

AGENDA

SPECIAL PUBLIC MEETING

August 24, 2011

In order to permit the efficient use of the Board's time at its workshop meetings, the public may submit questions and comments in written form to the Board President.

1. Call to Order
2. Salute to the Flag
3. Roll Call
4. Presiding Officer's Meeting Notice Statement
5. Board Discussion & Formal Business Agenda
6. Adjournment

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Please Note: It may be necessary, from time to time, to remove or make changes in a motion(s) between the time this agenda is prepared and when the Board takes action. This will be accomplished by an actual removal or change in the motion and noted on the Errata and Change Sheet, or will be announced by the Board President at the start of the meeting.

MOTION made by _____ seconded by _____ that the following Board Policy actions of the Board, as recommended by the Superintendent, numbered **1** through **1**, excepting actions _____ be approved.

1. that the Board approve **SECOND READING** of the following Board Policies:

[2431.4] Prevention and Treatment of Sports-Related Concussions and Head Injuries **NEW**

[5512] Harassment, Intimidation, and Bullying **REVISED**

EXPLANATION: The above policies have been reviewed by the administration, Board attorney and members of the Policy Committee.

Any Board member who takes exception to any of the following listed actions under the category of Board Operations may so indicate now and a separate motion for each of the excepted actions will be entertained.

MOTION made by _____ seconded by _____ that the following Board Operations actions of the Board, as recommended by the Superintendent, numbered **2** through **3**, excepting actions be approved.

Roll call.

2. that the Board approve and adopt the following meeting schedule for the period September 14, 2011 through September 21, 2011.

The Board resolves, herewith, to meet in executive (Non-Public) session on the dates and for the purposes indicated in the schedule. The Minutes of such discussion shall be available promptly when the need for confidentiality no longer exists.

The Board reserves the right to call executive sessions not included in the schedule. An appropriate resolution calling an executive session shall be made in a prior public meeting in accordance with C. 231, L. '75.

<u>Day</u>	<u>Date</u>	<u>Time</u>	<u>Location</u>	<u>Type</u>	<u>Agenda</u>
Wed.	09/14/11	7:00 P.M.	E.F. S.D.R.	E.S.	HOLD
Wed.	09/14/11	8:00 P.M.	E.F. S.D.R.	W.S.	Review of 09/21/11 Agenda
Wed.	09/21/11	7:00 P.M.	T.H.S. 2 nd Floor Media Center	E.S.	HOLD
Wed.	09/21/11	8:00 P.M.	T.H.S. 3 rd Floor Student Center	R.P.M.	Regular Business Agenda

3. that the Board approve the following Minutes: June 1, 2011 Executive Session, June 1, 2011 Workshop Meeting, June 8, 2011 Executive Session, June 8, 2011 Regular Public Meeting, June 22, 2011 Executive Session and June 22, 2011 Special Public Meeting.

Any Board member who takes exception to any of the following listed actions under the category of School Operations & Curriculum may so indicate now and a separate motion for each of the excepted actions will be entertained.

MOTION made by _____ seconded by _____ that the following School Operations & Curriculum actions of the Board, as recommended by the Superintendent, numbered **1** through **9**, excepting actions _____ be approved.

Roll call.

- 1. that the Board **amend School Operations and Curriculum Motion #35 and Motion #36** of the November 10, 2010 Minutes to reflect an increase in remuneration to **Staff Development Workshops** as indicated below:
 Title IIA funds these workshops.
Account # 20-270-200-320-19-50-I-0; Account #20-272-200-320-19-50-I-0

Grades K-3 workshops from \$13,000 to \$14,200 an increase of \$1,200.
Grades 5-8 workshops from \$7,500 to \$8,500 an increase of \$1,000.

EXPLANATION: These increases reflect an adjustment in billing based on the district's request to split several full day sessions to half-day sessions.

- 2. that the Board approve the annual **update** of the **Uniform State Memorandum of Agreement** between Education and Law Enforcement Officials for the **2011-2012** school year.

EXPLANATION: Bergen County school districts are required to meet annually with local law enforcement officials to discuss the implementation of the agreement and any necessary updates. The meeting with the Teaneck Police Department was held on July 19, 2011.

- 3. that the Board approve the following **new** textbooks for the **2011-2012** school year:

United States History, Prentice Hall, 2010 – High School

Social Studies, Regions, Prentice Hall, 2011 – Grade 4

EXPLANATION: These textbooks have been reviewed and approved by the District Textbook Advisory Committee on August 2, 2011.

4. that the Board approve a collaboration with the **Garage Theatre Group**, Becton Hall, Fairleigh Dickinson University, Teaneck Campus to co-produce the musical, Hairspray in December, 2011. The Teaneck Public Schools would fund a student participation fee of \$6,000.

EXPLANATION: Due to budget constraints, the drama and musical at Teaneck High School are produced on alternate school years. This collaboration would provide the opportunity to offer both the musical and drama during 2011-12. Auditions would be open to all Teaneck High School students. This production of Hairspray would take place at the Garage Theatre on the FDU, Teaneck campus.

Account # 11-000-221-320-82-58-S-D

5. that the Board approve **remuneration** to Jean Myers, educational consultant, to conduct a science program with middle school teachers and students at the Teaneck Creek Conservancy throughout the **2011-2012** school year, in an amount not to exceed \$6,000. Title IIA funds this program. Account # 20-270-200-320-19-50-I-O

EXPLANATION: Ms. Myers would work with grade 5 teachers and students to plan and implement a science program with the Teaneck Creek Conservancy.

6. that the Board approve remuneration to **West Bergen Mental Healthcare** during the **2011-2012** school year to provide two workshop series for staff on social skills curriculum. Funding would be provided through the **Teaneck Public Schools: Bergen Mental Health and Schools Initiative Grant**, in an amount not to exceed \$2,275. Account #20-425-213-300-74-50-G-H

EXPLANATION: West Bergen Mental Healthcare is a child guidance clinic providing comprehensive mental healthcare services.

7. that the Board approve **remuneration** to Fogarty and Hara, Esq. for training and consultation to be provided by Stephen R. Fogarty and Vittorio S. LaPira for 5 to 7 hours of training for Bergen County Superintendents, Directors of Special Services and Mental Health program directors on questions and practices regarding student assessments and clearance to return to school. Funding would be provided through the **Teaneck Public Schools: Bergen Mental Health and Schools Initiative Grant** from the U.S. Department of Education, in an amount not to exceed \$1,000. Account #20-425-213-300-74-50-G-H

EXPLANATION: The grant objective is to expand the collaboration and knowledge base between Bergen County schools and mental health staff through training in appropriate referral and intervention protocols. These attorneys would provide assistance and advice regarding legal regulations and issues in education.

8. that the Board approve **remuneration** to Maurice J. Elias, PhD, Professor and Director of Clinical Training, Psychology Department , Rutgers University, to conduct a full day workshop at River Dell Regional High School on October 10, 2011, in an amount not to exceed \$2000. Funding would be provided through the **Teaneck Public Schools: Bergen Mental Health and Schools Initiative Grant**.
Account #20-425-213-300-74-50-G-H

EXPLANATION: The workshop would focus on anti-bullying, harassment and intimidation with specific emphasis on school culture and the role of the spectator. River Dell is a district selected as a recipient of services to be provided through the grant.

9. that the Board approve **remuneration** to **CarePlusNJ**, Children's Services Division, during the **2011-2012** fall semester, to provide consultation and training in the River Edge School District at the Cherry Hill School. Funding would be provided through the **Teaneck Public Schools: Bergen Mental Health and Schools Initiative Grant**, in an amount not to exceed \$12,000. Account #20-425-213-300-74-50-G-H

EXPLANATION: This teacher and parent training, student observation and consultation would address a need identified by the Special Services Department that is consistent with the goals of the Mental Health and Schools Initiative Grant. CarePlusNJ is a mental health center providing comprehensive mental health services for children. River Edge is a district selected as a recipient of services to be provided through the grant.

Any Board member who takes exception to any of the following listed actions under the category of Finance & Budget may so indicate now, and a separate motion for each of the excepted actions will be entertained.

MOTION made by _____ seconded by _____ that the following Finance & Budget actions of the Board, as recommended by the Superintendent, numbered **13** through **51**, excepting actions _____ be approved.

Roll call.

- 13. that the Board approve payment of the following **2010-11** bills and payroll, as detailed in lists attached to the Minutes of this meeting, including adjustments to previously approved bill payments, and that the Business Administrator/Board Secretary be hereby authorized to release the warrants in payments of these bills:

JUNE 1, 2011 through JUNE 30, 2011

Fund 10	\$8,319,108.62
Fund 20	767,717.78
Fund 30	284,313.00
Fund 60	78,446.84
Fund 61	223,024.59

Total of Approved Payments \$9,672,610.83

EXPLANATION: These bills have been examined by a member of the Finance Committee and were found to be in order for Board approval.

- 14. that the Board approve **2010-2011** and **2011-2012** budget appropriation **transfers**, previously approved by a member of the Finance Committee, which are **attached** and a part of the official record.
- 15. that the Board approve the following resolution:

WHEREAS, the Board of Education has received the Report of the Board Secretary and the Report of the **Treasurer of School Monies** for the month **June 2011** and

WHEREAS, in compliance with N.J.A.C. 6A:23-2.11 (c)3 the secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of Education except as noted.

NOW, THEREFORE, BE IT RESOLVED, that in compliance with N.J.A.C.6A:23-2.11 (c)4, the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C.6A:23-2.11(c)4, and that sufficient funds are available

to meet the district's financial obligations for the remainder of the year (which will become a part of the Minutes of this meeting).

BE IT FURTHER RESOLVED, that pursuant to P.L. 2004 Ch. 73(S-1701), the Board certifies that after a review of the Secretary's Monthly Financial Report and upon consultation with the appropriate district officials, that there are no budgetary transfers that cumulatively exceed 10% that would require the approval of the Commissioner of Education.

16. that the Board approve the **attached** list of **Travel and Conferences** for the staff indicated for professional improvement or development, as approved by and recommended by the Superintendent.

EXPLANATION: The New Jersey State Department of Education requires approval by the Superintendent and the Board of Education for all attendance and reimbursement for attendance at seminars and conferences. Total approved amount is **\$996** of which **\$0.00** is district funded with the balance of **\$996** from grants/other funds.

17. that the Board approve the **attached** list of **Student Field Trips**, as approved by and recommended by the Superintendent.

EXPLANATION: The New Jersey State Department of Education requires approval by the Superintendent and the Board of Education for all attendance and reimbursement for attendance for student field trips. Total approved amount is **\$3,760.40** of which **\$0.00** is district funded with the balance of **\$3,760.40** from grants/other funds.

18. that the Board acknowledge that **Benjamin Franklin Middle School** conducted its **second emergency school bus exit drill**, as per State regulations according to NJAC 6A:27-11.2, at 12:45 p.m. at the location of Taft Road on **June 21, 2011**. Raymond Kiem, Assistant Principal, was the staff member in charge. The following bus routes were included in the drill:

Route # 10 Buses: 1, 2 & 3

EXPLANATION: School administrators are required to conduct two emergency exit drills during the school year for all students transported to and from school. The New Jersey State Department of Education requires approval by the Superintendent and the Board of Education for the bus emergency evacuation drills.

19. that the Board approve the **contracts** for the **2011-2012** school year for the Assistant Superintendent for Curriculum and Instruction and Business Administrator/Board Secretary in the amount of \$150,000 for the Assistant Superintendent and \$165,000 for the Business Administrator/Board Secretary.

EXPLANATION: Contracts for the Assistant Superintendent and Business Administrator have been approved by the Bergen County Executive County Superintendent of Schools and require final approval by the Board.

FINANCE & BUDGET

AUGUST 24, 2011

20. that the Board awards the following transportation **contracts** for the **2011-2012** school year and submits these agreements to the Bergen County Superintendent of Schools for approval:

			2011-12	% of	Per Diem	Original
			Renewal	Increase	Vehicle	Per Diem
RTE	Provider	Destination	Number	2011-12	2011-12	Aide
MV6B	John Leckie	Bryant Mid-day	2	0.00	37.00	None
MV6C	John Leckie	Bryant Mid-day	2	0.00	37.00	16.00
L07	John Leckie	Lowell School Van	2	0.00	85.00	14.00
V7B	John Leckie	Lowell School Van	2	0.00	98.00	24.00
TJ1	First Student, Rochelle	Thomas Jefferson	2	0.00	142.19	37.50
TJ2	First Student, Rochelle	Thomas Jefferson	2	0.00	140.40	37.50
BF1	First Student, Rochelle	Ben Franklin	2	0.00	144.01	None
BF2	First Student, Rochelle	Ben Franklin	2	0.00	141.17	37.50
L12	First Student, Rochelle	Teaneck HS Lift	5	0.00	158.56	40.30
H36A	Diane's Bus	Homeless Students	17	0.00	142.92	None
BTA1	First Student, Englewood	Bergen Academy	10	0.00	72.50	None
C14A	D & M Tours	Charter School	10	0.00	204.90	None
C14B	D & M Tours	Charter School	10	0.00	204.90	None
C14C	D & M Tours	Charter School	10	0.00	190.79	None
NJIT	D & M Tours	NJ Institute of Technology	9	0.00	143.39	None
			8			
S7A	D & M Tours	Extended School Year Transportation	8	0.00	129.36	37.20
S7B	D & M Tours	Extended School Year Transportation	8	0.00	126.46	20.67
S7C	D & M Tours	Extended School Year Transportation	8	0.00	109.92	37.20
S7D	D & M Tours	Extended School Year Transportation	8	0.00	109.92	37.20
S7E	D & M Tours	Extended School Year Transportation	8	0.00	109.92	37.20
S7F	D & M Tours	Extended School Year Transportation	8	0.00	109.92	37.20
S7G	D & M Tours	Extended School Year Transportation	2	0.00	96.00	44.00
S7H	D & M Tours	Extended School Year Transportation	2	0.00	96.00	44.00
S7I	D & M Tours	Extended School Year Transportation	2	0.00	90.00	40.00

FINANCE & BUDGET

AUGUST 24, 2011

20. (cont'd.)

			2011-12	% of	PER DIEM	ORIGINAL
			Renewal	Increase	VEHICLE	PER DIEM
RTE	Provider	Destination	Number	2011-12	2011-12	AIDE
F1	D&M Tours	Frisch School	10	0.00	136.09	None
F2	D&M Tours	Frisch School	10	0.00	136.09	None
F3	D&M Tours	Frisch School	10	0.00	136.09	None
F4	D&M Tours	Frisch School	10	0.00	136.09	None
F5	D&M Tours	Frisch School	10	0.00	125.38	None
YV1	D&M Tours	Yavneh Acad	10	0.00	211.78	None
YV2	D&M Tours	Yavneh Acad	10	0.00	206.84	None
YV3	D&M Tours	Yavneh Acad	10	0.00	211.78	None
YV4	D&M Tours	Yavneh Acad	10	0.00	246.88	None
YV5	D&M Tours	Yavneh Acad	10	0.00	209.63	None
YV7	D&M Tours	Yavneh Acad	10	0.00	188.48	None
YV8	D&M Tours	Yavneh Acad	10	0.00	225.04	None
YV9	D&M Tours	Yavneh Acad	10	0.00	207.50	None
YV10	D&M Tours	Yavneh Acad	10	0.00	173.65	None
YV11	D&M Tours	Yavneh Acad	10	0.00	173.60	None
YV12	D&M Tours	Yavneh Acad	10	0.00	1.42	None
YV13	D&M Tours	Yavneh Acad	10	0.00	1.42	None
YV14	D&M Tours	Yavneh Acad	10	0.00	1.42	None
YV15	D&M Tours	Yavneh Acad	10	0.00	1.42	None
MV6D	D & M Tours	Bryant Mid-day Van	8	0.00	66.87	None
V4A	D & M Tours	Whittier Van	8	0.00	105.77	None
V4B	D & M Tours	Whittier Van	8	0.00	105.77	None
V5A	D & M Tours	Hawthorne Van	8	0.00	105.77	None
V5B	D & M Tours	Hawthorne Van	8	0.00	105.77	None
V5C	D & M Tours	Hawthorne Van	8	0.00	146.00	None
V6A	D & M Tours	Bryant Van	8	0.00	211.54	None
V6B	D & M Tours	Bryant Van	8	0.00	211.54	None
V6C	D & M Tours	Bryant Van	8	0.00	211.54	None
V6D	D & M Tours	Bryant Van	5	0.00	151.49	None
V6E	D & M Tours	Bryant Van	2	0.00	137.00	None
V6F	First Student Rochelle	Bryant Van AM & PM	2	0.00	139.72	41.00
V6G	John Leckie	Bryant Van AM & PM	2	0.00	154.00	35.00
C14D	D&M Tours	Charter School	1	0.00	123.17	None

FINANCE & BUDGET

AUGUST 24, 2011

#20. (cont'd.)

			2011-12	% OF	PER DIEM	ORIGINAL
			Renewal	Increase	VEHICLE	PER DIEM
RTE	Provider	Destination	Number	2011-12	2011-12	AIDE
A5	D & M Tours	Hawthorne School	12	0.00	137.32	None
B5	D & M Tours	Hawthorne School	12	0.00	137.32	None
C5	D & M Tours	Hawthorne School	12	0.00	137.32	None
D5	D & M Tours	Hawthorne School	12	0.00	137.32	None
A6	D & M Tours	Bryant School	12	0.00	137.32	None
B6	D & M Tours	Bryant School	12	0.00	137.32	None
C6	D & M Tours	Bryant School	12	0.00	137.32	None
D6	D & M Tours	Bryant School	12	0.00	137.32	None
E6	D & M Tours	Bryant School	12	0.00	137.32	None
F6	D & M Tours	Bryant School	12	0.00	137.32	None
H6	D & M Tours	Bryant School	12	0.00	137.32	None
A4	D & M Tours	Whittier School	12	0.00	137.32	None
B4	D & M Tours	Whittier School	12	0.00	137.32	None
C4	D & M Tours	Whittier School	12	0.00	137.32	None
D4	D & M Tours	Whittier School	12	0.00	137.32	None
E4	D & M Tours	Whittier School	12	0.00	137.32	None
F4	D & M Tours	Whittier School	12	0.00	137.32	None
G4	D & M Tours	Whittier School	12	0.00	137.32	None
H4	D & M Tours	Whittier School	12	0.00	137.32	None
I4	D & M Tours	Whittier School	12	0.00	137.32	None
A7	D & M Tours	Lowell School	12	0.00	137.32	None
B7	D & M Tours	Lowell School	12	0.00	137.32	None
C7	D & M Tours	Lowell School	12	0.00	137.32	None
D7	D & M Tours	Lowell School	12	0.00	137.32	None
E7	D & M Tours	Lowell School	12	0.00	137.32	None
F7	D & M Tours	Lowell School	12	0.00	137.32	None
G7	D & M Tours	Lowell School	12	0.00	137.32	None
PT1	First Student Rochelle	Paramus Tech Shuttle	2	0.00	173.43	None

EXPLANATION: This is the 2011-2012 renewal of transportation contracts for non-public, special education, and public school students. The nonpublic routes include the bus stops that were in effect for the 2010-2011 school year.

