



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 19, 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

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

Lee McDonald, EdD, Deputy Superintendent of Schools

Christopher Russo, EdD, Assistant Superintendent, Finance/Board Secretary

Barbara Gould, EdD, Chief Academic Officer

Charity Comella, Assistant Superintendent for Personnel /Affirmative Action Officer

Patrick Duncan, Special Assistant for Labor Relations

Kia Bergman, Director of Communications

Susan Totaro, Chief Equity Officer

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, 2023, and September 15, 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, if necessary.

II. **PRESENTATIONS/REPORTS**

- A. Board President's Comments
- B. Superintendent's Comments
- C. Referendum & Residential Development 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 09/19/23: 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 August 29, 2023, for the following case numbers: 250539-CMS-08102023
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 19, 2023, for the following case numbers: 250871_CMS_09132023 and 250562_HSS_08182023.

School Security Drills

3. Acknowledge the following fire and security drills were performed in August 2023 in compliance with *N.J.S.A. 18A:41-1*:

<u>Fire Date</u>	<u>Security Date</u>	<u>School</u>
8/29/23	8/3/23	WW-P High School South

Policies and Regulations

4. First reading of the following policies and regulations:

P 4420 Benefits Covering Non-Affiliated Support Staff – Category B

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

P 2419 School Threat Assessment Teams
R 2419 School Threat Assessment Teams

Administrator Contract – Merit Goal

6. Certify the following merit goal submissions:
 - a) Acknowledge that Christopher Russo has achieved his 2022-2023 quantitative merit goal criteria #1; and
 - b) Authorize submission of the 2022-2023 goal attainment for Christopher Russo, with appropriate documentation, for review and approval by the executive county superintendent.
7. Authorize submission of the 2023-2024 merit goal action plan 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) Lee McDonald, Ed.D, Deputy Superintendent of Schools

Uniform State Memorandum of Agreement Resolution

8. 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.

B. CURRICULUM AND INSTRUCTION

To be voted on 09/19/23: Recommend approval of the following resolutions:

Professional Development Consultants

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 2023-2024 school year, at a cost not to exceed \$15,762.

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

2. 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 2023-2024 school year to the New Jersey Department of Education, pursuant to *N.J.A.C. 6A:9C-4.2*.

Overnight Field Trips

3. Approval of the following overnight field trips:

High School Athletics

- a) WWP United Cheerleaders to the National Conference Championships, Orlando, Florida, from February 7, 2024, through February 12, 2024. The cost of the trip is approximately \$1200 per student.

High School South

- b) Science Olympiad to Massachusetts Institute of Technology, Cambridge, Massachusetts, from January 20, 2024, through January 21, 2024. The cost of the trip is approximately \$400 per student.
- c) Model United Nations to Model United Nations Conference, Philadelphia, Pennsylvania, from January 25, 2024, through January 28, 2024. The cost of the trip is approximately \$500 per student.
- d) Model United Nations to Model United Nations Conference, Washington, D.C., from February 15, 2024, through February 18, 2024. The cost of the trip is approximately \$500 per student.
- e) Science Olympiad to Bloomington, Indiana, from May 11, 2024, through May 13, 2024. The cost of the trip is approximately \$500 per student.
- f) Model United Nations to New York City, New York, from November 9, 2023, through November 12, 2023. The cost of the trip is approximately \$500 per student.

High School North

- g) Model Congress to Yale University, New Haven, Connecticut, from November 30, 2023, through December 3, 2023. The cost of the trip is approximately \$450 per student.

Request for Proposal Award for Reading and Writing Professional Development – ESSA Grant

- 4. Award the August 21, 2023, RFP #24-01 Reading and Writing Workshop Professional Development Program in compliance with *N.J.S.A 18A:18A-4.5*, for a single overall contract to Reading Writing Project Network for an amount not to exceed \$130,000 [The 2023-2024 contract covers consultant days and travel expenses, which will be paid through 2023-2024 Every Student Succeeds Act Title II grant funds] and reject other proposals as follows:

Other Bids: Children’s Literacy Initiative (rejected)
Axiom Learning (rejected)

- a) Reject the proposal from Children’s Literacy Initiative for RFP#24-01 as per *N.J.S.A18A:18A-22*, for being non-negotiable and substantially exceeding the Board of Education’s appropriation for the services, as funded by federal funds.
- b) Reject the proposal from Axiom Learning for RFP#24-01 as per *N.J.S.A. 18A:18A-4.4* for being non-responsive to the bid by not including required documents.

C. FINANCE

To be voted on 09/19/23: Recommend approval of the following resolutions:

Business Services

- 1. Payment of bills as follows:

- a) Bills List General for September 19, 2023 (run on 9-12-23) in the amount of \$10,011,218.41.
- b) Bills List Capital for September 19, 2023 (run on 9-08-23) in the amount of \$170,159.62.

- 2. Budget adjustments as follows:

- a) 2023-2024 school year as shown on the expense account adjustments for August 31, 2023 (run on 9-07-23) (Adjustment No. 077-125).

- 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, 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 July 31, 2023.

Bid Award – Capital Outlay

4. Award the August 31, 2023, Bid #24-2 Adventure Ropes Course Repairs at West Windsor-Plainsboro High School North to The Adventure Guild, Dunlap, Tennessee, at a not to exceed price of \$99,500. The repairs and required replacement of certain parts of the structure will be completed to meet the inspection requirements

Participation in National Cooperative Purchasing Program

5. Authorize participation in the national cooperative OMNIA Partners, for the purposes of utilizing cooperative prices for HVAC Equipment, Installation, Services & Related Products, as awarded to Daikin Applied Americas Inc. based on the sealed proposal (RFP #20-04). The contract is available through OMNIA Partners, Public Sector / Region 4 ESC and services will be provided locally by D&B Service Group, a subsidiary of Daikin Applied Americas, Inc., Contract R200401, expiring on September 30, 2024, and completing the fourth year of a five-year term contract.

Cooperative Purchases

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, 2024, for the cost to reprogram (4) science room labels, complete required testing, and update fire alarm drawings at West Windsor-Plainsboro High School South for a total cost of \$774.

Change Order – Referendum

7. Approve Change Order #01, utilizing New Jersey approved Cooperative Purchasing System – #65MCESCCPS, #ESCNJ 20/21-13 to Open Systems Integrators, Hamilton, NJ as awarded through June 29, 2024, for a credit for above ceiling devices not installed and two duct detectors not required at Wicoff Elementary School (Architects/Planners Project No. 5063J1) totaling 2,834.62. The Change Order also includes additional installation labor to remove fire alarm devices in the abatement area, labor to reprogram the fire alarm system, complete required testing, and update fire alarm drawings for an additional cost of \$4,058.10. This change order increases the total contract amount by a net \$1,223.48.

Change Orders – Capital Reserve

8. Approve Change Order #01 to the single overall contract of James R Ientile, Inc., Marlboro, NJ, originally awarded on June 13, 2023, for Replacement of Sanitary Main at West Windsor-Plainsboro High School, as recommended by Fraytak Veisz Hopkins Duthie, PC (Architect/ Planner Project No. FVHD #5414), for a credit to the owner for unused allowance in the amount of \$5,000. This change order decreases the contract amount from \$113,012 to \$108,012.

State Contract Purchase – Capital Reserve

9. Authorize a purchase utilizing NJ State Contract #T2989-Communications Wiring Services, to Millennium Communications Group, Inc., as originally awarded through March 19, 2024, for labor and materials to provide and install (2) Axis A1601 Intelligent Controllers, (2) RDR RP40s, and (2) Genetec Advantage for Synergis Enterprise at Wicoff Elementary School (FVHD Project#5339) for a total amount not to exceed \$12,202.23.

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.]

Grover

- Arm chair, fabric - 10
- Bookcase, wooden – 2
- Chair, student – 60
- Chair w/desk attached -125
- Chair, rolling teacher – 3
- Credenza, wooden - 1
- Speakers, Yamaha – 1
- Table, conference – 2

High School North

- Desks, student - 118

Millstone River

- Chairs, student - 50
- Desks, student - 50
- Table, wooden – 6

Town Center

- Arm Chair, fabric 31

Transportation

Quotes – Special Education

11. Award the 2023-2024 Student Transportation Contract-Multi Contract Number SKFALL24 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>
SKFALL24	Mercer County College	\$119.70	53	n/a	0.00

12. Award the 2023-2024 Student Transportation Contract-Multi Contract Number SPFALL24 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>
SPFALL24	Mercer County College	\$119.70	29	n/a	\$ 0.00

13. Award the 2023-2024 Student Transportation Contract-Multi Contract Number HNVE1 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>
HNVE1	High School North/ Village Elementary School	\$331.00	67	n/a	n/a

14. Award the 2023-2024 Student Transportation Contract-Multi Contract Number VI21 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>
VI21	Village Elementary	\$190.00	117	n/a	n/a

15. Award the 2023-2024 Student Transportation Contract-Multi Contract Number NC59A 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>
NC59A	High School North/	\$395.00	44	\$105.00	n/a

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) Three District coaches to attend NJBCA Coaching Clinic in Oceanport, NJ, on September 22, 2023, at a cost not to exceed \$190 including travel.
- b) One central office staff member to attend the School Law Forum in Atlantic City, New Jersey on October 26, 2023, at a cost not to exceed \$299 plus travel.
- c) Two central office administrators to attend the annual New Jersey School Boards Association Workshop in Atlantic City, New Jersey, October 23-26 2023, and authorize overnight travel and related expenses particular to attendance at these workshops at a cost not to exceed \$800 per person.
- d) 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 2023-2024 school year at a total group cost of \$300.
- e) One District staff member to attend Principles of Public Purchasing 2 virtual online class through Rutgers University from September 11, 2023 through October 15, 2023 to attend online class from Oct 23, 2023 through Nov 27, 2023, at a cost not to exceed \$944, no travel. This class is required to achieve Registered Public Purchasing Specialist certification as required for position.

D. PERSONNEL

To be voted on 09/19/23: 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

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.

Paraprofessional Staff Statement of Assurance

- 3. Approve submission of the semi-annual Statement of Assurance regarding the Use of Paraprofessional Staff for the 2023-2024 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 Description

- 4. Approve the following job description:
 - a) District Registrar

VI. APPROVAL OF BOARD OF EDUCATION MINUTES

To be voted on 09/19/23:

- A. August 29, 2023 Meeting
- B. August 29, 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: 9/19/2023

Deadline for next Agenda: 9/20/2023

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								
Scialfa, Selena	Appoint-Repl.	Teacher Elementary-LR	OMA	\$63,000.00 (prorated)	DN/TC	9/13/23	6/30/24	Appoint as a Leave Replacement Elementary Teacher, replacing Sara O'Connell and Caitlin Kosiras, who are on leave.
Change								
Kaiser, Alexzandria	Change	Teacher Special Education	5MA	\$68,000.00 (prorated)	TC	9/11/23	6/30/24	Change start date from 9/1/23 to 9/11/23. Change tenure date from 9/2/27 to 9/12/27.
Woodhead, Sara	Change	Teacher Elementary	13BA	\$87,000.00	MH	9/1/23	6/30/24	Change start date from 9/26/23 to 9/1/23. Change tenure date from 9/27/27 to 9/2/27.
Young, Jordyn	Change	Teacher Special Education	OMA	\$63,000.00	VIL	9/1/23	6/30/24	Change start date from TBD to 9/1/23. Change tenure date from TBD to 9/2/27.
Schumann, Veronica	Change	School Counselor	OMA	\$63,000.00 (prorated)	VIL	9/7/23	6/30/24	Approve salary to be funded by ESSER funds. Change start date from TBD to 9/7/23. Change tenure date from TBD to 9/8/27.
Danch, Alia	Change	Teacher Social Studies	6MA+30	\$71,350.00	CMS	9/1/23	6/30/24	Change salary from MA to MA+30 as per contract.
Mann, Mary	Change	Teacher Special Education	13MA+30	\$92,300.00	GMS	9/1/23	6/30/24	Change salary from MA to MA+30 as per contract.
Mastroianni, Elisa	Change	Teacher Mathematics	5MA	\$68,000.00	HSS	9/1/23	6/30/24	Change salary from BA to MA as per contract.
Musso, Michael	Change	Media Specialist	5MA	\$68,000.00	MR	9/1/23	6/30/24	Change salary from BA to MA as per contract.
Licato, April	Change Location	Teacher Mathematics		N/C	HSS	9/1/23	6/30/24	Change location from 50% HSN 50% HSS to 100% HSS.
Costello, Kathleen	Change %	Teacher Special Education 120%	15MA	\$103.17/day	HSS	9/1/23	9/29/23	Additional per diem payment for an extra section.
Ferri, Jennifer	Change %	Teacher Special Education 120%	15MA	\$97.87/day	HSS	9/1/23	9/29/23	Additional per diem payment for an extra section.
Kemo, Kerry	Change %	Teacher Special Education 120%	15MA	\$104.77/day	HSS	9/1/23	9/29/23	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.

