

A Regular Public Meeting of the Board of Education of the Township of Teaneck, County of Bergen, New Jersey, was held in the 3<sup>rd</sup> Floor Cheryl Miller-Porter Student Center at Teaneck High School, 100 Elizabeth Avenue, Teaneck, New Jersey, on Wednesday, September 21, 2011, at 8:02 p.m. Dr. Ardie Walser, President of the Board, presided.

**FLAG SALUTE**

**PRESIDING OFFICER'S MEETING NOTICE STATEMENT**

"I hereby call to order the Regular Public Meeting of the Teaneck Board of Education, held on Wednesday, September 21, 2011, in the 3<sup>rd</sup> Floor Cheryl Miller-Porter Student Center at Teaneck High School, 100 Elizabeth Avenue, Teaneck, New Jersey. Adequate notice of this meeting has been sent to The Record, The Suburbanite, filed with the Municipal Clerk of the Township of Teaneck and posted inside the Teaneck Board of Education, One Merrison Street, on Friday, September 16, 2011."

**ROLL CALL**

Board Members Present: Mr. Herbert Burack  
Dr. David Diuguid  
Mrs. Margot Embree Fisher  
Mr. Sebastian Rodriguez arrived @ 8:08 p.m.  
Mr. Howard Rose  
Mrs. Clara Williams  
Mrs. Gervonn Rice  
Dr. Ardie Walser

Absent: Dr. Henry Pruitt

Others Present: Ms. Barbara Pinsak, Interim Superintendent of Schools  
Mr. Robert Finger, Business Administrator/Board Secretary  
Mr. Vincent McHale, Assistant Superintendent of Curriculum  
and Instruction

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 Dr. Diuguid seconded by Mr. Rose;

5. the Board adopted the following Resolution in recognition of the years of service of Mrs. Margaret Angeli:

WHEREAS, Mrs. Margaret Angeli has dedicated over thirty-two years as a Teaneck Board of Education member, having previously spent many years as a concerned, conscientious parent and staunch supporter of public school education and, as a result of her consistent presence at Board of Education meetings, years of serving as an advocate for special needs students, and being recognized as a committed “Board watcher,” she was appointed to the Board of Education in 1979, and in true “Margaret” fashion, was humbled by the appointment, following which – with the exception of one year – she has continued to serve the students, staff and community of Teaneck, and

WHEREAS during her tenure, Mrs. Angeli’s historical perspective has been the foundation of the Teaneck Board of Education and all who are dedicated to quality public education in Teaneck – administrators, teachers, parents and fellow Board members – have come to rely on her constant advocacy and vigilant oversight of educational legislation, budgetary efficiency and delivery of the best possible instructional and support services for all Teaneck’s students, and

WHEREAS, she has worked diligently to advance the education of each student, contributing and leading through her encyclopedic knowledge of education in the district and in New Jersey, guiding board decisions with her competence, her heart-felt care and compassion, and her penetrating insights into possible consequences of Board decisions to insure that her colleagues could choose the best paths, policies and practices for the betterment of students, and

WHEREAS, Mrs. Angeli has inspired the cooperation and confidence of all who have worked with her during her years of service, projecting self-confidence, authority and enthusiasm, as well as serving as a mentor to new Board members and a compelling role-model of the appropriate way to operate as a Board, always considering the needs of parents and insisting on transparency of operation, and

WHEREAS, in 2009, Mrs. Angeli was one of only 10 individuals to earn the designation of Master Board Member through the Board Member Academy of the New Jersey School Boards Association (NJSBA), having completed an advanced course of study, including three-hour administered exams, designed to enhance knowledge and competence in key areas of school governance; and among her many activities, accomplishments and accolades, she served as a member of Bergen County School Boards Association Executive Committee; President, Vice President and Delegate to Bergen County School Boards Association; Delegate to NJSBA Legislative Committee representing State District #37; recipient of the Janet S. Lobsenz Award given in recognition of outstanding leadership, dedication and commitment to school board member’s professional development in Bergen County and throughout the State of New Jersey; and the Archie Hay Award exemplifying leadership in the field of education and commitment to the children of Bergen County, and

WHEREAS, as a member of the Teaneck Board of Education, Mrs. Angeli has held the title of president and vice-president; served on numerous Board committees; actively participated in the hiring of five superintendents; assisted in the development and passage of two bond issues which contributed to the significant community investment in our aging school facilities; guided the district through administrative reorganizations, facilities plans, the literacy initiative, a pre-school program and all-day kindergarten; and, with her persistence, unrelenting attention to detail, and unflagging support of students with special needs, has left a legacy of competence, caring, and commitment that will leave an enduring mark on the Teaneck Public School district, special education services, and the community at large, now therefore be it

RESOLVED, that the Teaneck Board of Education, on behalf of its administrators, faculty, staff, and residents, express its appreciation to Mrs. Margaret Angeli for over three decades of sharing her intelligence, commitment, sense of humor, and keen sense of purpose, and for seeking the best possible educational experience for each of Teaneck's students, and be it further

RESOLVED, that we extend our best wishes for good health, well-deserved leisure time with a "meeting-free" schedule, and continued Sunday dinners with her children, grandchildren and friends, and be it further

RESOLVED, that a copy of this Resolution be presented to Margaret Angeli as a citation of honor and distinction.

Roll call on Board Operations Motion #5; Motion Approved 8-0.



**Teaneck Public Schools  
Superintendent's Report  
September 21, 2011**

Back to School Nights have concluded for the district's elementary and middle schools. These schools report a large parent attendance and much enthusiasm about the school year. Teachers are reaching out to parents who were unable to attend so that they have information that they need to support their children in achieving at the highest levels. A special thank you goes to Sebastian Rodriguez for providing translation services to parents at Lowell School. Back-to-School Night at Teaneck High School will be held on Thursday, the 22<sup>nd</sup> of September.

September 25<sup>th</sup> has been scheduled for the first Sunday with the Superintendent meeting of the year. The purpose of the meeting is to provide parents and other community members with an opportunity to discuss items of interest with me and to hear about some of the District's initiatives, both new and in the formative stages. The meeting will be held in the Eugene Field gymnasium from 2 PM to 4 PM. This event has been publicized on the website and information will be sent to all of the schools so that parents can be informed.

Please remember to put the October 5<sup>th</sup> Workshop meeting on your calendars. First on the agenda is a special presentation of District achievement data and initiatives for the school year.

A special commendation goes to Lowell Elementary School for the creativity shown in recognizing those students who completed their summer reading assignments. Students in grades 2 through 4 who returned to school with their completed reading assignments were encouraged to share their experiences and achievements with teachers and classmates at an assembly program. They received certificates and keepsakes honoring their efforts. Those students who did not complete assignments were encouraged to participate in the next Read-a-thon at Lowell so that they can be recognized too.

Congratulations to the Teaneck High football team for a solid defeat of the Clifton High team. Students awarded the game ball to Principal Dennis Heck, who in turn gave it to a Teaneck player who made critical game plays.

**PUBLIC HEARING ON MEETING AGENDA**

The public hearing on matters appearing on this meeting's business agenda commenced at 8:39 p.m. The following persons were recognized and addressed the Board on the indicated agenda matter.

Barbara Ostroth, Resident – Thanking Margaret Angeli for all of her years on the Board.

Nancy Stern, Fort Lee – Thanking Margaret Angeli for all her years of service on the Board and for receiving the Janet Lobsenz award.

Judy McKay, Resident – Thanking Margaret Angeli for all her years of service on the Board.

Kathleen Lavelle, Resident – Thanking Margaret Angeli for all her years of service on the Board.

Pamela Rothman, Resident – Thanked Ms. Pinsak for all her help and the interest she took in the bus stop issue.

Mark Schwartz, Resident – Thanked Ms. Pinsak for all her hard work and help in the bus stop issue.

**FORMAL BUSINESS AGENDA**

The Board of Education took the following actions on the business agenda items for this meeting.

Motion made by Dr. Diuguid seconded by Mr. Rodriguez:

3. the Board approved **FIRST READING** of the following Board Policies:

<b>[8600]</b>	<b>TRANSPORTATION</b>	<b>REVISED</b>
<b>[0142]</b>	<b>BOARD MEMBER QUALIFICATIONS</b>	<b>REVISED</b>
<b>[5512]</b>	<b>HARASSMENT, INTIMIDATION &amp; BULLYING</b>	<b>REVISED</b>

Roll call on Board Policy Motion #3; Motion approved 8-0.