21. that the Board award the following transportation **contracts** for the **2011-2012** school year and submits these agreements to the Bergen County Superintendent of Schools for approval:

				Per Diem		
			Increase	Vehicle	Original	
RTE	Provider	Destination	Decrease	2011-12	Aide	Aide
BMB1	J. LECKIE	Bryant Mid-day	.97	58.00	10.00	Aide
BMB2	J. LECKIE	Bryant Mid-day	.97	58.00	10.00	Aide
MV6G	J. LECKIE	Bryant Van	.97	128.00	30.00	Aide
H1	J. LECKIE	Bryant	1.90	155.00	30.00	
H2	J. LECKIE	Lowell	1.90	155.00	30.00	
V4C	First Student	Whittier Van	.99	71.25	20.01	Aide
S7I	D&M Tours	Bryant Summer	3.00	109.00	40.00	

EXPLANATION: This is the 2011-2012 renewal of transportation contracts for classified students and non-classified students attending Teaneck public schools.

22. that the Board approve an **agreement** with the Sussex County Regional Cooperative, an approved Coordinated Transportation Services Agency, for the purpose of transporting students in accordance with Chapter 53, P.L. 1997, for the **2011-2012** school year and submits this agreement to the Bergen County Superintendent of Schools for approval. The services to be provided include, but are not limited to, the coordinated transportation of special education students.

EXPLANATION: This is the annual renewal for the 2011-2012 school year.

23. that the Board agrees to continue as a **full member** for all services in the **Bergen County Region V Council** for Special Education for the **2011-2012** school year; does hereby accept, adopt and agree to comply with the Region V bylaws; designates Barbara Pinsak, Superintendent as its representative to Region V; and empowers her to cast all votes and take all other actions necessary to represent its interest in Region V. The Board further approves the joint Transportation Agreements for all out of district students who are transported through Region V.

EXPLANATION: This is the annual renewal for the 2011-2012 school year.

24. that the Board approve an **agreement** with the **South Bergen Jointure Commission**, an approved Coordinated Transportation Services Agency, for the purpose of transporting students in accordance with Chapter 53, P.L. 1997, for the **2011-2012** school year and submits this agreement to the Bergen County Superintendent of Schools for approval. The services to be provided include, but are not limited to, the coordinated transportation of Vocational and non-public school students. All routes are subject to an administrative fee by the South Bergen Jointure Commission in the amount of 3% of the actual contract cost.

EXPLANATION: This is the annual renewal for the 2011-2012 school year.

25. that the Board accept a **donation** from the **Puffin Foundation, Ltd.**, 20 Puffin Way, Teaneck, NJ, in the amount of \$6,500.

EXPLANATION: These funds would be used to purchase four (4) computers for video documentary classes at the middle schools to increase the number of students able to register for classes. Two computers would be given to each middle school. All donations of funds must be accepted by the Board.

26. that the Board acknowledges the receipt and **opening of bids** held on Wednesday, August 3, 2011 for New Casework for the Culinary Lab at Teaneck High School as follows:

Nickerson Corporation	\$42,900
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A total of one bid was received for this contract.

Furthermore, that the Board approves the award of the bid to Nickerson Corporation as the lowest responsible bidder.

EXPLANATION: All bids must be awarded by resolution of the Board. Funds for this project are available in the district's Capital Reserve account which was approved in the 2011-2012 budget.

27. that the Board approves **Construction Change Order #1** to E.R.Barrett, Inc. for the Eugene Field School Roof Replacement Project, DOE Project # 5150-X01-10-1002 and that the contract be modified with a reduction to total cost in the amount \$11,178.90.

EXPLANATION: Change orders to modify cost of an approved project must be approved by the Board.

28. the Board **appoint** Antoine Green as Affirmative Action Officer for the **2011-2012** school year.

EXPLANATION: Annual appointment of Affirmative Action Officer was not included on the Reorganization Meeting agenda.

29. that the Board **rescind** Finance & Budget #230 previously approved at the June 8, 2011 meeting.

EXPLANATION: Motion #230 approved nonpublic bus routes and stops that were consolidated for the 2011-2012 school year. The Board approved to reinstate the routes and bus stops that were in effect during the 2010-2011 school year at the August 7, 2011 meeting, thus necessitating the rescision of Motion #230.

30. that the Board approve the renewal of a contract with **Frontline Placement Technologies, Inc.** for utilizing its employee replacement system, Aesop, during the **2011-2012** school year, in an amount not to exceed \$12,685.

EXPLANATION: The use of this automated substitute and attendance monitoring system has proven efficient and cost effective during its first year of implementation, therefore the administration is recommending continuation of this service.

31. that the Board accept a grant for **Bryant School** from **Bergen County Utilities Authority (BCUA)** sponsoring the **Fifth Annual Environmental Awareness Grant Program**, in the amount of \$996.78 beginning September 1, 2011 through June 1, 2012.

EXPLANATION: Grant funds would be used to conduct activities related to environmental awareness. Activities may include recycling and/or anti-litter, air pollution, water pollution, and solid waste management.

32. that the Board approve the following change to **designated depositories** for the Teaneck Board of Education effective August 4, 2011 through June 30, 2012:

<u>Designated As</u>	<u>Required Signatures on Each Account for Withdrawals</u>
Hawthorne School Student Activity Fund	Principal, Deirdre Spollen-LaRaia, Ed.D. AND Secretary, Dawn Santamaria
Agnes Halajian Scholarship Account	Principal, Deirdre Spollen-LaRaia, Ed.D. AND Secretary, Dawn Santamaria

EXPLANATION: The signature of the Principal, Deirdre Spollen-LaRaia, Ed.D. replaces that of former Principal, Vincent McHale.

33. that the Board approve a budget modification for the **Mental Health and Schools Initiative Grant**, June 1, 2011 through November 30, 2011.

ACCOUNT #	ACCOUNT TITLE	ORIGINAL BUDGET	MODIFICATION	ADJUSTED BALANCE
20-425-213-105-74-10-O-H	CONTR SAL SECY	18,000.00	(3,500.80)	14,499.20
20-425-213-175-74-10-O-H	CONTR SAL DIR	130,000.00	(6,250.31)	123,749.69
20-425-213-300-74-50-G-H	PURCH SERVICE	34,238.00		34,238.00
20-425-213-531-74-50-G-H	POSTAGE	1,000.00	(768.00)	232.00
20-425-213-580-74-50-G-H	TRAVEL, CONF	7,200.00	(5,106.87)	2,093.13
20-425-213-590-74-50-G-H	OTH PURCH SERV	115,000.00	8,369.14	123,369.14
20-425-213-600-74-40-G-H	SUPPLIES	3,500.00	3,495.20	6,995.20
20-425-290-290-74-21-G-H	BENEFITS	25,678.00	3,761.64	29,439.64
20-425-290-290-74-22-G-H	FICA	11,322.00		11,322.00
TOTAL		\$345,938.00		\$345,938.00

EXPLANATION: Grant allows for budget modifications for activities that remain within the scope of the grant proposal. Salary, travel and postage line items were adjusted and the remaining funds would be moved to purchase materials for the schools including informational brochures and staff development workshops.

34. that the Board accept the annual **Non-Public School entitlements** in the amounts noted, as awarded by the New Jersey Department of Education and further, approved amendments to the **2011-2012** budget to reflect these grant awards:

Non-Public Nursing Services	\$49,782
Non-Public Comp. Ed (Chapter 192)	\$33,813
Non-Public ESL (Chapter 192)	\$ 4,310
Non-Public Initial Exam & Classification (Chapter 193)	\$32,663
Non-Public Annual Exam & Classification (Chapter 193)	\$13,877
Non-Public Speech (Chapter 193)	\$ 4,739
Non-Public Supplementary Instruction (Chapter 193)	\$26,658

EXPLANATION: These entitlement grants are awarded annually by the New Jersey Department of Education to eligible non-public schools located within Teaneck. Funding is provided by the state, and the district is responsible for administering the various programs. The technology initiative, as well as the nursing program, is provided through third party providers.

35. that the Board approve the district's participation with the **Essex County Educational Services Commission** to provide non-public nursing services to eligible students enrolled in non-public schools, in the amount of \$49,782 for the **2011-2012** school year.

EXPLANATION: Funding for these services is provided by the state; the district is responsible for administering the program

36. that the Board approve an agreement with the **Bergen County Special Services School District** to provide 192/193 services to non-public schools for the **2011-2012** school year.

EXPLANATION: Bergen County Services is currently providing these services and has requested formal approval of the agreement, a copy of which is on file in the Department of Special Services.

37. that the Board **amend Finance & Budget Motion #234** of the June 8, 2011 Minutes to increase the number of hours to be provided by School Based Therapy from 216 to 223.25 hours, in an amount not to exceed \$29,985.50.

EXPLANATION: Additional hours were needed due to increased enrollment in the ESY program in order to meet IEP requirements.

Account #11-000-216-320-72-57-C-C; Account #11-000-216-320-72-57-C-D
Account #11-000-216-320-72-57-C-O

38. that the Board approve **compensation** to the parent of Student #96959 in the amount of \$50 per day for transporting the student to and from their special program during **July 2011**, in an amount not to exceed \$950.

EXPLANATION: In lieu of a nurse and/or aide services, parent has agreed to provide the transportation during the summer, 2011. Account #11-000-270-514-49-52-O-C

39. that the Board authorize payment to the **New Jersey Commission for the Blind and Visually Impaired** for services during the 2011-2012 school year, as indicated:

<u>Student #</u>	<u>Cost</u>
93508	\$1,700
97981	1,700
95247	1,700
93867	1,700
TOTAL	\$6,800

EXPLANATION: According to their IEPs, these students receive additional services directly related to their impairment.

Account #11-000-217-320-46-56-C-C

40. that the Board approve compensation to those **clinicians** and **agencies** on the **attached list** who would provide related services and / or independent evaluations during the **2011-2012** school year. The total amount for this motion is \$312,200.

EXPLANATION: These clinicians and agencies would provide services to students on an as-needed basis in accordance with their respective IEPs.
Account #11-000-216-300-72-57-C-D; Account #11-000-213-300-74-57-C-D

41. that the Board authorize **tuition payment** for **2011-2012** out-of-district special education programs, as per the **attached list**. All tuitions indicated are pro-rated amounts of annual tuition and based upon the effective dates of attendance. The total amount of current invoices for this motion is \$2,858,674.57.

EXPLANATION: The schools listed would provide services to students in accordance with their respective IEPs.

42. that the Board approve payment of **tuition** for **out-of-district** students who would require an **extended year program** during the **summer of 2011**, as indicated in their respective IEPs, as per the **attached list**. The total amount of current invoices for this motion is \$27,094.60.

EXPLANATION: The schools listed provided services to students in accordance with their respective IEPs.

43. that the Board accept grant funds from the **Township of Teaneck** for the **2011-2012** school year use by the **FORUM** in the amount of \$50,000 for the period July 1, 2011 through June 30, 2012, to be disbursed as indicated below:

20-010-100-100-73-10-G-H	TWNSHP-FORUM/TCHR Stipends	\$32,022
20-010-100-600-73-40-G-H	FORUM Supplies/Materials	\$10,000
20-010-200-580-73-50-G-H	TWNSHP-FORUM/Travel Conf.	\$ 1,925
20-010-200-590-73-50-G-D	TWNSHP-FORUM/Car Allowance	\$ 1,575
20-010-200-590-73-50-G-H	FORUM/Other Purchase Serv.	\$ 2,478
20-010-270-512-73-50-0-0	FORUM/TWNSHP/Field Trips	\$ 2,000

EXPLANATION: The FORUM annually receives funds in the amount of \$50,000 from the Township of Teaneck to use towards the FORUM School Based Youth Services Program Grant. The FORUM provides mental health, academic support, recreation and employment services to Teaneck residents aged 13-19.

44. that the Board approve remuneration to Erika Turner, MSW, LCSW who would work in the **Police/Parents and School Students (PASS) Afterschool Program** in the FORUM, 8 hours per week for 24 weeks, February 1 through December 31, 2011, at the rate of \$40/hr. in a total amount not to exceed \$7,680.
Account # 20-009-100-300-73-50-G-H (Juvenile Justice Grant)

EXPLANATION: Grant funds would be used for the PASS program which is held after school. Group sessions, field trips, guest speakers and parent sessions would be offered. 35 Students participated in the program in 2010-11. Currently there are 24 students enrolled. The program is now in its fourth year.

45. that the Board accept funds from the **U.S. Department of Education, Office of Safe & Drug Free Schools, Elementary Counseling Expansion Grant** for the period April 1, 2011 through March 31, 2012, in the amount of \$308,113.

EXPLANATION: Grant funds would be used to expand guidance and counseling programs and services. A family support program would continue to be provided on topics that affect children in Pre-K through grade 8 and their families. The grant provides funding for the Family Support Specialist K-8 and Elementary Outreach Counselors for Bryant and Whittier Schools. The Elementary Counseling Expansion Grant award period began in April, 2009 through March 2010, renewable until March 2012 based on successful annual reviews.

46. that the Board accept a grant in the amount of \$147,050 from Bergen County Technical Schools and the Bergen County Workforce Investment Board under the **Teaneck Women Train and Work Employment for Women Program** for the period beginning July 1, 2011 and ending June 30, 2012.

Account Number	Description	Amount
20-043-200-100-56-12-P-W	TWT/Admin Sal	\$50,000
20-043-200-100-56-11-P-W	TWT/Other Salaries	51,350
20-043-200-100-56-13-P-W	TWT/Salaries/Secretaries	225
20-043-200-200-56-20-P-W	TWT/Benefits	23,000
20-043-200-200-56-22-P-W	TWT/FICA	7,800
20-043-200-400-56-50-P-W	TWT/Rentals	10,395
20-043-200-530-56-51-P-W	TWT/Telephone	1,720
20-043-200-590-56-51-P-W	TWT/Other Purch Serv	1,308
20-043-200-600-56-50-P-W	TWT/Supplies	1,252
TOTAL		\$147,050

EXPLANATION: The Teaneck Women Train and Work program provides job counseling, training, placement and educational counseling for low-income women and their families. Claire Scarano would be designated as the contact person with full responsibility for implementing this grant, including the signing of all papers and documents, except those that must be signed by the Superintendent and/or Business Administrator/Board Secretary, and performing such other tasks or duties that may be necessary or desirable to meet state and local regulations.

47. that the Board accept an additional amount of performance-based grant funds in the amount of \$43,250 from Bergen County Technical Schools and the Workforce Investment Board under the **Teaneck Women Train and Work Employment for Women** for the period beginning July 1, 2011 and ending June 30, 2012.

Account Number	Description	Amount
20-044-200-100-56-13-P-W	Salaries/Secretarial	20,000
20-044-200-200-56-20-P-W	TWT/Benefits	11,000
20-044-200-200-56-22-P-W	TWT/FICA	1,530
20-044-200-600-57-49-P-W	Supplies/Noninstructional	10,720
TOTAL		\$ 43,250

EXPLANATION: The Employment for Women Program grant awarded to Teaneck Women Train and Work provides up to \$43,250 in performance-based funds. The \$43,250, or appropriate portion thereof, is awarded for the successful placement and retention of clients in employment. These funds would be used to pay for authorized program activities and are expended only upon the actual receipt of the funds. Claire Scarano would be designated as the contact person with full responsibility for implementing this grant, including the signing of all papers and documents, except those that must be signed by the Superintendent and/or Business Administrator/Board Secretary, and performing such other tasks or duties that may be necessary or desirable to meet state and local regulations.

48. that the Board approve an agreement with the Bergen County Special Services School District for the provision of educational services in **Supplemental Instruction** and **Speech** for non-public school students through I.D.E.A. funding, in an amount not to exceed \$25,000.

EXPLANATION: Bergen County Special Services is currently providing these services and has requested formal approval of the agreement. A copy of the contract is on file in the Special Services Office.

49. that the Board **amend Finance & Budget Motion #9** approved at the August 7, 2011 Board meeting. The Subscription Busing Program is canceled for grades preschool through four as courtesy busing is provided for the 2011-2012 school year. The Subscription Busing Program will be available for students in grades five through twelve for the **2011-2012** school year.

EXPLANATION: The reinstatement of courtesy busing for grades one through four eliminated the need to offer Subscription Busing as a replacement. However, there is still a need for Subscription Busing for students in grades five through twelve that do not meet the mandated mileage requirements to receive busing but would pay for busing if seats are available.

50. that the Board approve the following **car allowances** for the **2011-2012** school year, which are not covered by individual contractual agreements:

AUTO ALLOWANCES

<u>EMPLOYEE</u>	<u>ANNUAL</u>
Campestre, Nicholas	\$ 1,000.00
D'Angelo, Anthony	\$ 1,500.00
Edwards, Maureen	\$ 1,250.00
Jacobs, Cliff	\$ 1,000.00
Kim, Hung	\$ 575.00
King, Marisa	\$ 575.00
Laski, Robert	\$ 1,000.00
Muro, Sandy	\$ 575.00
Powell, Javalda	\$ 575.00
Robinson, John	\$ 1,500.00
Schulz, Al	\$ 625.00
Sinclair, Todd	\$ 575.00
Green, Antoine	\$ 575.00
Starks, Karla	\$ 575.00
Wiedenman, Thomas	\$ 575.00
Wilkes, Sandra	\$ 575.00

TECHNOLOGY ALLOWANCES

<u>EMPLOYEE</u>	<u>ANNUAL</u>
D'Angelo, Anthony	\$ 600.00
Jacobs, Cliff	\$ 450.00
Laski, Robert	\$ 540.00
Muro, Sandy	\$ 540.00

51. that the Board approve an amendment to the **2010-2011** Chapter 192/193 Non-Public Services grant to include Home Instruction:

Account #20-504-219-320-92-11-9-C

Amount: \$47.30

EXPLANATION: Chapter 192/193 provides home instruction services on an as-needed basis for resident classified students attending non-public schools.

