, Kristen	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Scott, Mariah	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Greiner, Melissa	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Falanga, Michelle	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Kelly, Laura	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Meyers, Carly	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Gagliardi, Jill	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Shute, Maria	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Li, Zhengqing	Extra Duty	Social Emotional Learning Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Social Emotional Learning Committee, total program not to exceed 22 hours
Samber, Elizabeth	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Kleckner, Kara	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Falanga, Michelle	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Wilush, Jenna	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Mato, Cristina	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Mallon, Dennis	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Dignan, Courtney	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Saleh, Emily	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Ely, Rachel	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Li, Zhengqing	Extra Duty	Professional Development Committee-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Professional Development Planning Committee, total program not to exceed 22 hours.
Mato, Cristina	Extra Duty	Literacy Room-Summer Work	\$50.00/hr.	VIL	7/1/23	8/31/23	Summer Literacy Room Committee, total program not to exceed 20 hours.
Meyers, Carly	Extra Duty	Open House	\$50.00/hr	VIL	7/1/23	8/31/23	Open House and Preparation, total program not to exceed 50 hours.
Saleh, Emily	Extra Duty	Open House	\$50.00/hr	VIL	7/1/23	8/31/23	Open House and Preparation, total program not to exceed 50 hours.
Frascella, Julianne	Extra Duty	Open House	\$50.00/hr	VIL	7/1/23	8/31/23	Open House and Preparation, total program not to exceed 50 hours.
Greiner, Melissa	Extra Duty	Open House	\$50.00/hr	VIL	7/1/23	8/31/23	Open House and Preparation, total program not to exceed 50 hours.
Mallon, Dennis	Extra Duty	Open House	\$50.00/hr	VIL	7/1/23	8/31/23	Open House and Preparation, total program not to exceed 50 hours.
Bailey, Jacob	Extra Duty	Open House	\$50.00/hr	VIL	7/1/23	8/31/23	Open House and Preparation, total program not to exceed 50 hours.
Wicoff School							
Frazier, Briana	Extra Duty	Planning Committee-Summer Hours	\$50.00/hr	WIC	9/1/23	6/30/24	Planning Committee to assist with the 2023-2024 school year; total program not to exceed 35 hours.
Miller, Kristin	Extra Duty	Planning Committee-Summer Hours	\$50.00/hr	WIC	9/1/23	6/30/24	Planning Committee to assist with the 2023-2024 school year; total program not to exceed 35 hours.
Miller, Melissa	Extra Duty	Planning Committee-Summer Hours	\$50.00/hr	WIC	9/1/23	6/30/24	Planning Committee to assist with the 2023-2024 school year; total program not to exceed 35 hours.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Incollingo, Ellen	Extra Duty	Planning Committee-Summer Hours	\$50.00/hr	WIC	9/1/23	6/30/24	Planning Committee to assist with the 2023-2024 school year; total program not to exceed 35 hours.
Pinner, Gerald	Extra Duty	Planning Committee-Summer Hours	\$50.00/hr	WIC	9/1/23	6/30/24	Planning Committee to assist with the 2023-2024 school year; total program not to exceed 35 hours.
E. Stipend Athletic							
Athletic Coordinator							
Kemo, Kerry	Stipend- Athletic	Athletic Coordinator	\$5,181.00	HSS	Fall 2023	Fall 2023	Athletic Coordinator, 2 yrs. exp., paid in FULL in Dec.
Juarez-Stucker, Telma	Stipend- Athletic	Athletic Coordinator	\$5,181.00	HSN	Fall 2023	Fall 2023	Athletic Coordinator, 2 yrs. exp., paid in FULL in Dec.
