

Minutes of the proceedings of the **PUBLIC WORK MEETING** held on Wednesday, October 2, 2019, in the Cheryl Miller Porter, 3rd Floor Student Center, THS, at 8:00 PM. *Dr. Ardie Walser, Board President, presided.*

**I. Salute to the Flag**

**II. Presiding Officer's Meeting Notice Statement**

"I hereby call to order the Public Work Session Meeting of the Teaneck Board of Education, held on Wednesday, October 2, 2019, in the Cheryl Miller Porter, 3rd Floor Student Center, THS, at 8:00 PM. Adequate notice of this meeting has been sent to the Record, filed with the Municipal Clerk of the Township of Teaneck, posted to the district website and posted inside the Teaneck Board of Education, One Merrison Street, on September 7, 2019."

**III. Roll Call**

<b><i>Board Member</i></b>	<b><i>Present</i></b>	<b><i>Absent</i></b>
Ms. Fisher (Victoria)	x	
Mr. Ramirez (Martin)	x	
Mrs. Rappoport (Sarah)	x	
Mr. Reiner (Gerald)	x	
Mr. Rodriguez (Sebastian)	x	
Mr. Rose (Howard)	x	
Ms. Sanders (Denise)	x	
Dr. Walser (Ardie)	x	
Mrs. Williams (Clara)	x	

**IV. Reaffirmation of 2019-2020 District Goals**

**V. Superintendent's Report**

- Board Presentations
- Ms. Simmons, presentation on the Renovations of Eugene Field Building

**VI. Board Committee Reports**

NONE

- A. Board Operations
- B. School Operations and Curriculum
- C. Finance and Budget

D. Personnel

**VII. Public Comment (agenda ONLY)**

Parent 1:

- How many administrators are in the new admin building?
- The Pre-k program is relying heavily on grant funding, what will happen when there are no more grant monies?
- Are there any plans for after the monies are finished
- Grant encourages partnerships

Parent 2:

- How are Special Ed Pre-k being considered in the new Pre-k center at EF?

Dr. Irving assured there is a plan B and plan C in place when and in case the grant goes away and there are about 30 staff individuals at the new admin building.

**VIII. Public Comment (non-Agenda)**

**IX. Executive Session (required)**

Mr. Rodriguez motioned to adjourn the regular public meeting at 11:48 pm and convene into the Executive Session at 11:48 pm. Said motion was seconded by Mr. Rose and carried by a unanimous vote.

<b><i>Motion: S. Rodriguez</i></b>	<b><i>Second: H. Rose</i></b>			
<b><i>Board Member</i></b>	<b><i>Yes</i></b>	<b><i>No</i></b>	<b><i>Abstain</i></b>	<b><i>Absent</i></b>
Ms. Fisher (Victoria)				x
Mr. Ramirez (Martin)	x			
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)				x
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)	x			
Mrs. Williams (Clara)	x			

**X. Adjournment**

Mr. Rodriguez motioned to adjourn the Executive Session at 12:00 am and convene into the back into the regular public meeting at 12:00am. Said motion was seconded by Mr. Rose and carried by a unanimous vote.

<b><i>Motion: S. Rodriguez</i></b>	<b><i>Second: H. Rose</i></b>			
<b><i>Board Member</i></b>	<b><i>Yes</i></b>	<b><i>No</i></b>	<b><i>Abstain</i></b>	<b><i>Absent</i></b>
Ms. Fisher (Victoria)				x

Mr. Ramirez (Martin)	x			
Mrs. Rappoport (Sarah)	x			
Mr. Reiner (Gerald)				x
Mr. Rodriguez (Sebastian)	x			
Mr. Rose (Howard)	x			
Ms. Sanders (Denise)	x			
Dr. Walser (Ardie)	x			
Mrs. Williams (Clara)	x			

Mr. Rodriguez motioned to adjourn the regular public meeting at 12:01am. Said motion was seconded by Mr. Rose and carried by a unanimous vote.

Respectfully submitted,

Melissa Simmons  
Business Administrator/Board Secretary

### **Teaneck Public Schools**

**Mission: The Teaneck Public School District educates and empowers students by providing a high-quality, rigorous educational experience which prepares students for success within a diverse, global society.**

**Vision: The Teaneck Advantage: Educational Excellence for All**

### **Goals for 2019-2020**

**GOAL 1: Teachers and administrators in the Teaneck Public Schools will further elevate academic programs by creating varied learning pathways and by improving student supports.**

**GOAL 2: The Teaneck Public Schools will continue to improve facilities and technology in support of 21st Century learning opportunities.**

**GOAL 3: The Teaneck Public Schools will execute effective communications and solidify quality relationships with educational partners within and throughout the community.**

**GOAL 4: The Teaneck Public Schools will create equitable and inclusive learning opportunities for all students.**

**GOAL 5: The Teaneck Public Schools will ensure operational excellence in hiring, developing and retaining staff.**

## **BOARD OPERATIONS**

**OCTOBER 2, 2019**

Be It Resolved, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Board Operations resolutions:

1. that the Board approve the Minutes of the Special Public Meeting held on August 21, 2019 and September 10, 2019 and the Workshop, Regular Public Meeting and the Executive Session held on September 11 & September 18, 2019.

Ms. Denise Sanders noted the minutes from Aug. 21, 2019 meetings need to be fixed under #9 personnel.

Ms. Simmons stated there was an error on the Oct. 2018 minutes, the item# was recorded incorrectly in the #3 personnel section which will be fixed and presented to the Board in the next board meeting.

Mr. Ramirez cleared that he had abstained from item #3 in the Board Ops section on September 18, 2019 minutes.

**SCHOOL OPERATIONS and  
CURRICULUM**

**OCTOBER 2, 2019**

Be It Resolved, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following School Operations and Curriculum resolutions:

1. that the Board approve the volunteers for the 2019-2020 school year:
  1. Deslyn Audain-Lang
  2. Allan Bauer
2. that the Board approve the Institute for Learning proposal for the Teaneck Public Schools 2019-2020 school year.
3. that the Board approve the 2019- 2020 Nursing Services Plan. The annually adopted Nursing Services Plan will be kept at the Board office and a copy of the plan is appended to and made a part of the Minutes.

## FINANCE AND BUDGET

OCTOBER 2, 2019

Be It Resolved, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Finance and Budget resolutions:

1. that the Board approve payment of the following 2019-2020 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 per the list appended to and made part of the minutes.

### **AUGUST 1, 2019 through AUGUST 31, 2019**

General	Fund 10	\$3,905,935.73
Special Revenue	Fund 20	\$ 283,893.,92
Enterprise	Fund 60	\$ 87,313.31
Food Service	Fund 61	\$ 497.90
<b>Total of Approved Payments</b>		<b>\$4,277,640.86</b>

### **JULY 1, 2019 through July 30, 2019**

General	Fund 10	\$2,083,752.15
Special Revenue	Fund 20	\$ 241,948.60
Debt Service	Fund 40	\$1,198,737.50
Enterprise	Fund 60	\$ 90,254.84
<b>Total of Approved Payments</b>		<b>\$3,614,693.09</b>

2. that the Board approve 2019-2020 budget transfers, previously approved by a member of the Finance Committee, which are attached and a part of the official record.

3. **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 of August 2019 and determined that both reports are in agreement; and  
**WHEREAS**, in compliance with N.J.A.C. 6A:23A-16.10(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 Board of Education except as noted; now  
**BE IT RESOLVED**, that in compliance with N.J.A.C. 6A:23A-16.10(c)4, the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over-expended in violation of N.J.A.C.6A:23A-16.10(c)4, and that sufficient funds are available to meet the district's financial obligations for the remainder of the year (which would become a part of the Minutes of this meeting); and  
**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 Executive County Superintendent.
4. that the Board approve the attached list of Professional Development for the staff indicated for professional improvement or development, as approved by the Superintendent, (Grant funded \$327.00) (District funded \$3,906.80) (Title II Funded \$480.00) total cost \$4,713.80
5. that the Board approve the attached list of Student Field Trips, as approved by the Superintendent (Grant Funded \$0) and (District Funded \$657.81) (Parent Funded \$3,147.44) total cost \$3,805.25.
6. that the Board approve the attached list of Student Fundraising activities by school.
7. that the Board approve the contracts, for out-of-district tuition, for students who would require a Special Education program during the 2019-2020 school year, as per the attached list.
8. that the Board approve the contracts with those clinicians and agencies on the attached list who would provide related services and / or independent evaluations during the 2019-2020 school year.