Any Board member who takes exception to any of the following listed actions under the category of Personnel may so indicate now and a separate motion for each of the excepted actions will be entertained.

MOTION made by _____ seconded by _____ that the following Personnel actions of the Board, as recommended by the Superintendent, numbered **9** through **40** excepting actions _____ be approved.

9. that the Board accept the following **resignations** for the reasons and as of the effective dates listed:

<u>NAME</u>	<u>ASSIGNMENT/ LOCATION</u>	<u>REASON EFFECTIVE DATE</u>
Lisa Gotlib	Noon Hour Para Whittier	Personal 6/30/11
Lindsey Rouen	Special Ed Para Whittier	Other Employment 6/30/11
Lubna Ismail	Financial Coordinator - Teaneck Community Education Center	Personal 9/15/11

10. that the Board accept the following **leave of absence** request for the reason and as of the effective dates listed:

<u>NAME</u>	<u>ASSIGNMENT/ LOCATION</u>	<u>REASON EFFECTIVE DATE</u>
Aneesa Baig	Secretary Special Services	Family Medical Leave 8/24/11 – 11/16/11 Child Rearing Leave 11/16/11 – 1/2/12

11. that the Board approve the following **transfers** of personnel effective September 1, 2011:

<u>Name</u>	<u>From</u>	<u>To</u>
Alison Colahan	K/Bryant	Grade 3/Whittier
Kara Lindner	Leave of Absence	Grade 1/Hawthorne
Colleen Pagan	Special Ed/BF	Special Ed/Bryant
John Paladino	Health & PE/TJ	Health & PE/THS
Yi Sun	Mathematics/TJ	Mathematics/THS
Guljabeen Abassi	Special Ed Para/Lowell	Special Ed Para/Whittier
Shenee Clarke	Special Ed Para/TJ	Special Ed Para/Bryant
Janet Graham	Special Ed Para/Lowell	Special Ed Para/BF
Hazera Haque	Special Ed. Para/BF	Special Ed Para/TJ
Warren Lucious	Special Ed Para/Lowell	Special Ed Para/Whittier
Kathy Quattlebaum	Special Ed Para/Whittier	Special Ed Para/Hawthorne
Kelvin Reese	Special Ed Para/Bryant	Special Ed Para/Lowell
Helen Schlereth	Special Ed Para/Hawthorne	Special Ed Para/Bryant
Valorie Wacha	Special Ed Para/Bryant	Special Ed Para/TJ
Tracy Walston	Special Ed Para/Lowell	Special Ed Para/TJ

EXPLANATION: Transfers are recommended to fill vacancies resulting from resignations, program realignments, compliance and IEP needs.

PERSONNEL

AUGUST 24, 2011

12. that the Board approve the following individuals be **employed** in the capacity and at the annual salary listed, pending receipt of appropriate credentials on/before September 1, 2011:

NAME EMPLOYMENT PERIOD	ASSIGNMENT LOCATION	ANNUAL SALARY	
Paola Arias TBA – 6/30/12	Spanish THS	TE 2 - 9	\$71,405*
T. Michael Faherty 9/1/11 - 6/30/12	Grade 6 TJ	TE 1 - 1	\$48,860*
Monica Joffe 9/1/11 - 6/30/12	Grade 5 BF	TE 1 - 2	\$49,360*
Julie Volmar 9/1/11 – 6/30/12	Grade 5 TJ	TE 2 - 5	\$58,145*
Patricia Bednarski 9/1/11 - 6/30/12	Special Ed Para Bryant	AX 2 - 1	\$35,192*
Brittany Butler 9/1/11 - 6/30/12	PreK Para Bryant	AX 2 - 1	\$35,192*
Debra Costanzo 9/1/11 - 6/30/12	Special Ed Para Hawthorne	AX 2 - 1	\$35,192*
Spencer Jones 9/1/11 - 6/30/12	Special Ed Para BF	AX 2 - 1	\$35,192*
Michael Levy 9/1/11 - 6/30/12	Special Ed Para Whittier	AX 2 - 1	\$35,192*
Daniel Limone 9/1/11 - 6/30/12	Special Ed Para Bryant	AX 2 - 1	\$35,192*
Bonnie Meneely 9/1/11 - 6/30/12	Special Ed Para Bryant	AX 2 - 1	\$35,192*
Karen Simmons 9/1/11 - 6/30/12	Special Ed Para Lowell	AX 2 - 1	\$35,192*

**2010-2011 TTEA salary guide rate pending completion of negotiations for a successor agreement.*

13. that the Board approve **remuneration** to Peter LoGiudice for services provided during the month of August, 2011, as **Interim Assistant Principal** at Teaneck High School, at the per diem rate of \$462.50, for a total amount of \$9,250.

EXPLANATION: Pursuant to the Superintendent’s recommendation and Board approval, effective August 4, 2011 Mr. LoGiudice, a ten-month employee, assumed the responsibilities of Interim Assistant Principal for Teaneck High School.

PERSONNEL

AUGUST 24, 2011

14. that the Board approve the re-employment of the following district personnel effective September 1, 2011, at the 2010 - 2011 salaries listed:

(*) Non-tenure (T) Tenure with this contract (M) Maximum
 (W) Withholding of increment/adjustment (PC) Program Code
 Guide TE (Teacher) 1 Bachelors 2 Masters 3 Masters +32 4 Doctorate

NAME	GUIDE STEP	SALARY	DIFF'L
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BRYANT SCHOOL (PC60/ 61)

Pre-K/K

Antonakis, Peter	TE 3 - 13M	\$104,734	
Arkenau, Carolyn	3 - 12	98,383	
Barrett, Lara	2 - 6	60,860	
Benedetti, Theresa	3 - 9	82,116	
Gordon, Carol	2 - 13M	91,065	+1,474
Honig-Andrea, Lisa	2 - 13M	91,065	+1,474
Kiernan, James	2 - 13M	91,065	+1,474
* LaMui, Mei-Linh	2 - 2	54,860	
Lawson, Monica	3 - 13M	104,734	
McNeil, Diane	3 - 13M	104,734	+1,474
Ponchick, Rosanne	3 - 13M	104,734	+1,474
Panagiotou, Kristen	3 - 13M	104,734	
Ram, Marilyn	3 - 13M	104,734	+1,474
Wannamaker, Hallie	2 - 5	58,145	

WHITTIER SCHOOL (PC 63)

Grade 1

Drakeford, Danielle	3 - 13M	104,734	
Gladstein, Wendy	3 - 12	98,383	
T Silverman, Camille	1 - 3	49,860	
Sonnenshein, Beatrice	3 - 13M	104,734	+1,474
Welbert, Stephen	2 - 11	80,435	

Grade 2

Koehler, Holly	2 - 13M	91,065	
T Matesic, Annie	1 - 3	49,860	
Sullivan, Kimberly	1 - 10M	70,540	

Grade 3

Choi, UnJu (Jean)	3 - 9	82,116	
Colahan, Allison	3 - 11	92,500	
Lionetti, Christina	3 - 13M	104,734	
Martinez, Maria	1 - 5	52,645	

Grade 4

Henry, Gerald	1 - 9	65,905	
McMillan, Matthew	3 - 12	98,383	
Mizell-Edey, Ashley	3 - 7	73,571	
Rodriguez, Tatiana	1 - 4	50,360	
Simpson, Karen	1 - 6	55,360	

PERSONNEL

AUGUST 24, 2011

14. (cont'd.)

NAME	GUIDE STEP	SALARY	DIFF'L
<u>LOWELL SCHOOL (PC 63)</u>			
<i><u>Grade 1</u></i>			
Cowen, Juliet	TE 3 - 10	87,078	
Rome, Jennifer	2 - 12	85,550	
Shorey, Diane	3 - 13M	104,734	
<i><u>Grade 2</u></i>			
Delaney, Ann	2 - 13M	91,065	
Hernandez, Chris Elizabeth	2 - 10	75,720	
Lizaire-Duff, Sandy	3 - 10	87,078	
Sahadi, Marsha	3 - 13M	104,734	
<i><u>Grade 3</u></i>			
Brown, Jessica	2 - 6	60,860	
Cortez, Jennifer	3 - 9	82,116	
Hiel, Dennis	2 - 13M	91,065	
Joseph, Sandy	2 - 13M	91,065	
<i><u>Grade 4</u></i>			
Richards, Lea Ann	2 - 7	63,975	
Winston, G. Parker	3 - 13M	104,734	
Zeigler, Shane	2 - 9	71,405	
<u>HAWTHORNE SCHOOL (PC 63)</u>			
<i><u>Grade 1</u></i>			
Bono, Lois	3 - 13M	104,734	+1,474
Hernandez, Victor	1 - 4	50,360	
Lindner, Kara	3 - 13M	104,734	
Scro, Donna	3 - 13M	104,734	+1,474
<i><u>Grade 2</u></i>			
Brown, Lisa	3 - 13M	104,734	
Domingues, Jennifer	3 - 11	92,500	
Van Horn, Louise	3 - 13M	104,734	+1,474
<i><u>Grade 3</u></i>			
Amorosi-Maas, Lucille	3 - 13M	104,734	+1,474
* Blount, Jemara	2 - 1	54,360	
Fried, Charles	2 - 13M	91,065	+1,474
McKee, Stephanie	3 - 10	87,078	
<i><u>Grade 4</u></i>			
* Hadam, Kate	2 - 1	54,360	
Norris, Allison	2 - 13M	91,065	
Warren-Givens, Sandra	2 - 13M	91,065	

PERSONNEL

AUGUST 24, 2011

14. (cont'd.)

<u>NAME</u>	<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>Benjamin Franklin Middle School</u>			
<u>ART (PC 02)</u>			
Henriques-Adams, Judith 104,734	TE	3 - 13M	
<u>ENGLISH (PC 05)</u>			
Crimmins, Katherine	3 - 13M	104,734	
Gardner, H. Derek	1 - 4	50,360	
Sevano, Eileen	3 - 13M	104,734	+1,474
<u>WORLD LANGUAGES (PC 06)</u>			
Berrios, Andrea	1 - 5	52,645	
Cabrera, Odette	2 - 6	60,860	
Ortega-Ulubay, Yvette .4	3 - 13M	41,894	
Uwisavye, Jean Gratien	1 - 9	65,905	
<u>HEALTH/PHYSICAL EDUCATION/WELLNESS (PC 08)</u>			
Chiesa, Carol Ann	3 - 13M	104,734	
Klimek, Edward	3 - 13M	104,734	
O'Connor, Patrick	3 - 10	87,078	
VanSaders, Sharon	3 - 13M	104,734	
<u>MATHEMATICS (PC 11)</u>			
Ahearn, Jennifer .8	2 - 5	46,516	
Cinnella, Giuseppina .8	3 - 12	78,706	
Gillet, Trina .6	3 - 13M	62,840	
Spain, Diana .8	3 - 13M	83,787	+1,179
Tewey, Margaret .8	3 - 8	62,091	
<u>VOCAL MUSIC (PC 10)</u>			
Thompson, Edward	1 - 10M	70,540	
<u>SCIENCE (PC 13)</u>			
* Arevalo, Fredy	1 - 1	48,860	
Hickey, Walter	2 - 11	80,435	
Miceli, Michael	3 - 9	82,116	
<u>TECHNOLOGY (PC 14)</u>			
Luckman-Jacobs, Sue .5	3 - 9	41,058	
<u>SOCIAL STUDIES (PC 15)</u>			
Cata, Danielle	3 - 6	69,989	
Hali, Saah	2 - 5	58,145	
Preziosi, Barbara	3 - 13M	104,734	
<u>GIFTED/ENRICHMENT (PC 24)</u>			
Gorant, Jessie .5	3 - 13M	52,367	
Moran, Amy .5	4 - 10M		54,432

PERSONNEL

AUGUST 24, 2011

14. (BF cont'd.)

<u>NAME</u>		<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>PERFORMING ARTS (PC 25)</u>				
McCree, Tikola	.5	TE 2 - 10	37,860	
O'Dood, Nina	.5	3 - 13M	52,367	+ 737
<u>FIFTH GRADE (PC 66)</u>				
Ebert, Joanna		2 - 8	67,490	
Garcia, Antonio		2 - 9	71,405	
Grassi, Claudia		1 - 10M	70,540	
* Joffe, Monica		1 - 2	49,360	
Misol, Kelly		1 - 4	50,360	
Thomas, Anitha		2 - 9	71,405	
<u>SIXTH GRADE (PC 66)</u>				
Bishara, Sonia		3 - 7	73,571	
Conteh, Zainabu		3 - 7	73,571	
Gonzalez, Allen		2 - 12	85,550	
Gonzalez, Concetta		1 - 6	55,360	
Jose, Shena		3 - 8	77,614	
* Orsini, Brian		1 - 6	55,360	
<u>Thomas Jefferson Middle School</u>				
<u>ART (PC 02)</u>				
Kihn, Nancy		3 - 13M	104,734	+1,874
<u>ENGLISH (PC 05)</u>				
Bianchi, Roland		2 - 13M	89,315	
Johnson, Elizabeth		3 - 13M	102,915	
Trischka, Assunta		2 - 13M	91,065	
<u>WORLD LANGUAGES (PC 06)</u>				
Conil, Carmen		1 - 10M	70,540	
Horowitz, Michele		3 - 12	98,383	
Urena, Marisol		1 - 10M	70,540	
<u>HEALTH/PHYSICAL EDUCATION/WELLNESS (PC 08)</u>				
Green, Matthew		3 - 13M	104,734	+1,474
* Lawlor, Danielle		1 - 1	48,860	
Parham, Lance		2 - 8	67,490	
Wells, Tracy		2 - 13M	91,065	
<u>VOCAL MUSIC (PC 10)</u>				
Frieri, Molly		1 - 4	50,360	
<u>MATHEMATICS (PC 11)</u>				
Mezzatesta, Glen		2 - 13M	91,065	
Prince, Jacqueline	.8	2 - 13M	72,852	
* Robbins, Elizabeth	.8	2 - 8	53,992	
Robinson, Elaine	.6	2 - 13M	54,639	+ 884

PERSONNEL
14. (TJ cont'd.)

AUGUST 24, 2011

<u>SCIENCE (PC 13)</u>				
Bush, Antoinette		TE 3 - 13M	104,734	
Pruden, James		1 - 10MW	68,790	
Valentino, Michael		3 - 6	69,989	
<u>TECHNOLOGY (PC 14)</u>				
Luckman-Jacobs, Sue	.5	3 - 9	41,058	
<u>SOCIAL STUDIES (PC 15)</u>				
Hughes, Karen		3 - 13M	104,734	
Piccininni, Frank		2 - 13M	91,065	
Zahn, JoAnne		1 - 10M	70,540	
<u>GIFTED/ENRICHMENT (PC 24)</u>				
Gorant, Jessie	.5	3 - 13M	52,367	
Connors, Delores	.5	3 - 12	49,192	
<u>PERFORMING ARTS (PC 25)</u>				
McCree, Tikola	.5	2 - 10	37,860	
O'Dood, Nina	.5	3 - 13M	52,367	+ 737
<u>FIFTH GRADE (PC 66)</u>				
Benitez, Debra		2 - 6	60,860	
Butler, Karen		3 - 13M	104,734	+1,474
Charaf, Suada		3 - 12	98,383	
Ogletree, Frederica		2 - 13M	91,065	+1,474
* Volmar, Julie		2 - 5	58,145	
Wofford, David		3 - 13M	104,734	
<u>SIXTH GRADE (PC 66)</u>				
Beavers, Valerie		3 - 13M	104,734	
Davis, Roger		3 - 7	73,571	
* Faherty, T. Michael		1 - 1	48,860	
Guzy, Francine		3 - 13M	104,734	+1,474
San George, Rena		1 - 10M	70,540	+1,474
Styles, Brian		2 - 9	71,405	
* Tantum, William		2 - 12	85,550	

PERSONNEL

AUGUST 24, 2011

14. (cont'd.)

<u>NAME</u>	<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>High School</u>			
<u>ART (PC 02)</u>			
* Calello, Marc	TE 1 - 2	49,360	
Noel, Jennifer	2 - 10	75,720	
<u>BUSINESS EDUCATION (PC 03)</u>			
Bellin, Andrew	3 - 10	87,078	
Cannao, Katherine	2 - 7	63,975	
Green, Sheree	3 - 13M	104,734	+1,474
Hannon, Kevin	3 - 11	92,500	
Lagomarsino, James	3 - 8	77,614	
Monroe, Marc .6	1 - 5	31,587	
Millett, Breanne	3 - 9	82,116	
Wohltmann, Margaret	2 - 8	67,490	
<u>ENGLISH/READING (PC 05)</u>			
Constantine, Rita	3 - 13M	104,734	+1,474
* Fink, Emily	2 - 9	71,405	
T Galligan, Victoria Ann	2 - 3	55,360	
Lagomarsino, Adriana	2 - 10	75,720	
Lynskey, Matthew	2 - 5	58,145	
McVerry, Jean	1 - 10M	70,540	
Melnyk, Regina	2 - 12	85,550	
Nyamekye, Enoch	2 - 4	55,860	
Rodda, Richard	1 - 4	50,360	
Rosales, Maurice	3 - 13M	104,734	+1,474
Sheppard, Paul	3 - 13M	104,734	
Sherbine, Robert	3 - 13M	104,734	
Tolliver, Kelly	2 - 5	58,145	
Wright, Ellen	3 - 13M	104,734	+1,474
<u>WORLD LANGUAGES (PC 06)</u>			
Arias, Paola (TBA - 6/30/12)	2 - 9	71,405	
Clavelo, Caridad	1 - 10M	70,540	
Dalal, Catherine	1 - 5	52,645	
Jardines, Noel	1 - 10M	70,540	
Madrinan, Virgil	1 - 8	61,990	
McGriff, Monique	3 - 11	92,500	
Melendez, Lourdes	3 - 12	98,383	
Melendez, Maria	1 - 10M	70,540	
Monroe, Marc .4	1 - 5	21,058	
Ortega-Ulubay, Yvette .6	3 - 13M	62,840	

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14. (HS cont'd.)

