

Minutes of the proceedings of the **REGULAR PUBLIC MEETING** held on Wednesday, February 21, 2024, in person at Teaneck High School located at 100 Elizabeth Avenue, Teaneck, NJ 07666, at 8:00 PM. *Clara Williams, Board President, presided.*

I. Salute to the Flag

II. Presiding Officer's Meeting Notice Statement

"I hereby call to order the Regular Public Meeting of the Teaneck Board of Education, held on Wednesday, February 21, 2024, in person at Teaneck High School located at 100 Elizabeth Avenue, Teaneck, NJ 07666, at 8:00 PM. Adequate notice of this meeting has been sent to the Record and The Star Ledger, filed with the Municipal Clerk and posted on the school district website at www.teaneckschools.org, on January 23, 2024."

III. Roll Call

Board Member	Present	Absent
Ms. Fisher (Victoria)	x	
Dr. Gruber (David)	x	
Mr. Ha (Edward)	x	
Dr. Kirshenbaum (Gerald)	x	
Dr. Klein (Dennis)	x	
Mrs. Reyes (Kassandra)- Vice President		x
Mr. Rodriguez (Jonathan)	x	
Mrs. Williams (Clara) - President	x	
Mr. Wolff (James)	x	

Student Board Liaison	Present	Absent
Mostafa Abouganba	x	
Alfred Lewis	x	
Liora Pelavin - arrived @ 8:08 pm	x	
Blake Ricketts	x	

IV. Reaffirmation of District Goals

V. Superintendent's Report

Please click here to view the Superintendent's report:

<https://www.eduvision.tv/l/?eLayemO>

Please click here to view the **Student Liaison report:**

<https://www.eduvision.tv/?eLAYemy>

VI. Public Comment I (Agenda Items only)

Please click here to view public comment session I:

<https://www.eduvision.tv/?eLAYemD>

VII. Board Committee Reports

Please click here to view Board Committee Report:

<https://www.eduvision.tv/?eLAYemm>

VIII. Agenda Items

Please click here to view the public board meeting:

<https://www.eduvision.tv/?eLAYeRg>

IX. Executive Session (If Needed)

Ms. Fisher motioned to adjourn the public session and convene into the executive session at 10:07 pm. Said motion was seconded by Dr. Gruber and carried by a unanimous vote.

<i>Motion: V. Fisher</i>	<i>Second: D. Gruber</i>			
<i>Board Member</i>	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)	x			
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)	x			
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)	x			

Ms. Fisher motioned to adjourn the executive session and convene back into the public session at 10:33 pm. Said motion was seconded by Dr. Klein and carried by a unanimous vote.

Motion: V. Fisher	Second: D. Klein			
Board Member	Yes	No	Abstain	Absent
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)	x			
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)	x			
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)	x			

X. Public Comment II (Non-Agenda and Agenda Items)

Please click here to view public comment session II:

<https://www.eduvision.tv/l/?eLAyeAt>

XI. Old and New Business

Motion to reorder agenda format to hold public comment session II before the executive session.

Motion: V. Fisher	Second: C. Williams			
Board Member	Yes	No	Abstain	Absent
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)	x			
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)	x			
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)	x			

XII. Adjournment

Ms. Fisher motioned to adjourn the public session at 10:37 pm. Said motion was seconded by Mr. Rodriguez and carried by a unanimous vote.

Motion: V. Fisher	Second: J. Rodriguez			
Board Member	Yes	No	Abstain	Absent
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)	x			
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)	x			
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)	x			

Respectfully submitted,

Haquisha Q. Taylor, SBA/BS

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

Board Goals

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 01 THRU 04

February 21, 2024

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education approves the minutes from the following meetings:
 1. January 3, 2024 - Reorganization Meeting
 2. January 14, 2024 - Board Retreat
 3. January 17, 2024 - Regular Public Meeting
 4. January 17, 2024 - Executive Session

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, approves the Annual Uniform State Memorandum of Agreement between Teaneck Board of Education and the Township of Teaneck Police Department to the Bergen County Department of Education.