## PERSONNEL

OCTOBER 2, 2019

Be It Resolved, that the Teaneck Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Personnel resolutions:

1. that the Board approve the following certificated staff appointments, following a 90-day probationary period, effective dates as indicated, pending criminal history review:
  - a. Kristina Szalay-Arocho, Grade 5 Teacher, at an annual salary of \$65,000 (TTEA MA+32/step 1) assigned to Thomas Jefferson Middle School, effective October 04, 2019 through June 30, 2020, replacing Tiana Benevenga, resigned (PC#: 10-11-66/alx).
  - b. Theresa Avella, Learning Disabilities Teacher Consultant, at an annual salary of \$87,200 (TTEA Guide MA/step 12) assigned to Thomas Jefferson Middle School, effective October 28, 2019 through June 30, 2020, replacing employee #4272, terminated (PC#: 10-11-72/ari).
  - c. Nishat Hafeez, Grade 4 Teacher, at an annual salary of \$60,000 (TTEA Guide MA/step 1) assigned to Lowell Elementary School, effective September 20, 2019 through June 30, 2020, replacing Michael Yim, resigned (PC#: 10-07-63/cgn).
2. that the Board approve the following non-certificated staff appointments, following a 90-day probationary period, effective date as indicated, pending criminal history review:
  - a. Natasha Titre, Coordinator of Institutional Advancement and Grant Procurement, at an annual salary of \$75,000 (off-guide) assigned to the Business Office, Eugene Field School, effective October 02, 2019 through June 30, 2020, new position.
  - b. Eric Johnson, Library Paraprofessional, at an annual salary of \$42,000 (TTEA Guide/PARA Step 6), assigned to Whittier Elementary School, effective October 02, 2019 through June 30, 2020 replacing Danielle Viso, resigned.
  - c. Thomas De Lyon, Electrician/General Mechanic, at an annual salary of \$75,000 (Operations Guide) assigned to Operations and Maintenance, effective October 28, 2019 through June 30, 2020.
3. that the Board approve the resignation of the following staff members:
  - a. Michael Yim, Grade 4 Teacher, Lowell Elementary School, effective September 20, 2019.



4. that the Board rescind the appointment of the following staff members for the 2019-2020 school year, effective immediately:
  - a. Mary Hubner-Polli, September 19, 2019 through November 02, 2019 with no benefits, assigned to Thomas Jefferson Middle School, replacing employee #3980, leave of absence.
5. that the Board approve the following leaves of absences for the dates and reasons stated:
  - a. Employee #0952, paid medical leave with benefits, using 40 personal illness days from September 03, 2019 through October 31, 2019.
  - b. Employee #4841, unpaid maternity leave of absence with benefits from September 03, 2019 through October 02, 2019 under FMLA.
6. that the Board approve the following long term substitute teacher at \$260 per-diem, after twenty-one days of employment, assigned to a non-tenure track position, effective date as indicated, pending criminal history review:
  - a. Cassandra Feimster, September 03, 2019 through October 31, 2019, with no benefits, assigned to Whittier Elementary School, replacing Employee #0952.
7. that the Board approve the track and step reclassification of Kim Dockery, Guidance Department Secretary 12M C, annual salary of \$68,000 to Secretary 12M B, annual salary of \$69,500 effective September 01, 2019 through June 30, 2020.
8. that the Board approve Sheila Moore as a substitute secretary at \$15 per hour for the 2019-2020 school year.
9. that the Board approve the following individuals be remunerated for work in the Teaneck Community Education Center's SACC (School Age Child Care) programs for the SY 2019-2020:

<u>Name</u>	<u>Title</u>	<u>Hourly Rate</u>	<u>Stipend Amount (not to exceed)</u>
a. Sabrina Elballat	Asst. Site Supervisor	\$14	\$7,500
b. Bajramije Dobrushki	1 on 1 Aide	\$12	\$6,800
c. Ranisha McClendon	Aide	\$11.67	\$4,300

10. that the Board approve the following Extra Pay Extra Work assignments, for the 2019-2020 school year at Thomas Jefferson Middle School, stipend in accordance with the TTEA contract:

<b><u>Staff Member</u></b>	<b><u>Activity</u></b>	<b><u>Stipend Amount</u></b>
a. Reginald Pittman	TJ Achievers	\$2,184
b. Reginald Pittman	5/6 Grade Band	\$2,094
c. Joanne Appel	Book & Supply Room	\$2,388
d. Karen Butler	Bridge Club	\$731
e. Molly Neff	Chorus (5-8)	\$2,094
f. Allison Spadaro	Dance Club	\$731
g. Valarie Johnson	Drama Director	\$1,466
h. Nina Odood	Asst. Drama Director	\$ 731
i. Antoinette Bush	Environmental	\$731
j. Reginald Pittman	Jazz Band	\$2,094
k. Terrie Roberts	Library Council	\$731
l. Rena San George	Math Club	\$731
m. Matthew McMillan	National Junior Honor Society	\$1,864
n. Matthew McMillan	Newspaper	\$2,805
o. Joseph Hochgesang	Orchestra	\$2,094
p. Sue Luckman Jacobs	Publicity	\$621
q. Matthew Green	P.E Intramurals (B&G)	\$1,758
r. Danielle Lawlor	P.E Intramurals (B&G)	\$1,758
s. Glen Mezzatesta	P.E Intramurals (B&G)	\$1,758
t. George Prepis	P.E Intramurals (B&G)	\$1,758
u. Tracy Wells	P.E Intramurals (B&G)	\$1,758
v. Valerie Johnson	STEPS	\$1,092
w. Kelly McMillon	STEPS	\$1,092
x. Rena San George	Student Council	\$2,020
y. Frederica Ogletree	Student Council	\$2,020
z. Joanne Appel	Treasurer	\$2,388
aa. Sue Luckman Jacobs	Yearbook	\$1,840

11. that the Board approve payment to the following teachers (pending student enrollment) for conducting an after school Reading & Mathematics Support Program (Grade 5 through 8) at Thomas Jefferson Middle School October 21, 2019, through February 28, 2020, Tuesdays and Thursdays, from 3 pm to 4 pm. Mathematics and Language arts teachers would receive up to (3) hours of professional development training at the rate of \$50 per hour and conduct the program for 31 hours at a rate of \$50 per hour. One lead teacher would receive up to 76 hours for administrative duties and professional development at the rate of \$50 per hour. Title I funds this program.

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Hours</u></b>	<b><u>Stipend Amount (not to exceed)</u></b>
a. Paulette Szalay	Lead Teacher	76	\$3,800
b. Aya Shabarek	Grade 5	31	\$1,550
c. Heather Jacobs	Grade 5	31	\$1,550
d. Frederica Ogletree	Grade 5	31	\$1,550
e. Rena San George	Grade 6	31	\$1,550
f. Mark Martinez	Grade 6	31	\$1,550
g. Kelly Walsh	Grade 7	31	\$1,550
h. Glen Mezzatate	Grade 7	31	\$1,550
i. Dolores Connors	Grade 8	31	\$1,550
j. Jacqueline Prince	Grade 8	31	\$1,550
<b>Total:</b>			<b>\$17,750.00</b>

Substitute Teacher: Valerie Johnson

12. that the Board approve the following athletic coaches for the 2019-2020 school year, stipend in accordance with the TTEA contract:

<b><u>Name</u></b>	<b><u>Position</u></b>	<b><u>Stipend Amount</u></b>
a. Jaleel Jacobs	Volunteer Football Coach	No pay
b. Alexander Hill	Head Boys Fencing Coach	\$6,795

13. that the Board approve the salary guide reclassification for the following teachers, effective September 01, 2019:

<b><u>Name</u></b>	<b><u>19-20 Guide Step</u></b>	<b><u>Salary</u></b>	<b><u>Reclassification</u></b>	<b><u>New Salary</u></b>
a. Adriana Lagomarsino	MA/Step 15	\$97,500	MA+32/step 15	\$111,500
b. Tracy Nagengast	MA/step 8	\$74,000	MA+32/step 8	\$80,000
c. Kimberly Rossy	MA/step 9	\$76,800	MA+32/step 9	\$86,000

14. that the Board approve the following certificated staff members to serve on the Intervention and Referral services (I&RS) Committee for the 2019-2020 school year, stipend \$948.00:

- a. Colette Brantley
- b. Filiz Zeybek
- c. Kristin Nunez
- d. Brittany Butler
- e. Lisa Guyden
- f. Mary Joyce Laqui
- g. Justine Lopez
- h. Emily Smith
- i. Kristine Thielman
- j. Sheena Wester
- k. Rena San George
- l. Meredith Martino
- m. JoAnne Zahn
- n. Kristina Szalay-Arocho
- o. Paulette Szalay
- p. Javalda Powell
- q. Elizabeth Bauer
- r. Allen Gonzalez
- s. Vanessa Lospalluto

15. that the Board approve the payment for 10 month secretaries, at their per diem rate, for services during the summer 2019, not to exceed the number of days indicated:

<u>Name</u>	<u>School</u>	<u>Number of Days</u>
Barbara Jenner	Hawthorne	8

16. that the Board approve the following individuals to be included on the list of Home Instructors for the SY 2019-2020, as needed, at \$50.00 per hour:

- a. Paul Sheppard
- b. Barbara Metzler
- c. John Dean
- d. Ken Chung
- e. Dawn Isaacs
- f. Angela Gussoni
- g. Katierose Augustine
- h. Joseph Laborde
- i. Yvette Ortega-Ulubay
- j. Toni Peleg
- k. Paola Arias

17. that the Board approve the following Extra Pay for Extra Work assignments, for the 2019-2020 school year, at Lowell Elementary School, stipends in accordance with TTEA contract:

<b><u>Staff Member</u></b>	<b><u>Activity</u></b>	<b><u>Stipend Amount</u></b>
a. Alexis Ryerson	Safety Patrol	\$547
b. Alexis Ryerson	Breakfast Club	\$1,246
c. Ruthanne Ahearn	Student Activity Fund	\$1,096

18. that the Board approve the following Extra Pay for Extra Work assignments, for the 2019-2020 school year, at Hawthorne Elementary School, stipends in accordance with TTEA contract:

<b><u>Staff Member</u></b>	<b><u>Activity</u></b>	<b><u>Stipend Amount</u></b>
a. Amber Halpern	Safety Patrol	\$273
b. Amanda Meller	Safety Patrol	\$273
c. Jemara Blount	Breakfast Club	\$623
d. Suzanne O'toole	Breakfast Club	\$623
e. Dawn Santamaria	Student Activity Fund	\$1,096

19. that the Board approve reimbursement to the following administrators for the costs incurred during their participation in the New Jersey School Administrators Residency Program:

- a. Christine Jimenez-Johnson (2019-2020 Participation Fee) - \$1,750.
- b. Angela Davis (2019-2020 Participation Fee) - \$1,750.

20. that the Board approve the following certificated staff transfer/reassignment for the 2019-2020 school year, effective September 01, 2019, no change in salary:

- a. Nisrene Hammoud, Kindergarten Teacher at Bryant Elementary School, transferred to Kindergarten Teacher, at Hawthorne Elementary School.
- b. Brittany Shepard, Kindergarten Teacher at Bryant Elementary School, transferred to Kindergarten Teacher, at Hawthorne Elementary School.

21. that the board the following student interns, effective October 10, 2019 through June 30, 2020, pending medical clearance, and criminal history review:

**Name**            **School**

a. Sara Vetter    Fairleigh Dickinson University

22. that the Board approve the following Extra Pay Extra Work assignments, for the 2019-2020 school year at Benjamin Franklin Middle School, stipend in accordance with the TTEA contract:

<b><u>Staff Member</u></b>	<b><u>Activity</u></b>	<b><u>Stipend Amount</u></b>
a. Amy Moran	Newspaper	\$1,402
b. Katherine Crimmins	Newspaper	\$1,402
c. Amy Moran	Book & Supply Room	\$1,194
d. Katherine Crimmins	Bridge Club	\$731
e. Hina Mehta	Student Council	\$2,020
f. Belkis Petrus	Student Council	\$2,020
g. Jessica Bergen	Jazz Band	\$1,047
h. Daniel Bassett	Jazz Band	\$1,047
i. Hina Mehta	Makerspace/STEM	\$2,388
j. Linea Rondael	Chorus 5/6	\$2,094
k. Linea Rondael	Chorus 7/8	\$2,094
l. Andrea Berrios	Yearbook	\$1,840
m. Andrea Berrios	Computer Club	\$1,466
n. Javalda Powell	I-TEAM	\$2,388
o. Stephanie Paz	Environmental	\$731
p. Jessie Gorant	National Junior Honor Society	\$1,864
q. Joseph Hochgesang	Orchestra	\$2,094
r. Michael Smith	BF Achievers	\$2,184
s. Catherine Hollis	Treasurer	\$2,388
r. Jessica Bergen	Grade 5/6 Band	\$2,094
t. Eve Klein	DREAMS	\$2,184
u. Emily Fisher	Intramurals	\$2,931
v. Patrick O'Connors	Intramurals	\$2,931
w. Jeremy LoVerde	Intramurals	\$2,931
x. Samantha Elie	Math Club	\$731
y. Michael Smith	Chess Club	\$731

23. that the Board approve the following substitutes for the 2019-2020 school year, on an as-needed basis, at \$120 per-diem:
- a. Fabienne Beard-Wright
24. that the Board approve payment to the following employee who separated from the district for unused vacation/sick days, not to exceed the information listed below:
- a. Trina Moschella, Supervisor, 4 unused vacation days at \$539.95 per day, total amount \$2,159.80, 12 sick days at \$100 per day, total amount \$1,200, total payment of \$3,359.80.
25. that the Board approve the following teachers serving as teacher mentors to provisionally certified novice teachers as required under the New Jersey Department of Education Provisional Teaching Process:

<u>Novice Teacher</u>	<u>Mentor Teacher</u>	<u>School</u>
a. Elizabeth Woo	Tawana Smith	Hawthorne Elementary School
b. Jalia Carter	Eileen Kresky	Teaneck High School
c. Chloe Sosa-	Emily Ferreira	Teaneck High School

26. that the Board approve the following certificate staff appointments, following a 90-day probationary period, effective dates as indicated, pending criminal history review:
- a. Nancy Masoud, Supervisor of Mathematics, at an annual salary to be negotiated, assigned to Curriculum and Instruction Department, at Teaneck High School, effective on a date to be determined through June 30, 2020, replacing Trina Moschella, resigned.

## Institute for Learning PROPOSAL Learning Plan for Teaneck Schools School Year 2019–2020

The Institute for Learning (IFL) proposes to partner with Teaneck Public Schools to address the needs identified by Superintendent Christopher Irving, EdD, and Assistant Superintendent of C & I Christine Johnson.

In an effort to support the Teaneck Public Schools in New Jersey in understanding and implementing high-level, research-based mathematics and English Language Arts (ELA) instruction and learning for every student, the following plan has been developed. The plan allows for a variety of professional learning opportunities and instructional materials for teachers of Grades 3–5 mathematics and Grades K–2 ELA. The work proposed is designed to support elementary (3–5) math educators in growing a deeper understanding of the use of high-level tasks in mathematics and effective teaching practices from the National Council of Teachers of Mathematics to support students’ mathematical understanding. The ELA plan is designed to focus on early childhood (K–2) on deep reading comprehension and vocabulary. Administrators will learn how to support the mathematics and ELA work through observation and feedback and reciprocal conversations. The district and school leaders need a plan of participation in the teacher training in addition to learning how to conduct an asset and learning walk. These half-day sessions will be added to a day when the fellows are in a district and will be planned with the assistant superintendent of C & I who will serve as a contact for the Teaneck Public Schools.

### District and School Leadership

The IFL leadership sessions will engage leaders in learning from the research, by participating in and reflecting on the practice. The learning activities outlined below are designed to connect the disciplinary work in literacy and mathematics with the district-wide strategy for improvement by a) studying, sharing, and discussing research on effective instructional high-leverage practices; b) exploring new teaching approaches to increase student engagement and understanding; c) observing, analyzing, and annotating classroom teaching in real time to grow leaders’ own learning; and d) understanding how to integrate professional learning that supports good teaching into the school culture. We will also conduct asset and learning walks to understand the strengths of students and teachers and to see how the professional learning concepts are being implemented in the classroom. The learning plan below centers on the argument that instructional leadership plays a significant role in improving student learning.