Maggio, Vincent	Stipend- Athletic	Athletic Coordinator-MS	\$4,973.00	CMS	Fall 2023	Fall 2023	Athletic Coordinator - MS - 10 yrs. exp., paid in FULL in Dec.
O'Shea, Owen	Stipend- Athletic	Athletic Coordinator-MS	\$4,767.00	GMS	Fall 2023	Fall 2023	Athletic Coordinator - MS - 7 yrs. exp., paid in FULL in Dec.
High School South							
Lee, Madeline	Stipend- Athletic	Volleyball-Assistant Girls Coach	\$4,145.00	HSS	Fall 2023	Fall 2023	Volleyball - Girls Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Uematsu, Maki	Stipend- Athletic	Volleyball-Assistant Girls Coach	\$4,145.00	HSS	Fall 2023	Fall 2023	Volleyball - Girls Assistant Coach, 1 yr. exp., paid in FULL in Dec.
Musumeci, Caitlin	Stipend- Athletic	Soccer - Girls Assistant Coach	\$4,145.00	HSS	Fall 2023	Fall 2023	Soccer - Girls Assistant Coach, 1 yr. exp., paid in FULL in Dec.
Community Middle School							
Brosious, Jonathan	Stipend- Athletic	Boys Soccer - MS Coach	\$3,730.00	CMS	Fall 2023	Fall 2023	Soccer -Boys MS Coach, 10 yrs. exp., paid in FULL in Dec.
Davis, Scott	Stipend- Athletic	Boys Soccer - MS Coach	\$3,730.00	CMS	Fall 2023	Fall 2023	Soccer -Boys MS Coach, 9 yrs. exp., paid in FULL in Dec.
Fiocco, James	Stipend- Athletic	Girls Soccer - MS Coach	\$3,109.00	CMS	Fall 2023	Fall 2023	Soccer - Girls MS Coach, 2 yrs. exp., paid in FULL in Dec.
Gottel, Morgan	Stipend- Athletic	Cross Country - MS Coach	\$3,109.00	CMS	Fall 2023	Fall 2023	Cross Country-MS Coach, 1 yr. exp., paid in FULL in Dec.
Altwater, Deanna	Stipend- Athletic	Cross Country - MS Coach	\$3,109.00	CMS	Fall 2023	Fall 2023	Cross Country-MS Coach, 0 yrs. exp., paid in FULL in Dec.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Markley, Kirk	Stipend- Athletic	Cross Country - MS Coach	\$3,730.00	CMS	Fall 2023	Fall 2023	Cross Country-MS Coach, 10 yrs. exp., paid in FULL in Dec.
Drascher, Annie	Stipend- Athletic	Cross Country - MS Coach	\$3,109.00	CMS	Fall 2023	Fall 2023	Cross Country-MS Coach, 1 yr. exp., paid in FULL in Dec.
Grover Middle School							
Warn, Brooke	Stipend- Athletic	Soccer - Girls MS Coach	\$3,421.00	GMS	Fall 2023	Fall 2023	Soccer - Girls MS Coach, 6 yrs. exp., paid in FULL in Dec.
Gautieri, Alyssa	Stipend- Athletic	Soccer - Girls MS Coach	\$3,109.00	GMS	Fall 2023	Fall 2023	Soccer - Girls MS Coach, 2 yrs. exp., paid in FULL in Dec.
Thompson, Jay	Stipend- Athletic	Soccer - Boys MS Coach	\$3,109.00	GMS	Fall 2023	Fall 2023	Soccer -Boys MS Coach, 1 yr. exp., paid in FULL in Dec.
Henry, David	Stipend- Athletic	Soccer - Boys MS Coach	\$3,109.00	GMS	Fall 2023	Fall 2023	Soccer -Boys MS Coach, 2 yrs. exp., paid in FULL in Dec.
Murphy, Jessica	Stipend- Athletic	Field Hockey - MS Coach	\$3,730.00	GMS	Fall 2023	Fall 2023	Field Hockey - MS Coach, 9 yrs. exp., paid in FULL in Dec.
Robinson, Todd	Stipend- Athletic	Field Hockey - MS Coach	\$3,264.00	GMS	Fall 2023	Fall 2023	Field Hockey - MS Coach, 4 yrs. exp., paid in FULL in Dec.
Scupp, Rachel	Stipend- Athletic	Cross Country - MS Coach	\$3,264.00	GMS	Fall 2023	Fall 2023	Cross Country - MS Coach, 4 yrs. exp., paid in FULL in Dec.
Biro, Monica	Stipend- Athletic	Cross Country - MS Coach	\$3,109.00	GMS	Fall 2023	Fall 2023	Cross Country - MS Coach, 0 yrs. exp., paid in FULL in Dec.
Kaletski, Adam	Stipend- Athletic	Cross Country - MS Coach	\$3,421.00	GMS	Fall 2023	Fall 2023	Cross Country - MS Coach, 5 yrs. exp., paid in FULL in Dec.
E. Stipend Non-Athletic							
AVID Coordinators							
McCarthy, Emily	Stipend Non-Athletic	AVID Coordinator	\$2,600.00	HSN	9/1/23	6/30/24	AVID Coordinator, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Silva, Samantha	Stipend Non-Athletic	AVID Coordinator	\$2,600.00	HSS	9/1/23	6/30/24	AVID Coordinator, 1 yr. exp., paid 1/2 in Dec. and 1/2 in June.
Grover Middle School							
Hoeflinger, Kimberly	Stipend Non-Athletic	8th Grade Trip Coordinator	\$500.00	GMS	5/1/23	6/30/23	Coordinator for Grade 8 Great Adventure Trip, paid in FULL in June.
Village School							