NAME	GUIDE STEP	SALARY	DIFF'L
<u>PHYSICAL EDUCATION/DRIVER EDUCATION/HEALTH (PC 08)</u>			
Cipriano, Susie	TE 1 - 9	65,905	
* Corsale, Stacy	1 - 2	49,360	
Henry, Daniel	1 - 8	61,990	
LoVerde, Jeremy	1 - 4	50,360	
McDonald, Jason	1 - 10M	70,540	
Molta, Christie	1 - 4	50,360	
Paladino, John	1 - 7	58,475	
Rubertone, Charlotte	1 - 10M	70,540	
<u>FAMILY & CONSUMER SCIENCE (PC 09)</u>			
T Joyce, Jennifer	1 - 4	50,360	
* Venezia, Luigi	1 - 2	49,360	
<u>MATH (PC 11)</u>			
Carter, Sunletha	3 - 13M	104,734	
Chung, Ken	3 - 13M	104,734	
* Daniel, Shiby	2 - 5	58,145	
DeBlasio, Ronald .6	3 - 13M	61,749	
Grisolia, Sharon .6	3 - 12	59,030	
Hillman, Eileen	2 - 9	71,405	
Kim, Jae Nam	3 - 12	98,383	
Konsevick, Michael	1 - 10M	70,540	+1,474
Malone, Michael .6	1 - 10M	41,274	
Minkowitz, Goldie	3 - 13M	104,734	+1,474
T Occhiogrosso, John	3 - 9	82,116	
Roseen, Robert	3 - 13M	104,734	
Rupinski, Charles	2 - 13M	91,065	
Soss, Susan	3 - 13M	104,734	
Sun, Yi .2	2 - 5	11,629	
Vlajic, Jovana .6	2 - 7	38,385	
<u>SCIENCE (PC 13)</u>			
* Cierech, Brenda	2 - 5	58,145	
* Glassey, Eileen	2 - 6	60,860	
Greeley, Kathleen	3 - 10	87,078	
Hali, Henry	3 - 13M	104,734	
Laborde, Joseph	3 - 8	77,614	
Mesa, Yaneth	2 - 12	85,550	
Nagpal, Asha	3 - 13M	104,734	
Nonas, James	3 - 13M	104,734	
O'Shea, Michael	3 - 13M	104,734	+1,474
T Seo, Esther	2 - 4	55,860	
Thomas, Tony	3 - 12	98,383	
Thomas, Vinod	3 - 13M	104,734	
Viray, Kerrie	3 - 11	92,500	
<u>Science Period Zero (PC 13)</u>			
Glassey, Eileen .08	2 - 6	4,869	
Viray, Kerrie .04	3 - 11	3,700	
Thomas, Tony .04	3 - 12	3,935	

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14. (HS cont'd.)

<u>NAME</u>	<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>TECHNOLOGY (PC 14)</u>			
Monserrat, Rolando	TE 2 - 13M	91,065	+2,306
Reilly, Shaun	3 - 5	66,867	
Slominsky, Jeffrey	3 - 8	77,614	
Zollo, Kenneth	3 - 13M	104,734	
<u>SOCIAL STUDIES (PC 15)</u>			
T Akselrad, Eric	1 - 7	58,475	
Betances, Damien	1 - 7	58,475	
Betances, Olivia	2 - 11	80,435	
Dean, John	3 - 6	69,989	
Diaz-Granados, Daisy	3 - 13M	104,734	
* Mack, Margot	3 - 3	63,664	
Mahon, Kimberly	1 - 5	52,645	
Mayers, Christine	1 - 4	50,360	
Mazzacca, Arthur	2 - 7	63,975	
Meli, Jared	1 - 6	55,360	
Morton, Susan	3 - 13M	104,734	
* Olender, Daniel	2 - 1	54,360	
Viray, Emmanuel	3 - 10	87,078	
Zoppi, Derek	1 - 6	55,360	
<u>PERFORMING ARTS (PC 25)</u>			
Baer, Diana	3 - 11	92,500	
Murphy, Todd	2 - 4	55,860	
Villani, Jaime	1 - 6	55,360	+2,306
<u>VOCAL MUSIC (PC 10)</u>			
Bell, Steven	3 - 13M	104,734	
<u>INSTRUMENTAL MUSIC (PC12)</u>			
Hankel, Robert	1 - 10M	70,540	+1,474
<u>TEACHER-DEANS (PC 71)</u>			
Clark, Charles	3 - 13M	104,734	+ 6,995
Green, Natasha	3 - 13M	104,734	+ 6,995
LoGiudice, Peter	3 - 11	92,500	+ 6,995
Watson, Lottie	3 - 12	98,383	+ 6,995

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14. (cont'd.)

<u>NAME</u>		<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>SPECIAL EDUCATION</u>				
<u>BRYANT</u>				
Hernandez, Iris	ABA 3/4	TE 2 - 4	\$ 55,860	
* Hrinik, Jamie	ABA - K	1 - 2	49,360	
* Pagan, Colleen	ABA	2 - 1	54,360	
Kozuma, Mika	PSD 3	3 - 11	92,500	
Pearlman, June	PSD 4	1 - 6	55,360	
T Monaco, Patricia	PSD 4	2 - 4	55,860	
Federici, Kathleen	LLD K	3 - 13M	102,915	+1,474
TBA				
<u>WHITTIER</u>				
T Orapello, Keith	BD	2 - 3	55,360	
DiMicelli, James	LLD	2 - 13M	91,065	
Rudy, Willa	LLD	3 - 13M	104,734	
Mack, Krysten	RC	3 - 11	92,500	
<u>HAWTHORNE</u>				
Banks, Carrie	LLD 3/4	1 - 10M	70,540	
* Rose, Elizabeth	LLD 1/2	1 - 1	48,860	
Socha, Stacy	LLD 2/3	1 - 5	52,645	
Doris, Maryann	ICS/Autism	2 - 11	80,435	
T Smith, Tawana	ICS/Autism	1 - 3	49,860	
T Daly, Ann Marie	RC	3 - 4	64,239	
<u>LOWELL</u>				
DiBona, Stacie	MD 2-4	3 - 13M	104,734	
Sgambatti, LisaMarie	MD 1-3	2 - 4	55,860	
Thomas, Natasha	RC	3 - 9	82,116	
<u>BENJAMIN FRANKLIN</u>				
Azria, Lisa	MD	2 - 13M	91,065	
T Graves, Vattrell	Autism	2 - 5	58,145	
Aumack, Sean	LLD 7/8	2 - 13M	91,065	
* Binney, Alexandra	LLD 7/8	2 - 3	55,360	
Spano, Danielle	LLD	3 - 9	82,116	
<u>Resource Center / In-class Support</u>				
Cusack, Angelina		3 - 11	92,500	
* DePaolo, Francine		1 - 1	48,860	
* Haase, Susan		2 - 8	67,490	
Hallihan, Merin		2 - 7	63,975	
* Higgins, Gina		2 - 5	58,145	
Lospalluto, Vanessa		2 - 5	58,145	
Mazerolle, William		3 - 5	66,867	
* Murphy, AnnMarie		2 - 10	75,720	
Petrus, Belkis		3 - 12	98,383	
Stanic, Victor		1 - 4	50,360	

PERSONNEL

AUGUST 24, 2011

14. (Special Education cont'd.)

<u>NAME</u>	<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>THOMAS JEFFERSON</u>			
<u>LLD</u>			
Mirander, Shellian	TE 2 - 6	60,860	
Laqui, Mary Joyce	2 - 8	67,490	
T Rosen, Lisa	3 - 6	69,989	
<u>Resource Center / In-class Support</u>			
* Aumack, Timothy	1 - 4	50,360	
* Briggs, Rashon	2 - 9	71,405	
* Dembowski, Marie	3 - 6	69,989	
Florczyk, Dena	3 - 13M	104,734	
* Guttenplan, Seth	2 - 2	54,860	
Iappelli, Gillian	1 - 10M	70,540	
Laino, Meredith	1 - 7	58,475	
Martino, Philip	1 - 8	61,990	
Oriolo, Jennifer	1 - 7	58,475	
Perry, Ivory	3 - 10	87,078	
Richardson, Deborah	3 - 12	98,383	
T Sinclair, Tara	2 - 7	63,975	
Taylor, Angela	3 - 13M	104,734	
<u>HIGH SCHOOL</u>			
<u>Resource Center / In-class Support</u>			
Allen, Faith	3 - 13M	104,734	+1,474
* Augustine, Katierose	1 - 1	48,860	
Belluzzi, James	2 - 13M	91,065	
T Cormas, Venessa	1 - 10M	70,540	
Damasco, Lydia	3 - 9	82,116	
T Delaney, Patrick	2 - 8	67,490	
Holder, Genieve	3 - 13M	104,734	
* Hoxha, Anila	1 - 1	48,860	
Malone, Janelle	3 - 13M	104,734	
Maritsch, Matthew	1 - 9	65,905	
* Massaro, Jeanne	3 - 4	64,239	
McMillan, Michele	3 - 13M	104,734	+1,474
T Miller, Yevgeniya	2 - 4	55,860	
* Quinlan, Alyce	1 - 3	49,860	
Ramagli, Matthew	3 - 10	87,078	
Smart, Jerome	2 - 11	80,435	
VanMalden, Brenda	1 - 10M	70,540	
* Zarro, William	2 - 2	54,860	
TBA			
<u>BEHAVIORIST - District</u>			
Smith, Emily	3 - 12	98,383	

PERSONNEL**AUGUST 24, 2011**

14. (Special Education cont'd.)

<u>NAME</u>	<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>SPEECH CORRECTIONISTS (PC 39)</u>			
Barbosa, Leana	TE 2 - 13M	91,065	
* Irish, Jennifer	2 - 3	55,360	
Michaels, Barbara	3 - 13M	104,734	+1,474
Payne, Edna	3 - 13M	104,734	
Stern, Ivy	2 - 13M	91,065	
* Williams, Vinnette	2 - 13M	91,065	
TBA			
<u>CHILD STUDY TEAM (PC 72)</u>			
<u>SOCIAL WORKERS</u>			
Beckford, Sandra	3 - 13M	104,734	
Girgan, Jan	2 - 13M	91,065	
* Granelli, Patrick	2 - 4	55,860	
Panepinto, Joseph	2 - 10	75,720	
<u>PSYCHOLOGISTS</u>			
Ayzenberg, Anna	2 - 4	55,860	
Cifelli, Linda	4 - 10M	108,865	
Lawrence, Nadine	4 - 10M	108,865	
Mullen, Colleen	4 - 10M	108,865	
Presley, Gordon	4 - 10M	108,865	
Tuch, Janice	3 - 13M	104,734	
Tuite, Maura	4 - 10M	108,865	
<u>LEARNING DISABILITIES TEACHER/CONSULTANTS</u>			
Davidoff, Linda	3 - 13M	104,734	
Fishbein, Leslie	3 - 13M	104,734	+1,474
* Gallo, Lauren	2 - 8	67,490	
* Hampton, Nicole	2 - 7	63,975	
McCutcheon, Beverly	3 - 13M	104,734	
<u>GUIDANCE SERVICES (PC 73)</u>			
Andrisani, Frank	THS 3 - 8	77,614	
Baskin, Joel	TJ 3 - 13M	104,734	+1,474
Caesar-Waller, Tanya	TJ 3 - 13M	104,734	+1,474
Clyburn, Brian	BF 2 - 5	58,145	
* Coston, Dannette	THS 2 - 3	55,360	
Friedmann, Laurel	THS 3 - 13M	104,734	
* Garcia, Lillian	TJ 2 - 13M	91,065	
Gundy, Marcia	THS 3 - 13M	104,734	+1,474
Klein, Eve	BF 3 - 13M	104,734	
* Levy, Chiara	THS 2 - 3	55,360	
Peleg, Toni	THS 3 - 13M	104,734	+1,474
Sherman, Denise	BF 3 - 13M	104,734	+1,474
Taylor, Jennifer	THS 2 - 13M	91,065	
<u>Substance Awareness Counselor</u>			
Williams, Adrienne	3 - 13M	104,734	

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14. (cont'd.)

<u>NAME</u>		<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>ELEMENTARY OUTREACH WORKERS</u>				
Brantley, Collette	#5	TE 3 - 9	82,116	
Cruz, Reinier	#7	2 - 13M	91,065	
* Jackson, Aniesha	#6	2 - 1	54,360	
	#20-472-218-104-73-10-G-6			
T Mighty, Monique	#4	2 - 4	55,860	
	#20-472-218-104-73-10-G-4			
<u>SCHOOL COUNSELOR / FAMILY SUPPORT SPECIALIST K - 8</u>				
* Chon, Ann				
	#20-472-218-104-73-10-G-G	2 - 2	54,860	
<u>HEALTH SERVICES (PC 74)</u>				
<u>NURSES</u>				
DiChiara, Ellen	#7	3 - 13M	104,734	
Farrell, Barbara	#4	3 - 13M	104,734	
King Dyker, Kathryn	THS	1 - 10M	70,540	
McClellan, Jane	#6	2 - 13M	91,065	
Miller, Denice	TJ	2 - 13M	91,065	
Johnson, Jacqueline	BF	2 - 13M	91,065	
Urevitch, Rita	#5	1 - 10M	70,540	
<u>LIBRARY MEDIA SPECIALISTS (PC 75)</u>				
Maddox, Leola		2 - 13M	91,065	+1,474
Stack, Geraldine		3 - 13M	104,734	+1,474
<u>ELEMENTARY ART (PC 02)</u>				
Lieber, Michael	#6,7	3 - 13M	102,915	
T Nyamekye, Tocara	#5,7	1 - 3	49,860	
Thurmond, Donnie	#4,7	3 - 13M	104,734	+1,474
<u>ELEMENTARY PHYSICAL EDUCATION (PC 08)</u>				
Badras, Randy	#4,5	3 - 13M	104,734	+1,474
Baer, Stephanie	#6	2 - 13M	91,065	
Bagnuolo, Darlene	#5	2 - 13M	91,065	
Cangelosi, Robert	#7	3 - 13M	104,734	
Harrison, Linda	#4	2 - 12	85,550	
Morgenstein, Florence	#7,6	3 - 13M	104,734	
<u>ELEMENTARY VOCAL MUSIC (PC 10)</u>				
Daniels, Loren	#4,6	3 - 13M	104,734	+1,474
Greene, Alan	#7,6	3 - 13M	104,734	
Jacobs, Suzette	#5,6	2 - 13M	91,065	
<u>INSTRUMENTAL MUSIC (PC 12)</u>				
Fleming, Marissa		1 - 6	55,360	
Marino, Lawrence		2 - 13M	91,065	
Newland, Lee Ann		2 - 9	71,405	
Pittman, Reginald		2 - 11	80,435	
Sullivan, Daniel		1 - 5	52,645	
Van Dyke, Gary		2 - 13M	91,065	+1,474

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14. (cont'd.)

ELEMENTARY GIFTED & TALENTED (PC 24)

Blake-Arroyo, Aretha		TE	3 - 13M	104,734	
Dirken, Linda			3 - 13M	104,734	+1,474

E.S.L. (PC 21)

Almeida, Hilary		TJ/BF	3 - 13M	104,734	
Gallagher, Carolyn		#5/7	3 - 13M	104,734	
	104,734	+1,474			
Mootoo, Faith		THS	2 - 10	75,720	
Wilcox, Terri		#6/4	3 - 13M	104,734	

BASIC SKILLS - LITERACY (PC 22)

Bus, Janet		#5	3 - 13M	104,734	
Cohen, Marsha		THS	3 - 13M	104,734	
Connors, Delores	.5	TJ	3 - 12	49,191	
Daniels, Susan		#7	3 - 13M	104,734	+1,474
Friedman, Lisa Jay		#4	3 - 13M	104,734	+1,474
* Koutrakos, Pamela		#5	2 - 7	63,975	
Lazar, Joan		BF	3 - 13M	104,734	
Moran, Amy	.5	BF	4 - 10M	54,433	
Morris-George, Barbara		THS	3 - 13M	104,734	+1,474
Park, Ann		#6/7	3 - 13M	104,734	
Patrisso, Horatio		TJ	3 - 13M	104,734	
Ricot-Pean, Judith		#4/5	2 - 12	85,550	

BASIC SKILLS - MATH (PC 22)

Ahearn, Jennifer	.2	BF		2 - 5	11,629	Cinnella,
Giuseppina	.2	BF	3 - 12	19,677		
DeBlasio, Ronald	.4	THS	3 - 13M	41,166		
Freedman, Michael		#4	3 - 13M	104,734	+1,474	
Gillet, Trina	.4	BF	3 - 13M	41,894		
Grisolia, Sharon	.4	THS	3 - 12	39,353		
Malone, Michael	.4	THS	1 - 10M	27,516		
Ngo, Manda		#7	1 - 10M	70,540	+1,474	
O'Toole, Suzanne		#5	3 - 13M	104,734	+1,474	
Papaleo, Thomas		TJ	3 - 13M	104,734		
Prince, Jacqueline	.2	TJ	2 - 13M	18,213		
* Robbins, Elizabeth	.2	TJ	2 - 8	13,498		
Robinson, Elaine	.4	TJ	2 - 13M	36,426	+ 590	
Spain, Diana	.2	BF	3 - 13M	20,947	+ 295	
Sun, Yi	.8	THS	2 - 5	46,516		
Tewey, Margaret	.2	BF	3 - 8	15,523		
Vlajic, Jovana	.4	THS	2 - 7	25,590		

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14. (cont'd.)