3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education is in receipt of the Harassment, Intimidation, and Bullying (HIB) incident reports for the months of September 2023 - January 2024.

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, approves to waive the provisions of Board Policy #7510 Use of School Facilities for the 2023-2024 school year, at no cost for the use of the Whittier School Parking Lot for the Cohen Family Bar Mitzvah Brunch on June 20, 2024. A tent, tables and chairs would be set up in the parking lot on June 19, 2024 and the breakdown would be June 20, 2024 or June 21, 2024. The facilities usage application, hold harmless agreement, and certificate of insurance have been received in-district.

To approve resolution #1 under Board Operations. Item #2 and #3 have been approved at the workshop public meeting held on Feb. 7th, 2024.

Motion: V. Fisher	Second: J. Rodriguez			
Board Member	Yes	No	Abstain	Absent
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)	x			
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)	x			
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)	x			

Motion to table item #4 under Board Operations:

Motion: V. Fisher	Second: C. Williams			
Board Member	Yes	No	Abstain	Absent
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)			x	
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)			x	
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)			x	

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the Terpsichorean volunteers listed below for the 2023-2024 school year, pending criminal history review:

Last Name	First Name
Clyde	Kaleemah
Conners	Lisa
Cureton	Natalie
Daniel	Kahlil
Dowdell	Tasha
Fabres	Sebastian
Felton	Tammy
Gallman	Alfred
Miller-Porter	Cheryl
Mikell	Juanita
Owusu	Alison
Romney-Rice	Gervonne
Sills	Tiffany
Thompson	Bridghette
Worrell	Shelley

Motion: V. Fisher	Second: J. Rodriguez			
Board Member	Yes	No	Abstain	Absent
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)	x			
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)	x			
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)	x			

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the payment of the claims for the month of: January 1, 2024 through January 31, 2024.

General	\$ 9,280,643.70
Capital Outlay	\$ 140,797.58
Special Revenue	\$ 962,921.84
Debt Service	\$ 66,725.00
Community Education	\$ 41,044.76
Food Service	\$ 345,001.21
Total Payments	\$10,837,134.09

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the attendance of staff members at the **Professional Development and Conferences** listed on the attached summary costing \$4,434.97 (District Funded \$4,059.05; Title II Funded \$375.92). See page 18.
3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves **Student Field Trips** listed on the attached listed summary totaling \$15,673.00 (District Funded \$5,788; Parent Funded: \$8,285; Donation: \$1,600.00 See page 20.
4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the attached list of **Student Fundraising Activities**. See page 24.
5. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves out-of-district tuition contracts for students requiring Special Education out-of-district placements in accordance with their respective Individualized Educational Plans (IEPs) for the 2023-2024 school year totaling \$163,190.11. See page 26.
6. **WHEREAS** 6A:13A-7.1 requires school districts that receive Preschool Education Aid ensure all preschool classrooms are a minimum of 950 square feet per classroom; and
WHEREAS our Preschool Program uses the largest classrooms available with no other options for classroom space or room for expansion of the existing classrooms.

THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the submission of the Preschool Classroom waiver application to the New Jersey Department of Education. See page 27.

7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following Project Change Order. See page 29.

PROJECT NO.: GC-01

ARCHITECT: Di Cara Rubino

PROJECT: Electrical Upgrade at Teaneck High School

CONTRACTOR: TSUJ Corporation

DATE: 1/25/2024

CONTRACTOR	DESCRIPTION	CONTRACT ALLOWANCE AMOUNT	CHANGE ORDER AMOUNT	CONTRACT ALLOWANCE BALANCE
TSUJ Corp	Additional cost associated with replacing the primary feeders	50,000	\$23,401.99	\$26,598.01
	TOTAL	\$50,000	\$23,401.99	\$26,598.01