LEADERSHIP PROFESSIONAL DEVELOPMENT SESSIONS	
<b>Audience</b>	Central and building leadership
<b>Duration</b>	Four (4) non-consecutive days
<b>Description</b>	<b>Session 1: Leading with a Learning Orientation</b>



LEADERSHIP PROFESSIONAL DEVELOPMENT SESSIONS	
	<ul style="list-style-type: none"> <li>• Understand theories of intelligence, effort, and ability and the relationship among these concepts.</li> <li>• Examine the core tension around our strong belief in the importance of intelligence and aptitude which ultimately leads to a devaluing of effort.</li> <li>• Discuss how to create instructional environments that systematically evoke learning goals and their associated behaviors.</li> </ul> <p><b>Session 2: Leading by Understanding High-Quality Mathematics Instruction</b></p> <ul style="list-style-type: none"> <li>• Experience rigorous mathematics instruction as a learner and educator.</li> <li>• Understand, articulate, and provide examples of the elements of rigorous mathematics instruction.</li> <li>• Understand the role that metacognition plays in learning.</li> <li>• Discuss common challenges to teachers and students when engaging in high-quality, rigorous mathematic work.</li> <li>• Consider the transfer of these concepts to other content areas.</li> <li>• Learn protocols for studying student work.</li> </ul> <p><b>Session 3: Leading by Understanding High-Quality Literacy Instruction</b></p> <ul style="list-style-type: none"> <li>• Experience rigorous literacy instruction as a learner and educator.</li> <li>• Understand, articulate, and provide examples of the elements of rigorous ELA instruction.</li> <li>• Understand the role that metacognition plays in learning.</li> <li>• Discuss the relationship among complex texts, high-level tasks, talk, and writing.</li> <li>• Consider the transfer of these concepts to other content areas.</li> <li>• Learn protocols for studying student work.</li> </ul> <p><b>Session 4: Leading by Supporting Instructional Conversations That Invite Rigor</b></p> <ul style="list-style-type: none"> <li>• Understand the relationship among Accountable Talk® discussions, rigorous tasks, and complex texts</li> <li>• Know how to identify <i>Accountable Talk</i> moves a teacher uses, the educational purpose for the moves, and how each move supports student learning.</li> <li>• Know how to lead a conversation using the appropriate talk moves</li> </ul>
<b>Learning Outcomes</b>	<ul style="list-style-type: none"> <li>• Understand the role of an instructional leader.</li> <li>• Support teachers' implementation of high-leverage, discipline-specific practices.</li> </ul>
<b>Work Required</b>	Participants may be asked to read, write, think, and discuss. After the session, participants will be asked to complete a Bridge to Practice (BtP) assignment to connect the learning from the session the learning being done in classrooms
<b>Facilitators</b>	1 IFL Fellow

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ASSET AND LEARNING WALKS	
<b>Audience</b>	Building principals and central office administrators
<b>Duration</b>	Two (2) days
<b>Description</b>	<ul style="list-style-type: none"><li>• One (1)-day asset walks—one-half (½) day for ELA and one-half (½) day for mathematics</li><li>• One (1)-day learning walks—two-half (½) days for ELA</li></ul>
<b>Work Required</b>	These will be planned with the assistant superintendent of C & I in ways to support administrators and teachers.
<b>Facilitators</b>	1 IFL fellow

## Elementary Mathematics

The work with Grades 3–5 teachers will focus on understanding academically rigorous curriculum and *Accountable Talk* practices. Teachers will engage in three professional development sessions and two learning labs. The work will launch with an asset walk (see previous page) involving school and district leadership to name evidence from current math instruction and classroom math culture aligned with the school and district vision and research.

MATHEMATICS PROFESSIONAL DEVELOPMENT SESSIONS	
<b>Audience</b>	Math teachers, Grades 3–5 (3 general education teachers, special education teachers as available) and district/school administrators as assigned
<b>Duration</b>	Three (3) days
<b>Description</b>	Teachers will engage in professional development to build high-quality rigorous mathematics instruction.
<b>Work Required</b>	Teachers will implement Bridges to Practice following each session.  Building/district leadership are expected to work collaboratively with the IFL to ensure that scheduling and coverage (if needed) are provided to allow for regular opportunities for teachers to engage in coaching cycles.
<b>Facilitators</b>	1 IFL fellow

LEARNING LABS	
<b>Audience</b>	Math teachers, Grades 3–5 and district/school administrators as assigned
<b>Duration</b>	Four (4) days
<b>Description</b>	Teachers will engage in grade-level learning labs.
<b>Work Required</b>	Pre-planning with host teacher. Building/district leadership are expected to work collaboratively with the IFL to ensure that scheduling and coverage (if needed) are provided to allow for regular opportunities for teachers to engage in coaching cycles.
<b>Facilitators</b>	1 IFL fellow

## Materials

Quantity	Item
9	Curated Lesson for Grade 3
9	Curated Lesson for Grade 4
9	Curated Lesson for Grade 5



## Elementary English Language Arts

The focus of the work for Teaneck Public Schools is to provide students in Grades K–2 the foundation to be successful with the cognitive demands and challenges they will encounter as they progress through school, maintaining the goal of being college and career ready. Because we recognize the important role effective comprehension instruction plays in that path and the importance of beginning comprehension work early, we propose two approaches that target and support students in improving comprehension: Questioning the Author and Robust Vocabulary Instruction. Questioning the Author in Grades K–2 captures the benefits of read-aloud experiences by providing students with the opportunity to engage with and construct meaning from complex texts. An added bonus is that the rich discussions reflected in the QtA approach further students’ language development, another important focus during these early grades. The second approach, Robust Vocabulary Instruction, provides teachers with the knowledge and tools for the selection and implementation of challenging and engaging vocabulary lessons. Given the research that supports the correlation between young children’s vocabulary and their reading comprehension in later grades, we felt including vocabulary instruction as a focus was critical to our work. Recognizing the important role discussion plays in both approaches, we also will engage participants in work around *Accountable Talk* practices, providing them with the knowledge to foster talk-rich classrooms in the early grades. In addition to the foundational work shared during the sessions, we propose two days of learning labs which provide teachers to share, engage in, and reflect on lessons that target the approaches covered during the face-to-face sessions.

To deepen work and maximize learning, we will utilize face-to-face professional learning and job-embedded learning. District and school administrators will participate in the training, build foundational capacity to observe, and support the use of high-leverage practices in discipline-specific ways, not as add-on work, but as a way of working in classrooms to advance learning.

ELA PROFESSIONAL DEVELOPMENT SESSIONS	
<b>Audience</b>	All teachers in Grades K-2 who teach ELA and district/school administrators as assigned
<b>Duration</b>	Six (6) nonconsecutive days
<b>Description</b>	<p><b>Day 1: Introduction to Questioning the Author and Text Complexity</b></p> <p>We will begin the professional learning sequence by providing teachers with an overview of Questioning the Author, an approach developed by Dr. Isabel Beck and Dr. Margaret McKeown that is designed to enhance young children’s ability to construct meaning from complex texts, and the important role these complex texts play in the implementation of such lessons. Participants will read about, analyze a video, and discuss the Questioning the Author approach in order to build a common understanding of how young children’s’ read-aloud experiences can be opportunities to improve students’ comprehension. We then will further develop their understanding of the approach by reviewing the key characteristics of complex texts. Using various complexity rubrics, participants will analyze shared texts and determine what makes the texts worthy of Questioning the Author lessons.</p>

## ELA PROFESSIONAL DEVELOPMENT SESSIONS

Bridge to Practice: Participants will review grade-level texts and bring with them three books they feel would be good candidates for Questioning the Author lessons. They should be prepared to share why they selected these particular texts.

### **Day 2: Apply Learning to Grade-Level Texts**

During the second professional learning session, we will focus on preparation for the first learning lab where two teachers will facilitate Questioning the Author lessons. Participants will bring with them several texts they believe would be good candidates for Questioning the Author lessons. For non-readers, we suggest complex and engaging trade books that include challenging and/or abstract concepts. For readers, teachers can bring either trade books or short stories or novels. Again, the key is to bring texts/trade books that can sustain rich discussion. Together, we will apply the text complexity rubrics to the texts and decide which two grade-level texts would be most appropriate. Participants then will plan a Questioning the Author lesson for one of the two texts, share plans, receive feedback, and revise plans.

Bridge to Practice: Except for the two volunteers hosting the learning labs, participants will teach, reflect on, and bring their notes on the Questioning the Author lesson they designed during the session.