NOON HOUR PARAPROFESSIONALS (PC 71)

<u>NAME</u>	<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>BRYANT</u>			
Aslam, Neelam	AX 1 - 1	8,303	
Bembry, Ernestine	1 - 3	8,903	
Johnson, Shirley	1 - 3	8,903	
Kousar, Farzana	1 - 2	8,603	
Lawton, Audrey	1 - 3	8,903	
Malek, Zaheda	1 - 3	8,903	
Mohammed, Aytyzaz	1 - 3	8,903	
Okang, Christina	1 - 3	8,903	
Perch, Norris	1 - 3	8,903	
<u>WHITTIER</u>			
D'Auria, Anna	1 - 3	8,903	
Farooq, Kausar	1 - 3	8,903	
Furman, Janis	1 - 3	8,903	
Gripenburg, Patricia	1 - 3	8,903	
Hayes, Barbara	1 - 3	8,903	
Qayyum, Farzana	1 - 3	8,903	
Ragusa, Anna Marie	1 - 3	8,903	
<u>HAWTHORNE</u>			
Cortez, Michelle	1 - 3	8,903	
Ford, Albert	1 - 3	8,903	
Giel, Jacqueline	1 - 3	8,903	
Johnson, Minnie	1 - 3	8,903	
Khan, Anisa	1 - 3	8,903	
Syed, Anees	1 - 3	8,903	
<u>LOWELL</u>			
Bano, Shahida	1 - 3	8,903	
Canada, Joann	1 - 3	8,903	+ 411
Davis, Donna	1 - 3	8,903	
Eng, Margaret	1 - 3	8,903	+ 411
Joy, Annette	1 - 3	8,903	+ 411
Lawton, Ruby	1 - 3	8,903	
Robledo, Milagros	1 - 3	8,903	
Usmani, Rabeya	1 - 3	8,903	

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14. (Noon Hour Paraprofessionals cont'd.)

NAME		GUIDE STEP	SALARY	DIFF'L
<u>BENJAMIN FRANKLIN</u>				
Barsoum, Manal		AX 1 - 3	8,903	
Cordero, Nancy		1 - 3	8,903	
Dorman-Simms, Charmaine		1 - 3	8,903	
Hadley, Virginia		1 - 3	8,903	
Hasan, Saiyeda		1 - 3	8,903	
Hicks, Seif		1 - 3	8,903	
<u>THOMAS JEFFERSON</u>				
Aziem, Saeeda		1 - 3	8,903	
Cave, Marjorie		1 - 3	8,903	
Godette, Betty		1 - 3	8,903	
Iqbal, Rasheeda		1 - 3	8,903	
Syed, Ahmadi		1 - 2	8,603	
Wright, Jannie		1 - 3	8,903	
<u>LIBRARY PARAPROFESSIONALS (PC 75)</u>				
Barkow, Sheila	#7	2 - 3	36,792	+ 411
Ishkanian, Alex	#6	2 - 3	36,792	
Rosegren, Marie	#5	2 - 3	36,792	
Viso, Danielle	#4	2 - 2	35,992	
<u>SPECIAL EDUCATION PARAPROFESSIONALS</u>				
<u>BRYANT</u>				
Amato, Cecelia	PSD 3	2 - 3	36,792	
Bednarski, Patricia	PSD ASD	2 - 1	35,192	
Butler, Brittany	Pre-K	2 - 1	35,192	
Clarke, Shenee	ASD 1:1	2 - 3	36,792	
DaCruz, Mary-Lynn	PSD 4 1:1	2 - 3	36,792	
Estevez, Amanda	PSD 4	2 - 3	36,792	
Gentile, Amy	LLD K	2 - 3	36,792	
Gilliard, Veronica	PSD ASD	2 - 3	36,792	
Johnson, Rose	ASD K	2 - 2	35,992	
Limone, Daniel	ASD K	2 - 2	35,992	
Meneely, Bonnie	ASD K	2 - 1	35,192	
Ramraj, Yasmin	Pre-K Inclusion	2 - 3	36,792	+ 411
Romero, Ofelia	PSD 3	2 - 3	36,792	
Rottner, Dolores	PSD 4	2 - 3	36,792	+ 411
Saltman, Isolina	LLD K	2 - 3	36,792	
Schlereth, Helen	PSD 4	2 - 3	36,792	+ 411
Simpson, Margaret	ASD K	2 - 3	36,792	+ 411
TBA				
<u>HAWTHORNE</u>				
Costanzo, Debra	ASD	2 - 1	35,192	
Levy, Ellen	LLD	2 - 3	36,792	
Mahmoud, Hind	ASD	2 - 3	36,792	
Quattlebaum, Kathy	LLD	2 - 3	36,792	
Rynander, Jennifer	ASD	2 - 3	36,792	
Vitez, Sara	LLD 1:1	2 - 3	36,792	
Wacha, Barbarann	LLD	2 - 3	36,792	
TBA				

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14. (cont')

<u>N.AME</u>		<u>GUIDE STEP</u>	<u>SALARY</u>	<u>DIFF'L</u>
<u>LOWELL</u>				
Ravelo, Karelia	MD	AX 2 - 1	35,192	
Reese, Kelvin	PSD ASD	2 - 3	36,792	
Rivera, Stacey	MD 1:1	2 - 3	36,792	
Simmons, Karen	MD 1:1	2 - 1	35,192	
Toske, Asmaa	MD	2 - 3	36,792	
Wester, Sheena	MD	2 - 3	36,792	
<u>WHITTIER</u>				
Abbasi, Guljabeen	LLD	2 - 3	36,792	
Chapel, Diane	BD	2 - 3	36,792	
Levy, Michael	LLD	2 - 1	35,192	
Lucious, Warren	BD	2 - 3	36,792	
Smith, Donovan	BD	2 - 3	36,792	
<u>HIGH SCHOOL</u>				
Dragona, Danielle	RC	2 - 3	36,792	
Johnson, Avia	Job Coach	2 - 3	36,792	
Nylander, Anthony	LLD	2 - 3	36,792	
Piedrahita, William	RC 1:1	2 - 3	36,792	
<u>BENJAMIN FRANKLIN</u>				
Cofone, Barbara	LLD/1:1	2 - 3	36,792	
Graham, Janet	MD	2 - 3	36,792	
Jones, Spencer	ASD	2 - 1	35,192	
Kinloch, Lillian	LLD	2 - 3	36,792	
Myrie, Carlyle	ASD 1:1	2 - 3	36,792	
Sajous, M. Luce	MD 1:1	2 - 3	36,792	
Tuzzeo, Celida	LLD	2 - 3	36,792	
Wilkins, Nicole	LLD 1:1	2 - 3	36,792	
<u>THOMAS JEFFERSON</u>				
Haque, Hazera	1:1	2 - 3	36,792	
Nonas, Helen	LLD	2 - 3	36,792	
Passmore, Jada	1:1	2 - 3	36,792	
Wacha, Valorie	LLD	2 - 3	36,792	
Walston, Tracey	1:1	2 - 3	36,792	
<u>Out-of-District</u>				
Williams, Anita	1:1	2 - 3	36,792	
<u>IN-SCHOOL SUSPENSION PARAPROFESSIONALS (PC 71)</u>				
<u>TEANECK HIGH SCHOOL</u>				
Williams, Marcelle		2 - 3	36,792	
<u>BENJAMIN FRANKLIN</u>				
Anderson, Gary		2 - 3	36,792	
<u>THOMAS JEFFERSON</u>				
Burrell, Duane		2 - 3	36,792	

EXPLANATION: This represents the annual rehire motion for teachers and paraprofessionals at their 2010 – 2011 salaries, pending completion of negotiations for a successor agreement.

15. that the Board **amend** Personnel Motion #3 of the August 3, 2011 Minutes to include the monthly stipends for interim staff as follows:

<u>Name</u>	<u>Assignment</u>	<u>Monthly Stipend</u>
Dennis Heck	Interim Principal, THS	\$700
Peter LoGiudice	Interim Assistant Principal, THS	400

EXPLANATION: This would replace the TBAs in the original motion.

16. that the Board approve the recommendation of the Superintendent to establish the position of **Registrar**, with the qualifications and responsibilities as set forth in the appended position description. In addition, the Board authorizes the Superintendent of Schools to advertise and solicit resumes for the position of Registrar for the 2011-2012 school year.

EXPLANATION: Position descriptions must be approved by the Board. A justification for the position has been distributed to all Board members for review. The position will reduce costs and expand the hours available for registration of students.

17. that the Board approve compensation to the following individuals for providing **evening security** at the high school, on an as-needed basis, during the 2011 - 2012 school year:

Al Schulz – Coordinator of Security	\$30.00 per hour
James Thompson	25.00 per hour

EXPLANATION: In-school and parking lot security would be provided during evening programs and/or rehearsals held at the high school.

Account#11-000-266-100-71-18-H-H

18. that the Board approve **remuneration** to the following individuals for serving in the positions listed during the 2011 – 2012 school year or as indicated :

<u>Position</u>	<u>Name</u>	<u>Remuneration*</u>
Coordinator of Technology Enriched Academies for Math & Science (TEAMS)	Sharon Grisolia	\$2,306 - differential
Lead School Counselor	Marsha Gundy	\$6,995 - differential
Medical/Health Services Lead Nurse	Rita Urevitch	\$3,271 - differential
Co-Webmasters - 9/1/11 – 8/31/12	Geri Stack	\$3,000 - stipend
	Kenneth Zollo	\$3,000 - stipend

**2010 – 2011 negotiated rate*

EXPLANATION: The above staff members are being recommended to serve in the capacity indicated with remuneration designated pursuant to the TTEA negotiated agreement. Account #11-140-100-101-18-15-H-D; 11-000-230-100-82-15-0-0; 11-000-218-104-73-10-H-0 #11-000-213-100-74-10-0-D

19. that the Board approve the following 2011 - 2012 **salary guide** for **substitutes**:

SECRETARIAL PERSONNEL

Up to 2 years experience with Teaneck Bd. of Ed	\$11.00 per hour
Over 2 years experience " " "	12.00 per hour

PARAPROFESSIONAL PERSONNEL

Lunchroom Paras	\$ 20.00 per assignment (up to 2 hours)
All other Paras	10.00 per hour

CUSTODIANS and LABORERS

Up to 2 years experience with Teaneck Bd. of Ed	\$10.50 per hour
2 to 4 years experience " " "	11.00 per hour
Over 4 years experience " " "	11.50 per hour

MAINTENANCE PERSONNEL

Use substitute custodians scale above, plus \$.50 per hour for mechanics.

ELECTRICAL TECHNICIANS

Based upon need and recommended rate at the discretion of the Superintendent.

TEACHERS AND OTHER INSTRUCTIONAL PERSONNEL

Teaching Personnel	1 - 45 days during school year	\$110 per diem
	46 - 80 " " " "	115 per diem
	81 + " " " "	120 per diem

The substitute rate for consecutive teaching in one assignment will increase after ten consecutive days to \$130 per day on the eleventh day. Twenty consecutive days in one assignment will qualify the substitute to be compensated as a beginning teacher on the BA level of the teachers' guide starting with the 21st day.

Notes:

1. Substitute personnel filling individual positions not covered by a salary guide, will be paid according to the salary guide which applies most closely to the type of work to be done in the position.
2. Substitute personnel for summer school or other special programs will be paid according to the salary guide established and used for the duration of the program.
3. The salary amounts of such guides shall be determined in a manner consistent with the method used in determining the salary amounts for similar established guides.
4. Deviation from the above salary guides may be made at the discretion of the Superintendent of Schools based on applicant pool, experience and content area.

EXPLANATION: Substitute rates remain unchanged from the 2010 - 2011 school year.

PERSONNEL

AUGUST 24, 2011

20. that the Board approve the following **substitutes** for employment on a per diem basis, as needed, for the period commencing September 1, 2011 and concluding June 30, 2012:

Rose Agosto
Meghan Aumack
Theresa Barlow
Joshua Benevento
Marsha Blecher
Brenda Brunelle
Angela DeOrive
Debra Fein
Dorothy Godfrey
Frieda Holober
Rebecca Jarvis
Rebecca Lewin
Judith McConville
Nenita Mercado
Jeffrey Morrow
Christine Ogden
Allen Rice
Mary Sandvig
Ben Schwartz
Derek Strong
Marlene Ware
Samantha Woltz

Sanam Abbasi
Elizabeth Binyard
Jeanette Cole
Gotlib
Syeda Khan
Rahena Loskor
Cora McCain
Shaysta Noreen
Claudette Yahn

Joanne Casbar
Michaela Freemantle
Agnes McSweeney

Evelio Guzman
Charles Reid

TECHNICIANS
Ray Ulmer

TEACHERS

Patricia Alessandrini
Marsha Axelband
Cary Bell
Ruth Berg
Jacqueline Blum
Nancy Cochrane
Charles Ennon
Goldie Feld
Allison Harrison
Volodymyr Hunko
Eleanor Kohn
Sheilah Lewis
Robert McKenzie
Barbara Metzler
Jane Muhlstock
Linda Ota
John Roscitt
Alison Schell
Norman Sees
Elise Taradash
Gerald Weber

PARAPROFESSIONALS

Atiqa Aleem
Darakshan Chaudhry
Rita Falbert
Dorothy Honegan
Minnie Lane
Dorri Martin
Mercedes Miller
Marva Robinson

SECRETARIES

Joanne Clemons
Frieda Holober
Mercedes Miller

CUSTODIANS

Samuel Ince
Robert Richardson

NURSES

Sandy Broady
Elizabeth Guimes
Maxine Lynch

Kimberly Attles
Nadia Azzam
Eva Benevento
Patrick Bertollo
Brittany Bradley
Patricia Cosgrove
Nancy Farres
Marilee Garcia
Brienne Heaney
Joseph Izen
Mitzi Lee
Ralph Mason
Raazikiwe Medley
Michael Moldovan
Amy Nathanson
Clemens Reinke
Edward Russini
Bert Schmitt
Roy Singh
Jen Tiedemann
Naomi Weber

Claudette Barnes
Lilian Chung
Samina FarooqLisa
Nastasha Kaleem
Florence Lassiter
Farah Masroor
Sarfraz Moin
Mary Watkins

Rita Falbert
Christina Lea
Roberta Yuzek

Barrant Laidley

Monique Frazier-Ellington
Carol Leibowitz
Doreen Morrison

EXPLANATION: The list of substitutes is updated regularly. The names on the agenda during any month are those who applied during the month to serve in the capacity indicated and were approved by the administration.

21. that the Board approve compensation during the 2011 - 2012 school year to classroom paraprofessionals in grades 1 - 4 who may, as needed, also perform **transportation para duties** as part of their daily responsibilities which could bring them beyond the hours of their regular work day, at the rate of \$20 per day worked.

EXPLANATION: Compensation is pursuant to the terms of the negotiated TTEA agreement. Account #11-000-270-161-33-15-O-D

22. that the Board **amend** Personnel Motion #189 of the June 8, 2011 Minutes to approve remuneration for an additional four (4) hours for school nurse Denice Miller, at the rate of \$58/hr. (working without students) to assist district physicians in completing required paperwork for **athletic physicals**, in an amount not to exceed \$232.

EXPLANATION: Additional hours were required to complete and process documentation for students prior to the start of the 2011 – 2012 athletic season. Account #11-000-213-100-74-10-H-D

23. that the Board **amend** Personnel Motion # 223 of the June 22, 2011 Minutes to include Chris Hernandez in the Grades K-8 Mathematics **summer staff development** workshop at the rate of \$58/hr. (working w/o students), for a maximum of 40 hrs., in an amount not to exceed \$2,320:

EXPLANATION: The above individual replaced a TBD listed on the original motion.

24. that the Board approve **remuneration** to the following middle school teachers for a ten (10) hour **planning session** at the contractual rate of \$58/hr. (working w/o students) for **5th grade science activities**, in an amount not to exceed \$580 each, for a total amount of \$2,320:

Dena Florczyk	Kelly Misol	William Tantum	Anitha Thomas
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EXPLANATION: This planning session would be held at Eugene Field during the last week of August, 2011. Science activities would be coordinated with the Teaneck Creek Conservancy and would include literacy activities connected to this scientific inquiry, directly supporting the district's goal of developing critical thinking in literacy across the content areas. Account # 11-000-223-104-19-15-I-D

25. that the Board **amend** Personnel Motion #4 of the August 7, 2011 Minutes to **adjust** the **resignation date** for William LeChard, high school special education teacher, from September 23, 2011 to June 30, 2011.

EXPLANATION: A suitable replacement has been secured, therefore Mr. LeChard is being released from his 60-day contractual obligation.

26. that the Board approve compensation to the following **FORUM** counselors to provide services in the **PASS** (Police/Parents And School Students) Program at the grant rate of \$40/hr. for the hours and amounts indicated:

Account # 20-009-100-100-73-10-G-H

<u>Name</u>	<u>Hours per Week (for 24 weeks)</u>	<u>Maximum Remuneration</u>
Nick Campestre	3 hours	\$2,880
Javalda Powell	8 hours	7,680
Brian Clyburn	8 hours	7,680
Suzanne Dandie	8 hours	7,680

Total: \$ 25,920

EXPLANATION: Grant funds would be used for the PASS program which is held after school and designed to help prevent juvenile delinquency. Individual, family and group counseling sessions, field trips, guest speakers and parent sessions would be offered.

27. that the Board **amend** Personnel Motion #224 of the June 22, 2011 Minutes to add the name of Chiara Levy to the list of high school guidance counselors who worked during the summer months for 5 days and include additional compensation for Benjamin Franklin Middle School **guidance counselors**, at the per diem rate of \$476.45, as per Schedule C of the negotiated agreement, as indicated below:

<u>NAME</u>	<u># of Days</u>	<u>Additional Remuneration</u>
Denise Sherman	12	\$ 5,717.40
Bryan Clyburn	3	<u>1,429.35</u>

Total \$ 7,146.75

EXPLANATION: Ms. Levy replaces the TBA listed for high school guidance counselors. Additional time was required during the summer for Benjamin Franklin counselors to complete the master schedule and to register and counsel students.

Account # 11-000-218-104-73-15-G-F

28. that the Board **amend** Personnel Motion #111 of the January 19, 2011 Minutes to add teacher Sue Krenn to the list of **Home Instructors** who worked during the **2010 – 2011** school year:

EXPLANATION: Ms. Krenn, who was approved by the administration to serve in this capacity during the 2010 - 2011 school year, was inadvertently omitted from the list of home instructors.