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the contract with Biaggio's & The Terrace Elegant Banquet Events to host the Teaneck HS Senior Awards Lunch on Wednesday, June 5, 2024 in the amount not to exceed \$16,809.59.
9. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the contract with Lights, Camera, Action, LLC to provide services for a Photo Booth at the High School Senior Prom to be held on May 28, 2024 at The Rockleigh located on 26 Paris Avenue, Rockleigh, NJ 07647 in the amount not to exceed \$1,000.
10. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, authorizes the submission of the amendment of the 2022-2023 IDEA (Individual with Disabilities Education Act) application to the New Jersey Department of Education appropriating carryover monies from the 2022-2023 school year as detailed below:

IDEA Grant			
Grant Class	Original Application	Carryover	Amended 22-23 Application
Basic	\$1,008,519	\$25,037	\$1,033,556
Preschool	\$343,761	\$272,946	\$616,707
Total 2022-2023 IDEA Grant			\$1,650,263

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves contracts with clinicians and agencies to provide homebound bedside instruction for students receiving medical services for the 2023-2024 school year totaling \$6,930.

Student ID#	School/Agencies	Amount
#5811216183	LearnWell	\$4,620
#5961557251	LearnWell	\$2,310
	Total	\$6,930

12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with The Harlem Magic Masters, Inc for a 45-minute program on the topic of interpersonal skills and teamwork for 326 Hawthorne students in an amount not exceed \$1,200. Grant funded: Title IV: 20-280-100-300-00-000-000
13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with Brian Chevalier, Artist and Performer, to facilitate a mindfulness assembly for 300 Lowell School students in an amount not to exceed \$875. Grant funded: Title IV: 20-280-100-300-00-000-000
14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with JHasHeart, LLC for a 45-minute puppet show assembly on self-awareness, kindness, and responsible decision making for 81 Lacey School students in an amount not to exceed \$1,000. Grant funded: Title IV: 20-280-100-300-00-000-000
15. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with Up In Arms to facilitate a 45-minute assembly, May 9, 2024 on the topic of social emotional awareness for 129 Lacey School students in an amount not to exceed \$1,200. Grant funded: Title IV: 20-280-100-300-00-000-000

16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, accepts the following donations:

Item	Estimated Value	Donor	On Behalf Of
Transportation Cost	\$1600	Brothers Making a Difference - New Jersey Chapter	The Thomas Jefferson Science Department to cover the cost of transportation for science-based field trip
Two Office Desks	\$550	Delia Pomales	Human Resources Department

17. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves thirty (30) additional hours for School Business Innovations, LLC providing Accounting Services at the rate of \$150 per hour not to exceed \$4,500.

18. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with Ms. Dara Feldman to facilitate a Restorative Circles workshop for 78 Benjamin Franklin Middle School Teachers and meet three (3) times virtually with the Restorative Practice Committee, in an amount not to exceed \$3,000. Grant funded: School Climate Transformation:20-427-200-320-00-000-000. See page 30.

Motion: V. Fisher	Second: J. Rodriguez			
Board Member	Yes	No	Abstain	Absent
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)	x			
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)	x			
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)	x			

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following **certificated** appointments for the 2023-2024 school year, pending criminal history background checks and 90-day probationary period.

Name	Position/Location/Position Control	Start Date	Guide/Step	Salary
Susie Kim	Grade 4 Teacher Lowell ES PC#:10-07-63/arz	02/28/2024	TTEA/ MA Step 1	\$61,800
Paul Neralich	Teacher of Technology Benjamin Franklin MS/ PC#:10-10-14/akp	02/05/2024**	TTEA/BA step 10	\$72,000

** amended start date

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon recommendation of the Superintendent, approves the following resignation:

Name	Position	Location	Position Control #	Effective Date
Justin O'Neill	Assistant Principal	Teaneck High School	PC#20-12-71/acl	03/12/2024

3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, with regret, approves the retirement of Ms. Roberta Weiss, Special Education Teacher, with 8 years of completed service, effective July 01, 2024.