Motion made by Dr. Diuguid seconded by Mr. Rodriguez;

3. the Board approved and adopted the following **meeting schedule** for the period October 5, 2011 through October 12, 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.	10/05/11	8:00 P.M.	E.F.S.D.R.	W.S.	Review of 10/12/11 Agenda
Wed.	10/12/11	8:00 P.M.	T.H.S. 3 <sup>rd</sup> Floor Student Center	R.P.M.	Regular Business Agenda

4. the Board **approved** the following **Minutes** for the August 3, 2011 Special Public Meeting, August 7, 2011 Special Public Meeting and the August 24, 2011 Special Public Meeting.

Roll call on Board Operations Motion #3-4; Motions approved 8-0.

Motion made by Dr. Diuguid seconded by Mr. Rodriguez;

12. the Board approved compensation to **educational consultant, Peter Van Buskirk** to present "*The Admissions Game*". A workshop designed to simplify and demystify what is often perceived as a complex college application and admission process, to the parents and students of Teaneck High School on October 6, 2011. Funding would be provided through the **Teaneck Public Schools: Bergen Mental Health and Schools Initiative Grant**, in an amount not to exceed \$1,650.  
Account #20-425-213-300-74-50-G-H

13. the Board approved a collaboration between the Teaneck Public Schools and Rutgers, Columbia and Fordham Universities, Schools of Social Work, for the services of four **interns** for the 2011-2012 school year. These interns would be placed in the district as follows:

**Lowell:**  
 June Park (Columbia)

**Whittier:**  
 Ashya Porter (Rutgers)

**Hawthorne:**  
 Samantha Page Schreer (Fordham)  
 Stephanie Esendir (Fordham)

14. the Board approved remuneration to **West Bergen Mental Healthcare** to provide the consultant services of Jeanne Marron, Ph.D, and Jennifer Kunert, LCSW, in an amount not to exceed \$1,300. These consultants would provide workshops on **October 1, 2011** at Bergen Community College for Bergen County Child Care Providers. The topic of these workshops are: *Bullying and the Brain, Understanding Asperger's and Related Disorders in the Younger Years, Teaching Social Play and Friendship Skills*. Funds for these workshops and materials would be provided through the **Teaneck Public Schools: Bergen Mental Health and Schools Initiative Grant**. These workshops would meet the grant goals for training, collaboration and focus on prevention and early assessment in young children.  
Account #20-425-213-300-74-50-G-H; Account #20-425-213-600-74-40-G-H



15. the Board approved remuneration to the following **consultants** to provide workshops on **October 1, 2011** at Bergen Community College for Bergen County Child Care Providers, in an amount not to exceed \$150 for each workshop. Funds for these workshops and materials would be provided through the **Teaneck Public Schools: Bergen Mental Health and Schools Initiative Grant**. These workshops would meet the grant goals for training, collaboration and focus on prevention and early assessment in young children. Account #20-425-213-300-74-50-G-H; Account #20-425-213-600-74-40-G-H

<u>Name</u>	<u>Workshop</u>	<u>Maximum Remuneration</u>
<b>Michelle Barnea, R.N., M.S.</b>	<i>Helping Children to Think: Promoting Thinking and Learning Skills</i>	\$150
<b>Donna Hortian, M. Ed.</b>	<i>The Value of Play</i>	\$150
<b>Cindy Sobel, M.S.</b>	<i>What's Your Style? Are Your Actions and Words Consistent?</i>	\$150
<b>Jack Miller, Teacher</b>	<i>Documenting Progress through Play (2 sessions)</i>	\$300

16. the Board approved remuneration to the following consultants employed with **Staff Development Workshops** to conduct workshops in the area of writing instruction, reading instructional methodologies and literacy coaching support during the 2011-2012 school year, in the amounts listed below: **Title IIA** funds these workshops. Account # 20-270-200-320-19-50-I-0

<u>Name</u>	<u>Grade Level</u>	<u>Total Workshops</u>	<u>Workshop</u>	<u>Maximum Remuneration</u>
Sarah Buxton	4 - 8	15 Full-day	\$1,300 each	\$19,500
Kirsten Widmer	1 - 4	10 Full-day	\$1,500 each	\$15,000

17. the Board approved remuneration to **Maxine LaRaus**, educational consultant, to conduct training with K-12 teachers in the following areas, in an amount not to exceed \$26,000:

- training teachers using DRA 2 as a new tool to measure comprehension and reading level and using assessment to inform instruction
- Reading in the content areas
- Working with ESL students in the mainstream classroom
- Word study, orthographic development, and phonological awareness grades k-4

Title IIA and Title III would fund this professional development.  
Account # 20-270-200-320-19-50-I-0; 20-241-200-320-21-50-I-0

18. the Board approved Kenneth Cieslak, Athletic Trainer, as authorized to use an Automated External Defibrillator (AED) at Teaneck High School Athletic events and practices in the event that a cardiac emergency situation arise after enacting the Emergency Medical System. Since it is not possible for Dr. Cieslak to be present at all events/practices, the priority is as follows:
1. Priority would be given to competition(s) and/or scrimmage(s) over practice, and home varsity games over sub-varsity games.
  2. Collision sports would have first priority, followed by contact sports and lastly non-contact sports.
  3. Athletic events that involve multiple teams at one site would have priority over athletic events involving a single team at one site.

Roll call on School Operations & Curriculum Motions #12-18; Motions approved 8-0.

On a Motion made by Dr. Diuguid seconded by Mr. Rodriguez;

52. the Board approved payment of the following **2011-12 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:

**JULY 1, 2011 through JULY 31, 2011**

Fund 10	\$3,501,594.52
Fund 20	256,150.94
Fund 30	9,000.00
Fund 40	1,420,090.64
Fund 60	130,748.08
 Total of Approved Payments	 \$5,317,584.18

53. the Board approved **2011-2012** budget appropriation **transfers**, previously approved by a member of the Finance Committee, which are **attached** and a part of the official record.

54. the Board approved 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 July, 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 overexpended 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.

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

56. the Board approved the **attached** list of **Student Field Trips**, as approved and recommended by the Superintendent.
57. the Board approved the renewal of the following transportation **contracts** for the **2011-2012** school year and submit said contracts to the Executive Bergen County Superintendent of Schools for approval:

			2011-12	% of	Per Diem	Original
			Renewal	Increase	Vehicle	Per Diem
RTE	Provider	Destination	Number	2011-2012	2011-12	Aide
YN1	First Student	Yeshivat Noam	1	0.00%	136.71	None
YN2	First Student	Yeshivat Noam	1	0.00%	136.71	None
YN3	First Student	Yeshivat Noam	1	0.00%	144.24	None
YN4	First Student	Yeshivat Noam	1	0.00%	144.24	None
YN5	First Student	Yeshivat Noam	1	0.00%	144.24	None
YN6	First Student	Yeshivat Noam	1	0.00%	151.09	None
YN7	First Student	Yeshivat Noam	1	0.00%	91.01	None
YN8	First Student	Yeshivat Noam	1	0.00%	121.12	None
YN9	First Student	Yeshivat Noam	1	0.00%	144.24	None
S1	First Student	Solomon Schechter	1	0.00%	159.25	None
S2	First Student	Solomon Schechter	1	0.00%	159.25	None

58. the Board acknowledged the receipt and opening of **Requests for Proposal** on Wednesday, July 27, 2011 to Design, Install, Maintain, Own and Enter Into a Power Purchase Agreement for Photovoltaic Systems:

	15 Year	Escalation
	<u>Price Per Kwh</u>	<u>Factor</u>
Barrier Electric/Just Energy	.0850	2.5%
Sonali Solar	.1000	3.0%
Bergenfield Solar/New Bridge Energy	.1260	3.0%

A total of three proposals were received.

A review of the proposals by the Board Attorney determined that Bergenfield Solar and Sonali Solar contained defects deemed not to be curable and were therefore rejected.

Furthermore, based upon the review and determination of the District Architect, Joseph DiCara of DiCara/Rubino and Board Attorney, Eric Andrews of Schenck, Price, Smith & King, that the Board approves the award of a contract to **Barrier Electric/Just Energy** based on the review of the proposals submitted and in accordance with the requirements prescribed by the New Jersey Board of Public Utilities and N.J.S.A. 18A:18A-4.1 through 4.5, Competitive Contracting statutes.