29. that the Board **amend** the following Personnel Motions from the June 8, 2011 Minutes to reflect **changes in account numbers** to be charged for remuneration to Nicholas Campestre, serving as **Grant Project Manager** for the Elementary Counseling Expansion Grant as indicated:

From To

Motion #191 - **Year 2:**

Account #20-471-200-300-73-50-G-G

Account #20-471-218-104-73-11-G-G

Motion #192 - **Year 3:**

Account #20-471-200-300-73-50-G-G

Account #20-472-218-104-73-11-G-G

EXPLANATION: This would correct the account numbers to be charged.

30. that the Board **amend** Personnel Motion #194 of the June 8, 2011 Minutes to include staff and adjust the remuneration to **Summer Child Study Team** clinicians for services provided, in an amount not exceed that listed:

Account #20-452-200-100-72-11-C-C.

<u>CST</u>	<u>Clinician</u>	<u>Maximum Remuneration</u>
Social Worker	Sandra Beckford	\$ 13,000
Psychologist	Maura Tuite	13,000
LDT/C	Leslie Fishbein	10,000
	Nicole Hampton	13,000
Speech Specialist	Edna Payne	10,000
	Ivy Stern	6,000
	Jennifer Irish	3,000

EXPLANATION: Additional hours were required for the Summer Child Study Team to process new student entries, evaluations, placements and reevaluations.

Account #11-000-219-104-72-15-H-C

- 31. that the Board **amend** Personnel Motion #197 of the June 8, 2011 Minutes to include additional staff members who provided IEP driven **Home Programming Services / Parent Training** during summer 2011, and to increase the total number of hours during which the staff members indicated provided services:

4 Additional Staff Members 16 hrs @ \$50/hr. (\$800 each)

Veronica Gilliard	Tawana Smith	Sheena Wester	Anita Williams
			\$ 3,200

<u>In-Home Therapists</u>	<u># of Hours @ \$50/hr.</u>	<u>Maximum Remuneration</u>
Jamie Hrinuk	30 Hrs.	\$ 1,500
Rose Johnson	64 Hrs.	3,200
M. Luce Sajous	40 Hrs.	2,000
Asmaa Toske	20 Hrs.	1,000
		\$ 7,700

Total: \$10,900

EXPLANATION: Additional staff and increased hours were needed to accommodate the number of students requiring Home Programming Services/Parent Training during the summer months. Account #11-000-216-106-49-10-C-A;
Account #11-000-216-106-46-C-A

- 32. that the Board **amend** Personnel Motion #201 of the June 8, 2011 Minutes to add the following individuals to the list of staff members who served as substitutes, on an as needed basis, in the **Extended School Year Program** during summer 2011, at the rate of \$62/hr (working with students):

Substitute Teachers

Victor Hernandez, Rose Johnson, Nina O'Dood, Victor Hernandez, Ellen Levy, Florence Morgenstein, Karelia Ravelo, Elizabeth Rose

EXPLANATION: Substitute teachers were needed for class coverage during staff absences. Account #11-204-100-101-53-71-C-C;
11-204-100-106-53-71-H-C; Account #11-000-213-100-53-71-H-C

- 33. that the Board approve the following individuals be included on the list of **Home Instructors** to be employed, on an as-needed basis, at the rate of \$45/hr., for the period commencing July 1, 2011 through June 30, 2012:

James Belluzzi Sue Krenn Barbara Metzler

EXPLANATION: The list of home instructors is updated regularly. The names on the agenda during any month are those who applied during the month to serve in the capacity indicated and were approved by the administration.
Account #11-219-100-101-38-11-C-D

- 34. that the Board approve the following **Home Programming / Parent Training Therapists** be employed, on an as-needed basis, at the rate of \$45/hr. for the 2011-2012 school year.

In-Home Therapists

Collette Brantley	Jamie Bredahl	Stacie DiBona
Iris Hernandez	Rose Johnson	Hind Mahmoud
Shellian Mirander	Carlyle Myrie	William Piedrahita
Kathy Quattlebaum	Karelia Ravelo	Kelvin Reese
Stacie Rivera	Sheena Ruiz	Kelly Ryan
M. Luce Sajous	Asmaa Toske	Sheena Wester
Veronica Gilliard	Tawana Smith	Anita Williams

EXPLANATION: The Home Program / Parent Training is a behavior modification program for classified students. Home services are provided according to the IEP in order to train parents on how to generalize the students' learned skills and to deal with their behaviors at home.

Account #11-000-216-106-49-10-C-A; Account #11-000-216-106-46-10-C-A

- 35. that the Board approve the following **Home Programming / Parent Training Coordinators** be employed, on an as-needed basis, at the rate of \$75/hr. for the 2011-2012 school year.

Stacie DiBona	Iris Hernandez,	
Colleen Pagan	Lisa Sgambati	Tawana Smith

EXPLANATION: Coordinators of the Home Programming / Parent Training would oversee, organize and consult with parents and district staff regarding home programming. Account #11-000-216-106-46-15-H-C

- 36. that the Board **reimburse** the following employee who **retired** on June 30, 2011, for unused accumulated personal illness and business days with the maximum number of days indicated:

Anna Ferrall
237 illness/personal days @ \$35.00 per diem = \$ 8,295.00

EXPLANATION: The above payment is in accordance with the terms of the TTEA contract. Account #11-000-291-290-99-20-H-D

37. that the Board approve the following individual be remunerated for work in the **Teaneck Community Education Center** for the period of August 29, 2011 through June 30, 2012, in an amount not to exceed that listed:

<u>Account #60-602-200-100-56-72-P-W</u>		<u>Annual Salary</u>
Claire Drootin	Financial Coordinator	\$ 36,000 (pro-rated)

EXPLANATION: The above individual would serve as the Financial Coordinator for the Center, on a part-time basis for approximately 24 hours per week.

38. that the Board approve **compensation** to the following individuals for the period September 1, 2011 through June 30, 2012, for services provided to the **Teaneck Women Train and Work** program:

<u>Name</u>	<u>Title</u>	<u>Account Number</u>	<u>Salary</u>
Joanne Clemons	Office Mgr (35 hrs)	20-044-200-100-56-13-P-W	\$ 19,717

<u>Name</u>	<u>Title</u>	<u>Account Number</u>	<u>Maximum Remuneration</u>
Alice Chin	Case Manager	20-043-200-100-56-11-P-W	\$ 20,800
Rhonda Rock	Case Manager	20-043-200-100-56-11-P-W	\$ 20,800
Nancy Willis	Case Manager	20-043-200-100-56-11-P-W	\$ 9,750
Christine Flanagan	Clerk-Typist	20-043-200-100-56-13-P-W	\$ 225

EXPLANATION: The Teaneck Women Train and Work Program provides employment and counseling services.

39. that the Board **amend** Personnel Motion #230 of the June 22, 2011 Minutes to reflect a change in account numbers for compensation to the Director of the **Teaneck Women Train and Work** program for the period July 1, 2011 through August 31, 2011 as follows:

<u>Name</u>	<u>Title</u>	<u>Account Number</u>	<u>Salary</u>
Claire Scarano	Director	20-043-200-100-56-12-P-W	\$ 7,588

EXPLANATION: This reflects a change in account number.

40. that the Board approve **compensation** to the following individual for the period September 1, 2011 through June 30, 2012, for services provided to the **Teaneck Women Train and Work** program

<u>Name</u>	<u>Title</u>	<u>Account Number</u>	<u>Salary</u>
Claire Scarano	Director	20-043-200-100-56-12-P-W	\$42,412

EXPLANATION: The Teaneck Women Train and Work Program provides employment and counseling services.

Item #16



TEANECK PUBLIC SCHOOLS
Human Resource Management

POSITION DESCRIPTION

TYPE OF POSITION: NON-GUIDE

POSITION TITLE: REGISTRAR

ADMINISTRATIVE RELATIONSHIP: Reports to the School Business Administrator

ESSENTIAL QUALIFICATIONS:

1. Must be able to perform essential job functions with or without reasonable accommodation.
2. Minimum of an Associate's degree or a High School Diploma and two years working experience in an equivalent position.
3. Flexible daytime hours, evening hours.
4. Demonstrated independent decision-making ability.
5. Must possess excellent communication skills.
6. Meticulous attention to detail and accuracy in record-keeping.
7. Demonstrated ability to use the personal computer and relevant word processing and spreadsheet software.
8. Demonstrated ability to work harmoniously in a multicultural, diverse community.
9. Bilingual Spanish/English preferred.
10. Such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable.

ESSENTIAL FUNCTIONS OF POSITION:

1. Enroll new students to the district.
2. Update change of address for existing students on student database system.
3. Track student transfers on student database system.
4. Re-enroll 4th and 8th grade students in the district.
5. Maintain confidential scanned registration document files.
6. Enroll families into Family Access.
7. Maintain Charter School enrollment on student database system.
8. Verify homeless students' residency to ensure proper billing to prior district of residence.
9. Follow-up consistently on voice mails.
10. Prepare enrollment reports as requested by administrators.
11. Review current student residency information and perform address searches.
12. Provide support and assistance to Attendance Officer for residency verifications.
13. Ability to read, write and speak conversational Spanish fluently.
14. Perform any other duties or responsibilities as assigned by the School Business Administrator, as may add to the effectiveness of the education program of the Teaneck Public Schools and assist staff in other central office departments when not registering students.

TERMS OF EMPLOYMENT:

Twelve month position, part time no more than 24 hours per week. Non-guide designation. Salary determined by the Board of Education.

EVALUATION:

The annual performance evaluation will be based on this position description, any applicable state regulations and/or Board of Education policies.

Position descriptions are established by the Human Resource Management Office and adopted by the Board of Education and are intended only to summarize the essential duties, responsibilities, qualifications, and requirements for the purpose of clarifying the general nature and scope of a position's role as part of the overall organization. Position descriptions are not designed to contain or be interpreted as a comprehensive inventory of all tasks an employee might be expected to perform, and they do not limit the right of the employer/supervisor to assign additional tasks or otherwise to modify duties to be performed even if seemingly unrelated to the basic job. Individuals shall perform other duties as assigned including work in other functional areas to cover absences or relief, to equalize peak work periods or otherwise balance the workload. Every employee has a duty to perform all assigned tasks. The order, of essential functions and duties of the position as listed in the position description, is not designed or intended to rank the duties in any order of importance relative to each other.

2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED
CONCUSSIONS AND HEAD INJURIES

A concussion is a traumatic brain injury caused by a direct or indirect blow to the head or body. In order to ensure the safety of pupils that participate in interscholastic athletics, it is imperative that student-athletes, coaches, and parents are educated about the nature and treatment of sports-related concussions and other head injuries. Allowing a student-athlete to return to play before recovering from a concussion increases the chance of a more serious brain injury.

Every school district that participates in interscholastic athletics is required to adopt a policy concerning the prevention and treatment of sports-related concussions and other head injuries among student-athletes in accordance with the provisions of N.J.S.A. 18A:40-41.1 et seq. For the purpose of this Policy, “interscholastic athletics” shall be Kindergarten through twelfth grade school-sponsored athletic programs where teams or individuals compete against teams or individuals from other schools or school districts.

The school district will adopt an Interscholastic Athletic Head Injury Training Program to be completed by the team or school physician, licensed athletic trainer(s) involved in the interscholastic athletic program, all staff members that coach an interscholastic sport, designated school nurses, and other appropriate school district personnel as designated by the Superintendent. This Training Program shall be in accordance with guidance provided by the New Jersey Department of Education and the requirements of N.J.S.A. 18A:40-41.2.

The Principal or designee shall distribute the New Jersey Department of Education Concussion and Head Injury Fact Sheet and Parent/Guardian Acknowledgement Form to every student-athlete who participates in interscholastic sports. The Principal or designee shall obtain a signed acknowledgement of the receipt of the Fact Sheet by the student-athlete’s parent and keep on file for future reference.

PROGRAM
2431.4/page 2 of 3
Prevention and Treatment of Sports-Related
Concussions and Head Injuries

Prevention of a sports-related concussion and head injuries is an important component of the school district's program. The school district may require pre-season baseline testing of all student-athletes before the student-athlete begins participation in an interscholastic athletic program.

Any student-athlete who exhibits the signs or symptoms of a sports-related concussion or other head injury during practice or competition shall be immediately removed from play and may not return to play that day. Emergency medical assistance shall be contacted when symptoms get worse, loss of consciousness, direct neck pain associated with the injury, or any other sign the supervising school staff member determines emergency medical attention is needed. If available when the student-athlete is exhibiting signs or symptoms, the student-athlete will be evaluated by the school or team physician. The Principal or designee shall contact the student-athlete's parent and inform the parent of the suspected sports-related concussion or other head injury.

Possible signs of a concussion can be observed by any school staff member or the school or team physician. Any possible symptoms of a concussion can be reported by the student-athlete to: coaches; licensed athletic trainer; school or team physician; school nurse; and/or parent. The Principal or designee shall provide the student-athlete with Board of Education approved suggestions for management/medical checklist to provide to their parent and physician or other licensed healthcare professional trained in the evaluation and management of sports-related concussions and other head injuries.

A student-athlete who participates in interscholastic athletics and who sustains or is suspected of sustaining a concussion or other head injury shall be required to have a medical examination conducted by their physician or licensed health care provider. The student-athlete's physician or licensed health care provider shall be trained in the evaluation and management of concussion to determine the presence or absence of a sports-related concussion or head injury.

The student-athlete's physician or licensed health care provider must provide to the school district a written medical release/clearance for the student-athlete indicating when the student-athlete is able to return to the activity. The medical release/clearance must indicate the student-athlete is asymptomatic at rest and either may return to the interscholastic athletic activity because the injury was not

PROGRAM
2431.4/page 3 of 3
Prevention and Treatment of Sports-Related
Concussions and Head Injuries

a concussion or other head injury or may begin the district's graduated return to competition and practice protocol outlined in Regulation 2431.4. A medical release/clearance not in compliance with this Policy will not be accepted. The medical release/clearance must be reviewed and approved by the school or team physician.

The school district shall provide a copy of this Policy and Regulation 2431.4 to all youth sports team organizations that operate on school grounds. In accordance with the provisions of N.J.S.A. 18A:40-41.5, the school district shall not be liable for the injury or death of a person due to the action or inaction of persons employed by, or under contract with, a youth sports team organization that operates on school grounds, if the youth sports team organization provides the school district proof of an insurance policy in the amount of not less than \$50,000 per person, per occurrence insuring the youth sports team organization against liability for any bodily injury suffered by a person and a statement of compliance with the school district's Policy and Regulation 2431.4 - Prevention and Treatment of Sports-Related Concussions and Head Injuries.

For the purposes of this Policy a "youth sports team organization" means one or more sports teams organized pursuant to a nonprofit or similar charter or which are member teams in a league organized by or affiliated with a county or municipal recreation department.

This Policy and Regulation shall be reviewed and approved by the school physician and shall be reviewed annually, and updated as necessary, to ensure it reflects the most current information available on the prevention, risk, and treatment of sports-related concussion and other head injuries.

N.J.S.A. 18A:40-41.1; 18A:40-41.2; 18A:40-41.3; 18A:40-41.4; 18A:40-41.5

Adopted: _____

5512. HARASSMENT, INTIMIDATION, AND BULLYING (M)

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- A. Policy Statement

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

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

- B. Harassment, Intimidation, and Bullying Definition

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

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability; or
2. By any other distinguishing characteristic; and that

3. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3, that substantially disrupts or interferes with the orderly operation of the school or the rights of other pupils; and that
4. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a pupil or damaging the pupil's property, or placing a pupil in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
5. Has the effect of insulting or demeaning any pupil or group of pupils; or
6. Creates a hostile educational environment for the pupil by interfering with a pupil's education or by severely or pervasively causing physical or emotional harm to the pupil.

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

C. Pupil Expectations

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

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

Pupils are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and it is the responsibility of staff to use instances of violations of the Code of Pupil Conduct as opportunities to help

pupils learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with pupils shall apply best practices designed to prevent pupil conduct problems and foster pupils' abilities to grow in self-discipline.

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

1. Pupil responsibilities (e.g., requirements for pupils to conform to reasonable standards of socially accepted behavior; respect the person, property and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;
3. Pupil rights; and
4. Sanctions and due process for violations of the Code of Pupil Conduct.

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

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

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

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

D. Consequences and Appropriate Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for pupils who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Pupil Conduct, and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying. The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by pupils. Appropriate consequences and remedial actions are those that are graded according to the severity of the offense(s), consider the developmental ages of the pupil offenders and pupils' histories of inappropriate behaviors, per the Code of Pupil Conduct and N.J.A.C. 6A:16-7.

Factors for Determining Consequences

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

7. Context in which the alleged incidents occurred.

Factors for Determining Remedial Measures

Personal

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

Environmental

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

Consequences and appropriate remedial action for a pupil or staff member who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of pupils, as set forth in the Board's approved Code of Pupil Conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a pupil who commits an act of harassment, intimidation, or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the pupil and the pupil's history of problem behaviors and

performance, and must be consistent with the Board's approved Code of Pupil Conduct and N.J.A.C. 6A:16-7, Student Conduct. Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act, and take corrective action for documented systemic problems related to harassment, intimidation, or bullying. The consequences and remedial measures may include, but are not limited to, the examples listed below:

Examples of Consequences

1. Admonishment;
2. Temporary removal from the classroom;
3. Deprivation of privileges;
4. Classroom or administrative detention;
5. Referral to disciplinarian;
6. In-school suspension during the school week or the weekend;
7. After-school programs;
8. Out-of-school suspension (short-term or long-term);
9. Reports to law enforcement or other legal action;
10. Expulsion; and
11. Bans from providing services, participating in school-district-sponsored programs, or being in school buildings or on school grounds.