Raveendran, Jaina	Change %	Teacher Mathematics 120%	12BA	\$83.00/day	HSS	9/1/23	9/29/23	Additional per diem payment for an extra section.
Miller, Sydney	Change %	Teacher Special Education 120%	4BA	\$65.00/day	HSS	9/1/23	9/29/23	Additional per diem payment for an extra section.
Levanduski, Karen	Change %	Teacher Special Education 120%	15MA	\$101.87/day	HSS	9/1/23	TBD	Additional per diem payment for an extra section.
Hawkins, Michael	Change %	Teacher Special Education 120%	4MA	\$67.00/day	HSS	9/1/23	TBD	Additional per diem payment for an extra section.
Sobolewski, Karen	Change %	Teacher Special Education 120%	12MA+30	\$88.30/day	HSS	9/1/23	TBD	Additional per diem payment for an extra section.
Arias, Nicole	Change %	Teacher Health & Physical Education 110%	15MA	\$112,057.00	CMS	9/1/23	6/30/24	Change salary from 100% to 110%.
Davis, Scott	Change %	Teacher Health & Physical Education 110%	15BA	\$110,605.00	CMS	9/1/23	6/30/24	Change salary from 100% to 110%.
Bryde, Jeanine	Change %	Teacher Business 120%	15PhD	\$128,520.00	HSS	9/1/23	TBD	Change salary from 100% to 120%.
Bebawi, Kimberly	Change %	Teacher Family & Consumer Science 120%	15MA+30	\$119,970.00	HSS	9/1/23	TBD	Change salary from 110% to 120%.
Bidwell, Jessica	Change %	Teacher Family & Consumer Science 120%	8MA+30	\$90,420.00	HSS	9/1/23	TBD	Change salary from 110% to 120%.
Scarpitta, William	Change %	Teacher Computer Science 120%	15MA	\$125,004.00	HSS	9/1/23	TBD	Change salary from 100% to 120%.
Biro, Monica	Change %	Teacher Mathematics 120%	15MA	\$124,044.00	HSN	9/1/23	TBD	Change salary from 100% to 120%.
Totaro, William	Change %	Teacher Business 120%	15MA	\$122,244.00	HSN	9/1/23	TBD	Change salary from 100% to 120%.
Leave of Absence								



Personnel Agenda

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

Kapadia, Chandni	Leave- FMLA	School Counselor		N/A	GMS	9/1/23	9/26/23	Intermittent FMLA: 9/1/23-9/26/23 unpaid, with benefits.
Weiss, Brooke	Leave- FMLA/NJFLA/CC	Teacher Resource Specialist-BCBA		N/A	MR/CMS	1/8/24	4/5/24	FMLA/NJFLA/CC: 1/8/24-4/5/24 unpaid, with benefits. (RTW: 4/8/24)
Resignation								
Chapman, Gail	Resign	Teacher Elementary		N/A	VIL	10/30/23	10/30/23	Resign from position.
C. Non Certificated Staff								
Appoint								
Hartmann, Elise	Appoint	Secretary 12 Months	1	\$47,554.00 (prorated)	CMS	TBD	6/30/24	Appoint as a Secretary 12 Months, pending employment verification, replacing Melissa McGrady who transferred. (Tenure date: TBD)
Powar, Ulka	Appoint	Instructional Assistant	1	\$20.61/hr.	TC	9/7/23	6/30/24	Appoint as Instructional Assistant, for 7 hrs/day, replacing WonJoo Shankoff who transferred.
Shah, Meghna	Appoint	Instructional Assistant	1	\$20.61/hr.	HSN	TBD	6/30/24	Appoint as Instructional Assistant, pending employment verification, for 7.25 hrs/day, replacing Anitha Verdamanickam, who resigned.
Cassidy, Brianna	Appoint	Bus Aide	0	\$15.43/hr.	TRAN	9/8/23	6/30/24	Appoint as Bus Aide, growth position, not to exceed 4.4 hours per day.
Sharma, Madhu	Appoint	Cafeteria Aide	0	\$15.43/hr.	MH	TBD	6/30/24	Appoint as a Cafeteria Aide, replacing Jignesh Bhatt who resigned, not to exceed 3.5 hours per day.
Sharma, Subhash	Appoint	Cafeteria Aide	0	\$15.43/hr.	DN	9/7/23	6/30/24	Appoint as a Cafeteria Aide, replacing Deepti Thool who resigned, not to exceed 3.5 hours per day.
Molina, Cynthia	Appoint	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	TBD	6/30/24	Appoint as Security Officer "Eyes on the Door," pending employment verification, replacing Caryn Bridgewater, who transferred.
Change								
Vogler, Mackenzie	Change	Accountant		\$62,000.00 (prorated)	CO	9/15/23	6/30/24	Change start date from TBD to 9/15/23.
Lendor, Charrise	Change	Secretary To	1	\$49,951.00 (prorated)	CO	9/5/23	6/30/24	Change start date from TBD to 9/5/23. Change tenure date from TBD to 9/6/26.
Bridgewater, Caryn	Change	Security Aide		\$30,000.00	HSN	9/1/23	6/30/23	Change start date from TBD to 9/1/23.



Personnel Agenda

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

Cox, Jonathan	Change	Instructional Assistant	1	\$20.61/hr.	HSN	9/1/23	6/30/24	Change start date from TBD to 9/1/23.
Prakash, Sandhya	Change	Instructional Assistant	1	\$20.61/hr.	DN	9/1/23	6/30/24	Change start date from TBD to 9/1/23.
Abernathy, Johnny	Change	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	9/12/23	6/30/24	Change start date from TBD to 9/12/23.
Kriebel, Sylvia	Change	Security Officer "Eyes on the Door"		\$16.75/hr.	DIST	9/18/23	6/30/24	Change start date from TBD to 9/18/23.
Patel, Bhavishaben	Change	Instructional Assistant	1	\$20.61/hr.	CMS	9/1/23	6/30/24	Change hourly rate from \$19.17 to \$20.61.
Venkatraman, Durgalakshmi	Change	Instructional Assistant	1	\$20.61/hr.	TC	9/1/23	6/30/24	Change hourly rate from \$19.17 to \$20.61.
Agnello, Annmarie	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.5 hrs/day.
Bist, Pooja	Change	Instructional Assistant		N/C	MR	9/1/23	6/30/24	Change from 3.5 hrs/day to 7 hrs/day.
Peters, Frances	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.5 hrs/day.
Kafka, Kaleena	Change Location	Secretary 12 Months		N/C	HSS/MH	9/1/23	6/30/24	Change location from 40% CO, 20% TC, 40% HSS to 60% HSS 40% MH.
Badalamenti, AnnMarie	Change Location	Secretary 12 Months		N/C	HSN/TC/CO	9/1/23	6/30/24	Change location from 60% HSN, 40% MH to 60% HSN, 20% TC, 20% CO.
Leave of Absence								
Nordstrom, Jocelyn	Leave-FMLA	Instructional Assistant		N/A	GMS	9/1/23	11/6/23	Intermittent FMLA: 9/1/23-11/6/23, unpaid, with benefits.
Resignation								
Drago, Rose	Resign	Secretary 12 Months		N/A	DN	9/18/23	9/18/23	Resign from position.



Personnel Agenda

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

Santiago, Eira	Resign	Instructional Assistant- Dual Language Immersion	N/A	VIL	9/22/23	9/22/23	Resign from position.
Verdamanickam, Anitha	Resign	Instructional Assistant	N/A	HSN	9/13/23	9/13/23	Resign from position.
Thool, Deepti	Resign	Cafeteria Aide	N/A	DN	9/11/23	9/11/23	Resign from position.
Payment							
Adamo, Jennifer	Payment	Secretary To	\$426.79	CO	9/20/23	9/20/23	Payment for unused vacation days, as per contract.
D. Substitute / Other							
Appoint							
Budnik, Stefanie	Appoint	Substitute Teacher	\$105.00/day	DIST	9/20/23	6/30/24	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Kumar, Anita	Appoint	Substitute Teacher	\$105.00/day	DIST	9/20/23	6/30/24	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Levy, Ethan	Appoint	Substitute Teacher	\$105.00/day	DIST	9/20/23	6/30/24	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Mulcahy, Jenna	Appoint	Substitute Teacher	\$105.00/day	DIST	9/20/23	6/30/24	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Rivera, Vanessa	Appoint	Substitute Teacher	\$105.00/day	DIST	9/20/23	6/30/24	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Vellore, Ramamalini	Appoint	Substitute Teacher	\$105.00/day	DIST	9/20/23	6/30/24	Appoint as a Substitute Teacher (County Cert), pending employment verification, as needed for temporary assignments.
Change							
Scialfa, Selena	Change	Substitute Teacher	\$115.00/day	DIST	9/13/23	6/30/24	Change from Substitute Teacher (County Cert), to Substitute Teacher (New Jersey Cert.) as needed for temporary assignments.
Reappoint							
Gallo, Frank	Reappoint	Substitute Teacher	\$115.00/day	DIST	9/1/23	6/30/24	Reappoint as a Substitute Teacher (New Jersey 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.

Ortepio, Gerard	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.
Rescind							
An, Betty	Rescind	Substitute Teacher	N/A	DIST	9/1/23	6/30/24	Rescind appointment as Substitute Teacher.
Richardson, Amani	Rescind	Substitute Teacher	N/A	DIST	9/1/23	6/30/24	Rescind appointment as Substitute Teacher.
Anthony, Raheem	Rescind	Substitute Teacher	N/A	DIST	9/1/23	6/30/24	Rescind appointment as Substitute Teacher.
Shulan, Legia	Rescind	Substitute Teacher	N/A	DIST	9/1/23	6/30/24	Rescind appointment as Substitute Teacher.
Lebron-Vashi, Katherine	Rescind	Substitute Nurse (county cert.)	N/A	DIST	7/1/23	6/30/24	Rescind appointment as Substitute Nurse.
E. Extracurricular / Extra Pay							
Curriculum							
Waidelich, Ann Marie	Extra Duty	Curriculum	\$50.00/hr.	DIST	9/11/23	12/15/23	German Classroom Material Creation and Support, not to exceed 7.5 hours per week.
Tomlinson, Petra	Extra Duty	Curriculum	\$50.00/hr.	DIST	9/11/23	12/15/23	German Classroom Material Creation and Support, not to exceed 7.5 hours per week.
Handle with Care							
Ives, Abdu	Extra Duty	Professional Development	As Per Hourly Rate	DIST	8/28/23	8/28/23	"Handle with Care" training, not to exceed 3 hours.
Moon, Alfred	Extra Duty	Professional Development	As Per Hourly Rate	DIST	8/28/23	8/28/23	"Handle with Care" training, not to exceed 3 hours.
Oertel, Lloyd	Extra Duty	Professional Development	As Per Hourly Rate	DIST	8/28/23	8/28/23	"Handle with Care" training, not to exceed 3 hours.
Summer Tutoring							
Paul, Julia	Extra Duty	Summer Tutoring	\$50.00/hr.	TC	7/11/23	8/31/23	Summer Tutoring, not to exceed 24 hours.
Community Middle School							
Bower, Daniel	Extra Duty	Bus Duty	\$15.84/hr.	CMS	9/1/23	6/30/24	Bus Duty, not to exceed 3 hrs. per week.



Personnel Agenda

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

Shah, Hetal	Extra Duty	After School Supervision	\$19.48/hr.	CMS	9/1/23	6/30/24	After School Supervision, as scheduled, not to exceed 3 hrs. per week.
McGuinness, Catherine	Extra Duty	AM Supervision	\$19.48/hr.	CMS	9/1/23	6/30/24	Morning Supervision, not to exceed 4 hrs. per week.
Silvers, Lori	Extra Duty	AM Supervision	\$19.48/hr.	CMS	9/1/23	6/30/24	Morning Supervision, not to exceed 4 hrs. per week.
High School North							
Shein, Courtney	Extra Duty	After School Supervision	\$19.48/hr.	HSN	9/1/23	6/30/24	After School Supervision for Tutoring Society, as scheduled.
Village School							
Geisz, Masooma	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs per week.
Falanga, Michelle	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs per week.
Peoples, Heather	Extra Duty	Bus Duty	\$15.84/hr	VIL	9/1/23	6/30/24	Bus Duty, not to exceed 5 hrs per week.
Wicoff School							
Incollingo, Ellen	Extra Duty	Bus Duty	\$15.84/hr.	WIC	9/1/23	6/30/24	Bus duty, not to exceed 2.5 hrs per week.
Petrone, Jason	Extra Duty	Bus Duty	\$15.84/hr.	WIC	9/1/23	6/30/24	Bus duty, not to exceed 2.5 hrs per week.
Taylor, Danica	Extra Duty	Bus Duty	\$15.84/hr.	WIC	9/1/23	6/30/24	Bus duty, not to exceed 2.5 hrs per week.
Ronen, Pamela	Extra Duty	Bus Duty	\$15.84/hr.	WIC	9/1/23	6/30/24	Bus duty, not to exceed 2.5 hrs per week.
Cautin, Carolann	Extra Duty	Bus Duty	\$15.84/hr.	WIC	9/1/23	6/30/24	Bus duty, not to exceed 2.5 hrs per week.
E. Stipend Athletic							
Community Middle School							
Bower, Daniel	Stipend- Athletic	CMS Intramurals Advisor	\$3,109.00	CMS	Fall 2023	Fall 2023	Intramurals Advisor, 0 yrs. exp., paid in FULL in Dec.
High School North							