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following leaves of absence:

Employee #	Type	Dates of Paid Leave	Days Used	Dates of Unpaid Leave with Benefits	Days Used	Return
1510	Maternity	05/02/2024 - 06/14/2024	31 Sick days	N/A	N/A	09/01/2024
0224	Medical	01/29/2024 - 03/28/2024	43 sick days	N/A	N/A	03/29/2024
2245	Maternity	01/16/2024 - 02/26/2024**	29 sick days	02/27/2024-05/24/2024	58	05/25/2024
3890	Maternity	02/08/2024-02/27/2024**	13 sick days	02/28/2024-06/14/2024	71	09/01/2024
5532	Maternity	04/15/2024 - 5/24/2024	30 sick days	05/25/2024-6/14/2024	20	09/01/2024
5514	Paternity	01/02/2024 - 02/09/2024**	29 Sick days	N/A	N/A	02/12/2024

**Amended dates

5. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following long term substitute teacher at \$260 per diem, assigned to a non-tenure track position, effective as indicated, pending criminal history:

Name	Position	Location	Effective Dates	Benefits
Todd Sinclair	Athletic Dept. Support	Teaneck HS	11/27/2023 - 05/30/2024**	w/o benefits
Teri Wilcox	ESL Teacher	Thomas Jefferson MS	01/02/2024 - 02/09/2024**	w/o benefits

**Revised dates

6. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following Athletic Head coach Cekuan James for the boys high school football team at a stipend of \$10,497.00, in accordance with the TTEA contract, for the 2024-2025 school year, pending approval of NJSIAA and program/activity completion.
7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following job descriptions: Supervisor of School Counseling & Career and Technical Education (Revised). See page 32.

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following additional staff members as a Home Instructors, on an as needed basis, at \$50 per hour, for the 2023-2024 school year:

Brittany Butler	Gillian Iappelli	Susie Cipriano	Matthew Lynskey
Somia Benali	Lynn Sac		

9. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following individuals to be employed as aides in the Teaneck Community Education SACC (School Age Child Care) program for the 2023-2024 school year.

Name	Position	Hourly Rate
Kayla Collins	Aide	\$15.13
Ezri Gorostiza	Aide	\$15.13

10. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following Extra Work Extra Pay assignment in accordance with TTEA contract for the 2023-2024 school year:

Name	Activity	Stipend	Location
Emily Ferreira	Crochet/Knitting Club	Volunteer	Teaneck High School
Adrienne Williams	Muslim Club	\$1,100.00	Teaneck High School
Paul Sheppard	Philosophy	Volunteer	Teaneck High School
Abdoulaye Diallo	Table Tennis Club	Volunteer	Teaneck High School
Tiffany Torres	Spanish Club	\$1,000.00	Benjamin Franklin MS

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon recommendation of the Superintendent, that the Board approve payments to Colette Brantley for conducting the Girls and Boys Circle Groups, once a week, not to exceed 1 hour per day, at the rate of \$50 per hour. The group will focus on introducing both boys and girls to the positive experience of a SUPPORT CIRCLE that addresses topics such as Anti Bullying, cyber bullying, exclusion, intolerance and the meaning of friendship. The program will be available based on student need beginning in December, 2023. Program to be funded by Title I (Account #: 20-231-200-101-00-110-000)

12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon recommendation of the Superintendent, that the Board approve payments to Ms. Colette Brantley at the contractual rate of \$50/hr. for participation in Active Parenting Circles. A strengths-based program for parents/guardians. Workshops will be scheduled between February and May (2024) and will focus on researched based parenting skills to best support students and families. Workshops will be scheduled based on need. Hour long, in-person workshops will be held at Hawthorne school in the evening. Rate: \$50 per hour; preparation 1 hour; Total = 2hrs (\$100 per workshop) Total not to exceed \$500 for all workshops. Program to be funded by Title I (Account #: 20-231-200-101-00-110-000)
13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon recommendation of the Superintendent, approves the use of COLA (cost of living adjustment) grant funds from the New Jersey Department of Children and Families for increases in salary to the following FORUM staff members. In an amount not to exceed \$11,364 for the 2023-2024 School Year.