- 59. the Board approved an **increase** to the contract with **Gus Kakavas**, LLC for the completed transportation study in the amount of \$1,750 as per the terms of the proposal approved by the Board at the April 13, 2011 Board meeting.
- 60. the Board approved compensation to those **clinicians** and **agencies** on the **attached list** who would provide related services and / or independent evaluations to students, on an as-needed basis, in accordance with their respective IEPs during the 2011-2012 school year. The total amount for clinicians and agencies under this motion is \$50,250.
- 61. the Board authorized **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 tuition payments for this motion is \$620,677.60.
- 62. the Board approved the **change of representation** for Technology Support Specialists and Computer Technicians from the Teaneck Township Education Association (TTEA) to the Communications Workers of America (CWA), effective July 1, 2011.
- 63. the Board approved the following **change** to designated depositories for the Teaneck Board of Education effective August 1, 2011 through June 30, 2012:

<u>Designated As</u>	<u>Required Signatures on Each Account for Withdrawals</u>
Teaneck High School	Interim Principal, Dennis Heck
Student Activity Fund	AND Treasurer, Sheree Green OR Secretary, Candice Brown

- 64. the Board accepted funding for Fiscal Year 2012 for the period of September 1, 2011 through August 31, 2012 of the **Individuals with Disabilities Act (IDEA)**. The combined grant for the Basic portion is \$1,184,697 and the Preschool portion is \$27,773.

Roll call on Finance & Budget Motions #52-64; Motions approved 8-0.

**PERSONNEL**

**SEPTEMBER 21, 2011**

On a Motion made by Dr. Diuguid seconded by Mr. Rodriguez;

- 40. the Board accepted 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>
Paula Stauhs	Social Studies THS	Declined Offer of Employment 9/1/11
William Piedrahita	Special Ed. Para THS	Other Employment 6/30/11
Rabeya Usmani	Noon-Hour Para Lowell	Personal 6/30/11
Michael Jacobs	Custodian O&M	Retirement 1/31/12
Elizabeth Johnson	Language Arts TJ	Personal 11/18/11

- 41. the Board accepted the following **leave of absence** requests for the reasons and effective dates listed:

<u>NAME</u>	<u>ASSIGNMENT/ LOCATION</u>	<u>REASON EFFECTIVE DATE</u>
Danielle Cata	Social Studies BF	Family Medical Leave 10/3/11 - 12/30/11
Ivory McGee	Special Education TJ	Medical Leave 9/1/11 - 9/30/11
Maria Melendez	Spanish THS	Medical Leave 9/1/11 - TBA

- 42. the Board approved the following **transfers** of personnel effective September 1, 2011:

<u>NAME</u>	<u>FROM</u>	<u>TO</u>
Shahida Bano	Noon Hour Para/Lowell	Noon Hour Para/Hawthorne
Michael Levy	Special Ed Para/Whittier	Special Ed Para/THS
Carlyle Myrie	Special Ed Para/BF	Special Ed Para/Lowell
Kelvin Reese	Special Ed Para/Lowell	Special Ed Para/THS

43. that the Board approve the following individual be **employed** in the capacity and at the annual salary listed:

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>ANNUAL SALARY</u>	
<u>EMPLOYMENT PERIOD</u>	<u>LOCATION</u>		
Amy Permut 9/1/11 – 6/30/12	Special Education Para Bryant	Replacement AX 2 - 1	\$35,192*
Leonella Spagnolo 9/6/11 – 6/30/12	Special Education Para Hawthorne	Replacement AX 2 - 1	\$35,192*

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

44. the Board approved **compensation** to the following high school art teachers for assuming an **additional teaching section**, adjusting their full-time equivalent as follows:

<u>Name</u>	<u>FTE</u>	<u>Guide/Step</u>	<u>Salary*</u>
Marc Calello	1.2	1 - 2	\$59,232
Jennifer Noel	1.2	2 - 10	\$90,864

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

45. the Board approved **remuneration** to the following high school teachers for **assuming additional classes**, on a temporary basis, at their daily contractual per class rate, effective September 6, through the return of the regular classroom teacher:

<u>Teachers</u>	<u>Per Class Rate*</u>
Kathleen Greeley	\$ 162.85
Joseph Laborde	145.15
Patrick Delaney	126.22
Brenda VanMalden	131.92
William Zarro	102.60

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

46. the Board **amended** Personnel Motion #14 of the August 24, 2011 Minutes to reflect the following changes in the **rehiring of personnel**:

- 1) remove the differential of \$2,306 from Rolando Monserrat and Jaime Villani, and
- 2) adjust the schedule of World Language teacher Jean-Gratien Uwisavve from full-time at BF to split between BF and THS as follows:

.8	BF	1 - 9	52,724
.2	THS	1 - 9	13,181

- 3) adjust the zero-period science assignments at Teaneck High School as follows:

Eileen Glassey	.04	2 - 6	2,434
Tony Thomas	.08	3 - 12	7,871
Kerrie Viray	.04	3 - 11	3,700

- 4) adjust the full-time equivalent of Business Education teacher Margaret Wohltmann from 1.0 to .8, as follows:

.8	THS	2 - 8	53,992
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47. the Board approved the following individuals to serve as coordinators of the **Elementary Breakfast Programs** during the 2011 - 2012 school year, and receive remuneration in the amount of \$1,246 per annum, per school, with substitutes from the instructional staff to cover on an as-needed basis at the pro-rated amount:

Hawthorne	Carolyn Gallagher, Suzie O'Toole, AnnMarie Daly
Lowell	Lisa Sgambati
Whittier	Willa Rudy

48. the Board approved the following individuals to serve as coordinators of the **Middle School Breakfast Program** during the 2011 - 2012 school year, for an additional one hour per diem at their hourly rate, for all school days worked:

Thomas Jefferson - Betty Godette  
 Benjamin Franklin - Gary Anderson

49. the Board approved the following **substitutes** be employed on a per diem basis, as needed, during the 2011 - 2012 school year:

TEACHERS

Michael Horowitz  
 Guillermo Ithier  
 Jenna McCormack  
 Meryl Rosen

PARAPROFESSIONALS

Shahida Bano  
 Albert Ford  
 Patricia Gripenburg  
 Karen Guerrero  
 Ahmadi Syed

SECRETARIES

Themba Johnson



50. the Board approved **remuneration** for employees of the Teaneck Board of Education for services provided during the 2011 - 2012 school year at high school **athletic events** as follows, dollar amount indicated is per event:

<b><u>Security</u></b>		<b><u>Ticket Taker/Sales*</u></b>	
Fall Sports	\$ 60.00	Football	\$ 60.00
Basketball	70.00	Basketball	70.00
Wrestling	60.00	Wrestling	60.00
<b><u>Announcer</u></b>		<b><u>Clock Operator/Timer</u></b>	
Football	\$ 60.00	Basketball	\$ 30.00
Basketball	25.00		
Wrestling **	70.00		

\* Included in this amount, security services are performed at the conclusion of each athletic event.  
 \*\* Remuneration includes operation of clock (timer).

51. the Board **amended** Personnel Motion #24 of the August 24, 2011 Minutes to include Suada Charaf in the ten (10) hour **planning session** (\$58/hr. working without students) for **5<sup>th</sup> grade science activities**, in an amount not to exceed \$580.

52. the Board **amended** Personnel Motion #210 of the June 22, 2011 Minutes, **Peer Leadership Summer Retreat**, to reflect a change in the account number charged as follows:

From: 20-281-100-101-73-10-I-0 To: 11-000-223-104-19-15-I-D

53. the Board **amended** Personnel Motion #223 of the June 22, 2011 Minutes, **Summer Staff Development Workshops**, to reflect the following:

Grades K-8 Language Arts Literacy

**Change:** hours and remuneration for the following participants:

Katherine Crimmins	20	\$1,160
Amy Moran	20	\$1,160

Gr. 2 Social Studies Curriculum Development and K-8 Mathematics Curriculum Development and Alignment

**Add:** Account #11-000-223-104-19-15-I-D

54. the Board **amended** Personnel Motion #199 of the June 8, 2011 Minutes to reflect a change in account number to be charged for remuneration to staff for the **Summer 2011 Basic Skills Reinforcement Program for Grades 5 – 7** as follows:

From : Account #20-452-200-100-72-11-C-C To: Account #11-230-100-101-53-71-H-C

- 55. the Board approved compensation to Renier Cruz for **translation services** provided during the 2011-2012 school year, at the contractual rate of \$58/hr. (working without students), in an amount not to exceed \$2,900.
- 56. the Board approved the following courses and/or individuals be remunerated for work in the **Teaneck Community Education Center Puffin Super Strides** programs for Fall 2011 semester, in amounts not to exceed those listed:

<u>Account #60-602-100-300-56-72-P-O</u>		<u>Maximum Remuneration</u>
Givon Flying Club	Aviation/Making Magic Classes	\$14,800
Kogan, Izmail	Chess Classes	2,800
Miller, Julie	Order in the Courtroom	600
Puzzle Logical	Puzzles logical Classes	5,040
Myers, Jean	Ladies Detective Agency	950

- 57. the Board approved the following courses and/or individuals be remunerated for work in the **Teaneck Community Education Center** for the Fall 2011 semester, in amounts not to exceed those listed:

<u>Account # 60-602-100-300-56-72-P-W-0</u>		<u>Maximum Remuneration</u>
AAA	Two Point Reduction	\$ 6,000
Adams, Marc	Make Your Business Profitable	500
Adams, Stephen	Treasures Underfoot	300
American School of Business	Real Estate Sales Course	1,500
Baer, Brent	Public Speaking	456
Baehner-Ferrara, Catherine	Belly Dancing	3,000
Bendavid, Joyce	Moving Towards Wellness	350
Bergen Com. Col. Adult Learn Ctr.	SL/GED	0
Bland, Martin	Yoga	6,800
Bregman, Sharon	Moving/Home Classes	0
Brown, Michele	Networking/Social Media	600
Buffin, Betty	Marbleizing & Painting	1,200
Captain Dudis	NJ Boating License Course	1,500
Center for Modern Dance	Ballet & Creative Movement	2,500
Creative Voice Development Group	Professional Voice-Over's	450
Crasci, Lyn	Cake Decorating	600
Cultural Association of Brazilian Arts	Intro to Brazilian/Portuguese	6,213
Dionisio, Jack	Yoga	1,000
Eda, Hideko	Japanese Flower Arrangement	500
Family Matters Coaching	Workshop for Parents of Teens	700
Faustini, Lauren	Ballroom Dance Classes	4,000
Feygin, Irina	Celebrity Makeup Techniques	200
Fiks, Ethan	Guitar Classes	6,000
Finlayson, Barbara	Reflexology/Essential Oils	1,000
Frazier, Veronica	Eliminating Debt	500
General Enterprises	Ebay Classes	1,500
Gentlework Fitness LLC	Melt Method	700
Gottlieb, Caryl	Crochet	1,000
Gvardijan, Kathy	Writer's Feedback Circle	500

**PERSONNEL****SEPTEMBER 21, 2011**

#57 (cont'd)

Hamburg, Alice	Spanish/French Classes	1,500
Harris, Richard	Effective Speaking	2,000
Katz, Nancy	Up Close and Digital	500
Kaplan	SAT Classes	0
Kase, Linda	Interview Skills	0
Lechner, Marlana	The Big Three/Resume	0
Lentz & Lentz	SAT Classes	0
Little Scientists	Little Scientist Classes	3,000
Lazarus, Marc	Should You Buy a Franchise	250
Mason, Sheila	Tai Chi Chuan	1,000
McMillan, Herbert	Tennis	1,500
Morenon, Elise	Creative Watercolor Painting	1,500
Montalbano, Pam	Beginning Wheel Throwing	1500
Music Path Company	Learn to Play Music	5,500
My Way Home	Homeownership	0
Najman, Jay	Annuities/Real Estate Classes	0
Orth, Rainer	Homeopathy For First Aid	500
O'Neill, Michael	Computer Classes/Volleyball	2,500
Perez, Lois Kramer	Feng Shui Made Easy	500
Rhinestone Expressions LLC	Rhinestone Design Art	600
Robertson, L. J.	Teaneck History Walking Tours	500
Salei, Ronit Neeman	Mixed Media/Drawing Classes	3,500
Samad, Johanna	Knitting	1,500
Schuster, Terry	Organizing	500
Schwartz, Patricia	Zumba	10,000
Shotokan Karate Academy	Karate Class	500
Sloan, Faye	Dog Training	800
Staum, Mark	Parenting	200
Stevenson, Angela	Paper Artistry	1500
Turkin, Ray	Photography Classes	500

Account #60-602-100-101-56-72-P-W-0

Allshouse, Randi	Keyboarding Classes	1,000
Berkowitz, Joan	CPR Classes	2,500
Costa, Michael	Internet/Word	2,000
Ismail, Lubna	Indian Cooking Classes	2,000
Millett, Breanne	Introduction To PowerPoint	1,000
Porch, Lottie	Pilates/Aerobics/Strength Classes	2,500
Twombly, Alice	Shakespeare Readings	1,000

Account #60-602-200-590-56-72-P-W-0

Group Tours	Fall & Spring Tours	1,000
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58. the Board approved remuneration to Joan Berkowitz, SACC Coordinator, for services provided to the **Teaneck Community Education Center** during summer 2011 to prepare and organize for the inception of the PreK Wrap program at Bryant School, in an amount not to exceed \$2,500. Account #60-702-100-101-56-73-P-W-0
59. the Board approved the following individuals be remunerated for work in the **Teaneck Community Education Center Programs**, School Vacation Camp, SACC (School Age Child Care) and Pre K Wrap for the 2011 - 2012 school year, in amounts not to exceed those listed:

**HOURLY EMPLOYEES**

Account #60-702-100-101-56-73-P-W-0

Name	Position(s)	Average Hrs./Wk.	Maximum Remuneration
Berkowitz, Joan	SACC Coordinator	12	\$ 15,800
Morrison, Edith	TJ Head Teacher	18	11,500
Tuzzeo, Celida	BF Head Teacher	15	11,500
Peterkin, Claudette	Bryant Head Teacher	19	17,000
Dawson, Melody	Bryant SACC Aide	19	7,500
James, Deidra	Bryant SACC Aide	24	14,200
James, Keisha	Bryant SACC Asst. Teacher	25	16,300
Turner, Feona	BF SACC Aide	18	6,800
Perch, Norris	BF SACC Aide	16	6,200
Golden, Marteze	TJ SACC Aide	15	5,500
Ramraj, Yasmin	TJ SACC Aide	15	9,500
Abbasi, Sanam	Bryant SACC/PreK Wrap	25	10,500
Abbasi, Rubina	Bryant SACC/PreK Wrap	25	10,500
Perrington, Rosalie	TJ SACC Aide	13	4,500
Cameron, Mary	Bryant SACC Aide	18	7,000
Antenor, Iralise	Bryant SACC Aide	17	5,900
Edwards, Lauren	Bryant SACC Aide	15	5,500
Blitz, Lauren	PreK Wrap	15	11,040
Cherry-Shand, Darlene	PreK Wrap	17	11,960

60. the Board **amended** Personnel Motion #38 of the August 24, 2011 Minutes to reflect a change in hours for the following individuals for the period September 1, 2011 through June 30, 2012, for services provided to the **Teaneck Women Train and Work** program:

NAME	TITLE	ACCOUNT #	Maximum Remuneration
Joanne Clemons	Office Mgr	20-044-200-100-56-13-P-W	\$ 17,160
Nancy Willis	Case Mgr	20-044-200-100-56-11-P-W	4,200
Nancy Willis	Case Mgr	20-043-200-100-56-11-P-W	9,750

Roll call on Personnel Motions #40-60; Motions approved 8-0.

**PUBLIC PARTICIPATION ON OTHER THAN MEETING AGENDA**

The public hearing on matters other than those appearing on this meeting's business agenda commenced at 9:02 p.m. No one wished to address the Board, and the hearing was declared closed.

**Resolution to enter into Executive Session**

Motion made by Dr. Diuguid seconded by Mr. Rodriguez;

BE IT RESOLVED by the Teaneck Board of Education that:

1. It does hereby determine that it is necessary to meet in Executive Session on Wednesday, September 21, 2011, to discuss matters regarding alleged cases of Harassment, Intimidation or Bullying.
2. These matters will be made public when the need for confidentiality no longer exists.
3. The time that the Board anticipates to be in Executive Session is 30 minutes.

Roll call approved 8-0

Moved into Exec Session 9:04 P.M.

Reconvened at 9:30 P.M.

**LEGAL COUNSEL REPORT**

None

**REPORTS FROM BOARD COMMITTEES AND APPOINTED REPRESENTATIVES**

Mrs. Rice spoke about the FORUM at Teaneck High School and an Education Summit at Bergen Community College.

Mr. Rose spoke about the recent Substance Abuse Advisory Board meeting.

Mrs. Fisher spoke about the Community Relations Committee meeting and the next screening of the movie "Race to Nowhere".