### **Day 3: Learning Lab**

The purpose of the learning labs is to provide teachers with the opportunity to apply the learning from the professional development sessions to their actual classrooms. In addition, these labs create a community of learners in which teachers feel safe to refine and extend their practice by engaging in reflection and hearing ideas from peers.

Bridge to Practice: Teachers will bring their reflections from the Questioning the Author lessons they taught as well as the texts that were chosen as strong candidates for Questioning the Author lessons.

### **Day 4: Lesson Reflection and Accountable Talk Practices**

Participants will begin the session by sharing their experience with teaching Questioning the Author lessons. Together, we will highlight successes from the lessons and problem solve ways to advance teacher learning.

After reflecting on their Questioning the Author lessons, participants will learn about *Accountable Talk* practices and the talk moves and functions that will support their Questioning the Author lessons. Participants will conclude the day by preparing a second Questioning the Author lesson to implement prior to the next session.

Bridge to Practice: Implement and reflect on the second Questioning the Author lesson and be prepared to talk from the reflective notes. Participants also will bring the texts that were chosen as strong candidates for Questioning the Author Lessons.

### **Day 5: Lesson Reflection and Robust Vocabulary Instruction**

Participants will begin the session by sharing their experiences with teaching a second Questioning the Author lesson. Together, we will examine how their



ELA PROFESSIONAL DEVELOPMENT SESSIONS	
	<p>knowledge of <i>Accountable Talk</i> practices and how incorporating the <i>Accountable Talk</i> moves enhanced their Questioning the Author lessons. Again, we will problem solve ways to advance their learning.</p> <p>Participants will then examine the role vocabulary plays in comprehension and will develop an understanding of the three-tier system created by Dr. Isabel Beck and Dr. Margaret McKeown. We will consider the components of effective vocabulary instruction and how this kind of vocabulary study supports and improves reading comprehension of young children. Using what they learned about robust vocabulary, participants then will design a vocabulary lesson, share lessons, provide feedback, and revise lessons to prepare to implement a vocabulary lesson.</p> <p>Bridge to Practice: Two teachers will volunteer to teach their lessons for a second learning lab. All other teachers will implement and reflect on their vocabulary lessons.</p> <p><b>Day 6: Learning Lab</b></p> <p>Participants will again have the opportunity to apply the learning from the professional development sessions to their actual classrooms as two teachers will facilitate vocabulary lessons.</p>
<b>Work Required</b>	Teachers will complete Bridges to Practices after each PD session (see Description above for more details).
<b>Facilitators</b>	1 IFL fellow

# Teaneck District Nursing Services Plan

## 2019-2020

(N.J.A.C. 6A:16-2.1 through 2.5)

**District Name:** Teaneck Public Schools

**School Year:** 2019-2020

**Board of Education Approval Date:** 10/16/19 (as per N.J.A.C. 6A:16-2.1 (b))

**District Contact Person:** Dr. Christopher C. Irving, Superintendent

### I. Description of Basic Nursing Services Provided to All Students: (N.J.A.C. 6A:16-2.2)

Basic services: N.J.A.C. 6A and N.J.S.A. 18A:40, federal law (such as FERPA- 20 U.S.C. §1232g, 34 CFR Part 99) and N.J.

Sanitation Code. Under the direction of the School Physician, the following services are provided to students:

A.	Health Records (N.J.A.C. 8:57-4.1 through 4.20)	
1.	Maintain and review student health documents	(N.J.A.C. 6A:16-2.2 (g))
a)	State of New Jersey Health History and Appraisal record i.e., A-45 cards	
b)	Immunization record	(N.J.A.C. 6A:16-2.2 (a))
c)	Medical history	
d)	Conduct and record health screenings (i.e., height, weight, hearing, vision, scoliosis and blood pressure as per current NJ statutes)	(N.J.A.C. 6A:16-2.2(g))
e)	Physical examinations for:	
(1)	Athletic Pre-Participation Physical Examination Form Part A & B as part of student's health record	(N.J.S.A. 18A: 40-41.9 and N.J.A.C. 6A:16-2.2(h)1)
(a)	Distribution of educational fact sheet annually to parents or guardians of students of <b>Sports-Related Eye Injuries</b>	
(2)	New or transfer student	(N.J.A.C. 6A:16-2.2 (h)2ii)
(3)	Working Papers health exam	(N.J.A.C. 6A:16-2.2 (h)3)
(4)	Comprehensive child study team evaluation	(N.J.A.C. 6A:16-2.2 (h)4)
(5)	Evaluation of student suspected of being under the influence of alcohol or a controlled dangerous substance	(N.J.A.C. 6A:16-2.2(h)5)

f)	Transference and request of health records i.e. A-45 and current physical exam	(N.J.A.C. 6A:16-2.4(d))
g)	Adherence to Family Education Rights and Privacy Act	(FERPA- 20 U.S.C. §1232g, 34 CFR Part 99, N.J.A.C. 6A:16-2.4 (c))
2.	Determine student status for admission or retention with unacceptable evidence of immunizations	(N.J.A.C. 6A:16-2.2(b))
3.	Conduct tuberculosis testing as directed by the NJ DHSS	(N.J.S.A. 18A:40-16 & N.J.A.C. 6A:16-2.2(c))
B.	Medications, health care treatments, procedures and care:	
1.	Administer authorized medications, health care treatments and care	(N.J.A.C. 6A:16-2.1(a) 2)
2.	Approval of self-administered medications	(N.J.S.A. 18A:40-12.3 & 12.4 & N.J.A.C. 6A:16-2.1(a) 2.v)
3.	Designate and train annually epinephrine and glucagon auto-injector delegates	(N.J.A.C. 6A:16-2.1(a) 2.vi N.J.S.A. 18A:40-12.5; 12.6 & 12.14)
4.	Permit the school nurse or trained designee to administer epinephrine via a pre-filled auto-injector mechanism to <b>any student without a known history of anaphylaxis when the nurse or trained designee in good faith believes the student is having an anaphylactic reaction or any student whose parent has not;</b> a) Provided written authorization for the administration of epinephrine; b) Provided written orders from the physician or advanced practice nurse that the student requires epinephrine for anaphylaxis; c) Received written notice from the Board of Education (BOE) or nonpublic school chief school administrator that the agencies and their employees or agents have no liability as a result of an injury arising from the administration of epinephrine; and d) Signed a statement releasing the BOE or nonpublic school of liability.	(N.J.S.A. 18A:40-12.5a-d and N.J.S.A. 18A:40-12.6)
C.	Review and create IHP/IEHP for Do Not Resuscitate (DNR) orders	(N.J.A.C. 6A:16-2.1(a)3)
D.	Provide Health Care	(N.J.A.C. 6A:16-2.1(a) 4)
1.	Provide nursing health care and execute medical regimens to students as per: NJ Nurse Practice Act, District Collaborative Standing Orders, IHP, IEHP and Medical Home Practitioner's orders.	(N.J.A.C. 6A:16-2.1(a)10 (N.J.S.A. 45:11-23)- New Jersey Board of Nursing Statutes
2.	Isolate, exclude and re-admit any student or employee with a communicable disease	(N.J.A.C. 6A:16-2.4 (a))