Name	Current Salary	Increase	New Salary
Nicholas Campestre	\$81,764	\$1,894	\$83,658
Yvonne Witter	\$62,749	\$1,894	\$64,643
Victoria Alexander	\$59,811	\$1,894	\$61,705
Giannil Jaramillo	\$59,811	\$1,894	\$61,705
Jason Juxon- Smith	\$54,611	\$1,894	\$56,505
Jessica Murphy	\$47,661	\$1,894	\$49,505

14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following high school teachers for assuming a sixth period assignment, on a temporary basis, at their negotiated contractual per class rate, effective February 05, 2024:

Name	Class	Level	Pay
Ester Seo	Chemistry	MA+32	\$80.00
Brenda Cierech	Physical Science	MA+32	\$80.00
Eileen Glassey	Chemistry	MA+32	\$80.00
Thomas Vinod	Physical Science	MA+32	\$80.00

15. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the amendment for the following certificated staff to be remunerated at the revised stipend amount listed below, participating in the Hawthorne Elementary School's Title I After School Program. This resolution was previously approved at the January 17, 2024 Regular Public Meeting. Program funded by Title I (Account #: 20-231-100-101-00-110-000).

Name	Position	Hours (not to exceed)	Stipend Amount (not to exceed)
Maria Garcia Iglesias	Instructor	50	\$2,500
Victor Hernandez	Instructor	50	\$2,500
Felix Mejia	Instructor	50	\$2,500
Tawana Smith	Instructor	50	\$2,500
Lorena Valer	Instructor	50	\$2,500
Saundra Warren-Givens	Instructor	50	\$2,500
Jaqwaysia Edge	Instructor	50	\$2,500
Samuel Griffin	Instructor	50	\$2,500
TOTAL:			\$20,000

16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves payment to the following teachers to teach the Whittier Elementary School Title I program. Teachers will be compensated for up to 31 hours of work with students during the program, and 6 hours of professional development. Account # 20- 231- 100 -101-22- 15-I-4

Name	Position	Hours	Stipend Amount
Alison Goerg	Teacher	37	\$1,850.00
Alisha Montoya	Teacher	18	\$900.00
Jean Choi	Teacher	19	\$950.00
Odette Vovra	Substitute Teacher	As needed	\$50.00 hourly
Total			\$3,700.00

17. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the additional staff members for their services during the 2023-2024 school year, at the following athletic events. Staff may be used as needed. See page 35.

18. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the reassignment of Rebecca Soohoo-Buckingham from Senior Accountant, Business Office to Account Payable/Accountant, Business Office, at the salary of TTEA Sec 12MB/Step \$77,214 effective February 22, 2024.

19. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the appointment of Antonio Grullon, as the Bus Driver with a prorated salary of \$38,000 effective February 22, 2024 through June 30, 2024, pending criminal history background check.

Motion: V. Fisher	Second: J. Rodriguez			
Board Member	Yes	No	Abstain	Absent
Ms. Fisher (Victoria)	x			
Dr. Gruber (David)	x			
Mr. Ha (Edward)	x			
Dr. Kirshenbaum (Gerald)	x			
Dr. Klein (Dennis)	x			
Mrs. Reyes (Kassandra) - Vice President				x
Mr Rodriguez (Jonathan)	x			
Mrs. Williams (Clara) - President	x			
Mr. Wolff (James)	x			

Professional Development

District Funded – \$4,059.05

Title II Funded - \$375.92

Total Cost: \$4,434.97

Name: Danielle Amato

School or Department: THS – MD Grades 9-10

Conference/Seminar/Workshop: Autism Partnership Foundation

Location: Virtual

Dates: 3/7, 3/15, 3/22, 3/28, 4/5, 4/19, 4/26 & 5/3/2024

Estimated Cost: \$0

Explanation: The participant will complete a comprehensive course covering the essential skills and knowledge of behavioral disorders.

Name: Victor Stanic, Danielle Cata

School or Department: BFMS – Special Education

Conference/Seminar/Workshop: Engaging Students in Middle School Civics

Location: Rutgers University – Piscataway, NJ

Dates: 5/9/2024

Estimated Cost: \$57.67 (District funded)

\$57.67 (Grant funded Title II)

Explanation: This workshop will provide suggested curriculum guides and strategies to help teachers engage students in civic life of their community, state, and nation.