Examples of Remedial Measures - Personal

1. Restitution and restoration;
2. Peer support group;
3. Recommendations of a pupil behavior or ethics council;
4. Corrective instruction or other relevant learning or service experience;
5. Supportive pupil interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
6. Behavioral assessment or evaluation, including, but not limited to, a referral to the Child Study Team, as appropriate;
7. Behavioral management plan, with benchmarks that are closely monitored;
8. Assignment of leadership responsibilities (e.g., hallway or bus monitor);
9. Involvement of school disciplinarian;
10. Pupil counseling;
11. Parent conferences;
12. Alternative placements (e.g., alternative education programs);

13. Pupil treatment; or
14. Pupil therapy.

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

1. School and community surveys or other strategies for determining the conditions contributing to harassment, intimidation, or bullying;
2. School culture change;
3. School climate improvement;
4. Adoption of research-based, systemic bullying prevention programs;
5. School policy and procedures revisions;
6. Modifications of schedules;
7. Adjustments in hallway traffic;
8. Modifications in pupil routes or patterns traveling to and from school;
9. Supervision of pupil before and after school, including school transportation;
10. Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
11. Teacher aides;
12. Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
13. General professional development programs for certificated and non-certificated staff;
14. Professional development plans for involved staff;
15. Disciplinary action for school staff who contributed to the problem;
16. Supportive institutional interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
17. Parent conferences;
18. Family counseling;
19. Involvement of parent-teacher organizations;
20. Involvement of community-based organizations;
21. Development of a general bullying response plan;
22. Recommendations of a pupil behavior or ethics council;
23. Peer support groups;
24. Alternative placements (e.g., alternative education programs);
25. School transfers; and
26. Law enforcement (e.g., safe schools resource officer, juvenile officer) involvement or other legal action.

N.J.A.C. 6A:16-7.9(a)2.vi requires appropriate consequences and remedial actions for any staff member who commits an act of harassment, intimidation, or bullying of a pupil. The consequences may include, but not be limited to, verbal or written reprimand, increment withholding, legal action, disciplinary action, and/or termination. Remedial measures may include, but not be limited to, in or out-of-school counseling, professional development programs, and work environment modifications.

E. Harassment, Intimidation, and Bullying Off School Grounds

This Policy and the Code of Pupil Conduct shall apply to instances when a school employee is made aware of alleged harassment, intimidation, or bullying occurring off school grounds when:

1. The alleged harassment, intimidation, or bullying has substantially disrupted or interfered with the orderly operation of the school or the rights of other pupils; and either
2. A reasonable person should know, under the circumstances, that the alleged behavior will have the effect of physically or emotionally harming a pupil or damaging the pupil's property, or placing a pupil in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
3. The alleged behavior has the effect of insulting or demeaning any pupil or group of pupils; or
4. The alleged behavior creates a hostile educational environment for the pupil by interfering with a pupil's education or by severely or pervasively causing physical or emotional harm to the pupil.

F. Harassment, Intimidation, and Bullying Reporting Procedure

The Board of Education requires the Principal at each school to be responsible for receiving complaints alleging violations of this Policy. All Board members, school employees, and volunteers and contracted service providers who have contact with pupils are required to verbally report alleged violations of this Policy to the Principal or the Principal's designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees,

and volunteers and contracted service providers who have contact with pupils, also shall submit a report in writing to the Principal within two school days of the verbal report. The Principal will inform the parents of all pupils involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Pupils, parents, and visitors are encouraged to report alleged violations of this Policy to the Principal on the same day when the individual witnessed or received reliable information regarding any such incident. Pupils, parents, and visitors may report an act of harassment, intimidation, or bullying anonymously. Formal action for violations of the Code of Pupil Conduct may not be taken solely on the basis of an anonymous report.

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

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

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

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

- G. Anti-Bullying Coordinator, Anti-Bullying Specialist and School Safety Team(s)

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

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of pupils;
 - b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of pupils in the district;
 - c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of pupils;
 - d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
 - e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, and bullying in the district.
2. The Principal in each school shall appoint a school Anti-Bullying Specialist. When a school guidance counselor, school psychologist, or another individual similarly trained is currently employed in the school, the Principal shall appoint that individual to be the school Anti-Bullying Specialist. If no individual meeting this criteria is currently employed in the school, the Principal shall appoint a school Anti-Bullying Specialist from currently employed school personnel.

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety Team as provided in N.J.S.A. 18A:37-21;

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- b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
 - c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.
3. A School Safety Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going, systemic process and practices in the school, and to address school climate issues such as harassment, intimidation, or bullying. Each School Safety Team shall meet at least two times per school year. The School Safety Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a pupil in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety Team.

The School Safety Team shall:

- a. Receive any complaints of harassment, intimidation, or bullying of pupils that have been reported to the Principal;
- b. Receive copies of any report prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of pupils in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of pupils;
- e. Educate the community, including pupils, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of pupils;

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- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request;
- g. Collaborate with the district Anti-Bullying Coordinator in the collection of district-wide data and in the development of district policies to prevent and address harassment, intimidation, or bullying of pupils; and
- h. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

The members of a School Safety Team shall be provided professional development opportunities that address effective practices of successful school climate programs or approaches. Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a pupil.

H. Harassment, Intimidation, and Bullying Investigation

The Board requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying. The investigation shall be initiated by the Principal or the Principal's designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school Anti-Bullying Specialist. The Principal may appoint additional personnel who are not school Anti-Bullying Specialists to assist the school Anti-Bullying Specialist in the investigation.

The investigation shall be completed and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school Anti-Bullying Specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Pupil Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to

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the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Pupil Conduct has been implemented and provide intervention services, order counseling, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, or take or recommend other appropriate action, as necessary.

The Superintendent shall report the results of each investigation to the Board of Education no later than the date of the regularly scheduled Board of Education meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Pupil Conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the Superintendent.

Parents of the pupils who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents or guardians shall include the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board of Education.

A parent or guardian may request a hearing before the Board of Education after receiving the information. When a request for a hearing is granted, the hearing shall be held within ten school days of the request. The Board of Education shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the pupils. At the hearing, the Board may hear testimony from and consider information provided by the school Anti-Bullying Specialist and others, as appropriate, regarding the alleged incident, the findings from the investigation of the alleged incident, recommendations for consequences or services, and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board of Education meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be

appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, Controversies and Disputes, no later than ninety days after issuance of the Board of Education's decision.

A parent, pupil, legal guardian, or organization may file a complaint with the Division on Civil Rights within one hundred eighty days of the occurrence of any incident of harassment, intimidation, or bullying based on membership in a protected group as enumerated in the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.).

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

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

Consequences and appropriate remedial actions for a pupil who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term Suspensions, N.J.A.C. 6A:16-7.3, Long-term Suspensions and N.J.A.C. 6A:16-7.5, Expulsions.

In considering whether a response beyond the individual level is appropriate, school officials shall consider the nature and circumstances of the act, the degree of harm, the nature and severity of the behavior, past incidences or past or continuing patterns of behavior, and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom, school building, school district) responses can range from school and community surveys, to mailings, to focus groups, to adoption of research-based harassment, intimidation or bullying prevention program models, to training for certificated and non-certificated staff, to participation of parents and other community members and organizations, to small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable

pupil and staff member behavior and the consequences of such actions, and to the involvement of law enforcement officers, including safe schools resource officers.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The Board is encouraged to set the parameters for the range of responses to be established by the Principal and for the Superintendent to follow. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report, or other legal action).
2. Classroom responses can include class discussions about an incident of harassment, intimidation or bullying, role plays, research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
3. School responses can include theme days, learning station programs, parent programs, and information disseminated to pupils and parents or guardians, such as fact sheets or newsletters explaining acceptable uses of electronic and wireless communication devices or strategies for fostering expected pupil behavior.
4. District-wide responses can include community involvement in policy review and development, professional development programs, adoption of curricula and school-wide programs, coordination with community-based organizations (e.g., mental health, health services, health facilities, law enforcement officials, faith-based organizations), and disseminating information on the core ethical values adopted by the district Board of Education's Code of Pupil Conduct, per N.J.A.C. 6A:16-7.1(a)2.

The district will identify a range of strategies and resources, which could include, but not be limited to, the following actions for individual victims: counseling; teacher aides;

hallway and playground monitors; schedule changes; before and after school supervision; school transportation supervision; school transfers; and therapy.

J. Reprisal or Retaliation Prohibited

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

All suspected acts of reprisal or retaliation will be taken seriously and appropriate responses will be made in accordance with the totality of the circumstances. Examples of consequences and remedial measures are listed in the Consequences and Appropriate Remedial Actions section of this policy.

K. Consequences and Appropriate Remedial Action for False Accusation

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

1. Pupils - Consequences and appropriate remedial action for a pupil found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1 et seq., Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term Suspensions, N.J.A.C. 6A:16-7, Long-term Suspensions and N.J.A.C. 6A:16-7.5, Expulsions.
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with pupils found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could entail discipline in accordance with district

policies, procedures, and agreements which may include, but not be limited to, reprimand, suspension, increment withholding, or termination.

3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with pupils or the provision of pupil services.

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

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

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

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

The Superintendent shall post the name, school phone number, school address, and school email address of the district Anti-Bullying Coordinator on the home page of the school district's website. Each Principal shall post the name, school phone number, address, and school email address of both the Anti-Bullying Specialist and the district Anti-Bullying Coordinator on the home page of each school's website.

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

The Superintendent and Principal(s) shall provide training on the school district's Harassment, Intimidation, and Bullying Policy to school employees, contracted service providers, and volunteers who have significant contact with pupils. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying. The school district's employee training program shall include information regarding the school district's Policy against harassment, intimidation, or bullying, which shall be provided to full-time and part-time staff members, contracted service providers, and school volunteers who have significant contact with pupils.

Each public school teacher shall be required to complete at least two hours of instruction in harassment, intimidation, and bullying prevention in each professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d.

The required two hours of suicide prevention instruction for teaching staff members shall include information on the relationship between the risk of suicide and incidents of harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:6-112.

Board members shall be required to complete a training program on harassment, intimidation, and bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

The school district shall annually observe a "Week of Respect" beginning with the first Monday in October. In order to recognize the importance of character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, and bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the Core Curriculum Content Standards, pursuant to N.J.S.A. 18A:37-29.

The school district will annually establish, implement, document, and assess harassment, intimidation, and bullying prevention programs or approaches, and other initiatives in consultation with school staff, pupils, administrators, volunteers, parents or guardians, law enforcement, and community members in accordance with the provisions of N.J.S.A. 18A:37-17 et seq.

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

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

The Superintendent and the Principal(s) shall annually conduct a reevaluation, reassessment, and review of the Harassment, Intimidation, and Bullying Policy, with input from the schools' Anti-Bullying Specialists, and recommend revisions and additions to the Policy as well as to harassment, intimidation, and bullying prevention programs and approaches based on the findings from the evaluation, reassessment and review.

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

The Superintendent shall report two times each school year at a public hearing all acts of harassment, intimidation, and bullying in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46. The information reported shall be used to grade each school and each district in accordance with the provisions of N.J.S.A. 18A:17-46. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

P. Reports to Law Enforcement

Some acts of harassment, intimidation, and bullying may be bias-related acts and potentially bias crimes and school officials must report to law enforcement officials either serious acts or those which may be part of a larger pattern in accordance with the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.

Q. Collective Bargaining Agreements and Individual Contracts

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

R. Pupils with Disabilities

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

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

N.J.S.A. 18A:37-13 through 18A:37-32

N.J.A.C. 6A:16-7.1 et seq.; 6A:16-7.9 et seq.

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

Adopted:

	ACCOUNT	DESCRIPTION	AMOUNT TRANSFERRED	
			From	To
T185	11-000-270-518-49-52-0-C 11-000-270-511-18-52-0-E	SP ED CONTR SRV-CTSA CONTR/TRANSF/PUBLIC LOCAL	(10,000.00)	10,000.00
	EXPLANATION: IN DISTRICT TRANSPORTATION			
T186	11-000-262-390-89-56-1-D 11-000-261-610-89-49-1-D 11-000-261-420-89-53-1-D 11-000-261-420-89-53-1-F	PROFESSIONAL FEES MAINTENANCE SUPPLIES CONTRACTS BLDG MAINT CONTRACTS BLDG MAINT-BF	(19,287.00)	7,000.00 12,000.00 <u>287.00</u> 19,287.00
	EXPLANATION: YEAR END SUPPLIES & EMERGENCY REPAIRS			
T187	11-000-219-104-72-15-H-C 11-000-219-320-72-58-C-C	STIPENDS/CLIN SERV/CST PRCH SVS/CST CONSULTANTS	(84,166.52)	84,166.52
	EXPLANATION: CONSULTANTS & RELATED SERVICES REGION V			
T188	20-281-100-300-73-50-I-0 20-281-100-101-73-10-I-0 20-281-290-290-99-22-I-0	TITLE IVC/O PURCH PROF SVC TITLE IVC/O STIPENDS TITLE IV C/O/FICA/TPAF	(445.00)	423.00 <u>22.00</u> 445.00
	EXPLANATION: PEER LEADERSHIP RETREAT			
T189	11-000-270-514-49-52-0-C 11-000-270-390-83-56-0-D	CONTR/TRANS/S-ED/OUT DIST OTHER EXP/TRANS/ROUTING	(5,000.00)	5,000.00
	EXPLANATION:CONSULTING SERVICES FOR TRANSPORTATION			
T190	11-000-252-340-86-50-2-D 11-190-100-340-86-50-2-D 11-190-100-610-86-40-2-D 11-000-252-590-86-50-2-0	VOICE,DATA SYSTEM MAINT/REPAIR PRCH'D TECH'L SERV/PC REPAIRS INSTRUC'L SUPPLIES/TECH MNGMT OTHER PRCH'D SERVS/TECH-NRK	(3,029.35) (2,665.80) <u>(304.85)</u> (6,000.00)	6,000.00
	EXPLANATION:TECHNOLOGY CONSULTANT			
T191	20-043-200-200-56-20-P-W 20-043-200-600-56-50-P-W 20-043-200-100-56-11-P-W 20-043-200-100-56-13-P-W 20-043-200-200-56-22-P-W 20-043-200-580-56-50-P-W	TWT/BENEFITS SUPPLIES TWT/OTHER SUPPLIES TWT/SALARIES/SECRETARIES TWT/FICA TWT/TRAVEL	(1,636.00) <u>(453.64)</u> (2,089.64)	1,326.00 561.00 184.00 <u>18.64</u> 2,089.64
	EXPLANATION:PERSONNEL AND TRAVEL COSTS			
T192	11-401-100-500-29-50-T-H 11-401-100-600-29-40-T-H	PRCH'D SERV/CO-CURRRIC/THS SUPPLIES/CLUBS/ETC/THS	(2,600.00)	2,600.00
	EXPLANATION:PLAQUES AND AWARDS FOR YEAR END HONOR CEREMONY			
T193	11-000-223-580-19-50-I-D 11-421-200-600-22-49-I-F	TRAVEL & CONF/C&I TITLEI MATCH/SUPPLIES/BF	(670.00)	670.00
	EXPLANATION:BF TITLE I SUPPLIES			
T194	20-044-200-600-57-49-P-W 20-044-200-100-56-13-P-W	SUPPLIES/NONINSTRUCTIONAL SALARIES/SECRETARIAL	(600.00)	600.00
	EXPLANATION:SALARIES SPRING 2011			
T195	11-000-261-610-89-49-1-D 11-000-261-420-89-53-1-H	MAINTENANCE SUPPLIES CONT BLDG MAINT-HS	(2,638.00)	2,638.00
	EXPLANATION: HEATING SYSTEM REPAIR THS			
T196	11-000-223-580-19-50-I-D 11-421-200-600-22-49-I-F	TRAVEL & CONF/C&I TITLE1MATCH/SUPPLIES/BF	(30.00)	30.00
	EXPLANATION:SUPPLIES TITLE I			
T197	11-000-223-320-19-58-C-C 12-000-219-730-72-32-C-C	SP'L ED/CONSULS SERV EQUIPMENT/CST	(3,000.00)	3,000.00
	EXPLANATION:COMMUNICATION DEVICE FOR CLASSIFIED STUDENT			

T198	11-000-213-500-19-15-C-D	STAFF DEV. NURSES	(850.00)	
	11-000-213-590-74-50-C-C	MISC PUR SVCS/HEALTH	(180.16)	
	11-000-213-600-74-40-C-4	SUPPLIES/MEDICAL/WHITTIER	(36.58)	
	11-000-213-600-74-40-C-C	OTHER MEDICAL SUPPLIES	(428.90)	
	11-000-219-320-72-58-C-C	PRCH SERV/CST CONSULTANT	(166.52)	
			(1,662.16)	
	11-000-213-300-74-57-C-D	FEES/PHYSICIANS & PRCH MED		1,662.16
	EXPLANATION:YEAR END COSTS PHYSICIANS AND MEDICAL ACCOUNT			
T199	11-000-211-110-86-10-0-D	CONTR SAL/STUDENT INFO SYSTEM	(1,499.00)	
	11-000-213-100-74-19-H-4	SUBS/NURSES/WHITTIER		14.00
	11-000-213-100-74-19-H-5	SUBS/NURSES/HAWTHORNE		110.00
	11-000-213-100-74-19-H-6	SUBS/NURSES/BRYANT		330.00
	11-000-213-100-74-19-H-7	SUBS/NURSES/LOWELL		220.00
	11-000-213-100-74-19-H-F	SUBS/NURSES/BFMS		440.00
	11-000-213-100-74-19-H-H	SUBS/NURSES/HIGH SCHOOL		165.00
	11-000-213-100-74-19-H-J	SUBS/NURSES/TJMS		<u>220.00</u>
				1,499.00
	EXPLANATION:YEAR END CLOSE OUT			
T200	11-000-223-102-14-10-0-D	CONTR/SAL/SUPV/TECHNOLOGY	(4,258.40)	
	11-000-223-110-72-19-H-C	SP'L ED/SUBS/CONF		4,258.40
	EXPLANATION:YEAR END CLOSE OUT			
T201	11-000-219-104-72-10-0-D	CONT SAL/DIRECTOR-SPEC INSTR	(971.65)	
	11-000-219-104-72-15-H-C	STIPENDS/CLIN/SERV/CST		837.00
	11-000-219-592-30-55-C-H	COPIER LEASE/SP'L ED/CST		<u>134.65</u>
				971.65
	EXPLANATION:YEAR END CLOSE OUT			
T202	11-000-221-104-18-15-Z-D	SRA/SMR-AFTER SCHOOL STIPENDS	(1,336.70)	
	11-000-221-105-85-10-0-D	CONTR SAL/SECRETARIAL C&I		1,336.70
	EXPLANATION:YEAR END CLOSE OUT			
T203	11-000-270-160-83-10-0-D	CONTR SAL/TRANSP/GENERAL ED	(73.00)	
	11-000-270-161-33-15-0-D	STIPENDS/TRANSP/PARA'S		73.00
	EXPLANATION:YEAR END CLOSE OUT			
T204	11-219-100-320-38-58-C-D	HOME INSTRUCTION/OTHR PROF	(311.25)	
	11-219-100-101-38-10-H-D	OTHER SAL/HOME INSTR/SPED		311.25
	EXPLANATION:YEAR END CLOSE OUT			
T205	11-000-216-100-39-10-0-D	CONTR SAL/SPCH THERAPST	(1,289.75)	
	11-000-216-300-72-57-C-A	PRCH'S PROF'L SERV/ABA	(10,330.00)	
	11-000-216-300-72-57-C-D	PRCH'D PROF'L SERV/SPEECH	<u>(6,711.50)</u>	
			(18,331.25)	
	11-000-216-106-46-15-H-C	STIPENDS/ABA SERVICES/IN-DIST		9,306.25
	11-000-216-106-49-15-H-C	STIPENDS/ABA SERVICES/OOD		<u>9,025.00</u>
				18,331.25
	EXPLANATION:YEAR END CLOSE OUT			
T206	11-140-100-270-99-21-0-0	INS EMPL/HEALTH BENEFIT	(60,831.14)	
	11-140-100-290-99-20-H-D	SICK/VAC REIMBURSEMENT		42,268.97
	11-140-100-101-18-19-H-D	LONG TERM SUBS/GRADES 9-12		740.85
	11-140-100-101-18-19-H-H	SUBS/TCHRS/HS		1,618.06
	11-140-100-101-71-19-H-H	EMERGENCY SUBS/INTERNAL/HS		<u>16,203.25</u>
				60,831.13
	EXPLANATION:YEAR END CLOSE OUT			
T207	11-000-240-600-71-49-F-F	ADMIN SUPPLIES/BF	(474.00)	
	11-000-240-610-71-49-F-S	GRAD-END OF YR SUPPLIES		474.00
	EXPLANATION: REFRESHMENTS 8TH GRADE MOVING UP			
T208	11-000-262-420-89-53-1-R	REFUSE REMOVAL	(1,350.00)	
	11-000-262-420-89-53-1-V	VEHICLE REPAIR		1,350.00
	EXPLANATION:REPAIRS O&M AND TECHNOLOGY VEHICLES			
T209	20-043-200-600-56-50-P-W	TWT/SUPPLIES	(1,012.06)	
	20-043-200-200-56-20-P-W	TWT/BENEFITS		1,012.06
	EXPLANATION:SPRING 2011 BENEFITS			