Mrs. Williams discussed her attendance at Back To School Night.

**UNFINISHED BUSINESS**

None

**SEPTEMBER 21, 2011**

**NEW BUSINESS**

None

**ADJOURNMENT**

On a motion made by Dr. Diuguid and seconded by Mrs. Rice, the meeting adjourned at 9:52 p.m.

Respectfully submitted,

Robert S. Finger, CFE, CGFM  
Business Administrator/Board Secretary

### **8600 TRANSPORTATION**

The Board recognizes that transportation for some district students to and from school is required for the promotion of education by convenient access, the safeguarding of children, and the partial equalization of inequities among students which may have been caused by the location of school facilities.

The Board of Education shall transport eligible pupils to and from school and school related activities in accordance with law and this policy. Transportation shall be provided only to eligible public and nonpublic school pupils, authorized school staff members, and adults serving as approved chaperones.

The Board will provide transportation to and from school for public school pupils in pre-kindergarten and kindergarten through grade four that live more than 0.9 miles from the school they attend.

The Board will transport educationally disabled pupils where such service is prescribed in a pupil's Individual Education Program. The Board will not be responsible for the transportation of nonresident pupils to or from school, except that transportation to and from school will be provided for homeless children when required by law.

The Board will also transport resident children enrolled in kindergarten through grade 12 who attend a nonpublic school in the State of New Jersey, in accordance with New Jersey statute and code, not more than twenty miles from their residence, but not a lesser distance from their residence than that required for the transportation of pupils enrolled in the schools of this district. When the schools of this district are closed for inclement weather or other conditions, no transportation will be provided for pupils enrolled in any public or nonpublic school.

When the Board provides transportation of pupils to and from: county vocational schools and/or pupils classified pursuant to Chapter 46 of N.J.S.A. 18A of the New Jersey Statutes and/or when the Board has in the prior year provided payments in lieu of transportation for any nonpublic schools pursuant to N.J.S.A. 18A:39-1 or the Board cannot provide transportation in the ensuing school year the Board will utilize one of the agencies identified and published by the Commissioner of Education as providing cooperative transportation services in accordance with N.J.S.A. 18A:39-11.1. The Board will attempt to use one of the agencies prior to determining to pay aid in lieu of transportation. The Board will provide to the agency any unique limitations or restrictions of the required transportation. When the costs to provide transportation by one of the agencies is less than the aid-in-lieu-of payments, the Board will contract with the agency to provide transportation. The Board will make the determination on the manner in which transportation services shall be provided in accordance with N.J.S.A.

18A:39-11.1 and shall notify the nonpublic school and the parent or transportation guardian of the Nonpublic school by August 1 prior to the beginning of the school year.

Transportation by one of these agencies will not be required when the local district can provide transportation at a lower cost than the agencies or the transportation provided by one of the agencies does not fall within the policies of the Board regarding length of ride and assignment of students to a route based on student age or classification.

Buses used to transport pupils must meet State standards. The operation and fiscal management of the district's transportation system shall be conducted in strict accordance with rules of the State Board of Education and the Department of Education Policy and Procedures Manual for Pupil Transportation.

The safety and welfare of pupils shall be the first consideration in all matters pertaining to transportation. The Board directs the Superintendent to provide regulations and forms for the immediate reporting of all incidents involving a contracted vehicle.

The Board recognizes that is the responsibility of the bus contractor to comply with all State and federal statutes and regulations including those pertaining to safety

N.J.S.A. 18A:39-1 et seq.

N.J.S.A. 27:15-16

N.J.S.A. 39:3B-1 et seq.

N.J.A.C. 6:3-8.9; 6:21-1.1 et seq.

Adopted: January, 1999

Revised: December, 2005

Adopted: January, 2006

Revised: June, 2011

Revised: October, 2011



0142 BOARD MEMBER QUALIFICATIONS, PROHIBITED ACTS,  
AND CODE OF ETHICS

Each member of the Board of Education shall possess the qualifications required by law and shall be bound by the provisions of the School Ethics Act.

Qualification of Office

A Board member must be a citizen of the United States.

A Board member must be a resident of the district the member represents and must have been such for at least

**Choose only one of the following alternatives:**

one year

three years (**applicable only to county vocational district**)

immediately preceding the member's election or appointment.

~~A Board member may not be convicted of a felony.~~

A Board member must be able to read and write.

A Board member must be registered to vote in the district and not disqualified from voting pursuant to N.J.S.A. 19:4-1.

**A Board member may not have been convicted of a crime or offense as listed in N.J.S.A. 18A:12-1.**

A Board member cannot concurrently hold office

**Choose only one of the following alternatives:**

as mayor or a member of the governing body of Teaneck Township.  
(**municipality(ies) within school district**)

as member of the governing body of \_\_\_\_\_ County. (**applicable only to county vocational district or county special services district**)

**Each member of the Board of Education, within thirty days of election or appointment to the Board shall undergo a criminal history background investigation for the purpose of ensuring the member is not disqualified from membership due to a criminal conviction of a crime or offense listed in N.J.S.A. 18A:12-1 et seq. The Board of Education (  will  will not) reimburse the Board member for the costs of the criminal history record check. The Commissioner of Education shall notify the Board of Education if a member has been disqualified from membership on the Board as the result of the criminal history record check. The Commissioner of Education will also notify the Board if a Board member has charges enumerated in N.J.S.A. 18A:12-1 pending against him/her and the Board shall take appropriate action. If the pending charges result in conviction, the member shall be disqualified from continued membership on the Board.**

#### Prohibited Acts

“Business” means any corporation, partnership, firm, enterprise, franchise, association, trust, sole proprietorship, union, political organization, or other legal entity but does not include a school district or other public entity.

“Interest” means the ownership of or control of more than ten percent of the profits, assets, or stocks of a business but does not include the control of assets in a labor union.

“Immediate family” means the person to whom the Board member is legally married and any dependent child of the Board member residing in the same household.

No Board member or member of his/her immediate family shall have an interest in a business organization or engage in any business, transaction, or professional activity that is in substantial conflict with the proper discharge of his/her duties in the public interest.

No Board member shall use or attempt to use his/her official position to secure unwarranted privileges, advantages, or employment for him/herself, members of his/her immediate family, or others.

BYLAWS  
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Board Member Qualifications, Prohibited Acts,  
and Code of Ethics

No Board member shall act in his/her official capacity in any matter where he/she, a member of his/her immediate family, or a business organization in which he/she has an interest, has a direct or indirect financial or personal involvement that might reasonably be expected to impair his/her independence of judgment in the exercise of official duties. No Board member shall act in his/her official capacity in any matter where he/she or a member of his/her immediate family has a personal involvement that is or creates some benefit to the Board member or a member of his/her immediate family.

No Board member shall undertake any employment or service, whether compensated or not, which might reasonably be expected to prejudice his/her independence of judgment in the exercise of official duties.

No Board member or member of his/her immediate family or business organization in which he/she has an interest shall solicit or accept any gift, favor, loan, political contribution, service, promise of future employment, or other thing of value based upon an understanding that the gift, favor, loan, contribution, service, promise, or other thing of value was given or offered for the purpose of influencing him/her, directly or indirectly, in the discharge of his/her official duties, except that the member may have solicited or accepted contributions to his/her campaign for election to public office if he/she had no knowledge or reason to believe that the campaign contribution, if accepted, was given with the intent to influence him/her in the discharge of official duties. Board members may not accept offers of meals, entertainment or hospitality which are limited to clients/customers of the individual providing such hospitality. Board members may attend hospitality suites or receptions at conferences only when they are open to all persons attending the conference.

No Board member shall use, or allow to be used, his public office or any information not generally available to the members of the public which he/she receives or acquires in the course of and by reason of his/her office, for the purpose of securing financial gain for him/herself, any member of his/her immediate family, or any business organization with which he/she is associated.

No Board member or business organization in which he/she has an interest shall represent any person or party other than the Board of Education or this school district in connection with any cause, proceeding, application, or other matter pending before this school district or in any proceeding involving this school district, except that this provision shall not be deemed to prohibit representation within the context of official labor union or similar representational responsibilities.

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Board Member Qualifications, Prohibited Acts,  
and Code of Ethics

It is not a conflict of interest if, merely by reason of his/her participation in any matter voted upon by the Board, a Board member accrues material or monetary gain that is no greater than the gain that could reasonably be expected to accrue to any other member of the member's business, profession, occupation, or group.