Name: Karen Schaefer

School or Department: BFMS – Special Education

Conference/Seminar/Workshop: NJ Council for Exceptional Children Spring Conference

Location: Ramapo College, Mahwah, NJ

Dates: 3/18/2024

Estimated Cost: \$182.86 (District funded)

Explanation: This conference will strengthen the participant in classroom management, Inclusion, SEL – Mindfulness, instructional strategies, etc. to empower all learners.

Name: Edward Klimek

School or Department: Athletic Director

Conference/Seminar/Workshop: 2024 DAANJ Annual Conference

Location: Hard Rock Hotel – Atlantic City, NJ

Dates: 3/11/24 - 3/14/2024

Estimated Cost: \$1,246.04 (District funded)

Explanation: This workshop will keep the participant up to date with new and existing policy, rules, and regulations.

Name: Alicia Lyle
School or Department: Mathematics Supervisor
Conference/Seminar/Workshop: 2024 AMTNJ Annual Conference
Location: Rutgers University – Piscataway, NJ
Dates: 3/15/2024
Estimated Cost: \$255.47 (Grant funded – Title II)
Explanation: This workshop will keep the participant up to date with new and existing rules, and regulations.

Name: Barbara Kilgore
School or Department: Social Worker
Conference/Seminar/Workshop: Social Emotional Character Development
Location: NJ Law Center – New Brunswick, NJ
Dates: 3/4/2024
Estimated Cost: \$62.88 (Grant funded – Title II)
Explanation: This workshop will engage the participant in the five competencies of social and emotional learning in a school setting.

Name: Anthony D'Angelo
School or Department: Director Operations & Maintenance
Conference/Seminar/Workshop: 2024 NJSBGA Conference & Expo
Location: Atlantic City, NJ
Dates: March 18-20, 2024
Estimated Cost: \$763.08 (District funded)

Name: Claire Drootin and Raina Warren
School or Department: Community Education Center
Conference/Seminar/Workshop: Tri-State Camp Conference 2024
Location: Atlantic City, New Jersey
Dates: March 12 – March 13, 2024
Estimated Cost: \$1706.15 (District Funded)
Substitute Not Required
EXPLANATION: The conference will present opportunities to get fresh program ideas, meet potential vendors, and attend seminars that will provide new insight into the planning and execution of the program for summer 2024 and the summers to come.

Name: Alexandra Cavallo
School or Department: Teaneck High School
Conference/Seminar/Workshop: Tri-State Camp Conference 2024
Location: Atlantic City, New Jersey
Dates: March 12 – March 13, 2024
Estimated Cost: \$103.25 (District Funded)
Substitute Required
EXPLANATION: The conference will present opportunities to get fresh program ideas, meet potential vendors, and attend seminars that will provide new insight into the planning and execution of the program for summer 2024 and the summers to come.

FIELD TRIP

**District Funded: \$5,543+ \$245=\$5,788; Parent Funded - \$8,285; Donation: \$1,600;
Total Cost: \$15,673.00**

Trip Leader(s): JaQwaysia Edge & Lisa Sgambati

School/Department: Hawthorne & Lowell Schools

Trip Planned: Sea Life Aquarium/Legoland

Destination: East Rutherford, NJ

Date(s): 4/19/2024

Estimated Cost: \$1,539.00 (District Funded)

Explanation: This field trip is part of the Community Based Instruction/MD program.

Trip Leader(s): JaQwaysia Edge & Lisa Sgambati

School/Department: Hawthorne & Lowell Schools

Trip Planned: Turtle Back Zoo

Destination: West Orange, NJ

Date(s): 5/2/2024

Estimated Cost: \$1,049.00 (District Funded)

Explanation: This field trip is part of the Community Based Instruction/MD program.

Trip Leader(s): Megan McBryde, Spencer Jones

School/Department: Thomas Jefferson Middle School

Trip Planned: Teaneck Hot Bagels – Walking Trip

Destination: Teaneck, NJ

Date(s): 2/9/2024 & 3/21/2024

Estimated Cost: \$.00

Explanation: This field trip is part of the Community Based Instruction/MD program.