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Gagliardi, Jill	Stipend Non-Athletic	Teacher Instrumental Music - Pops	\$2,288.00	VIL	9/1/23	6/30/24	Pops Band, K-5, 5 yrs. exp., paid in FULL in June.
Carter, Amy	Stipend Non-Athletic	Teacher Vocal Music	\$2,184.00	VIL	9/1/23	6/30/24	Vocal Ensemble, K-5, 3 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Coyne, Kelley	Stipend Non-Athletic	Grade Level Leader, 5th- Shared	\$1,292.50	VIL	9/1/23	6/30/24	Grade Level Leader, 5th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Hartley, Robert	Stipend Non-Athletic	Grade Level Leader, 5th- Shared	\$1,292.50	VIL	9/1/23	6/30/24	Grade Level Leader, 5th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Mucciarone, MaryJean	Stipend Non-Athletic	Grade Level Leader, 4th- Shared	\$1,292.50	VIL	9/1/23	6/30/24	Grade Level Leader, 4th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Bailey, Jacob	Stipend Non-Athletic	Grade Level Leader, 4th- Shared	\$1,292.50	VIL	9/1/23	6/30/24	Grade Level Leader, 4th - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Zemanovich, Kristen	Stipend Non-Athletic	Character Education Coordinator-Shared	\$214.00	VIL	9/1/23	6/30/24	Character Education / Social Emotional Learning Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Meyers, Carly	Stipend Non-Athletic	Character Education Coordinator-Shared	\$214.00	VIL	9/1/23	6/30/24	Character Education / Social Emotional Learning Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Shute, Maria	Stipend Non-Athletic	Character Education Coordinator-Shared	\$214.00	VIL	9/1/23	6/30/24	Character Education / Social Emotional Learning Coordinator - shared 1/3, paid 1/2 in Dec. and 1/2 in June.
Gagliardi, Jill	Stipend Non-Athletic	Grade Level Leader, Special Areas- Shared	\$1,292.50	VIL	9/1/23	6/30/24	Grade Level Leader, Special Areas - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Glynn, MaryEllen	Stipend Non-Athletic	Grade Level Leader, Special Areas- Shared	\$1,292.50	VIL	9/1/23	6/30/24	Grade Level Leader, Special Areas - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Frascella, Julianne	Stipend Non-Athletic	Student Human Relations Coordinator-Shared	\$620.00	VIL	9/1/23	6/30/24	Student Human Relations Council Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Sheffield, April	Stipend Non-Athletic	Student Human Relations Coordinator-Shared	\$620.00	VIL	9/1/23	6/30/24	Student Human Relations Council Advisor - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Wicoff School							
Mulshine, Lindsay	Stipend Non-Athletic	Grade Level Leader - Kindergarten	\$1,897.00	WIC	9/1/23	6/30/24	Grade Level Leader, Kindergarten, paid 1/2 in Dec. and 1/2 in June.
Shwom, Heather	Stipend Non-Athletic	Grade Level Leader - 1st	\$1,897.00	WIC	9/1/23	6/30/24	Grade Level Leader, 1st, paid 1/2 in Dec. and 1/2 in June.