No elected Board member shall be prohibited from making an inquiry for information on behalf of a constituent, if no fee, reward, or other thing of value is promised to or given to or accepted by the member or a member of his/her immediate family, whether directly or indirectly, in return for the information so requested.

Nothing shall prohibit a Board member or members of his/her immediate family from representing him/herself or themselves in negotiations or proceedings concerning his/her or their own interests, except that Board members shall disqualify themselves from participating in negotiations and voting on collective bargaining agreements where their spouse or dependent children are members of the bargaining unit.

Each Board member shall annually, in accordance with N.J.S.A. 18A:12-25 and 18A:12-26, file a disclosure statement regarding potential conflicts of interest.

#### Ineligibility for District Employment

A Board member cannot be appointed to a paid office or position required to be filled by the Board, except where law permits or requires that the office or position be filled by a Board member, and is ineligible for appointment to a paid office or position in the district for at least six months after the member's retirement, resignation, or removal from Board membership.

#### Code of Ethics

In accordance with N.J.S.A. 18A:12-24.1 every Board member will abide by the following Code of Ethics. The Board member will:

1. Uphold and enforce all laws, rules and regulations of the State Board of Education and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.

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Board Member Qualifications, Prohibited Acts,  
and Code of Ethics

2. Make decisions in terms of the educational welfare of children and seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.
3. Confine his/her Board action to policy making, planning and appraisal, and help to frame policies and plans only after the Board has consulted those who will be affected by them.
4. Carry out his/her responsibility not to administer the schools, but together with fellow Board members, insure they are well run.
5. Recognize that authority rests with the Board of Education and make no personal promises nor take any private action that may compromise the Board.
6. Refuse to surrender his/her independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
7. Hold confidential all matters pertaining to the schools, which, if disclosed, would needlessly injure individuals, or the schools. In all other matters, he/she will provide accurate information and, in concert with fellow Board members, interpret to the staff the aspirations of the community for its school.
8. Vote to appoint the best-qualified personnel available after consideration of the recommendation of the chief administrative officer.
9. Support and protect school personnel in proper performance of their duties.
10. Refer all complaints to the chief administrative officer and act on the complaints at public meetings only after failure of an administrative solution.

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Board Member Qualifications, Prohibited Acts,  
and Code of Ethics

Each Board member is required to sign an acknowledgment that he/she received a copy, read and will become familiar with the Code of Ethics for School Board Members contained within N.J.S.A. 18A:12-21 et seq. The Board Secretary will provide each Board member with a copy of the Code of Ethics and the required acknowledgement on an annual basis and will maintain the original signed acknowledgment(s) in the Board office.

The Board will receive a copy of and discuss the School Ethics Act and the Code of Ethics for School Board Members, pursuant to N.J.S.A. 12-21 et seq., at a regular scheduled public meeting each year. The discussion may include presentations by school administrative staff, the Board attorney, Board members and/or other professionals familiar with the School Ethics Act and the Code of Ethics. In addition, the Board Secretary will keep the Board informed of decisions by the School Ethics Commission, Commissioner of Education, State Board of Education and courts.

#### Oath of Office

Each Board member shall, before entering upon the duties of the office, swear or affirm under oath that he/she qualifies for membership and will faithfully discharge the duties of the office of Board member.

N.J.S.A. 18A:12-1; 18A:12-1.1; 18A:12-2;  
18A:12-2.1; 18A:12-21 through 18A:12-34  
N.J.S.A. 41:1-3  
School Ethics Commission Policy Guideline 1.

Adopted:

5512 HARASSMENT, INTIMIDATION, AND BULLYING

Table of Contents

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C.	Pupil Expectations
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O.	Reports to Board of Education and New Jersey Department of Education
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Q.	Collective Bargaining Agreements and Individual Contracts
R.	Pupils with Disabilities

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~~ **The district will also impose** appropriate consequences and remedial actions **to a for any staff member person** 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, **and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds.** Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

E. 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)
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;
  - 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;
- 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 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 range of ways in which school staff will respond shall include an appropriate combination of counseling, support services, intervention services, and other programs.** The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district level or by law enforcement officials.

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, **in conjunction with the Anti-Bullying Specialist**, 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 **for pupils who engage in reprisal or retaliation** are listed **and described** in the Consequences and Appropriate Remedial Actions section of this Policy.

**Examples of consequences for a school employee or a contracted service provider who has contact with pupils that engages in reprisal or retaliation may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.**

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



K. Consequences and Appropriate Remedial Action for False Accusation

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

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 **and those listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.**
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with 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;, **and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.**
3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with pupils or the provision of pupil services. **Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.**

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

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

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

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

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, **between September 1 and January 1 and between January 1 and June 30** 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.

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

R. 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
T1	11-000-240-600-71-49-T-H 11-000-223-104-19-15-I-D	ADMIN SUPPLIES/THS STAFF DEV.STIPENDS	(9,000.00)	9,000.00
	EXPLANATION:FRESHMAN ORIENTATION CURRICULUM DEVELOPMENT			
T2	11-000-240-600-71-49-7-7 11-190-100-610-63-49-7-7	ADMIN SUPPLIES/LOWELL INSTR'L SUPPLIES/LOWELL	(1,700.00)	1,700.00
	EXPLANATION:TEACHERS SUPPLIES			
T3	11-000-213-600-74-40-C-J 11-000-213-610-74-31-J-J 11-000-218-600-23-40-J-J 11-000-270-512-18-52-J-J 11-190-100-590-18-55-J-J 11-213-100-610-34-40-C-J 11-000-240-500-66-50-J-J	SUPPLIES/MEDICAL/TJMS EQUIP/HEALTH SVCES/TJ PEER MENTOR SUPPLIES TRANS FIELD TRIPS/TJ COPIER MAINTENANCE/TJ INSTR RESOURCE RM SUPPLIES PURCH SVCES/TJMS	(1,200.00) (500.00) (600.00) (1,000.00) (1,825.00) (2,000.00) (375.00) (7,500.00)	1,500.00 4,000.00 <u>2,000.00</u> 7,500.00
	11-000-240-600-71-49-J-J 11-190-100-610-18-40-J-J 11-190-100-610-66-40-J-J	ADMIN SIPPLIES/TJMS GENL INSTL SUPPLIES INSTL SUPPLIES		
	EXPLANATION:INSTRUCTIONAL & NON INSTRUCTIONAL SUPPLIES			
T4	11-000-216-300-72-57-C-C 11-000-216-320-72-57-C-C	PRCH'D PROF'L SERV/OT EXTENDED SCH YR/PRCH OT	(1,000.00)	1,000.00
	EXPLANATION:OT SERVICES FOR ESY PROGRAM SUMMER 2011			
T5	11-000-218-104-73-15-G-F 11-000-218-104-73-15-G-J  11-000-218-390-73-56-G-H	SUMMER WK/GUIDANCE/BF SUMMER WK/GUIDANCE/TJ  COMPTR/G.I.S. SVC/GUID HS	(2,000.00) (3,000.00) (5,000.00)	5,000.00
	EXPLANATION:NAVIANCE SUCCEED WEB PROGRAM FOR TJ, BF AND HS			
T6	11-000-218-580-73-50-G-0 11-000-218-390-73-56-G-H	STAFF DEV/GUIDANCE/DISTRICT COMPTR/G.I.S. SVC/GUID HS	(860.00)	860.00
	EXPLANATION:NAVIANCE SUCCEED GUIDANCE PROGRAM			
T7	11-000-218-600-23-40-J-J 11-000-270-512-18-52-J-J  11-190-100-890-18-40-J-J 11-190-100-590-18-50-J-J	PEER MENTOR/SUPPL/TJMS TRANS FIELD TRIPS/TJ  OTHER INSTURC EXP MISC PU SVCS/INST REPAIRS/TJ	(200.00) (400.00) (600.00)	90.00 <u>350.00</u> 440.00
	EXPLANATION: REPAIRS FOR 2011-2012 SCHOOLYEAR			
T8	11-000-262-420-89-53-1-R 11-000-261-420-89-53-1-H	REFUSE REMOVAL CONT BLDG MAINT HS	(22,410.00)	22,410.00
	EXPLANATION: REPAIR OF HIGH SCHOOL WINDOWS			
T9	11-190-100-610-61-49-6-6 11-190-100-610-61-40-6-E	INSTR SUPPLIES/ #6 COPIER SUPPLIES-INSTRUCT'L	(600.00)	600.00
	EXPLANATION:COPIER PAPER			
T10	11-000-270-512-40-52-T-H 11-190-100-320-40-58-T-H 11-401-100-600-29-40-T-H  11-000-240-600-71-49-T-H	FIELD TRIP TRANSPORTATION/TAA PRCH EDUC'L SERVICES/TAA SUPPLIES/CLUBS, ETC/THS  ADMIN SUPPLIES/THS	(1,000.00) (500.00) (2,000.00) (3,500.00)	3,500.00
	EXPLANATION:ADMINISTRATIVE SUPPLIES FOR START UP11-12 SCHOOL YEAR			
T11	11-000-223-104-19-15-R-S 11-000-223-320-85-58-R-D	STF DEV/LANG ARTS PURCH/SRV/EDUC'L/STAFF DEV	(8,000.00)	8,000.00
	EXPLANATION: LANGUAGE ARTS STAFF TRAINING			