T210	11-000-252-100-86-15-H-2 11-000-252-340-86-50-2-D 11-000-252-580-86-59-2-D 11-000-252-610-89-49-2-D	OTHER SALARIES/TELEPHONE SVCS VOICE,DATA SYSTEM MAINT/REPAIR TRAVEL/CONFERENCES/TECH SUPPLIES & MATERIALS/TECH-NTWK	(1,782.15) (3,959.34) (631.11) <u>(11,078.42)</u> (17,451.02)	17,451.02
	11-000-252-590-86-52-2-0	OTHER PRCH'D SERVICES/TECH-NRK		
	EXPLANATION:YEAR END CLOSE OUT			
T211	12-000-252-730-86-21-2-0 12-000-100-730-18-31-S-D 12-140-100-730-26-31-A-H	VOICE/DATA NETWORK EQUIPMENT INST'L/EQUIP/D-WIDE EQUIP/ATHLETIC DEPT.	(10,177.47)	5,007.47 <u>5,170.00</u> 10,177.47
	EXPLANATION: YEAR END CLOSE OUT			
T212	20-425-213-175-74-10-0-H 20-425-213-580-74-50-G-H 20-425-213-105-74-10-0-H 20-425-213-531-74-50-G-I	CONTR SAL DIR TRAVEL CONF CONTR SAL SECY POSTAGE	(6,250.31) (5,106.87) (3,500.80) <u>(768.00)</u> (15,625.98)	8,369.14 3,495.20 <u>3,761.64</u> 15,625.98
	20-425-213-590-74-50-G-H 20-425-213-600-74-40-G-H 20-425-290-290-74-21-G-H	OTH PURCH SERV SUPPLIES BENEFITS		
	EXPLANATION:BUDGET MODIFICATION 6/30/11			
T213	11-000-216-300-72-57-C-0 11-000-216-106-49-15-H-C 11-000-216-106-46-15-H-C	PRCH'D PROF'L SERV/PT STIPENDS/ABA SERVICES/OOD STIPENDS/ABA SERVICES/IN-DIST	(1,837.50)	1,237.50 <u>600.00</u> 1,837.50
	EXPLANATION: YEAR END CLOSE OUT			
T214	11-000-100-562-49-61-C-C 11-000-100-561-49-66-C-S 11-000-100-564-49-63-C-C	TUITN/PUB SCH/SP'L ED TUITION LEA REGULAR EDUCATION TUITN/VO TEC/SP'L	(6,402.57)	2,402.65 <u>3,999.92</u> 6,402.57
	EXPLANATION: YEAR END CLOSE OUT			
T215	11-219-100-320-38-58-C-D 11-219-100-101-38-10-H-D	HOME INSTR/SE/OTHR PROF OTHR SAL/HOME INSTR/SPED	(1,170.00)	1,170.00
	EXPLANATION; YEAR END CLOSE OUT			
T216	60-702-100-590-56-73-P-P 60-702-262-100-89-18-P-W	CAMPK/PRE PAID/PURCHASE SERV SACC-CAMP K/CUSTODIAL O.T.	(423.82)	423.82
	EXPLANATION: YEAR END CLOSE OUT			
T217	11-000-230-500-81-50-0-0 11-000-230-530-75-51-2-D 11-000-230-530-86-51-2-D 11-000-230-531-71-50-T-H	ELECTION EXPENSES INTERNET SERVICE UTILITIES/TELEPHONE,TELECOM POSTAGE/THS	(6,225.57) (4,692.47) (16,153.07) <u>(894.96)</u> (27,966.07)	16,664.86 <u>11,301.21</u> 27,966.07
	11-000-230-331-72-56-0-D 11-000-230-331-84-56-0-D	FEES/LEGAL/SP'L SERV ADM FEES/LEGAL/PERSONNEL & LABOR		
	EXPLANATION: YEAR END CLOSE OUT			
T218	20-231-200-580-19-50-I-0 20-231-100-610-22-40-I-0 20-231-200-600-22-49-I-0	TITLE I TRAVEL/CONF TITLE I/TCHING SUPPLIES TITLE I/OTH SUPP/MATLS	(3,715.32)	1,389.67 <u>2,325.65</u> 3,715.32
	EXPLANATION: TEACHING SUPPLIES			
T219	20-231-200-600-22-49-I-F 20-231-200-580-19-50-I-J	TITLE I OTHR SUPPL/BFMS TITLE I/TRAVEL,CONF & REGIS/TJ	(1,316.35) (253.16) (1,569.51)	1,316.35 <u>253.16</u> 1,569.51
	20-231-100-610-22-40-I-F 20-231-200-600-22-49-I-J	TITLE I INST SUPPL BFMS TITLE I OTHER SUPP/TJ		
	EXPLANATION:TEACHING SUPPLIES			
T220	20-270-100-101-19-19-I-0 20-270-200-100-19-10-I-0	TITLE IIA/SUBS TITLE IIA/STIPENDS	(280.00)	280.00
	EXPLANATION: PROFESSIONAL DEVELOPMENT STIPENDS			
T221	11-421-200-600-22-49-I-F 11-421-100-610-47-40-I-0	TITLE I MATCH/SUPPLIES BFMS BEFORE/AFTERSCHOOL SUPPLIES	(645.05)	645.05
	EXPLANATION: YEAR END CLOSE OUT			

FINANCE COMMITTEE SIGNATURE

DATE

Professional Development

Name: Razan Dandan
School or Department: Al-Ghazaly HS
Conference/Seminar/Workshop: Transition to Common Core
Location: New York, NY
Dates: September 22, 2011
Estimated Cost: \$129 – Substitute Not Needed **(Funded by Title IIA)**

Name: Khaldiya Mustafa
School or Department: Al-Ghazaly HS
Conference/Seminar/Workshop: Transition to Common Core
Location: New York, NY
Dates: September 22, 2011
Estimated Cost: \$129 – Substitute Not Needed **(Funded by Title IIA)**

Name: Irene Abassi
School or Department: Al-Ghazaly HS
Conference/Seminar/Workshop: Transition to Common Core
Location: New York, NY
Dates: September 22, 2011
Estimated Cost: \$129 – Substitute Not Needed **(Funded by Title IIA)**

Name: Khaldiya Mustafa
School or Department: Al-Ghazaly HS
Conference/Seminar/Workshop: College Boards Fall Forum 2011
Location: NY Hilton, New York, NY
Dates: October 26, 2011
Estimated Cost: \$150 – Substitute Not Required **(Funded by Title IIA)**

Name: Barbara Farrell
School or Department: Whittier School
Conference/Seminar/Workshop: Advances in School Nursing
Location: Stamford, CT
Date(s): July 22 – 23, 2011
Estimated Cost(s): \$459.00 - Substitute Not Required **(ARRA Grant Funded)**

Field Trips

Name: Hallie Wannamaker, Kristen Panagiotou, Roseanne Ponchick, Lisa Honig, Theresa Benedetti, Carolyn Arkenau, Allison Colahan, Peter Antonakis, Carol Gordon, Kathy Federici, Marilyn Ram, Monica Lawson, Jane McClean

School or Department: Bryant

Trip Planned: Abma's Farm

Location: Wyckoff, NJ 200 Students

Date(s): October 4 & 5, 2011 Depart: 9:15 AM Return: 2:00 PM

Estimated Cost: \$2717.92 - Substitutes Not Required (Funded by Parents)

EXPLANATION: Students would study the farm, life cycles of plants, growth of pumpkins and farm animals.

Name: Hallie Wannamaker, Kristen Panagiotou, Roseanne Ponchick, Lisa Honig, Theresa Benedetti, Carolyn Arkenau, Allison Colahan, Peter Antonakis, Carol Gordon, Kathy Federici, Marilyn Ram, Monica Lawson, Jane McClean

School or Department: Bryant

Trip Planned: Teaneck Conservancy

Location: Teaneck, NJ 200 Students

Date(s): October 25 & 26, 2011 Depart: 8:45 AM Return: 12:00

Estimated Cost: \$521.24 – Substitutes Not Required (Funded by Parents)

EXPLANATION: Students would study the seasons, environment and history of the Lenape Indians.

Name: Hallie Wannamaker, Kristen Panagiotou, Roseanne Ponchick, Lisa Honig, Theresa Benedetti, Carolyn Arkenau, Allison Colahan, Peter Antonakis, Carol Gordon, Kathy Federici, Marilyn Ram, Monica Lawson, Jane McClean

School or Department: Bryant

Trip Planned: Teaneck Conservancy

Location: Teaneck, NJ 200 Students

Date(s): April 24 & 25, 2012 Depart: 8:45 AM Return: 12:00

Estimated Cost: \$521.24 – Substitutes Not Required (Funded by Parents)

EXPLANATION: Students would analyze pond water and study pond life, seeds and the life cycles of spring.

<u>CLINICIANS - 2011-2012</u>	<u>RATES</u>	<u>NOT TO EXCEED</u>
<u>ABA Therapists</u>		
Sue Deitrich	\$50 per hr.	\$7,000
Manny Diaz	\$50 per hr.	\$16,000
Abigail Hall	\$50 per hr.	\$8,500
Peter Noonan	\$50 per hr.	\$1,500
Angelique Savino	\$50 per hr.	\$27,000
Joanne Rivera	\$50 per hr.	\$5,000
<u>Speech Therapist</u>		
Good Talking People	\$90 per 30 min. individual with director \$130 per 45 min. individual \$160 per hr. individual \$75/hr. social skills group \$300 speech evaluation \$700 speech language evaluation \$1,500 comprehensive speech language evaluation	\$14,000
Communication Therapy Center	60 min. speech evaluation; \$400 90 min. speech/language evaluation; \$700 30 min. individual therapy session; \$100 45 min. individual therapy session; \$150 60 min. individual therapy session; \$200 60 min. group therapy session; \$95	\$7,500
<u>Psychiatrists</u>		
Platt Psychiatric Associates	\$600-\$690 per evaluation \$300/ add'l 45 min	\$4,200
<u>Neuropsychologist</u>		
Dr. Colleen Dorfman	\$245 per hr.	\$5,000
<u>Nursing</u>		
Loving Care Agency	RN, \$55/hr. LPN, \$45/hr. CHHA, \$17/hr.	\$40,000
<u>Physical Therapists</u>		
Thera-Pede, LLC	\$95/hr scheduled physical therapy session \$95/hr. essential therapeutic duties (including consultation, IEP meetings, travel time between schools, and clean-up / set-up for treatment in each school; minimum of ½ hr. added per therapist per day for documentation; administrative duties billed at hourly rate) \$95/hr. Writing of annual progress reports, goals and objectives \$350 evaluation	\$175,000
<u>Hospital Teaching Division</u>		
Summit Oaks Hospital	\$44/hr.	\$1,500
CLINICIANS	TOTAL	\$312,200

OUT-OF-DISTRICT CONTRACTS 2011-2012

Student ID#	School	Start Date	Tuition	Extraordinary Services
12010	ECLC of NJ	7/5/2011	\$45,762.00	
12065	South Bergen Jointure	7/7/2011	\$ 2,400.00	
12102	The Community School	9/8/2011	\$42,648.00	
12176	Windsor School	9/6/2011	\$55,344.60	
12198	Ridgefield Public Schools	7/5/2011	\$34,674.00	
50026	Ridgefield Public Schools	7/5/2011	\$34,674.00	
50330	ECLC of NJ	7/5/2011	\$45,762.00	
60158	Chancellor Academy	9/6/2011	\$59,800.00	
60247	Sage Day	9/1/2011	\$46,436.00	
80253	Ridgefield Public Schools	7/5/2011	\$34,674.00	
80256	Bergen Center for Child Development	7/1/2011	\$51,285.66	
80257	Ridgefield Public Schools	7/5/2011	\$59,342.00	
80260	Ridgefield Public Schools	7/5/2011	\$34,674.00	
80261	Banyan Upper School	9/6/2011	\$45,680.40	
90356	Willowglen Academy-Sparta	7/5/2011	\$71,660.40	\$18,900.00
90454	River Dell Regional High School	9/6/2011	\$19,342.00	
90619	Felician School for Exceptional Children	7/1/2011	\$47,886.00	
90622	Leonida Board of Ed	6/27/2011	\$6,500.00	
90678	The New England Center for Children	7/1/2011	\$349,040.26	
90704	Passaic County Elks Cerebral Palsy Treatment Center	7/1/2011	\$66,376.00	\$30,707.71
90774	Passaic County Elks Cerebral Palsy Treatment Center	7/1/2011	\$66,376.00	\$25,563.34
90826	The Community School	9/8/2011	\$42,648.00	
90868	Shepard Academy	9/6/2011	\$46,679.64	
90966	Camp Sunshine & Camp Snowflake	6/20/2011	\$3,460.00	
91392	Ridgefield Public Schools	7/5/2011	\$59,342.00	
91434	The Children's Institute	9/6/2011	\$50,634.22	\$25,375.00
91581	Ridgefield Public Schools	7/5/2011	\$59,342.00	
91630	ECLC of NJ	7/5/2011	\$45,762.00	
91838	Northern Valley Regional High School	7/1/2011	\$69,624.00	\$44,000.00
93446	Chapel Hill Academy	9/1/2011	\$52,380.00	
93726	River Dell Regional High School	9/6/2022	\$19,342.00	
93779	Northern Valley Regional High School	7/1/2011	\$69,624.00	\$44,000.00
93788	Mt. St. Joseph's Children's Center	7/7/2011	\$59,339.70	
93811	New Beginnings	9/12/2011	\$56,923.20	\$27,000.00

OUT-OF-DISTRICT CONTRACTS 2011-2012 (cont'd)

Student ID#	School	Start Date	Tuition	Extraordinary Services
93887	Windsor Learning Center	7/5/2011	\$57,552.60	
94051	Windsor School	9/6/2011	\$55,344.60	
94325	Passaic County Elks Cerebral Palsy Treatment Center	7/1/2011	\$66,376.00	\$29,583.73
95182	ECLC of NJ	7/5/2011	\$45,762.00	
95510	Ridgefield Public Schools	7/5/2011	\$34,674.00	
95595	Passaic County Elks Cerebral Palsy Treatment Center	7/1/2011	\$61,554.00	\$32,163.12
95656	Ridgefield Public Schools	9/6/2011	\$41,780.00	
95940	YCS-George Washington School	7/5/2011	\$49,154.00	\$3,141.20
95942	Windsor Learning Center	7/5/2011	\$8,221.80	
95949	Windsor Learning Center	7/5/2011	\$57,552.60	
96101	Winston Preparatory School	9/8/2011	\$49,000.00	
96685	The Community School	9/8/2011	\$42,648.00	
96887	Ridgefield Board of Education	7/5/2011	\$34,674.00	
98051	Ridgefield Public Schools	7/5/2011	\$59,342.00	
98117	The Children's Therapy Center	7/5/2011	\$6,904.79	
98631	Leonia Board of Ed	6/27/2011	\$6,500.00	
99931	ECLC of NJ	7/5/2011	\$45,762.00	
		Sub-total	\$2,578,240.47	\$280,434.10
		TOTAL		\$2,858,674.57

OUT-OF-DISTRICT CONTRACTS 2010-2011TUITIONS: EXTENDED SCHOOL YEAR: SUMMER 2011

<u>Student ID#</u>	<u>School</u>	<u>Start Date</u>	<u>Tuition</u>
95962	Camp Huntington	7/31/2011	\$4,025.00
99931	ECLC	7/5/2011	\$4,576.20
12010	ECLC	7/5/2011	\$4,576.20
91630	ECLC	7/5/2011	\$4,576.20
50330	ECLC	7/5/2011	\$4,576.20
90619	Felician School	7/5/2011	\$4,764.80
TOTAL			\$27,094.60