Personnel Agenda

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

Case, Jarrett	Stipend- Athletic	Football - Assistant Coach	\$5,181.00	HSN	Fall 2023	Fall 2023	Football - Assistant Coach, 0 yrs. exp., paid in FULL in Dec.
Warner, Jared	Stipend- Athletic	Fitness Supervision	\$3,109.00	HSN	Fall 2023	Fall 2023	Fitness Supervisor - Fall, 0 yrs. exp., paid in FULL in Dec.
Tessarotto, Luiz	Stipend- Athletic	Volunteer Volleyball	\$0.00	HSN	9/20/23	6/30/23	Volunteer Volleyball.
High School South							
Cardenas, Rafael	Stipend- Athletic	Volunteer Soccer	\$0.00	HSS	TBD	6/30/23	Volunteer Soccer.
E. Stipend Non-Athletic							
Community Middle School							
Bower, Daniel	Stipend Non-Athletic	Lunch Duty	\$1,988.00	CMS	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Roseman, Ilyssa	Stipend Non-Athletic	Lunch Duty	\$1,988.00	CMS	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Grover Middle School							
Hoeflinger, Kimberly	Stipend Non-Athletic	Student Council Advisor	\$3,380.00	GMS	9/1/23	6/30/24	Student Council Advisor, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Martinez, Devin	Stipend Non-Athletic	Standard Club Advisor-Shared	\$780.00	GMS	9/1/23	6/30/24	Spectrum, shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Giordano, Julia	Stipend Non-Athletic	Lunch Duty	\$1,988.00	GMS	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
Rathbun, Christian	Stipend Non-Athletic	Lunch Duty	\$1,988.00	GMS	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. and 1/2 in June.
High School North							
Crystal, Jamie	Stipend Non-Athletic	Lunch Duty	\$1,988.00	HSN	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. & 1/2 in June.
Flynn, Alba	Stipend Non-Athletic	Lunch Duty	\$1,988.00	HSN	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. & 1/2 in June.
Gore, Matthew	Stipend Non-Athletic	Lunch Duty	\$1,988.00	HSN	9/1/23	6/30/24	Lunch Duty, 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.

Lee, Kelly	Stipend Non-Athletic	Lunch Duty	\$1,988.00	HSN	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. & 1/2 in June.
Pachas, Annette	Stipend Non-Athletic	Lunch Duty	\$1,988.00	HSN	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. & 1/2 in June.
Santoro, Michael	Stipend Non-Athletic	Lunch Duty	\$1,988.00	HSN	9/1/23	6/30/24	Lunch Duty, paid 1/2 in Dec. & 1/2 in June.
McGrady, Melissa	Stipend Non-Athletic	South Asian American Student Association	\$1,560.00	HSN	9/1/23	6/30/24	SAASA Advisor, 0 yrs. exp., paid 1/2 in Dec. & 1/2 in June.
High School South							
Coburn, Matthew	Stipend-Non Athletic	Film Analysis	\$1,300.00	HSS	9/1/23	6/30/24	Film Analysis, 0 yrs. exp., paid 1/2 in Dec. & 1/2 in June.
Mentor							
Serughetti, David	Stipend Non-Athletic	Mentor	\$2,010.00	CMS	9/1/23	6/30/24	Mentor for Pratibha Raju, paid 1/2 in Dec. and 1/2 in June.
Bhatheja, Shveta	Stipend Non-Athletic	Mentor	\$2,010.00	GMS	9/1/23	6/30/24	Mentor for Gale Shu, paid 1/2 in Dec. and 1/2 in June.
Savur, Rita	Stipend Non-Athletic	Mentor	\$2,010.00	MR	9/1/23	6/30/24	Mentor for Jessica Burns, paid 1/2 in Dec. and 1/2 in June.
Smith, Kathleen	Stipend Non-Athletic	Mentor	\$2,010.00	TC	9/1/23	6/30/24	Mentor for Maripaz Lopez, paid 1/2 in Dec. and 1/2 in June.
Ely, Rachel	Stipend Non-Athletic	Mentor	\$2,010.00	VIL	9/1/23	6/30/24	Mentor for Zhengqing Li, paid 1/2 in Dec. and 1/2 in June.
Saleh, Emily	Stipend Non-Athletic	Mentor	\$2,010.00	VIL	9/1/23	6/30/24	Mentor for Anna Palmer, paid 1/2 in Dec. and 1/2 in June.
Shute, Maria	Stipend Non-Athletic	Mentor	\$2,010.00	VIL	9/1/23	6/30/24	Mentor for Jordyn Young, paid 1/2 in Dec. and 1/2 in June.
Aliseo, Brian	Stipend Non-Athletic	Mentor	\$2,010.00	HSN	9/1/23	6/30/24	Mentor for Rachael Sacatelli, paid 1/2 in Dec. & 1/2 in June.
Corriveau, Robert	Stipend Non-Athletic	Mentor	\$2,010.00	HSN	9/1/23	6/30/24	Mentor for Kaitlyn Birnbohm-Kaminski, paid 1/2 in Dec. & 1/2 in June.
Lyczkowi, Janice	Stipend Non-Athletic	Mentor	\$2,010.00	HSN	9/1/23	6/30/24	Mentor for Bridget McElroy, 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.

Zubrzycki, Walter	Stipend Non-Athletic	Mentor	\$2,010.00	HSN	9/1/23	6/30/24	Mentor for Skylar Guadagno, paid 1/2 in Dec. & 1/2 in June.
Change							
Biro, Monica	Change	Class Advisor, 10th grade, Shared	\$1,716.00	HSN	9/1/23	6/30/24	Change salary for Class Advisor - 10th Grade, shared 50%, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June. Change years of experience from 8 years to 9 years.
Massih, Devin	Change	Standard Club Advisor-Shared	\$780.00	GMS	9/1/23	6/30/24	Change from Spectrum, 0 yrs. exp., to Spectrum, shared 50%, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June. Change salary from \$1,560 to \$780.
Robinson, Todd	Change	Lunch Duty	\$3,976.00	GMS	9/1/23	6/30/24	Change salary for Lunch Duty, paid 1/2 in Dec. & 1/2 in June from \$1,988 to \$3,976.
Rescind							
Ma, Hui	Rescind	SAASA	N/A	HSS	9/1/23	6/30/24	Rescind SAASA Advisor, 0 yr. exp., paid in FULL in June.
Dratch, Marnie	Rescind	Literary Magazine Co-Advisor	N/A	CMS	9/1/23	6/30/24	Rescind Panther Press Co-Advisor (1), 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
F. Community Education							
Appoint							
Hernandez, Laysha	Appoint	EDP Assistant Group Leader	\$15.25/hr.	MR	TBD	6/30/24	Appoint as an EDP Assistant Group Leader (part-time).
Safdar, Nasira	Appoint	EDP Assistant Group Leader	\$15.25/hr.	MH	TBD	6/30/24	Appoint as an EDP Assistant Group Leader (part-time).
Paliwal, Geeta	Appoint	EDP Group Leader	\$15.75/hr.	DIST	TBD	6/30/24	Appoint as an EDP Group Leader (part-time).
Rescind							
Jackson, Jada	Rescind	EDP Assistant Group Leader	N/A	DN	9/1/23	6/30/24	Rescind appointment.
Nagin, Rebecca	Rescind	EDP High School Assistant	N/A	MR	9/1/23	6/30/24	Rescind appointment.
Resignation							
Santiago, Eira	Resign	EDP Group Leader	N/A	DN	9/12/23	9/12/23	Resign from position.



Personnel Agenda

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

Vannatta, Donna	Resign	EDP Group Leader	N/A	MH/DN	9/26/23	9/26/23	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
B. Certificated Staff								
Change								
Hubbard, Lisa	Change	Learning Disabilities Teacher Consultant	15MA+30	\$99,975.00 (prorated)	MH	9/20/23	6/30/24	Change start date from 9/26/23 to 9/20/23. Change tenure date from 9/27/27 to 9/21/27.
Fernandez, Yanisbel	Change %	Teacher Spanish 120%	2BA	\$75,600.00	GMS	9/1/23	6/30/24	Change salary from 100% to 120%.
Leave of Absence								
Biilicki, Rebecca	Leave-FMLA/CC	School Nurse		N/A	GMS	2/26/24	5/24/24	FMLA/CC: 2/26/24-5/24/24 unpaid, with benefits. (RTW: 5/28/24)
C. Non Certificated Staff								
Change								
O'Cone, Colleen	Change	District Registrar		\$85,000.00 (prorated)	CO	9/20/23	6/30/24	Change from Administrative Assistant for Finance to District Registrar, growth position.
Hartmann, Elise	Change	Secretary 12 Months	1	\$47,554.00 (prorated)	CMS	9/21/23	6/30/24	Change start date from TBD to 9/21/23. Change tenure date from TBD to 9/22/26.
Lopez-Barillas, Jennifer	Change	Cafeteria Aide	0	\$15.43/hr.	MH	9/20/23	6/30/24	Change start date from TBD to 9/20/23.
Sharma, Madhu	Change	Cafeteria Aide	0	\$15.43/hr.	MH	9/20/23	6/30/24	Change start date from TBD to 9/20/23.
Chasia, Sandhya	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.75 hrs/day.
Ganesh, Padmavathy	Change	Instructional Assistant		N/C	CMS	9/15/23	6/30/24	Change from 3.75 hrs/day to 4.25 hrs/day.
Gorman, Elizabeth	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.75 hrs/day.
Ghosh, Sudipta	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.75 hrs/day.
Josephson, Emily	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.75 hrs/day.
Kodali, Vasavi	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.75 hrs/day.



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

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Patel, Bhavishaben	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.75 hrs/day.
Shah, Netri	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.75 hrs/day.
Siano, Wendy	Change	Instructional Assistant		N/C	CMS	9/1/23	6/30/24	Change from 7.25 hrs/day to 7.75 hrs/day.
Shah, Dipika	Change	Instructional Assistant		N/C	HSN	9/8/23	6/30/24	Change from 7.25 hrs/day to 7.5 hrs/day.
Singh, Priyadarshini	Change	Instructional Assistant		N/C	HSN	9/8/23	6/30/24	Change from 7.25 hrs/day to 7.5 hrs/day.
Tuan, Borying	Change	Instructional Assistant		N/C	HSN	9/8/23	6/30/24	Change from 7.25 hrs/day to 7.5 hrs/day.
Resignation								
Rizvi, Haniya	Resign	Secretary To		N/A	CO	9/29/23	9/29/23	Resign from position.
D. Substitute / Other								
Appoint								
Budnik, Stefanie	Appoint	Substitute Secretary		\$20.00/hr.	DIST	9/20/23	6/30/24	Appoint as a Substitute Secretary, pending employment verification, as needed for temporary assignments.
E. Extracurricular / Extra Pay								
Moving								
Akhlaq, Samirah	Extra Duty	Moving		\$50.00/hr.	HSS	8/1/23	8/30/23	Moving, not to exceed 12 hours.
Leventhal, Nathan	Extra Duty	Moving		\$50.00/hr.	HSS	8/1/23	8/30/23	Moving, not to exceed 12 hours.
Picco, Amy	Extra Duty	Moving		\$50.00/hr.	HSS	8/1/23	8/30/23	Moving, not to exceed 12 hours.
Sullivan, Kristen	Extra Duty	Moving		\$50.00/hr.	DIST	7/1/23	8/31/23	Moving, not to exceed 12 hours.
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
Anders, Sarah	Change	Summer Nurse		\$50.00/hr.	HSN	7/1/23	8/31/23	Change Summer Nurse at HSN, from total program not to exceed 120 hours to total program not to exceed 140 hours.
Calkin, Brydie	Change	Summer Nurse		\$50.00/hr.	HSN	7/1/23	8/31/23	Change Summer Nurse at HSN, from total program not to exceed 120 hours to total program not to exceed 140 hours.
E. Stipend Athletic								
Soccer								
Barbieri, Christopher	Stipend-Athletic	Soccer - Boys MS Coach		\$3,109.00	GMS	Fall 2023	Fall 2023	Soccer -Boys Middle Sschool Coach, 0 yrs. exp., paid in FULL in Dec.
E. Stipend Non-Athletic								
CJ Pride								
Gagliardo, Theresa	Stipend Non-Athletic	CJ Pride Administrative Assistant		\$5,665.00	DIST	7/1/23	6/30/24	Administrative duties for CJ Pride, paid from CJ Pride Consortium funds, paid 1/2 in Dec. & 1/2 in June.
Coordinator								
Nowak, BethAnn	Stipend Non-Athletic	Coordinator, Speech Therapists		\$1,688.00	DIST	9/1/23	6/30/24	Speech Therapist Coordinator, paid 1/2 in Dec. and 1/2 in June.
Grover Middle School								
Mann, Mary	Stipend Non Athletic	Standard Club Advisor		\$1,560.00	GMS	9/1/23	6/30/24	24 Game Club, 0 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Mentor								
Brennan, Kathryn	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	TC	1/1/24	6/30/24	Mentor for Selena Scialfa, paid in FULL in June.
Tucker, Hillary	Stipend Non-Athletic	Mentor		\$2,010.00 (prorated)	DN	9/13/23	12/31/23	Mentor for Selena Scialfa, paid in FULL in Dec.
Rescind								
Frost, Amanda	Rescind	Standard Club Advisor		N/A	GMS	9/1/23	6/30/24	Rescind Yoga Club, 8 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
Siano, Valerie	Rescind	Standard Club Advisor		N/A	GMS	9/1/23	6/30/24	Rescind Sign Language, 4 yrs. exp., paid 1/2 in Dec. and 1/2 in June.
F. Community Education								
Appoint								
Ruffo, Lillia	Appoint	EDP Site Supervisor		\$25.00/hr.	DN	9/19/23	10/25/23	Appoint as a substitute EDP Site Supervisor.