3.	Report "Reportable Communicable Disease" to County health officer	(N.J.A.C. 8:57-1 & N.J.A.C. 6A:16-2.2(d))
4.	Arrange for transportation and supervision of students in need of emergency health care	(N.J.A.C. 6A:16-2.1(a) 4(iv))
5.	Notify parents of need for emergency care	(N.J.A.C. 6A:16-2.1(a)4(v))
6.	Administer emergency medications i.e., anaphylaxis (epinephrine) or asthma medications etc.	(N.J.A.C. 6A:16-2.1 (a) 4)
7.	Write and update annually student individualized health care plans (IHP's) and individualized emergency health care plan (IEHP's) for student's medical needs and instruction of staff.	(N.J.A.C. 6A:16-2.1(a)10 and (N.J.A.C. 6A:16-2.3(b)3(xii))
8.	Establish, annually review and implement Standards of Care/Collaborative Standing Orders with the School physician for deliverance of daily and emergency health care.	(N.J.A.C 6A:16-2.3(b)3(i))
E.	Administer asthma related care	
1.	Obtain training for administration of medication via nebulizer	(N.J.S.A.18A:40-12.8(a) & (N.J.A.C. 6A:16-2.1(a).5.ii)
2.	Maintain one nebulizer per school	(N.J.A.C. 6A:16-2.2(e))
3.	Require Students to have a current "Asthma Action Plan	(N.J.A.C. 6A:16-2.1(a)5.iii)
F.	Health history and examinations	(N.J.S.A. 18A:40-4, N.J.S.A. 18A:35-4.8, N.J.A.C. 6A:16-2.2 and N.J.A.C. 6A:16-2.1(a)6)
1.	Provide health examination for students without medical homes	(N.J.A.C. 6A:16-2.2(f))
G.	Establish and maintain procedures for universal precautions	(N.J.A.C. 6A:16-2.1(a)7)
H.	Provide nursing services to nonpublic school located in district	(N.J.A.C. 6A:16-2.1(a)8)
I.	Instruct students/ teachers/staff:	(N.J.A.C. 6A:9-13.3, N.J.S.A. 18A:40-3; and N.J.A.C. 6A:16-2.3 (b)3, xv
1.	Communicable diseases, blood borne pathogens	
2.	Asthma management	
3.	Anaphylaxis and symptoms of hyperglycemia and hypoglycemia	
4.	Classroom health curriculum (not CSN with a "Non-Instructional" certificate)	
5.	Other health concerns	
J.	Provide information for:	
1.	NJ Family Care program	(N.J.A.C. 6A:16-2.2(i))
K.	Implementation of the Nurse Practice Act by.....	

L.	Certified School Nurse Functions as Certified School Nurse (CSN) and Registered Nurse	N.J.S.A. 45:11-23.- New Jersey Board of Nursing Statutes
	1. Nursing Diagnosis /Case-finding of actual or potential physical health problems	
	2. Provision of nursing care for actual or potential emotional health problems	
	3. Health teaching in health office	
	4. Health teaching in classroom	
	5. Health counseling	

## II. Summary of Nursing Services Required to Address Specific Health Care Needs of Individual Students (N.J.A.C. 6A:16-2.3(b)3)

Services Required to Address Specific Health Care Needs of Individual Students with acute care needs, chronic illness, special health needs, procedures and administration of medications, procedures or treatments.	Bryant Pre K - K	Hawthorne K - 4	Lowell K - 4	Whittier K - 4	Thomas Jefferson 5 - 8	Benjamin Franklin 5 - 8	Teaneck High School
First-Aid / Office Visits / month	200	450	300	338	469	420	302
Dental: tooth avulsion, caries, braces, etc. / month	3	5	1	2	9	5	2
Health Screenings Ht., Wt., & BP yearly	213	320	341	338	536	541	1179
Visual Acuity screening K,2,4,6,8,10	213	320	341	338	279	283	297
Auditory screening K,1,2,3,7,11	213	320	341	338	137	133	279
Scoliosis screening biennially age 10-18	0	0	0	0	257	258	603
Diabetic Glucose testing, insulin pump management	1 student	1 student	0	0	1 student	1 student	2 students
Mantoux/PPD testing	0	0	0	0	0	0	0
Medication Administration- daily	3	1	1	2	2	4	0
Medication Administration - PRN	24	24	7	10	20	6	51
Nebulizer/inhalers/peak flow measurements	14	31	9	15	25	29	11
Tube feedings	0	0	0	0	0	0	0
Urinary catheterization	0	0	0	0	0	0	0
Ventilator care	0	0	0	0	0	0	0
Referral for vision evaluations	10	68	13	50	63	19	40
Referral for hearing evaluations	1	1	1	0	0	5	6
Referral for Alcohol and drug use/abuse testing	0	0	0	0	5	1	25
Referral for pregnancy	0	0	0	0	0	0	2
Nursing Diagnosis /Case-finding of actual or potential physical health problems per month	1	2	2	1	9	6	2

Provision of nursing care for actual or potential emotional health problems		1	2	2	2	10	2	20	1
Case finding		2	2	2	2	2	4	5	1
Health teaching in health office		Daily	Daily	Daily	Daily	Daily	Daily	Daily	Daily
Health teaching in classroom		Upon request	Upon request	K Oct-May	10	Upon request	30	0	
Health counseling		Daily	Daily	Daily	Daily	Daily	Daily	Daily	Daily
Hearing aid check / daily		0	0	0	0	0	1	0	0
Other:									
Attendance/Late passes		2 x's/day	Yes	Yes	Yes	Yes	n/a	n/a	n/a

### **III. Emergency Management (N.J.A.C. 6A:16-2.1(a)4)**

#### **A. Action Plans in District Crisis Management Plan**

### **V. Acute Care Management Plan:**

- A. Creation and maintenance of an Emergency Management Kit (“Go-box”, crash-cart, etc.) for utilization in Crisis, Emergency Evacuations, or and Shelter-In-Place situations
- B. Cardiac or Respiratory Distress Action Plan

- 1. AEDs (Automatic External Defibrillators) deployment and delegates trained (reference Janet’s Law Requirement)
- 2. CPR trained school nurse
- 3. Asthma Nebulizer trained nurses
- 4. Universal Precautions trained staff
- 5. CPR trained coaches/athletic trainers/teachers/staff

### **VI. IEHP’s/Chronic Care Management Plans:**

- A. Epinephrine Auto-Injector/ Anaphylaxis IEHP
- B. Asthma Action Plan IEHP
- C. Diabetic Action Plan / IEHP
- D. Sickle Cell Anemia Action Plan / IEHP
- E. Seizure Action Plan / IEHP
- F. Pacemaker Action Plan / IEHP
- G. Emergency Evacuation of Students with Disabilities Plan / IEHP

### **VII. District Crisis Management Plan:**

#### **A. Triage Act**

#### **B. Community Rescue Squad and Emergency Paramedic Services**

- 1. 911 is called by either the nurse or staff member. Teaneck Township responds with police, ambulance, paramedics and/or fire department. Sick or injured are usually transported to Holy Name Hospital, which is located in Teaneck.

#### IV. Detailed Nursing Assignments Sufficient to Provide Health Services (N.J.A.C. 6A:16-2.3(b))

Schools →	Bryant	Hawthorne	Lowell	Whittier	TJ	BF	THS
Grade levels	Pre K - K	K - 4	K - 4	K - 4	5 - 8	5 - 8	9 - 12
Enrollment number as of Oct. 1 <sup>st</sup> .	323	344	335	357	521	555	1189
Number of students receiving:							
Special Services/ IEPs	91	66	68	79	114	152	296
504s	5	12	7	2	28	7	39
I&Rs	23	46	51	55	21	46	18
IHPs	26	46	17	53	41	35	2
IEHPs	26	46	17	53	41	28	6
Emergency Evacuation Accommodations Plan for students with disabilities	1	0	1	0	0	5	6
Nursing Assignments- number of:							
N.J.A.C. 6A:9-13.3 Certified School Nurse- CSN	1	1	1	1	1	1	1
Registered Nurse- not CSN	0	0	0	0	0	0	0
Licensed Practice Nurse- LPN	0	0	0	0	0	0	0
N.J.A.C. 6 A:9-13.3 CPR Certified (b)	1	1	1	1	1	1	1
N.J.A.C. 6A:9-13.3 AED Certified (b)	1	1	1	1	1	1	1
N.J.A.C. 6A:16-2.1(a) Asthma Nebulizer trained (b)	1	1	1	1	1	1	1
Unlicensed Assistive Personnel Assignments							
Nursing Assistants	0	0	0	0	0	0	0
Health Aides	0	0	0	0	0	0	0

[http://www.nj.gov/education/nonpublic/health/]  
Non-public nursing services (N.J.A.C. 6A:16-2.1(a)8)

1. Non-public nursing services are provided as requested by county consulting agencies.

(Please submit to Executive County Business Official):

- A. A written statement verifying that the required conference was held with the nonpublic school;
- B. A copy of the contract with another agency to provide services, if applicable, and approved minutes of the district board of education meeting approving the contract, which describes the methods by which the health services to nonpublic school students will be provided for the ensuing year, including a rationale for the distribution of funds; and
- C. A description of the type and number of services that were provided during the previous school year on a form approved by the Commissioner of Education.