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Miller, Melissa	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared	\$948.50	WIC	9/1/23	6/30/24	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Karpinski, Megan	Stipend Non-Athletic	Grade Level Leader, 2nd-Shared	\$948.50	WIC	9/1/23	6/30/24	Grade Level Leader, 2nd - shared 50%, paid 1/2 in Dec. and 1/2 in June.
Exler, Melissa	Stipend Non-Athletic	Grade Level Leader - 3rd	\$1,897.00	WIC	9/1/23	6/30/24	Grade Level Leader, 3rd, paid 1/2 in Dec. and 1/2 in June.
Incollingo, Ellen	Stipend Non-Athletic	Grade Level Leader - Special Areas	\$1,897.00	WIC	9/1/23	6/30/24	Grade Level Leader, Special Areas, paid 1/2 in Dec. and 1/2 in June.
Collins, Melissa	Stipend Non-Athletic	Building Science Coordinator	\$1,722.00	WIC	9/1/23	6/30/24	Building Science Coordinator, paid 1/2 in Dec. and 1/2 in June.
Frounfelker, Brenda	Stipend Non-Athletic	Safety Patrol Coordinator	\$515.00	WIC	9/1/23	6/30/24	Wicoff Rainbow Patrol Coordinator, paid 1/2 in Dec. and 1/2 in June.
Pinner, Gerald	Stipend Non-Athletic	Evening Event Coordinator, Shared	\$1,286.00	WIC	9/1/23	6/30/24	Evening Event Coordinator, Family Math Evening - 2 sessions, paid in FULL in June.
King, L. Rebecca	Stipend Non-Athletic	Evening Event Coordinator, Shared	\$1,286.00	WIC	9/1/23	6/30/24	Evening Event Coordinator, Family Math Evening - 2 sessions, paid in FULL in June.
Wheeler, Rashmi	Stipend Non-Athletic	Evening Event Coordinator, Shared	\$1,286.00	WIC	9/1/23	6/30/24	Evening Event Coordinator, Family Math Evening - 2 sessions, paid in FULL in June.
Incollingo, Ellen	Stipend Non-Athletic	Character Education Coordinator	\$642.00	WIC	9/1/23	6/30/24	Character Education Coordinator, paid 1/2 in Dec. and 1/2 in June.
Redelico, Rachel	Stipend Non-Athletic	Reading Club Coordinator, Shared	\$257.25	WIC	9/1/23	6/30/24	Reading Club, shared 25%, to be paid in FULL in June.
Mulshine, Lindsay	Stipend Non-Athletic	Reading Club Coordinator, Shared	\$257.25	WIC	9/1/23	6/30/24	Reading Club, shared 25%, to be paid in FULL in June.
Shwom, Heather	Stipend Non-Athletic	Reading Club Coordinator, Shared	\$257.25	WIC	9/1/23	6/30/24	Reading Club, shared 25%, to be paid in FULL in June.
Piergrossi, Mindy	Stipend Non-Athletic	Reading Club Coordinator, Shared	\$257.25	WIC	9/1/23	6/30/24	Reading Club, shared 25%, to be paid in FULL in June.
Change							
Glynn, MaryEllen	Change	Outdoor Education Nurse	\$600.00	CMS	6/7/23	6/9/23	Change from Outdoor Education nurse, 1 night, paid in FULL in June to Outdoor Education nurse, 2 nights, paid in FULL in June. Change salary from \$300.00 to \$600.00