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

Name (Last, First)	Nature of Action	Position	Step	Salary	Loc.	Date Effective	Date Term.	Discussion
Beauchamp, Marissa	Appoint	EDP Site Supervisor		\$27.72/hr.	DN	9/21/23	10/25/23	Appoint as a substitute EDP Site Supervisor.
Surendran, Menaka	Appoint	EDP 1-to-1 Assistant		As per contract.	MH	9/11/23	6/30/24	Appoint as an EDP 1-to-1 Assistant.
Resign								
Thakkar, Rinkoo	Change	EDP Group Leader		N/A	DN	10/13/23	10/13/23	Resign from position.



FINANCE ADDENDUM

RECOMMENDATION

C. FINANCE

To be voted on 09/19/23: Recommend approval of the following resolutions:

Travel and Related Expenses Reimbursement

1. 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 coaches to attend the NJBCA Coaches Clinic in Oceanport, NJ on September 22, 2023, at a cost not to exceed \$175 per person, including mileage.

POLICY GUIDE

First Reading: August 29, 2023
Second Reading: September 19, 2023

PROGRAM
2419/page 1 of 3
School Threat Assessment Teams
M

2419 SCHOOL THREAT ASSESSMENT TEAMS

The Board of Education shall establish a threat assessment team at each school in the district pursuant to N.J.S.A. 18A:17-43.4. The purpose of a threat assessment team shall be to provide school teachers, administrators, and other staff with assistance in identifying students of concern, assessing those students' risk for engaging in violence or other harmful activities, and delivering intervention strategies to manage the risk of harm for students who pose a potential safety risk, to prevent targeted violence in the school, and ensure a safe and secure school environment that enhances the learning experience for all members of the school community.

Threat assessment teams established pursuant to N.J.S.A. 18A:17-43.4.a., this Policy, and Regulation 2419 must be multidisciplinary in membership and, to the extent possible, must include the following individuals:

1. A school psychologist, school counselor, school social worker, or other school employee with expertise in student counseling;
2. A teaching staff member;
3. A Principal or other senior school administrator;
4. A safe schools resource officer or school employee who serves as a school liaison to law enforcement; and
5. The school safety specialist designated pursuant to N.J.S.A. 18A:17-43.3. and Policy 7440, in the event that the school safety specialist is not already a school administrator or school employee required to be a part of the threat assessment team pursuant to N.J.S.A. 18A:17-43.4.

Additional school employees may serve as regular members of the threat assessment team or may be consulted during the threat assessment process, as determined to be appropriate by the team.



POLICY GUIDE

PROGRAM

2419/page 2 of 3

School Threat Assessment Teams

Nothing contained in N.J.S.A. 18A:17-43.4 shall be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the effective date pursuant to N.J.S.A. 18A:17-43.3 (August 1, 2022).

This Policy and Regulation 2419, pursuant to N.J.S.A. 18A:17-43.5, are aligned with the Guidance on the Establishment of Behavioral Threat Assessment and Management Teams (BTAM) 2023 (Guidance) developed by the New Jersey Department of Education (NJDOE) pursuant to N.J.S.A. 18A:17-43.6.

The school district shall structure the threat assessment teams to best meet the needs and resources available, which may include school-based teams and/or district-level teams.

The Superintendent or designee will build a behavioral threat assessment and management program that will: establish a multi-disciplinary team; define prohibited and concerning behaviors; create a central reporting mechanism; define a threshold for law enforcement intervention; establish threat assessment procedures; develop risk management options; create and promote safe school climates; and conduct training for all stakeholders.

The threat assessment and management process will include: the threat assessment team's actions when first learning of a new report or threat; screening the case; gathering information; organizing and analyzing information; making the assessment; developing and implementing a case management/intervention plan; re-assessing and case monitoring; and documenting and closing the case.

When assessing a student whose behavior may pose a threat to the safety of the school community, in the case of a student with an Individualized Education Program (IEP) or 504 Plan, the threat assessment team shall consult with the IEP team or 504 team to determine whether the aberrant behavior is a threat to school safety and is being properly addressed in a manner that is required by N.J.A.C. 6A:14 and all Federal and State special education laws.

Each member of the threat assessment team must attend training in accordance with N.J.S.A. 18A:17-43.4, this Policy, and Regulation 7440 that is consistent with the Guidance developed by the NJDOE pursuant to N.J.S.A. 18A:17-43.6. Training must be coordinated with the New Jersey



POLICY GUIDE

PROGRAM

2419/page 3 of 3

School Threat Assessment Teams

Department of Education, Office of School Preparedness and Emergency Planning (OSPEP). The training shall ensure the threat assessment team is able to accurately assess student behavior and to ensure that threat assessment teams do not have a disparate impact on students based on their race, ethnicity, homelessness status, religious belief, gender, gender identity, sexual orientation, or socioeconomic status. The training shall, at a minimum, include training on adverse childhood experiences, childhood trauma, cultural competency, and implicit bias.

Should a threat assessment team become aware of an allegation of HIB when considering or conducting assessments, they must follow Policy 5512 – Harassment, Intimidation, or Bullying for addressing allegations of HIB in alignment with the Anti-Bullying Bill of Rights Act.

Should a threat assessment team become aware of a bias-related act, the team should implement Policy and Regulation 8465 – Bias Crimes and Bias-Related Acts on reporting bias-related acts to law enforcement in accordance with the Memorandum of Agreement Between Education and Law Enforcement Officials and Policy and Regulation 9320 – Cooperation With Law Enforcement Agencies.

Questions and concerns about Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA) protections often arise as part of the threat assessment planning process. The threat assessment teams must understand how to balance the safety of the school with the privacy of individual students. These laws should not be an impediment to threat assessment and management.

N.J.S.A. 18A:17-43.3; 18A:17-43.4; 18A:17-43.5; 18A:17-43.6

Guidance on the Establishment of Behavioral Threat Assessment and Management Teams (BTAM) 2023

Adopted:



REGULATION GUIDE

First Reading: August 29, 2023
Second Reading: September 19, 2023

PROGRAM
R 2419/page 1 of 15
School Threat Assessment Teams
M

R 2419 SCHOOL THREAT ASSESSMENT TEAMS

A. Definitions

1. “Aberrant behavior” means behavior atypical for the person or situation and causes concern for the safety or well-being of those involved. Aberrant behavior for an individual involves actions, statements, communications, or responses that are unusual for the person or situation; or actions which could lead to violence toward self or others; or are reasonably perceived as threatening or causing concern for the well-being of the person.
2. “Behavioral Threat Assessment and Management (BTAM)” means a proactive approach to identify, assess, and provide appropriate interventions and resources for individuals who display a behavior that elicits concern for the safety of themselves or others. (U.S. Secret Service National Threat Assessment Center.)
3. “Concerning behavior” means an observable behavior that elicits concerns in bystanders regarding the safety of an individual or those around them. Behaviors that may elicit concern can include unusual interests in violent topics, conflicts between classmates, increased anger, increased substance use, or other noteworthy changes in behavior (e.g., depression or withdrawal from social activities). Some concerning behaviors may be defined as prohibited behaviors and should trigger an immediate response. Prohibited behaviors can include threats, weapons violations, and other aggressive or violent behavior. Concerning behavior does not necessarily imply or predict that an individual or group will become violent. Instead, it serves as an indicator that the student may be in need of intervention or increased supports. Proactive intervention and de-escalation are key and should be part of any approach to violence prevention.



REGULATION GUIDE

PROGRAM

R 2419/page 2 of 15

School Threat Assessment Teams

4. “Concerning communication” means unusual, bizarre, threatening, or violent communication made by an individual or a group that elicit concerns for the safety or wellbeing of the individual or others. Concerning communication may allude to violent intentions, violence as a means to solve a problem, justifying violent acts, unusual interest in weapons, personal grievances, or other inappropriate interests. Concerning communications may also allude to hopelessness or suicide. Concerning communications may be made in the form of written or oral statements, gestures, or visual/electronic media. Communications may be considered concerning regardless of whether a direct verbal threat is expressed. Concerning communication does not necessarily imply or predict that an individual or group will become violent. Instead, it serves as an indicator that the student may be in need of intervention or increased supports. Proactive intervention and de-escalation are key and should be part of any approach to violence prevention.
 5. “Multidisciplinary Threat Assessment Team” means a team composed of highly trained school personnel with diverse positions, backgrounds, and experience. The team will receive reports about a concerning person and situations, gather additional information, assess the risk posed to the community, and develop intervention and management strategies to mitigate any risk of harm.
 6. “Targeted violence” means a premeditated act of violence directed at a specific individual, group, or location regardless of motivation and generally unrelated to other criminal activity.
- B. Multidisciplinary Threat Assessment Team
1. Threat Assessment Team Members
 - a. In accordance with N.J.S.A. 18A:17-43.4, the threat assessment team established by the Board of Education shall be multidisciplinary in membership and, to the extent possible, must include the following individuals:
 - (1) A Principal or other senior school administrator;



REGULATION GUIDE

PROGRAM

R 2419/page 3 of 15

School Threat Assessment Teams

- (2) A school psychologist, school counselor, school social worker, or other school employee with expertise in student counseling;
 - (3) A safe-schools resource officer or school employee who serves as a school liaison to law enforcement;
 - (4) The school safety specialist (designated pursuant to N.J.S.A. 18A:17-43.3); and
 - (5) A teaching staff member.
- b. Additional school employees may serve as regular members of the threat assessment team or may be consulted during the threat assessment process, as determined to be appropriate by the team. If a student has an Individualized Education Program (IEP), 504 plan, and/or functional behavioral assessment (FBA) plan, the threat assessment team must consult with the appropriate staff or team to determine whether the reported behavior is already part of known baseline behavior or is already being managed under the student's IEP, 504 plan, or FBA plan and addressed in a manner that is required by N.J.A.C. 6A:14 and all other Federal and State special education laws.
- c. The district may choose to name the threat assessment team in a manner that suits the school community needs.

2. Threat Assessment Team Structure

- a. The district can structure the threat assessment teams to best meet the needs and resources available. This may include:
- (1) **School-Based Teams:** The district may opt to develop teams for each school comprised of those members fulfilling the assigned roles identified in the law in each of its schools.



REGULATION GUIDE

PROGRAM

R 2419/page 4 of 15

School Threat Assessment Teams

- (2) District-Level Team: The district may choose to develop one central team designated to serve each school in cases where staffing at individual schools is not sufficient to meet the membership requirements of the law. In such cases, the district may choose to operate smaller teams trained in the threat assessment process in each school, which can screen cases to determine which situations to refer to the District-Level Team. If the district uses this model, the district must ensure representation of those staff members from the involved school as identified by the law to the fullest extent possible when conducting an assessment.
- (3) District-Level Team and School-Based Teams: The district may have one central team that provides oversight, consistency, and accountability for all threat assessment processes including threats impacting the entire district. School-Based Teams address cases in each school building, while ensuring all information is shared with the District-Level Team.

C. Building a K-12 Behavioral Threat Assessment and Management Program

The district shall implement the following steps in developing a Behavioral Threat Assessment and Management Program.

1. Step 1: Establish a Multidisciplinary Team
 - a. Identify team membership pursuant to N.J.S.A. 18A:17-3.4.
 - b. Designate a team leader.
 - c. Establish team procedures and protocols.
 - d. Meet on a regular basis and as needed.



REGULATION GUIDE

PROGRAM
R 2419/page 5 of 15
School Threat Assessment Teams

2. Step 2: Define Prohibited and Concerning Behaviors
 - a. Establish policy defining prohibited behaviors
 - (1) These definitions should be included in the code of student conduct policy and shared with staff, parents, and students.
 - b. Identify other behaviors for screening or intervention.
 - c. Define threshold for intervention.
 - (1) The threshold should be relatively low so that teams can identify individuals in distress before the behavior escalates into a violent behavior.
3. Step 3: Create a Central Reporting Mechanism
 - a. Establish one or more anonymous reporting mechanisms.
 - (1) Examples include a mobile application, a dedicated email address or phone number, or on the district website.
 - b. Provide training and guidance to encourage reporting.
 - (1) Students, teachers, staff, school resource officers, and parents should be provided awareness training and guidance on recognizing behaviors of concern, their roles and responsibilities in reporting the behavior, and how to report the information.
 - c. Ensure availability to respond.
 - d. Utilize an Initial Report to collect the threat, concerning behavior, etc.
4. Step 4: Define Threshold for Law Enforcement Intervention
 - a. Most reports can be handled by the School-Based Team.