### IX. Additional District Nursing Services Information:

Add any additional data that your school district requires be disclosed in this Nursing Services Plan

### Nursing Services Plan reviewed by:

Dr. Barry Weissman  
School Physician Name

Signature

Date

Rita F. Urevitch, RN  
Lead Nurse Name

Signature

Date

Dr. Christopher C. Irving  
CSA Name

Signature

Date



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**Professional Development**

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Name: Jennifer Joyce, Luigi Venezia  
School or Department: Teaneck High School  
Conference/Seminar/Workshop: Edcamp for New Jersey Family and Consumer Teachers  
Location: Montville, New Jersey  
Dates: October 14, 2019  
Estimated Cost: \$0 – Substitute Required (District Funded)

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Name: Daniel Olender  
School or Department: Teaneck High School  
Conference/Seminar/Workshop: Walsworth Yearbooks  
Location: Hackensack, New Jersey  
Dates: October 15, 2019  
Estimated Cost: \$0 – Substitute Required (District Funded)

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Name: Beth Fleischer  
School or Department: Teaneck High School  
Conference/Seminar/Workshop: Guidance Expo 2019  
Location: White Plains, New York  
Dates: October 23, 2019  
Estimated Cost: \$0 – Substitute Not Required (No Funding Required)

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Name: Eve Klein  
School or Department: Benjamin Franklin Middle School  
Conference/Seminar/Workshop: Bergen County Counselors Association K-8 Cohort Meetings  
Location: River Edge, New Jersey  
Dates: January 31, 2020, March 20, 2020, June 5, 2020 (1/2 Day AM)  
Estimated Cost: \$0 – Substitute Not Required (No Funding Required)

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Name: Keisha Golding-Cooper  
School or Department: Teaneck High School  
Conference/Seminar/Workshop: William Paterson University of New Jersey High School Guidance Workshop  
Location: Wayne, New Jersey  
Dates: November 22, 2019 (1/2 Day AM)  
Estimated Cost: \$9.31 – Substitute Not Required (District Funded)

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Name: Mary Joyce Laqui  
School or Department: Teaneck High School  
Conference/Seminar/Workshop: The College of New Jersey – Equity-based PLC  
Location: Ewing Township, New Jersey  
Dates: October 7, 2019  
Estimated Cost: \$65.36 – Substitute Required (District Funded)

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**Professional Development**

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Name: Frank Piccininni  
School or Department: Thomas Jefferson Middle School  
Conference/Seminar/Workshop: New Jersey Council for History Education 27<sup>th</sup> Annual History Conference  
Location: Princeton, New Jersey  
Dates: December 6, 2019  
Estimated Cost: \$0 – Substitute Required (District Funded)

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Name: Seleene Lewis Wong  
School or Department: Teaneck Early Learning Center  
Conference/Seminar/Workshop: Preschool Intervention and Referral Team Specialist Seminar  
Location: Trenton, New Jersey  
Dates: October 7 & 8, 2019, November 20, 2019, December 9, 2019, February 10, 2020  
Estimated Cost: \$327.00 – Substitute Not Required (Grant Funded)

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Name: Sharmaine Joseph, Samantha Messmer Lagasi  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Numbers and Operations Base Ten  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: October 15, 2019  
Estimated Cost: \$320 – Substitute Required (District Funded)

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Name: Jennifer Ahearn, Scott Bushoven  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Numbers and Operations Base Ten  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: October 29, 2019  
Estimated Cost: \$320 – Substitute Required (District Funded)

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Name: Katie Rose Augustine  
School or Department: Teaneck High School  
Conference/Seminar/Workshop: Accelerating Special Education Students' Success  
Location: West Orange, New Jersey  
Dates: December 17, 2019  
Estimated Cost: \$297.28 – Substitute Required (District Funded)

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**Professional Development**

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Name: Aretha Arroyo, Samantha Messmer Lagasi  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Operations and Algebraic Thinking  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: November 22, 2019  
Estimated Cost: \$320 – Substitute Required (District Funded)

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Name: Jennifer Ahearn, Angie Dubon  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Operations and Algebraic Thinking  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: November 25, 2019  
Estimated Cost: \$320 – Substitute Required (District Funded)

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Name: Diana Spain  
School or Department: Benjamin Franklin Middle School  
Conference/Seminar/Workshop: Northwest Evaluation Association  
Location: Randolph, New Jersey  
Dates: October 25, 2019  
Estimated Cost: \$174.85 – Substitute Required (District Funded)

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Name: Antoine Green  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Administrator/Supervisor Year 1  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: December 4, 2019  
Estimated Cost: \$160 – Substitute Required (District Funded)

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Name: Justine Lopez, Samantha Messmer Lagasi  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Measurement and Data  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: January 16, 2020  
Estimated Cost: \$320 – Substitute Required (District Funded)

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**Professional Development**

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Name: Jennifer Ahearn, Nishat Hafeez  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Measurement and Data  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: February 7, 2020  
Estimated Cost: \$320 – Substitute Required (District Funded)

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Name: Jennifer Ahearn, Nishat Hafeez  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Geometry  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: March 9, 2020  
Estimated Cost: \$320 – Substitute Required (District Funded)

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Name: Justine Lopez, Samantha Messmer Lagasi  
School or Department: Lowell Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Geometry  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: March 12, 2020  
Estimated Cost: \$320 – Substitute Required (District Funded)

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Name: Kim Sullivan  
School or Department: Whittier Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1 – Measurement Data  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: January 6, 2020  
Estimated Cost: \$160 – Substitute Not Required (District Funded)

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Name: Kim Sullivan  
School or Department: Whittier Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1 – Operations and Algebraic Thinking  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: October 24, 2019  
Estimated Cost: \$160 – Substitute Not Required (District Funded)

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Name: Kim Sullivan  
School or Department: Whittier Elementary School  
Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Geometry  
Location: Conquer Mathematics, Pompton Plains, New Jersey  
Dates: February 24, 2020  
Estimated Cost: \$160 – Substitute Not Required (District Funded)

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**Professional Development**

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Name: Kim Sullivan

School or Department: Whittier Elementary School

Conference/Seminar/Workshop: New Jersey Learning Standards – Year 1- Operations - Fractions

Location: Conquer Mathematics, Pompton Plains, New Jersey

Dates: December 10, 2019

Estimated Cost: \$160 – Substitute Not Required (District Funded)

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**Professional Development**

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**Name:** Amanda Maikish

**School/Department:** Special Education Teacher – Lowell School

**Conference/Seminar/Workshop:** Conquer Mathematics

**Location:** Pompton Plains, NJ

**Dates:** October 30, 2019

**Estimated Cost:** \$160.00 - Substitute Required (Title II Funded)

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**Name:** Carrie Williams

**School/Department:** Special Education Teacher – Lowell School

**Conference/Seminar/Workshop:** Conquer Mathematics

**Location:** Pompton Plains, NJ

**Dates:** October 30, 2019

**Estimated Cost:** \$160.00 - Substitute Required (Title II Funded)

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**Name:** Angela Gigante

**School or Department:** Special Education Teacher – Lowell School

**Conference/Seminar/Workshop:** Conquer Mathematics

**Location:** Pompton Plains, NJ

**Date:** October 29, 2019

**Estimated Cost:** \$160.00 – Substitute Required (Title II Funded)

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**Field Trips**


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Name: Antoinette Bush, 2 Parent Chaperones  
 School or Department: Thomas Jefferson Middle School  
 Trip Planned: Bergen Community College  
 Location: Paramus, New Jersey 21 Students  
 Date(s): October 28, 2019 Depart: 8:30 AM Return: 11:30 AM  
 Estimated Cost: \$189.87 - Substitute Required (Parent Funded)  
 EXPLANATION: Students will learn the importance of recycling as a component of the environmental science curriculum.

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Name: Danielle Lawlor, Matthew Green, Gillian Iappelli, Robert Davis  
 School or Department: Thomas Jefferson Middle School  
 Trip Planned: Parisi Speed School  
 Location: Fairlawn, New Jersey 41 Students  
 Date(s): November 1, 2019 Depart: 9:45 AM Return: 12:15 PM  
 Estimated Cost: \$189.87 -Substitute Not Required (Parent Funded)  
 EXPLANATION: Students will participate in a workout where they will apply the concepts of weight transfer, power, speed, agility and range of motion.