Personnel Agenda

It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Tomasso, Henry	Change	Marching Band Volunteer	\$0.00	DIST	7/1/23	6/30/24	Change start date from TBD to 7/1/23 for Volunteer Marching Band.
F. Community Education							
None							
G. Emergent Hires							
None							



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
B. Certificated Staff								
Appoint								
Khanna, Geetika	Appoint	Teacher Computers	2BA	\$63,000.00	HSS	TBD	6/30/24	Appoint as a Computer Teacher, pending employment verification, replacing David Miller, who retired. (Tenure date: TBD)
Toste, Catherine	Appoint	Speech Language Specialist	5MA	\$68,000.00	VIL	TBD	6/30/24	Appoint as a Speech Language Specialist, pending employment verification, replacing Joanne Hyman, who transferred. (Tenure date: TBD)
Farrell, Maura	Appoint-Repl.	Teacher Elementary-LR	3BA	\$64,000.00	TC	TBD	6/30/24	Appoint as a leave replacement Elementary Teacher, pending employment verification, replacing Julia Paul, who temporarily transferred.
Change								
Regal, Karina	Change %	Teacher Spanish 120%	15 MA+30	\$126,810.00	HSN	9/1/23	6/30/24	Change salary from 100% to 120%.
C. Non Certificated Staff								
Appoint								
Rivera, Brian	Appoint	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	TBD	6/30/24	Appoint as a Security Officer - "Eyes on the Door," pending employment verification, replacing Pamela Robinson, who resigned.
Bridgewater, Caryn	Appoint	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	TBD	6/30/24	Appoint as a Security Officer - "Eyes on the Door," pending employment verification, replacing Cynthia Smith, who resigned.
Change								
McGrady, Melissa	Change	Secretary To	9	\$59,820.00	HSN	TBD	6/30/24	Change from Secretary 12 Months to Secretary To. Change location from CMS to HSN.
E. Extracurricular / Extra Pay								
Maurice Hawk Summer Hours								
Burke, Anastasia	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Davison, Kristine	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Ferguson, Susan	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Grossman, Tara	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Harold, Rachel	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Holleran, Kimberlee	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Karagozi, Caitlin	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Kopeika, Christie	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Lee, Susan	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Miao, Tianran	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Sanchez, William	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Skau, Marianne	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Tran, Piao	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Witkowski, Amanda	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Zeng, Yi	Extra Duty	Moving		\$50.00/hr.	MH	7/1/23	8/31/23	Moving, not to exceed 12 hours.
Lenart, Erin	Extra Duty	Nurse Summer Hours		\$50.00/hr.	MH	7/1/23	8/31/23	Summer Nurse at MH; not to exceed 20 hours.
Maclsaac Roteman, Denise	Extra Duty	Nurse Summer Hours		\$50.00/hr.	MH	7/1/23	8/31/23	Summer Nurse at MH; not to exceed 20 hours.
Holleran, Kimberlee	Extra Duty	Screening-Summer Hours		\$50.00/hr.	MH	7/1/23	8/31/23	Summer Screening; total program not to exceed 60 hours.



It is recommended that approval be given to the following personnel actions as recommended by the Superintendent of Schools.

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Moore, Jessica	Extra Duty	Screening-Summer Hours		\$50.00/hr.	MH	7/1/23	8/31/23	Summer Screening; total program not to exceed 60 hours.
Jones, Nicole	Extra Duty	Screening-Summer Hours		\$50.00/hr.	MH	7/1/23	8/31/23	Summer Screening; total program not to exceed 60 hours.
Seo, Tae	Extra Duty	Screening-Summer Hours		\$50.00/hr.	MH	7/1/23	8/31/23	Summer Screening; total program not to exceed 60 hours.
Change								
Khalifa, Melody	Change	Summer Counselor		\$50.00/hr.	VIL	7/1/23	8/30/23	Change discussion from Summer Counseling; total program not to exceed 40 hours to Summer Counseling; not to exceed 40 hours.
Greiner, Melissa	Change	Summer Counselor		\$50.00/hr.	VIL	7/1/23	8/30/23	Change discussion from Summer Counseling; total program not to exceed 40 hours to Summer Counseling; not to exceed 40 hours.
E. Stipend Non-Athletic								
Outdoor Education								
Shah, Dipika	Stipend Non-Athletic	Outdoor Education Instructional Assistant		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education Instructional Assistant, 1 camp, paid in FULL in June.
Lee, Kelly C.	Stipend Non-Athletic	Outdoor Education Instructional Assistant		\$544.00	CMS	6/7/23	6/9/23	Outdoor Education Instructional Assistant, 1 camp, paid in FULL in June.
Wicoff School								
Piergrossi, Melinda	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	WIC	9/1/23	6/30/24	STEAM Day Coordinator, paid in FULL in June.
Redelico, Rachel	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	WIC	9/1/23	6/30/24	STEAM Day Coordinator, paid in FULL in June.
Mulshine, Lindsay	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	WIC	9/1/23	6/30/24	STEAM Day Coordinator, paid in FULL in June.
Shwom, Heather	Stipend Non-Athletic	School Day Event Coordinator		\$385.00	WIC	9/1/23	6/30/24	STEAM Day Coordinator, paid in FULL in June.
Change								
Roush, Dan	Change	Volunteer Marching Band		\$0.00	HSN	7/1/23	6/30/24	Change start date from TBD to 7/1/23 for Volunteer for Marching Band.



FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 06/27/23: Recommend approval of the following resolutions:

Bid Award – Capital Reserve Project

Media Center Renovations at Maurice Hawk and Village Elementary Schools

1. Award the June 21, 2023, Bid #2023-08 for Media Center Renovations at Maurice Hawk and Village Elementary Schools, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/Planner Project No. FVHD #5063F2/5063I4), for a single overall contract to J.H. Williams Enterprises, Inc., Moorestown, New Jersey, for a lump sum bid award of \$1,494,000 (Base Bid: \$1,414,000 and Alternate No. 3: \$80,000) utilizing capital reserve funds.

Other bids:	<u>Bidder</u>	<u>Base Bid</u>	<u>Alt. No. 3</u>
	Drill Construction Co., Inc.	\$2,485,800	\$35,700

Cooperative Purchases – Capital Reserve Project

2. Approve the following purchases related to the Media Center Renovations at Maurice Hawk and Village Elementary Schools project utilizing capital reserve funds:
 - a) a purchase utilizing Educational Services Commission of New Jersey Cooperative Bid #65MCESCCPS ESCNJ 22/23-08 Furniture and Accessories Prevailing Wage Contract, to Virco, Inc., as awarded through July 2, 2024, for tables and chairs not to exceed \$26,817.15.
 - b) a purchase utilizing Educational Services Commission of New Jersey Cooperative Bid #65MCESCCPS ESCNJ 22/23-08 Furniture and Accessories Prevailing Wage Contract, to HON Company, as awarded through July 2, 2024, for office chairs not to exceed \$2,848.50.
 - c) a purchase utilizing Educational Services Commission of New Jersey Cooperative Bid #65MCESCCPS ESCNJ 22/23-08 Furniture and Accessories Prevailing Wage Contract, to Krueger International (KI), as awarded through July 2, 2024, for lecterns not to exceed \$6,852.38.
 - d) a purchase utilizing Educational Data Services, Inc., MSRP Furniture Bid 10430, to Hertz Furniture, as awarded through December 31, 2023, for active seating stools not to exceed \$1,825.20.

State Contract Purchase – Capital Reserve Project

3. Approve a purchase utilizing New Jersey State Contract #A81621 - G2004 Furniture: Office, Lounge and Systems – Statewide, to High Point Furniture, Inc., as awarded through March 25, 2024, for soft seating for the Maurice Hawk and Village Elementary Schools Media Renovations project (FVHD Project #5063F2/5063I4) utilizing capital reserve funds not to exceed \$13,333.04.

Cooperative Purchases Over the Bid Limit – Capital Outlay Projects

4. Approve the following purchases utilizing Educational Data Services, Inc., contract #9183 package 24A (Macadam Paving) and Contract #9184 package 24B (Masonry and Concrete), as awarded to Diamond Construction, Brick, New Jersey, thru December 1, 2023 as follows:
 - a) Mill and pave the entrance drive loop at West Windsor-Plainsboro High School North for an amount not to exceed \$89,987.97.
 - b) Reconstruct five (5) Catch Basins located at High School North and Maurice Hawk Elementary School at a cost of \$7,825.00 each, not to exceed a total of \$39,125.00.

CURRICULUM AND INSTRUCTION ADDENDUM

RECOMMENDATION

B. CURRICULUM AND INSTRUCTION

To be voted on 06/27/23: Recommend approval of the following resolution:

Technology

1. Enter into a one year agreement with Gaggle Safety Management for Google to provide alert/monitoring software from July 1, 2023 to June 30, 2024, at a total cost not to exceed \$73,047.00.

Cable TV Interlocal Services

2. Authorization of a one-year Shared Services Agreement between Plainsboro Township and the West Windsor-Plainsboro Regional School District for cable television, July 1, 2023 to June 30, 2024.
3. Authorization of a one-year Shared Services Agreement between West Windsor Township and the West Windsor-Plainsboro Regional School District for cable television, July 1, 2023 to June 30, 2024.