REGULATION GUIDE

PROGRAM
R 2419/page 6 of 15
School Threat Assessment Teams

- b. Establish which behaviors should be referred for law enforcement intervention (e.g., physical violence, threats of violence, etc.).
5. Step 5: Establish Threat Assessment Procedures
 - a. Decide how to document cases.
 - b. Create procedures to screen reports, gather information, make assessments, and decide on interventions.
 - c. Develop/adapt threat assessment forms to organize information around the 11 Investigative Questions referenced in D.4. below.
6. Step 6: Develop Risk Management Options
 - a. Identify all available resources for creating individualized management plans.
 - (1) The resources and supports the student needs will differ depending on the information gathered during the assessment.
 - (2) Resources to assist the student could take the form of peer support programs or therapeutic counseling to enhance social learning or emotional competency, life skills classes, tutoring in specific academic subjects, or mental health care. Most programs and supports will be available within the school, but the team may need to also access community resources to assist with the managing the student. Identify resources to assist targets/victims.
 - (3) Make efforts to address the safety of any potential targets by altering or improving security procedures for schools or individuals and providing guidance on how to avoid the concerning person.



REGULATION GUIDE

PROGRAM
R 2419/page 7 of 15
School Threat Assessment Teams

- b. Establish points of contact for all resources.
7. Step 7: Create and Promote Safe School Climates
- a. Assess current school climate.
 - (1) Anti-Bullying Bill of Rights Act (N.J.S.A. 18A:37-21) requires the school safety team in each school in the district “...to develop, foster, and maintain a positive school climate by focusing on the ongoing, systemic process and practices in the school and to address school climate issues...” and to “review and strengthen school climate and the policies of the school.
 - b. Enhance current school climate.
 - c. Strengthen students’ connectedness.
 - (1) Encourage teachers and staff to build positive, trusting relationships with students by actively listening to students and taking an interest in what students say.
 - d. Break down “codes of silence” and help students feel empowered to come forward and share concerns and problems with a trusted adult.
 - e. Identify clubs or teams at school students can join or encourage students to start their own special interest group.
8. Step 8: Conduct Training for all Stakeholders
- a. The training is for new threat assessment team members, refresher training, and professional development. This includes training on the screening and threat assessment forms and procedures.



REGULATION GUIDE

PROGRAM

R 2419/page 8 of 15

School Threat Assessment Teams

- b. Training must be coordinated with the New Jersey Department of Education (NJDOE), Office of School Preparedness and Emergency Planning (OSPEP) to ensure that the threat assessment team is able to accurately assess student behavior and to ensure that threat assessment teams do not have a disparate impact on students based on their race, ethnicity, homelessness status, religious belief, gender, gender identity, sexual orientation, or socioeconomic status. This training includes training on adverse childhood experiences, childhood trauma, cultural competency, and implicit bias.
- c. Awareness training for students, teaching staff members, and all school staff members regarding the recognition of concerning or aberrant behavior in an individual that may represent a threat to the school community.
 - (1) Requests for awareness training can be coordinated by the district's School Safety Specialists through the OSPEP.
- d. Training for parents and other community stakeholders to anonymously report dangerous, violent, or unlawful activity to the district or school.

D. Threat Assessment and Management Process

The district shall implement the following steps in the threat assessment and management process.

- 1. Step 1: Receive a Report of Concern
 - a. When the threat assessment team first learns of a new report of a threat or aberrant or concerning behavior, the team (or one member of the team) should collect initial intake information about the behavior, the concerning person (i.e., the person who engaged in the threatening behavior; the person to be assessed), and other information that is readily available.



REGULATION GUIDE

PROGRAM
R 2419/page 9 of 15
School Threat Assessment Teams

2. Step 2: Screen the Case

a. Screen for imminency (of the threat or concerning behavior) and whether there is a need for a full threat assessment.

(1) If the threat assessment team believes the report does present an imminent danger or safety concern, immediately notify law enforcement. Once the emergency has been contained, the team should complete a full threat assessment and make all necessary notifications (i.e., anyone that is or may be directly impacted).

b. If the team does not believe the report presents an imminent danger or safety concern, determine if there is a need for full threat assessment. If not, document the initial report and screening.

c. If there is a need for a threat assessment, the team shall proceed with a full threat assessment using the steps outlined in D.3. through 8. below.

d. The district's Title IX Coordinator must be notified immediately if a report involves sexual harassment, sexual assault, dating violence, stalking, or a domestic violence assault, or if engagement in these actions is uncovered when gathering additional information during the threat assessment process. Notifying the district's Title IX Coordinator is completed parallel to the threat assessment process and does not stop a team from moving forward with gathering information and initiating risk management strategies.

3. Step 3: Gather Information from Multiple Sources

a. Gather information about the person displaying the concerning behavior and situation from various sources. These sources can include, but are not limited to, teachers, coaches, parents, and peers.



REGULATION GUIDE

PROGRAM
R 2419/page 10 of 15
School Threat Assessment Teams

4. Step 4: Organize and Analyze
 - a. Organize and analyze information using the 11 Investigative Questions detailed in the U.S. Secret Service and U.S. Department of Education threat assessment guide. The form is comprised of 11 investigative questions adapted from the U.S. Secret Services and U.S. Department of Education Threat Assessment in Schools: A Guide to Managing Threatening Situations and to Creating Safe School Climates and can be found at www.secretservice.gov/nod/2559.
5. Step 5: Make the Assessment
 - a. Make an assessment about whether the individual of concern poses a threat of violence or self-harm, or if they are otherwise in need of intervention.
6. Step 6: Develop and Implement a Case Management/Intervention Plan
 - a. Develop and implement a case management plan to reduce risk.
 - b. As needed, refer individual of concern to the local mental health authority or healthcare provider for evaluation and/or treatment.
 - c. As needed, refer individual of concern for a full and individual evaluation (FIE) for special education services.
7. Step 7: Re-Assess (Case Monitoring)
 - a. Monitor, re-evaluate, and modify plan as needed to ensure that the identified intervention(s) is effective, and the individual of concern no longer poses a threat of violence or self-harm.
 - b. Re-assessing the person of concern, going through the assessment questions again.



REGULATION GUIDE

PROGRAM
R 2419/page 11 of 15
School Threat Assessment Teams

- c. If there are still concerns, the team shall continue to monitor, adjust plan, and re-assess as needed until there is no longer a concern of harm to self and/or others, and the individual is on a better path.

8. Step 8: Document and Close the Case

- a. When the team's assessment is that the concerning person no longer poses a threat of violence or self-harm, the team can close the case or place it on the in-active status.
- b. The threat assessment team should be sure to document the case, including scheduling any future dates to check-in or follow-up, as needed.
- c. The documentation should be stored in a confidential file, with only authorized personnel having access.

E. Training

- 1. Each member of the threat assessment team must attend training in accordance with N.J.S.A. 18A:17-43.4. The district may also choose to provide awareness training to school community members on the threat assessment process. The awareness training is also outlined as part of one of the steps of the Building a K-12 Behavior Threat Assessment and Management Program.
- 2. Threat assessment team membership:
 - a. In accordance with N.J.S.A. 18A:17-43.4, the NJDOE shall provide training through the New Jersey School Safety Specialist Academy. All threat assessment team members must receive training consistent with the training and guidelines provided by the NJDOE. The school safety specialist, is a member of the threat assessment team and will assist in ensuring this training is provided to school staff in coordination with OSPEP.



REGULATION GUIDE

PROGRAM

R 2419/page 12 of 15

School Threat Assessment Teams

- b. Each new threat assessment team member must complete training by the OSPEP, which shall include training sessions as instructed by *Ontic/SIGMA as part of the Bureau of Justice Assistance (BJA) STOP School Violence Grant Program*.
- c. The district shall determine membership on the threat assessment team in accordance with N.J.S.A. 18A:17-43.4, including adding and ensuring the training of new members, as needed. The district must ensure all threat assessment team members attend the required initial training and refresher training provided by OSPEP to advance their competency in conducting assessments.
 - (1) These trainings will be offered through the OSPEP for both in person and online platforms.
 - (2) Refresher training will be developed and facilitated by the OSPEP and will be made available through in-person and online platforms, as necessary.

3. Awareness Training for Other School Community Stakeholders

- a. Request for awareness training for school staff members should be directed to the OSPEP email at school.security@doe.nj.gov, which will provide training or coordinate sessions with approved instructors from the U.S. Department of Homeland Security National Threat Evaluation and Reporting Office's Certified Master Training Program.

F. Other Considerations

1. Individualized Education Program (IEP) or 504 Plans

- a. The district is required by law to meet the needs of students with special needs, who are afforded disciplinary protections not provided to the general education population, to reduce exclusionary practices for special



REGULATION GUIDE

PROGRAM

R 2419/page 13 of 15

School Threat Assessment Teams

education students. When assessing a student whose behavior may pose a threat to the safety of the school community, in the case of a student with an IEP or 504 plan, the threat assessment team shall consult with the IEP team or 504 team to determine whether the aberrant or concerning behavior is a threat to school safety and is being properly addressed in a manner that is required by N.J.A.C. 6A:14 and all Federal and State special education laws. Working with the IEP team or 504 team, the threat assessment team shall determine if the behavior is part of known baseline behavior, or is already being managed under the student's IEP, 504 plan, or FBA plan. If the behavior is not consistent with baseline behaviors or is not able to be effectively managed through current programming, then a threat assessment would need to be conducted. A special education representative must be part of the team and shall engage throughout the process.

2. Allegations of Harassment, Intimidation, & Bullying (HIB) or Bias-Related Acts
 - a. Should the threat assessment team become aware of an allegation of HIB when considering or conducting assessments, they must follow Policy 5512 for addressing allegations of HIB in alignment with the Anti-Bullying Bill of Rights Act. Additionally, during the threat assessment process, it is important to recognize that the student may need remedial services (e.g., counseling) to address behavior that may have prompted the need for the threat assessment and to ensure their well-being.
 - b. Should a threat assessment team become aware of a bias-related act, they should implement Policy and Regulation 8465 on reporting bias-related acts to law enforcement in accordance with the Memorandum of Agreement Between Education and Law Enforcement Officials and Policy and Regulation 9320.



REGULATION GUIDE

PROGRAM
R 2419/page 14 of 15
School Threat Assessment Teams

3. Information Sharing

- a. The Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act (HIPAA) are two Federal laws protecting the privacy of an individual's personal records. FERPA refers specifically to educational records while HIPAA refers to medical records. Questions and concerns about FERPA and/or the HIPAA protections often arise as part of the threat assessment planning process. It is critical that threat assessment teams understand how to balance the safety of the school with the privacy of individual students. These laws should not be an impediment to threat assessment and management.
- b. Threat assessment teams should consult with the Board Attorney on these elements as needed.

4. Family Education Rights & Privacy Act (FERPA) – Educational Records

- a. FERPA is a Federal law that protects the privacy of student education records. FERPA does, however, authorize school officials to disclose information without consent in emergency situations where the health and/or safety of students is at risk. Relevant information can be released to law enforcement, public health, and medical officials, as well as other schools in the event a student transfers or matriculates. The U.S. Department of Education would not find a school in violation of FERPA for disclosing FERPA-protected information under the health or safety exception as long as the school had a rational basis, based on the information available at the time, for making its determination that there was an articulable and significant threat to the health or safety of the student or other individuals.

5. Health Insurance Portability and Accountability Act (HIPAA) – Medical and Mental Health Records



REGULATION GUIDE

PROGRAM

R 2419/page 15 of 15

School Threat Assessment Teams

- a. HIPAA protects the confidentiality of information in health records. Confidentiality is held by the patient, not the mental health provider. In cases where HIPAA applies, the following strategies below may assist threat assessment teams in eliminating potential barriers to critical data collection:
 - (1) Ask permission from the student and parent to disclose medical records;
 - (2) Provide information to health and mental professionals; and
 - (3) Ask about duty to warn or duty to protect.
- b. Additionally, medical and mental health providers may disclose protected health information when disclosure:
 - (1) Is necessary to prevent or lessen a serious and imminent threat to health or safety of patient or others and is to someone reasonably able to prevent or lessen the threat; and
 - (2) May include disclosure to law enforcement, or others who can mitigate the threat and disclosure must be consistent with applicable law and standards of ethical conduct.

6. Record Keeping

All documentation from the threat assessment process must be maintained in a confidential and secure location. Maintaining records and preserving evidence throughout the process, assists in the establishment of a legal and behavioral justification for the intervention. Records may be electronic or paper and must be maintained in accordance with record retention rules established by the Department of Treasury.

Adopted:



POLICY GUIDE

First Reading: September 19, 2023

PROGRAM
4420/page 1 of 9

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
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.

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.



POLICY GUIDE

PROGRAM

4420/page 2 of 9

Benefits Covering Non-Affiliated Support Staff- Category B

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 the following payments:

Level of Waiving	Medical	Prescription	Dental	Total per year
Single	\$1,300	\$400	\$300	\$2,000
Employee/Spouse	\$2,100	\$500	\$400	\$3,000
Employee/Child/ren	\$2,100	\$500	\$400	\$3,000
Family	\$2,700	\$800	\$500	\$4,000

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.

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. Ten month employees shall be credited with ten 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.