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Name: Emily Smith, Danielle Annunziata, Peter Antonakis, Arielle Dizon, Amanda Estevez, MeiLinh LaMui, Sheena Wester, Amis Aguero, Romana Ahmed, 12 Parent Chaperones  
 School or Department: Bryant School  
 Trip Planned: Wightman's Farm  
 Location: Morristown, New Jersey 90 Students  
 Date(s): October 18, 2019 Depart: 10:00 AM Return: 1:30 PM  
 Estimated Cost: \$1,692.62 – Substitute Not Required (Parent Funded)  
 EXPLANATION: Students would be introduced to the understanding of life cycles by participating in pumpkin picking and a hayride.

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Name: Jennifer Joyce, Luigi Venezia  
 School or Department: Teaneck High School  
 Trip Planned: Maskers Orchard  
 Location: Warwick, New York 18 Students  
 Date(s): October 17, 2019 Depart: 8:30 AM Return: 3:00 PM  
 Rain Date: October 18, 2019  
 Estimated Cost: \$360.27 – Substitute Required (District Funded)  
 EXPLANATION: Students will see how food is grown and then used to prepare a pie.

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Name: Christine Mayers, Jason McDonald, Kim Pitre, Daisy Diaz-Granados  
 School or Department: Teaneck High School  
 Trip Planned: Historically Black Colleges and Universities College Fair  
 Location: Raritan, New Jersey 40 Students  
 Date(s): November 22, 2019 Depart: 9:20 AM Return: 3:00 PM  
 Estimated Cost: \$297.54 – Substitute Required (District Funded)  
 EXPLANATION: Students will be exposed to Historically Black Colleges and Universities and onsite admission.

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**Field Trips**

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Name: Nisrene Hammoud, Betty Garcia, Brittany Shepard, Marie Rosegren, Anisa Khan, 7  
Parent Chaperones

School or Department: Hawthorne Elementary School

Trip Planned: Wightman’s Farm

Location: Morristown, New Jersey 50 Students

Date(s): October 30, 2019 Depart: 8:45 AM Return: 2:15 PM

Estimated Cost: \$1,075.08 – Substitute Not Required (Parent Funded)

EXPLANATION: Students will learn about Fall as well as the life cycle of apples and pumpkins. Students will be able to see the life cycle in person and make a connection to the content covered in class.

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**FIELD TRIPS**

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**Trip Leader(s):** Danielle Amato & Michelle Doonan  
**School/Department:** Teaneck High School (MD Class)  
**Trip Planned:** Demarest Farms  
**Destination:** Hillsdale, NJ  
**Dates:** October 18, 2019  
**Estimated Cost:** \$0 – No Substitute Required

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**Trip Leader(s):** Danielle Amato & Michelle Doonan  
**School/Department:** Teaneck High School (MD Class)  
**Trip Planned:** Bowler City  
**Destination:** Hackensack, NJ  
**Dates:** October 25, 2019, January 10, 2020, March 6, 2020, May 8, 2020  
**Estimated Cost:** \$0 – No Substitute Required

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**Trip Leader(s):** Danielle Amato & Michelle Doonan  
**School/Department:** Teaneck High School (MD Class)  
**Trip Planned:** Bergen PAC  
**Destination:** Englewood, NJ  
**Dates:** November 15, 2019  
**Estimated Cost:** \$0 – No Substitute Required

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**Trip Leader(s):** Danielle Amato & Michelle Doonan  
**School/Department:** Teaneck High School (MD Class)  
**Trip Planned:** Teaneck Cinema  
**Destination:** Teaneck, NJ  
**Dates:** November 22, 2019, March 27, 2020, May 26, 2020  
**Estimated Cost:** \$0 – No Substitute Required

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**Fundraising Activities by School**

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School or Department: Thomas Jefferson Middle School

Fundraising Activity: Sale of beef patties and ice pops (seasonal)

Purchased at supermarket and various vendors

Sponsoring Organization: Drama Club

Name of sponsors: Valerie Johnson - Staff Member

Participants: Drama Club students/advisors would sell to faculty, staff and students.

Location: TJMS Lobby after school as determined by the principal's office

Date(s): October 17, 2019 - May 27, 2020

Estimated funds to be raised by this activity: \$500

Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to buy costumes, props and refreshments for student productions.

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School or Department: Thomas Jefferson Middle School

Fundraising Activity: Bake Sale (Items donated by the students)

Sponsoring organization: S.T.E.P.S Girls Mentoring Group

Name of sponsors: Valerie Johnson & Kelly McMillan - Staff Members

Participants: S.T.E.P.S students and advisors would sell to faculty, staff and students

Date(s): October 17, 2019 - May 26, 2020

Estimated funds to be raised by this activity: \$400

Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used for a charitable donation to a charity that is selected by the members of S.T.E.P.S. (Sisterhood To build Empowerment, Purpose and Success).

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School or Department: Teaneck High School

Fundraising Activity: Tickets for School Dance

Sponsoring Organization: Student Council

Name of sponsors: Natasha Green - Staff Member

Participants: Student Council Members would sell tickets to students

Date(s): October 26, 2019 - November 25, 2019

Estimated funds to be raised by this activity: \$7,375

Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to pay for the cost of the dance.

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School or Department: Teaneck High School

Fundraising Activity: Various bake sales, candy sales & practice-a-thon

Sponsoring Organization: Teaneck High School Band

Name of sponsors: Lee Ann Newland - Staff Member

Participants: Band Members to sell to students, staff and faculty

Date(s): September 30, 2019 - June 1, 2020

Estimated funds to be raised by this activity: \$200

Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used towards the end-of-year dinner.

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**Fundraising Activities by School**

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School or Department: Teaneck High School

Fundraising Activity: Urban Air Trampoline Park-Hackensack

Sponsoring Organization: Girls Volleyball Team

Name of sponsors: Susie Cipriano - Staff Member

Participants: Players and Coaches will sell tickets to friends, family, fans and the Teaneck Community.

Date(s): November 7, 2019 - November 7, 2019

Estimated funds to be raised by this activity: \$200

Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to offset senior gifts and expenses (balloons, flowers, pictures, etc.) and end-of-season dinner.

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School or Department: Teaneck High School

Fundraising Activity: Bake Sale (Items donated by the students)

Sponsoring Organization: Black Youth Organization

Name of sponsors: Christine Mayers - Staff Member

Participants: Students will sell to other students, faculty and staff

Date(s): October, 2019 - June 2020

Estimated funds to be raised by this activity: \$100

Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to offset costs of sashes and scholarships.

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School or Department: Teaneck High School

Fundraising Activity: 7<sup>th</sup> Annual Volleyball Marathon

Sponsoring Organization: Boys and Girls Volleyball Team

Name of sponsors: Susie Cipriano, Jason McDonald - Staff Members

Participants: Coaches will sell to students, district faculty and staff

Date(s): November 23, 2019

Estimated funds to be raised by this activity: \$600

Funds to sponsoring organization: 100%

EXPLANATION: The funds would be used to offset senior gifts, end-of-season dinner and a donation to the Trinidad scholarship fund.

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**TUITION ONLY 2019-2020**

<b>Student ID#</b>	<b>Placement</b>	<b>Tuition</b>	<b>Start Date</b>
<b>103845</b>	<b>Winston Prep.</b>	<b>\$68,500.00</b>	<b>9/6/2019</b>
<b>96129</b>	<b>Burlington County Special Services School</b>	<b>\$49,742.00</b>	<b>9/5/2019</b>
<b>96129</b>	<b>Burlington County Special Services School</b>	<b>\$3,900.00</b>	<b>7/2/2019</b>
<b>96037</b>	<b>River Dell Regional School District</b>	<b>\$1,723.00</b>	<b>7/1/2019</b>
<b>97313</b>	<b>River Dell Regional School District</b>	<b>\$1,723.00</b>	<b>7/1/2019</b>
<b>96311</b>	<b>River Dell Regional School District</b>	<b>\$1,723.00</b>	<b>7/1/2019</b>
	<b>TOTAL</b>	<b>\$127,311.00</b>	

**Clinicians**

<b>Student ID:</b>	<b>Placement</b>	<b>Discipline/Rate</b>	<b>NOT TO EXCEED</b>
101213	American Tutoring/ Bedside Intruction	\$59 per hour	\$ 5,000.00
91434	Berger Learning Group	ABA Program Supervision/Coordination 10 Hours \$1,500 a month plus additional costs for additional hours at start of program, 1:1 Aide ABA/VB \$2,880 a month plus additional cost for 2nd therapist attendance at monthly clinic if applicable, Parent Training \$150hr.	\$ 30,000.00
		<b>TOTAL</b>	<b>\$35,000.00</b>