T12	11-000-222-600-75-40-F-F	BOOKS,A-V AIDS/MED CTR/BF	(2,000.00)	
	11-190-100-610-05-41-F-F	SUPPLIES/ENG LANG ARTS/BF	(1,549.00)	
	11-190-100-610-02-40-F-F	SUPPLIES/ART/BF	(961.00)	
			(4,510.00)	
	11-190-100-610-18-40-F-F	INSTRUCT'L SUPPLIES/BF		4,510.00
	EXPLANATION: TO COVER ACCOUNT DEFICIT			
T13	20-155-100-610-08-40-F-F	ING/INSTRUCTIONAL SUPPLIES	(299.00)	
	20-155-200-890-08-50-F-F	ING/OTHER MISC.EXPENSES	(429.00)	
			(728.00)	
	20-155-200-610-66-49-F-F	ING/NON INSTRUCTIONAL SUPPLIES		728.00
	EXPLANATION: PURCHASE OF PEDOMETERS			
T14	10-000-100-560-91-59-0-0	CHARTER SCHOOL TUITION	(385,000.00)	
	11-000-270-511-18-52-0-E	CONTR/TRANS/PUBLIC LOCAL		265,000.00
	11-000-270-511-91-52-0-E	CHARTER SCH/TRANS		35,000.00
	11-000-270-511-82-582-0-D	CONTR/TRANS/PRIV PARCHL		85,000.00
				385,000.00
	EXPLANATION:PER BOARD RESOLUTION APPROVED AUGUST 7, 2011			
T15	11-402-100-600-26-40-A-H	ATHLETIC SUPPLIES	(5,500.00)	
	12-140-100-730-26-31-A-H	EQUIP/ATHLETIC DEPT.		5,500.00
	EXPLANATION: ELLIPTICAL MACHINE PURCHASE			
T16	11-000-252-580-86-59-2-D	TRAVEL/CONFERENCES/TECH	(150.00)	
	11-000-252-590-86-50-2-0	OTHER PURCHASED SERVICES		150.00
	EXPLANATION:GMIS MEMBERSHIP DUES 2011-2012			
T17	11-401-100-890-29-40-T-H	OTHER EXP/CO-CURR/THS	(120.00)	
	11-000-240-600-71-49-T-H	ADMIN SUPPLIES/THS		120.00
	EXPLANATION:WATER FOR PARENTS ATTENDING MEETINGS			
T18	11-190-100-610-63-40-R-D	SUPP/LITERATURE-BASE	(19,575.00)	
	11-190-100-500-79-50-I-0	OTH/PURCH SRV/SFTWARE LIC		19,575.00
	EXPLANATION: MAP LICENSE RENEWAL			

  
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 FINANCE COMMITTEE SIGNATURE

9/8/11  
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 DATE

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**Professional Development**

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Name: Maureen Edwards  
School or Department: Special Services  
Conference/Seminar/Workshop: Alternate Proficiency Assessment  
*Mandated by NJ Dept. of Education*  
Location: Saddle Brook, NJ  
Date(s): September 22, 2011  
Estimated Cost(s): \$0 - Substitute Not Required

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Name: Frank Andrisani  
School or Department: Teaneck High School  
Conference/Seminar/Workshop: HSPA Training  
*Mandated by NJ Dept. of Education*  
Location: Whippany, NJ  
Date(s): September 13, 2011  
Estimated Cost(s): \$0 - Substitute Not Required

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Name: Jovana Vlajic  
School or Department: Teaneck HS  
Conference/Seminar/Workshop: AP Institute for Calculus AB  
Location: Fordham University, New York, NY  
Dates: July 5 – 15, 2011  
Estimated Cost: \$1858.36 –Substitute Not Required (**Funded by Title IIA**)

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Name: Jovana Vlajic  
School or Department: Teaneck HS  
Conference/Seminar/Workshop: AP Institute for Calculus AB  
Location: Fordham University, New York, NY  
Dates: July 5 – 15, 2011  
Estimated Cost: \$1858.36 –Substitute Not Required (**Funded by Title IIA**)

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Name: Caridad Clavelo  
School or Department: Teaneck HS  
Conference/Seminar/Workshop: AP Spanish Language Conference  
Location: Hasbrouck Heights, NJ  
Dates: October 10, 2011  
Estimated Cost: \$180 – Substitute Required (**Funded by Title IIA**)

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Name: Catherine Dalal  
School or Department: Teaneck HS  
Conference/Seminar/Workshop: AP French Language and Culture  
Location: Hasbrouck Heights, NJ  
Dates: October 10, 2011  
Estimated Cost: \$180 – Substitute Required (**Funded by Title IIA**)

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**Professional Development**

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Name: Sharon Grisolia  
School or Department: Teaneck HS  
Conference/Seminar/Workshop: National Council of Teachers of Mathematics Regional Conference  
Location: Atlantic City, NJ  
Dates: October 19, 20, & 21, 2011  
Estimated Cost: \$465.66 – Substitute Required **(Funded by Title IIA)**

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Name: Eileen Hillman  
School or Department: Teaneck HS  
Conference/Seminar/Workshop: National Council of Teachers of Mathematics Regional Conference  
Location: Atlantic City, NJ  
Dates: October 19, 20, & 21, 2011  
Estimated Cost: \$465.66 – Substitute Required **(Funded by Title IIA)**

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Name: Ann Chon  
School or Department: Lowell – Family Support  
Conference/Seminar/Workshop: Active Parenting Workshop  
Location: East Orange, NJ  
Dates: October 21, 2011  
Estimated Cost: \$158.38 – Substitute Not Required **(District Funded)**

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Name: Aniesha Jackson  
School or Department: Lowell – Family Support  
Conference/Seminar/Workshop: Active Parenting Workshop  
Location: East Orange, NJ  
Dates: October 21, 2011  
Estimated Cost: \$158.38 – Substitute Not Required **(District Funded)**

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Name: Nick Campestre  
School or Department: Teaneck HS - FORUM  
Conference/Seminar/Workshop: NJ Conference on Child Abuse and Neglect  
Location: East Brunswick, NJ  
Dates: October 21, 2011  
Estimated Cost: \$45 – Substitute Not required **(District Funded)**

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**Field Trips**

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Name: Bea Sonnenshein, Camille Silverman, Danielle Drakeford, Wendy Gladstein, Stephen Welbert, Willa Rudy

School or Department: Whittier

Trip Planned: Abma's Farm

Location: Wyckoff, NJ 97 Students

Date(s): October 19, 2011 Depart: 9:30 AM Return: 2:00 PM

Estimated Cost: \$1418.96 – Substitutes Not Required (**Funded by Parents**)

EXPLANATION: Farming and harvesting are a part of the 1<sup>st</sup> grade Social Studies and Science curriculum. Students would gain a better understanding of farm life, planting and harvesting and learn about the crops harvested.

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Name: Vatrell Graves, Lisa Azria, Jasmin Singh (Bergenfield Paraprofessional), Spencer Jones, Carlyle Myrie, Luce Sajous, Janet Graham

School or Department: BFMS

Trip Planned: Riverside Mall / Smash Burger

Location: Hackensack, NJ (10 Students)

Date(s): October 3, 2011 Depart: 10:30AM; Return: 1:30PM

Estimated Cost: \$154.48 (Bus) – Substitutes Not Required (**DISTRICT FUNDED**)

Explanation: The students in the Applied Behavior Analysis program participate in, as part of their curriculum, community outings. The students' attendance at this recreational activity and meal would provide an opportunity for students to practice social skills and be rewarded for positive group participation.