POLICY GUIDE

PROGRAM
4420/page 3 of 9

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 spouse, 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 spouse, 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 two years. The Board shall grant a child care or adoption leave of absence without pay to employees under the following terms and conditions:



POLICY GUIDE

PROGRAM

4420/page 4 of 9

Benefits Covering Non-Affiliated Support Staff- Category B

- 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 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 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.



POLICY GUIDE

PROGRAM

4420/page 5 of 9

Benefits Covering Non-Affiliated Support Staff- Category B

- 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.
 - 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.



POLICY GUIDE

PROGRAM

4420/page 6 of 9

Benefits Covering Non-Affiliated Support Staff- Category B

- 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 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.



POLICY GUIDE

PROGRAM

4420/page 7 of 9

Benefits Covering Non-Affiliated Support Staff- Category B

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, 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



POLICY GUIDE

PROGRAM

4420/page 8 of 9

Benefits Covering Non-Affiliated Support Staff- Category B

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 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.



POLICY GUIDE

PROGRAM

4420/page 9 of 9

Benefits Covering Non-Affiliated Support Staff- Category B

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

Revised: 29 August 2023



RESIDENTIAL GROWTH AND FACILITIES UPDATE 2023 - 2024

WW-P Board of Education

Meeting

09.19.2023



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.**



HIGH SCHOOL SOUTH

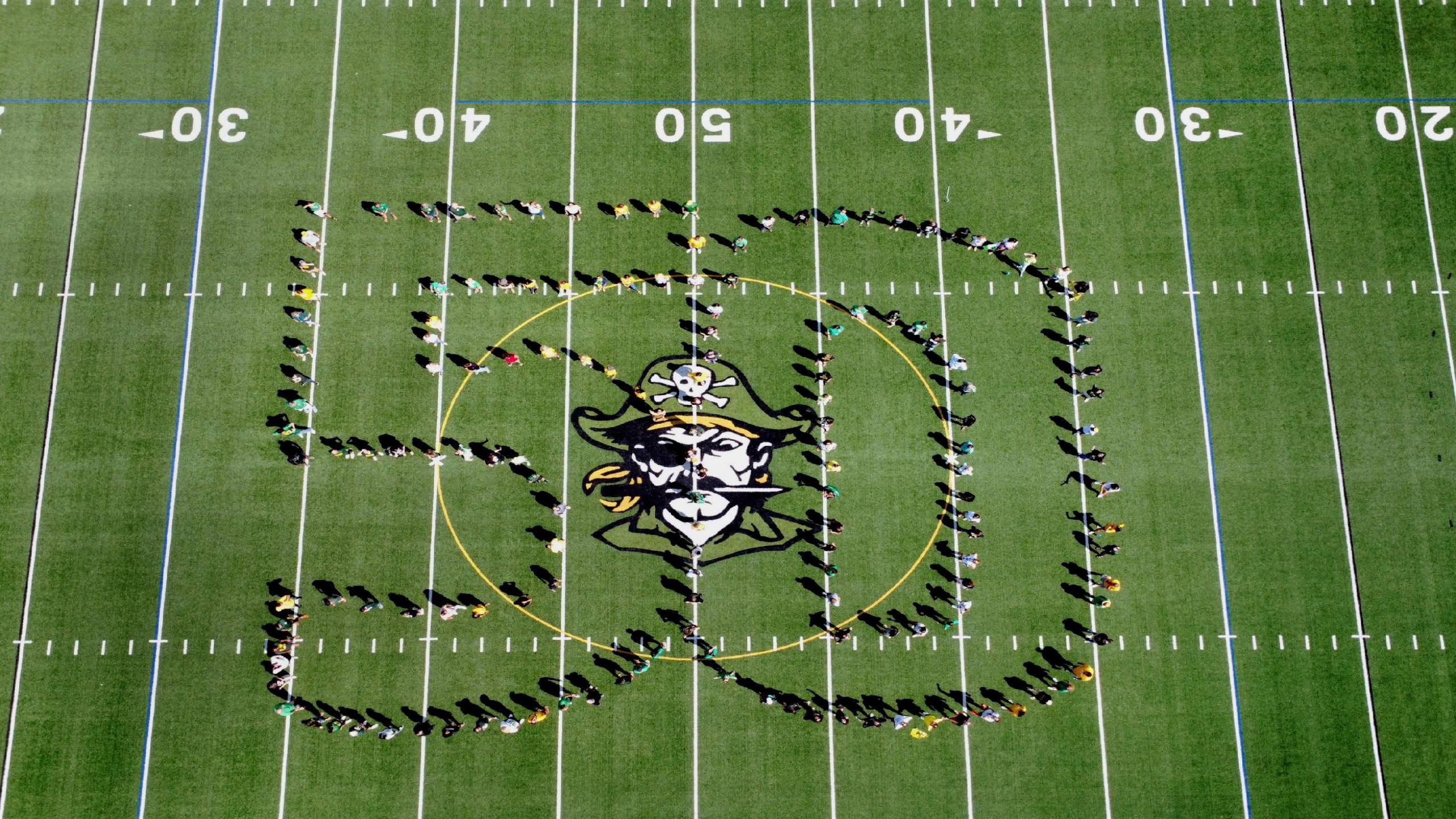






HIGH SCHOOL SOUTH









HSS Commons 1



WEST WINDSOR PLAINSBORO HIGH SCHOOL SOUTH
PIRATE PRIDE AND SPIRIT

TASTE

FLAVORS

"BE THE CHANGE YOU WANT
IN THE WORLD"







HIGH SCHOOL NORTH











EXIT



EXIT



EXIT



EXIT

Instructional space reserved for teacher & students

Instructional space reserved for teacher & students









REFINISHING OF THE WRESTLING ROOM

WRESTLING RECORDS

NAME	WEIGHT	WINS	LOSS
ALP. ROTELLA	135	10	0
ALP. ROTELLA	145	10	0
ALP. ROTELLA	160	10	0
ALP. ROTELLA	175	10	0
ALP. ROTELLA	190	10	0
ALP. ROTELLA	220	10	0
ALP. ROTELLA	285	10	0

WRESTLING RECORDS

NAME	WEIGHT	WINS	LOSS
ALP. ROTELLA	135	10	0
ALP. ROTELLA	145	10	0
ALP. ROTELLA	160	10	0
ALP. ROTELLA	175	10	0
ALP. ROTELLA	190	10	0
ALP. ROTELLA	220	10	0
ALP. ROTELLA	285	10	0



HSN POOL REPAIRS



**MILLSTONE
RIVER
ELEMENTARY
SCHOOL**







C102











was
installed in
the MRS
Faculty
Rooms



d stage
floor with
a fresh
coat of
polyureth
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**WICOFF
ELEMENTARY
SCHOOL**









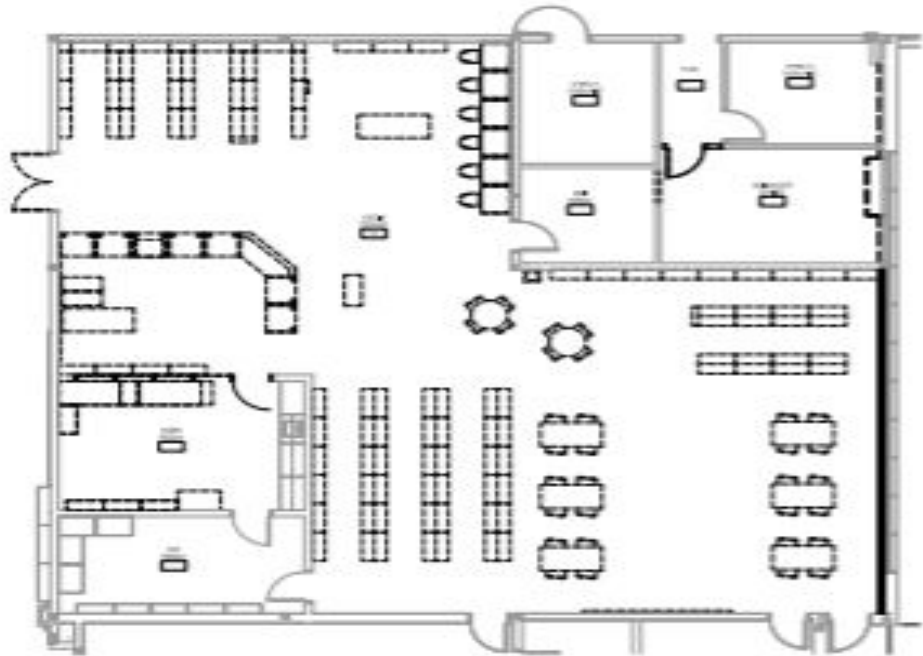




TOWN CENTER ELEMENTARY SCHOOL

***Town Center (Media Center
Renovations)***



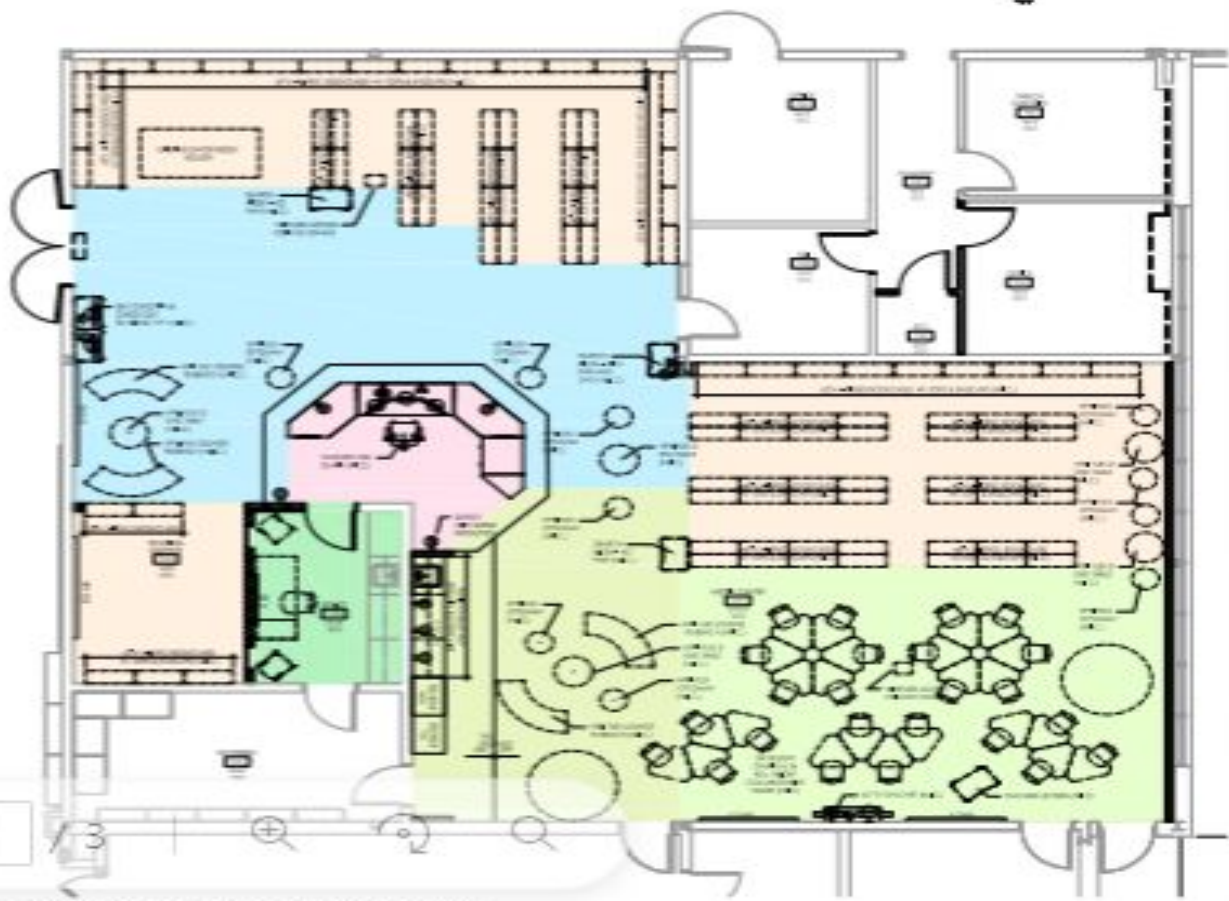


1 MEDIA CENTER EXISTING PLAN

LEGEND

- CIRCULATION DESK/ MEDIA SPECIALIST
- FLEX CLASSROOM AREA
- FLEX LOUNGE AREA
- READING STACK AREA
- MAKER SPACE
- MEDIA SPECIALIST OFFICE

<p>BOOK COLLECTION COUNT: 17,882 BOOKS [11/18/2022]</p>
<p>TOTAL REQUIRED SHELVING: 7,447 LINEAR INCHES BASED UPON SURVEY OF EXISTING SHELVING SYSTEM AND DISCUSSION WITH ALLAN JOHNSON (HWJ-RSD) ON 01/05/ 2023 BY DIVERSIFIED STORAGE SOLUTIONS, INC. A 20% EXPANSION GOAL OF 8,937 LINEAR INCHES IS DESIRED.</p>
<p>TOTAL PROVIDED SHELVING: 11,397 INCHES OF SHELVING [09/13/2023]</p>



1 PROPOSED MEDIA CENTER ROOM LAYOUT

PROJECT NO. 2023-001
DATE: 04.10.2023
PROJECT - NOT FOR CONSTRUCTION

QFVHD
Quality First Value Driven
10000 N. 10th Ave., Suite 100, Aurora, CO 80015
Tel: 303.733.1100 | Fax: 303.733.1101
www.qfvhd.com

Project: Media Center Renovation at Town Center Elementary School

Client: West Windsor-Plainsboro Regional School District

Site: 100 Wyckoff Dr., Plainsboro NJ 08526

NO.:	30430
DATE:	04.10.2023
DRW:	GRD
SCALE:	N/A
DATE:	1/4/23

PROJECT: PROPOSED MEDIA CENTER ROOM LAYOUT & BUILDING PLAN
SK 00





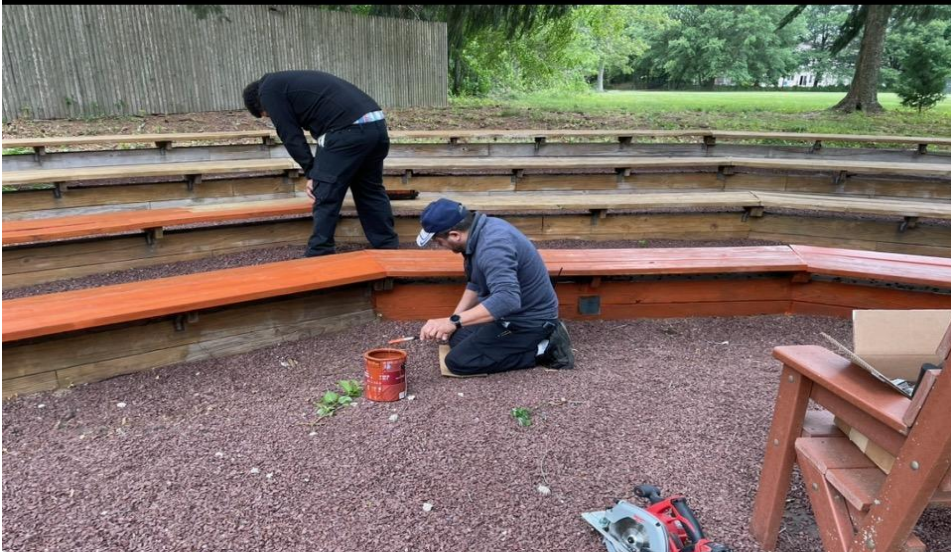
DUTCH NECK ELEMENTARY SCHOOL





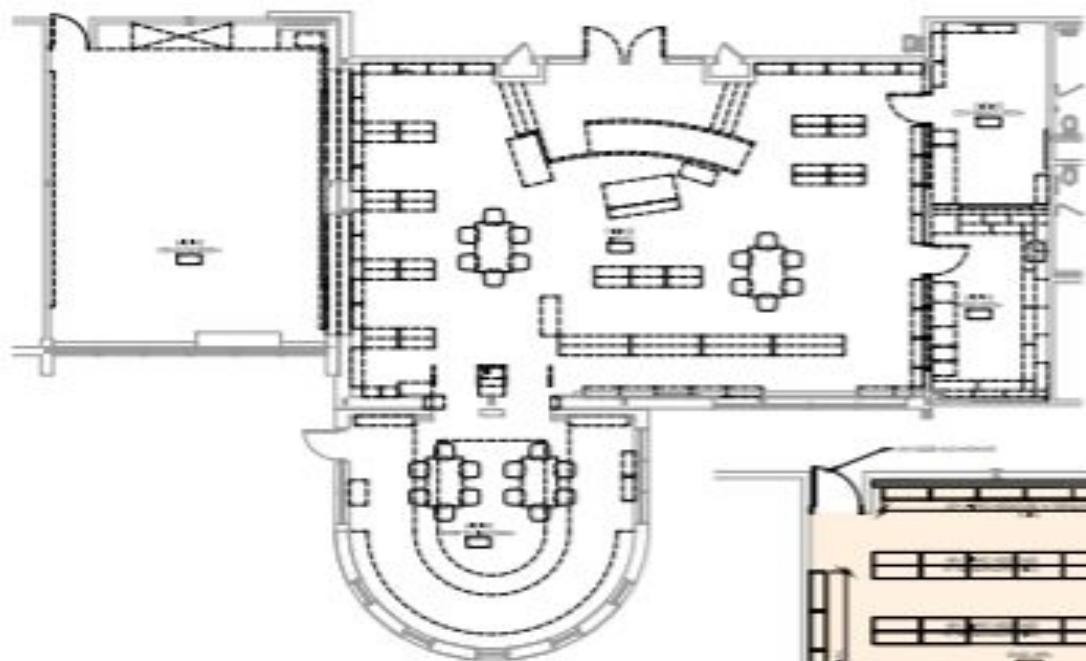


AND REPAINTED OUTDOOR AMPHITHEA TER CLASSROO M



**MAURICE HAWK
ELEMENTARY
SCHOOLS**

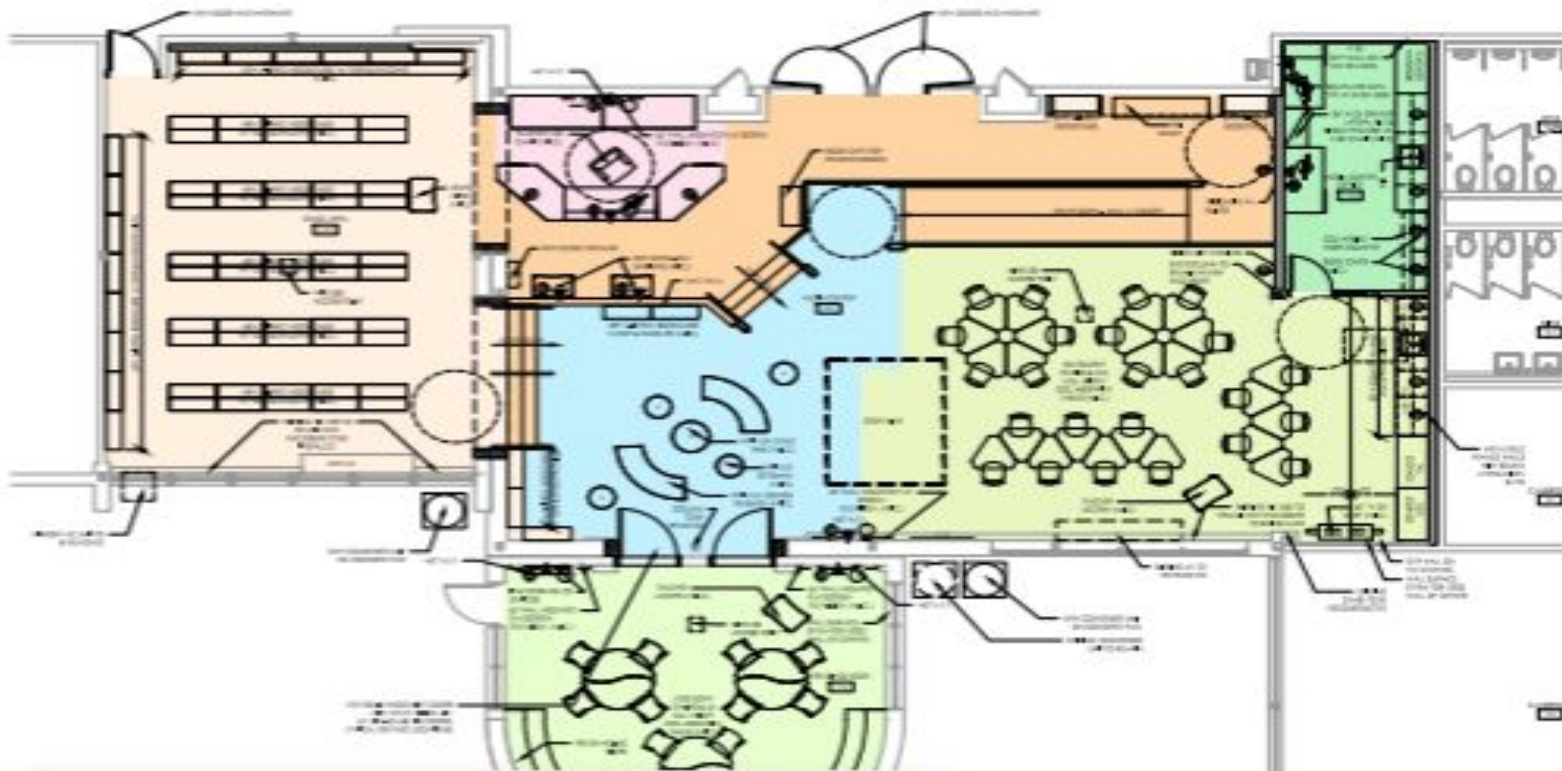




1 MEDIA CENTER EXISTING PLAN
DATE: 11/18/2022

LEGEND

- CIRCULATION
- CIRCULATION DESK/MEDIA SPECIALIST
- FLEX CLASSROOM AREA
- FLEX LOUNGE AREA
- READING STACK AREA
- MAKESPACE
- MEDIA SPECIALIST OFFICE



BOOK COLLECTION COUNT: 15,108 BOOKS
(11/18/2022)

TOTAL REQUIRED SHELVING: 4,767 LINEAR INCHES
BASED UPON SURVEY OF EXISTING SHELVING SYSTEM AND
DISCUSSION WITH ALLAN JOHNSON (AWP-RSD) ON 01/05/
2023 BY DIVERSIFIED STORAGE SOLUTIONS, INC. A 30%
EXPANSION GOAL OF 8,120 LINEAR INCHES IS DESIRED

TOTAL PROVIDED SHELVING: 8,136 INCHES OF SHELVING
(03/13/2023)

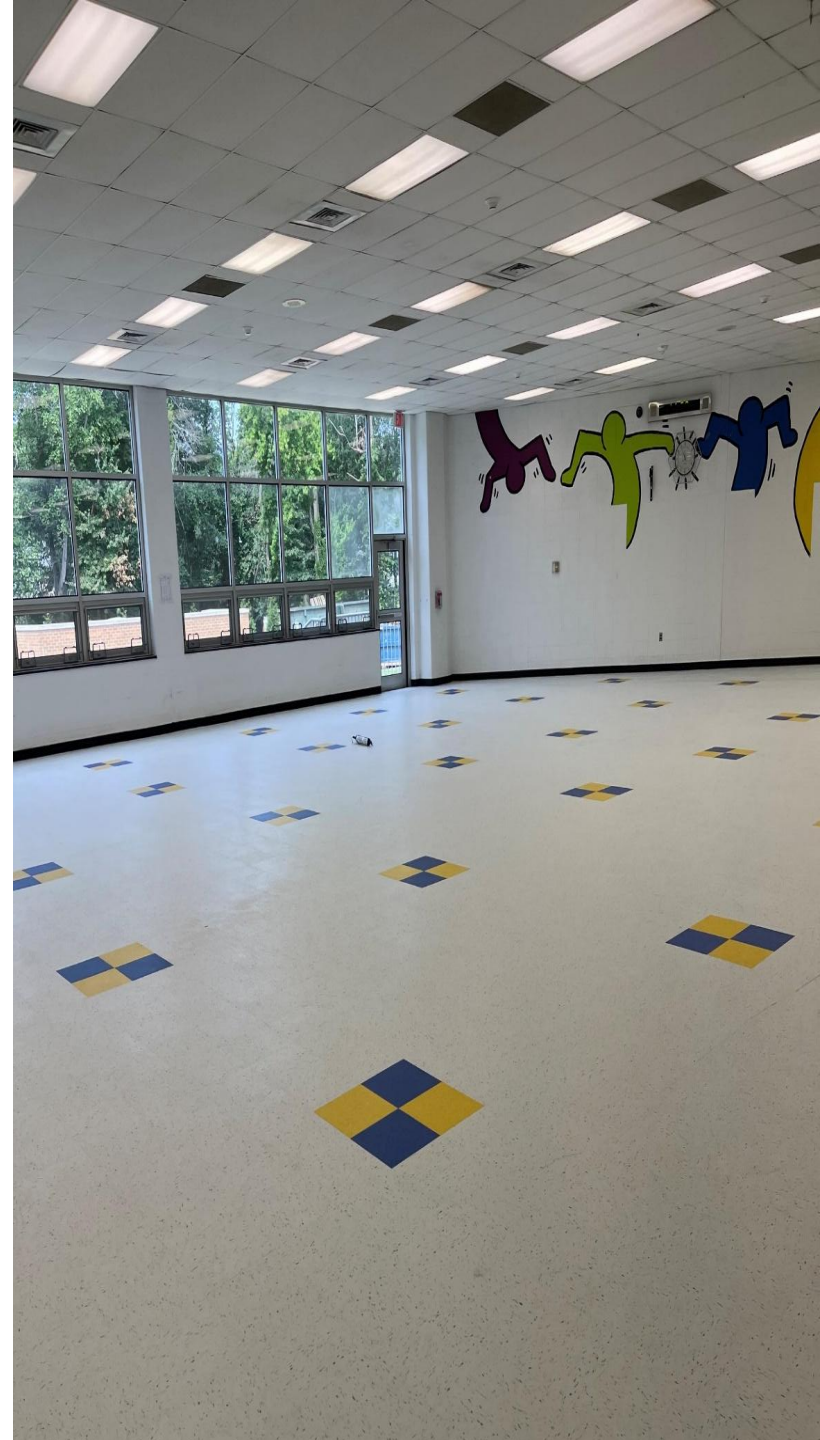
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11-1-2023 11:30 AM
 11-1-2023 11:30 AM
 PROJECT SET - NOT FOR CONSTRUCTION
FVHD
 FLOOR PLAN
 11-1-2023 11:30 AM