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Name: Vatrell Graves, Lisa Azria, Jasmin Singh (Bergenfield Paraprofessional), Spencer Jones, Carlyle Myrie, Luce Sajous, Janet Graham

School or Department: BFMS

Trip Planned: THS Weight Room

Location: Teaneck, NJ (10 Students)

Date(s): October 5, 12, 19; November 2, 9, 16, 2011 Depart: 10:45AM; Return: 12:15PM

Estimated Cost: \$117.81 (Bus) – Substitutes Not Required (**DISTRICT FUNDED**)

Explanation: Students in the Applied Behavior Analysis program would be taught to use the exercise and weight room equipment, and participate in directed and individual exercise programs. Students would also be instructed in the use of iPod and paper calendars to follow a schedule of activities.

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Name: Vatrell Graves, Lisa Azria, Jasmin Singh (Bergenfield Paraprofessional), Spencer Jones, Carlyle Myrie, Luce Sajous, Janet Graham

School or Department: BFMS

Trip Planned: THS Weight Room and Home Economics

Location: Teaneck, NJ (10 Students)

Date(s): October 26 and November 30, 2011 Depart: TBA; Return: TBA

Estimated Cost: \$117.81 (Bus) – Substitutes Not Required (**DISTRICT FUNDED**)

Explanation: Students in the Applied Behavior Analysis program would be taught to use the exercise and weight room equipment, and participate in directed and individual exercise programs. Students would be instructed in the use of iPod and paper calendars to follow a schedule of activities. Students would also practice daily living skills in the Home Economics area.

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**Field Trips**

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Name: Vatrell Graves, Lisa Azria, Jasmin Singh (Bergenfield Paraprofessional), Spencer Jones, Carlyle Myrie, Luce Sajous, Janet Graham

School or Department: BFMS

Trip Planned: Special Services, Eugene Field

Location: Teaneck, NJ (10 Students)

Date(s): October 18 and November 15, 2011 Depart: 9:00AM; Return: 11:00AM

Estimated Cost: \$117.81 (Bus) – Substitutes Not Required (**DISTRICT FUNDED**)

Explanation: Students in the Applied Behavior Analysis program would practice generalizing learned adaptive daily living skills, maintaining appropriate behavior and assisting with basic office tasks.

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Name: Vatrell Graves, Lisa Azria, Jasmin Singh (Bergenfield Paraprofessional), Spencer Jones, Carlyle Myrie, Luce Sajous, Janet Graham

School or Department: BFMS

Trip Planned: Fuddruckers

Location: Hackensack, NJ (10 Students)

Date(s): October 31, 2011 Depart: 11:00AM; Return: 12:30PM

Estimated Cost: \$154.48 (Bus) – Substitutes Not Required (**DISTRICT FUNDED**)

Explanation: The students in the Applied Behavior Analysis program participate in, as part of their curriculum, community outings. The students' attendance at this recreational activity and meal would provide an opportunity for students to practice social skills and be rewarded for positive group participation.

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Name: Vatrell Graves, Lisa Azria, Jasmin Singh (Bergenfield Paraprofessional), Spencer Jones, Carlyle Myrie, Luce Sajous, Janet Graham

School or Department: BFMS

Trip Planned: Wendy's

Location: Hackensack, NJ (10 Students)

Date(s): November 8, 2011 Depart: 11:00AM; Return: 12:30PM

Estimated Cost: \$154.48 (Bus) – Substitutes Not Required (**DISTRICT FUNDED**)

Explanation: The students in the Applied Behavior Analysis program participate in, as part of their curriculum, community outings. The students' attendance at this recreational activity and meal would provide an opportunity for students to practice social skills and be rewarded for positive group participation.

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Name: Vatrell Graves, Lisa Azria, Jasmin Singh (Bergenfield Paraprofessional), Spencer Jones, Carlyle Myrie, Luce Sajous, Janet Graham

School or Department: BFMS

Trip Planned: Bergen Town Center / Bobby Flays

Location: Hackensack, NJ (10 Students)

Date(s): November 22, 2011 Depart: 10:30AM; Return: 1:30PM

Estimated Cost: \$154.48 (Bus) – Substitutes Not Required (**DISTRICT FUNDED**)

Explanation: The students in the Applied Behavior Analysis program participate in, as part of their curriculum, community outings. The students' attendance at this recreational activity and meal would provide an opportunity for students to practice social skills and be rewarded for positive group participation.

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**Field Trips**

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Name: Lisa Sgambati, Stacie DiBona, Karelia, Sheena Wester, Asmaa Toske, Stacey Rivera, Michael Levy, Karen Simmons

School or Department: Lowell

Trip Planned: Riverside Mall / Smash Burger

Location: Hackensack, NJ (11 Students)

Date(s): October 9, 2011 Depart: 10:30AM; Return: 1:30PM

Estimated Cost: \$154.48 (Bus) – Substitutes Not Required **(DISTRICT FUNDED)**

Explanation: The students in the Applied Behavior Analysis program participate in, as part of their curriculum, community outings. The students' attendance at this recreational activity and meal would provide an opportunity for students to practice social skills and be rewarded for positive group participation.

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Name: Lisa Sgambati, Stacie DiBona, Karelia, Sheena Wester, Asmaa Toske, Stacey Rivera, Michael Levy, Karen Simmons

School or Department: Lowell

Trip Planned: THS Weight Room

Location: Teaneck, NJ (11 Students)

Date(s): October 23, November 23, and December 15 2011

Depart: 10:45AM; Return: 12:15PM

Estimated Cost: \$117.81 (Bus) – Substitutes Not Required **(DISTRICT FUNDED)**

Explanation: Students in the Applied Behavior Analysis program would be taught to use the exercise and weight room equipment, and participate in directed and individual exercise programs. Students would also be instructed in the use of iPod and paper calendars to follow a schedule of activities.

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Name: Lisa Sgambati, Stacie DiBona, Karelia, Sheena Wester, Asmaa Toske, Stacey Rivera, Michael Levy, Karen Simmons

School or Department: Lowell

Trip Planned: Wendy's

Location: Hackensack, NJ (11 Students)

Date(s): November 9, 2011 Depart: 11:00AM; Return: 12:30PM

Estimated Cost: \$154.81 (Bus) – Substitutes Not Required **(DISTRICT FUNDED)**

Explanation: The students in the Applied Behavior Analysis program participate in, as part of their curriculum, community outings. The students' attendance at this recreational activity and meal would provide an opportunity for students to practice social skills and be rewarded for positive group participation.

<b><u>CLINICIANS - 2011-2012</u></b>	<b><u>RATES</u></b>	<b><u>NOT TO EXCEED</u></b>
<b>ABA THERAPY</b>		
It's A New Day!	\$55/hr. Direct ABA Home Programming Therapy \$110/hr. supervision/curriculum planning \$8,800 Extended School Year \$35,200 September 2011 – June 2012	\$44,000
<b>HOSPITAL BED SIDE INSTRUCTION</b>		
Bergen County Special Services: Bergen Regional Medical Center (Paramus) Conklin Youth Shelter (Hackensack) Juvenile Alternative Supervision Program (Paramus) Tomorrow's Children's Institute (Hackensack) University Medical Center Touchstone Hall (Rockleigh)	\$60/hr.	\$2,400
Education, Inc.	\$65/hr.	\$2,000
<b>TEACHER OF THE DEAF</b>		
Educational Enterprises Division	\$185/hr	\$1,850
<b>CLINICIANS</b>	<b>TOTAL</b>	<b>\$50,250</b>

**OUT-OF-DISTRICT TUITION CONTRACTS 2011-2012**

<b>Student ID#</b>	<b>School</b>	<b>Start Date</b>	<b>Tuition</b>
96887	Ridgefield Board of Education	7/5/11	\$34,674.00
91647	Learning Center for Exceptional Children	9/6/11	\$53,109.80
98636	Learning Center for Exceptional Children	9/6/11	\$53,109.80
12065	South Bergen Jointure Commission	9/6/11	\$54,580.00
90661	Ridgefield Board of Education	7/5/11	\$34,674.00
12163	River Dell Regional High School	9/6/11	\$20,487.00
97617	River Dell Regional High School	9/6/11	\$20,487.00
90622	Leonia Board of Ed	9/6/11	\$43,310.00
60267	Leonia Board of Ed	9/6/11	\$20,771.00
98631	Leonia Board of Ed	9/6/11	\$43,139.00
97411	Bleshman Regional Day School	9/6/11	\$65,300.00
96244	Bleshman Regional Day School	9/6/11	\$65,300.00
91422	Bleshman Regional Day School	9/6/11	\$65,300.00
100013	Sage Day School	9/1/11	\$46,436.00
		<b>TOTAL</b>	<b>\$620,677.60</b>