Media Center Renovation at Maurice Hawk Elementary School
 West Windsor-Plainsboro Regional School District
 302 Morris Pt. West Windsor NJ 08850
 03/22/2023
 03/23/2023
 GRD
 P/A
 LAF/ED
 PROPOSED MEDIA CENTER ROOM LAYOUT & EXISTING PLAN



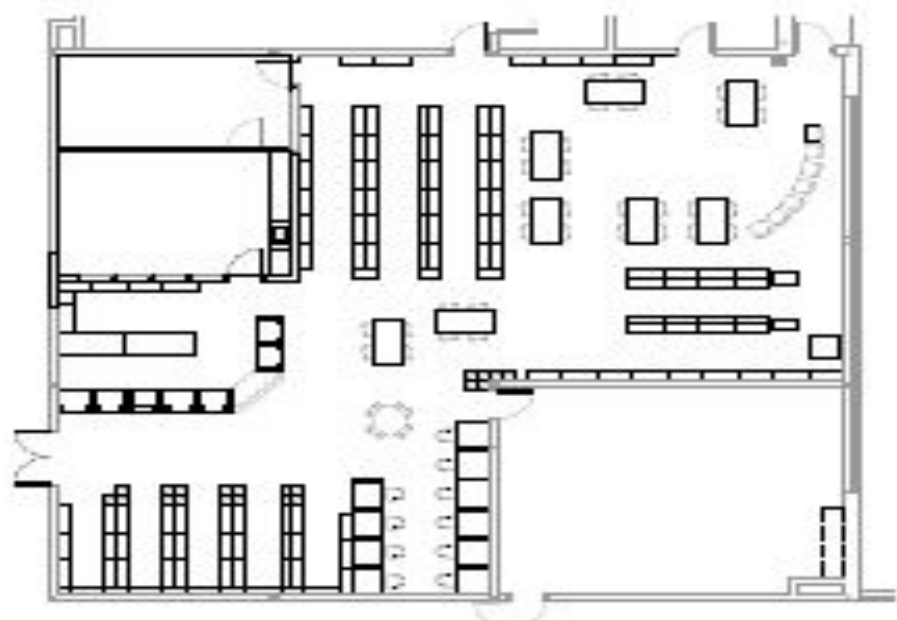
**Cafeteria tables moved and walls painted;
new flooring installed**





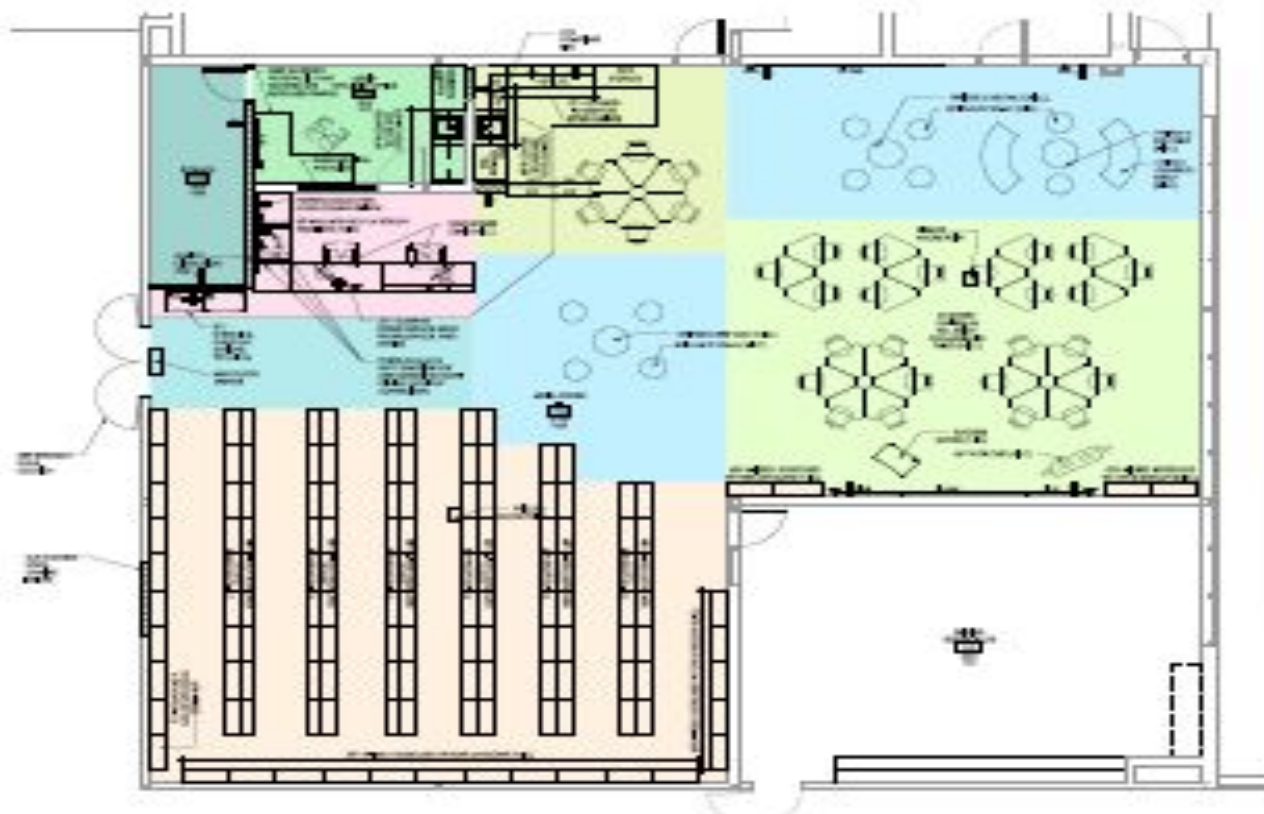
VILLAGE ELEMENTARY SCHOOL





1 MEDIA CENTER EXISTING PLAN
SK-03

BOOK COLLECTION COUNT: 27,866 BOOKS (11/18/2022)
TOTAL REQUIRED SHELVING: 12,573 LINEAR INCHES BASED UPON SURVEY OF EXISTING SHELVING SYSTEM AND DISCUSSION WITH ALLAN JOHNSON (WVHPSD) ON 01/20/23 2023 BY DIVERSIFIED STORAGE SOLUTIONS, INC. A 30% EXPANSION GOAL OF 15,087 LINEAR INCHES IS DESIRED.
TOTAL PROVIDED SHELVING: 15,086 INCHES OF SHELVING (03/28/2023)



2 PROPOSED MEDIA CENTER ROOM LAYOUT
SK-03

PROJECT NO. 2022-001
 DATE: 03/28/2023
 DRAWN BY: [Name]
 CHECKED BY: [Name]
 PROJECT: Media Center Renovation at [School Name]

WVHPSD
 West Virginia
 HARRISBURG PUBLIC SCHOOLS DISTRICT

SK-03

COMMUNITY MIDDLE SCHOOL





CULINARY ARTS BEFORE UPGRADES





CULINARY ARTS AFTER UPGRADES





CULINARY ARTS

GROVER MIDDLE SCHOOL





**Refinished
Music Room
Floor with a
fresh coat of
polyurethane**



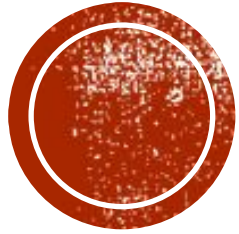


FLOORING INSTALLATION



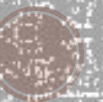
NEW FLOORING INSTALLATION





PROJECTED RESIDENTIAL GROWTH IN WEST WINDSOR TOWNSHIP

As of 09.19.23



WOODSTONE PROPERTY (PRINCETON THEOLOGICAL SEMINARY)

SENDING PATH: MH – Vi1 – GMS - HSS

- 443 apartments (.58 student yield).

- COMPLETED



MANEELY PROPERTY (TOLL BROTHERS)

SENDING PATH: MH – Vi1 – GMS – HSS

- Toll Brothers has completed the development of a mixed-use site located at Bear Brook Road and old Bear Brook Road in West Windsor- a site sometimes known as ‘the Maneely property’.
 - 51 townhouses (.5 student yield) – 27.5 students
 - 40 apartments (.52 student yield) – 23.92 students
 - 192 extended stay suites.
 - 72 apartment units for Project Freedom
- **COMPLETED**



ELLSWORTH CENTER

SENDING PATH: MH – Vi1 – GMS – HSS

- Location: Corner of Cranbury and Princeton-Hightstown Roads
- 30 apartments (.52 student yield) – Projected 16 students

- **COMPLETED**



TRANSIT VILLAGE

SENDING PATH: MH – Vi1 – GMS - HSS

- Transit Village – Avalon Redevelopment Area (Also Known as District 1)
- 350-Acre property
- 800 units as Transit Oriented Development
 - 12 ½ % set aside by court order for Affordable Housing
 - 515 Apartments; 150 Townhomes; 135 Age Restricted.
- UNDERWAY – Site work and roundabout.



HERITAGE VILLAGE

(FORMERLY NAMED AMERICAN PROPERTIES AND THOMPSON PROPERTY)

SENDING PATH: DN – Vil – GMS - HSS

- Old Trenton Road next to new Mosque
- 193 Townhomes
- Progress and impact will depend on court certification on COAH number.
- PERMITS FOR SOILS and ENGINEERING ISSUED. Occupants expected late in the 23-24 school year. Potential Impact TBD.



TOLL BROTHERS – GARDEN HOMES

(LOWES CENTER AKA DUCK POND ASSOCIATES)

SENDING PATH: MH – Vi1 – GMS - HSS

- 347 Condominiums (Reduced from 625 to 347 due to site constraints)

- Potential Impact 2023 - 2024



PRINCETON EXECUTIVE PARK – THE LOFTS

(MEADOW ROAD – PREVIOUSLY KNOWN AS ROSELAND/MACK CALI)

SENDING PATH: MH – Vi1 – GMS - HSS

- 320 Apartments – Phase #1
- 326 Apartments – Phase #4 (2025)
- Potential Impact 2023 - 2024

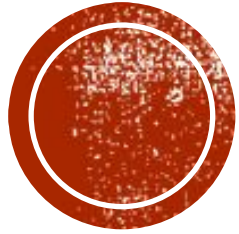


400 STEPS (ELLSWORTH II)

SENDING PATH: TBD

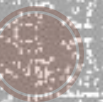
- 180 Apartment Units





PROJECTED RESIDENTIAL GROWTH IN PLAINSBORO TOWNSHIP

As of 09.19.23



PRINCETON FORRESTAL VILLAGE

SENDING PATH: WC – MR – CMS - HSN

- 394 multi-family residential units owned by Chase Bank.
 - **Location:** College Road West along the west side of Princeton Forrestal Village.
- Site plan review Fall 23'. Development Review Spring 24'.
- Developer projections anticipate 58 school age children at full build out.



PRINCETON NURSERIES

SENDING PATH: TBD

- 950 Units
 - 20 Single Family Homes
 - 200 Age Restricted
 - 730 Apartment and Townhomes

- General Development Plan completed. Fiscal Impact Study underway. Estimated 3-4 years with up to six year build out.



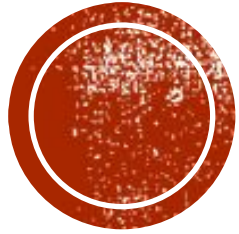
FUSION

SENDING PATH: **TBD**

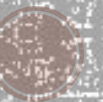
- 500 Residential Units
 - 60-70 Age Restricted
 - 430 Apartments
- Anticipated as a mixed use location by Nova Nortis and hospital.
- TBD



	# of Units	# of Potential Students
West Windsor Township	3122	1509
Plainsboro Township	1648	417
Total	4770	1926



NEXT ROUND OF AFFORDABLE HOUSING OBLIGATIONS ARE IN 2025



RECOMMENDATIONS AND NEXT STEPS

- Analyze school completed developments and review student yields.
- Update capacity numbers based upon school expansions.
- Short-term and long-term issues for the districts consideration.
- There are long range considerations that will impact our instructional programs and facility utilizations.
- As such our long term solution will be a combination of efforts that may include:
 - ADDITIONAL EXPANSION;
 - CHANGING PROGRAM LOCATIONS;
 - CHANGING NEIGHBORHOOD PATHWAYS;
 - POTENTIAL REDISTRICTING;
 - AND INNOVATION.



WW-P CONSIDERATIONS

- District Impacts:
 - Immediate concern – impact on Maurice Hawk, Dutch Neck, Village, Grover Middle School and High School South
 - School paths and district structure.
 - Purchase property?
 - Will we need an additional referendum in the future?



**WEST
WINDSOR-PLAINSBORO
REGIONAL SCHOOL
DISTRICT
www.ww-p.org**