Trip Leader(s): Megan McBryde, Spencer Jones

School/Department: Thomas Jefferson Middle School

Trip Planned: Boomerang Deli – Walking Trip

Destination: Teaneck, NJ

Date(s): 2/23/2024 & 4/5/2024

Estimated Cost: \$.00

Explanation: This field trip is part of the Community Based Instruction/MD program.

Trip Leader(s): Megan McBryde, Spencer Jones

School/Department: Thomas Jefferson Middle School

Trip Planned: CVS – Walking Trip

Destination: Teaneck, NJ

Date(s): 3/8/2024

Estimated Cost: \$.00

Explanation: This field trip is part of the Community Based Instruction/MD program.

FIELD TRIP

Trip Leader(s): Megan McBryde, Spencer Jones
School/Department: Thomas Jefferson Middle School
Trip Planned: Teaneck Police Department – Walking Trip
Destination: Teaneck, NJ
Date(s): 4/26/2024
Estimated Cost: \$.00
Explanation: This field trip is part of the Community Based Instruction/MD program.

Trip Leader(s): Megan McBryde, Spencer Jones
School/Department: Thomas Jefferson Middle School
Trip Planned: Teaneck Creek – Walking Trip
Destination: Teaneck, NJ
Date(s): 6/3/2024
Estimated Cost: \$.00
Explanation: This field trip is part of the Community Based Instruction/MD program.

Trip Leader(s): Megan McBryde, Spencer Jones
School/Department: Thomas Jefferson Middle School
Trip Planned: Dairy Queen – Walking Trip
Destination: Teaneck, NJ
Date(s): 6/7/2024
Estimated Cost: \$.00
Explanation: This field trip is part of the Community Based Instruction/MD program.

Trip Leader(s): Dinahlee Rodriguez
School/Department: Thomas Jefferson Middle School
Trip Planned: Walking Trips

Date	Trip
4/19, 5/10, & 6/7/2024	Boomberg's Bagels Grill & Deli
4/26/2024	7Eleven Convenience Store
5/3/2024	Teaneck Road Bagels
5/17/2024	Teaneck Park Little League
5/23/2024	Yo-Delight Frozen
6/11/2024	Dairy Queen

Destination: Teaneck, NJ
Date(s): Various
Estimated Cost: \$.00
Explanation: This field trip is part of the Community Based Instruction/MD program.

FIELD TRIP

Trip Leader(s): Stephanie Davis

School/Department: Bryant Elementary

Trip Planned: We Rock the Spectrum

Destination: Paramus, NJ

Date(s): 3/18/2024

Estimated Cost: \$750.00 (District Funded)

Explanation: This venue provides a therapeutic-sensory based environment that provides positive physical, emotional, and social development for students.

Trip Leader(s): Linea T. Rondael

School/Department: Teaneck High School

Trip Planned: Westminster Choir College

Destination: Princeton, NJ

Date(s): 3/7/2024

Estimated Cost: \$900.00 (District Funded)

Explanation: Students will work with college level professors and ensembles.

Trip Leader(s): Adrienne Williams & Terrence Williams

School/Department: Teaneck High School

Trip Planned: Muslim Interscholastic Tournament

Destination: Rutgers's University, New Brunswick, NJ

Date(s): 3/2/24 & 3/3/2024

Estimated Cost: \$1,305.00 (Parent Funded)

Explanation: Students will compete in the Muslim Interscholastic Tournament.

Trip Leader(s): Pete LoGiudice, Kharisma Bettis, & Natasha Green

School/Department: Teaneck High School

Trip Planned: Annual HBCU Panel Discussion

Destination: Bergen County Community College, Paramus, NJ

Date(s): 2/22/2024

Estimated Cost: \$0.00

Explanation: Participants will engage in an Interactive Panel Discussion.

FIELD TRIP

Trip Leader(s): Christine Mayers, Margot Todman-Mack

School or Department: Teaneck High School – BYO/Terpsy

Trip Planned: Dwight Englewood Schools

Location: Englewood, New Jersey

Number of Students: 23

Date(s): February 28, 2024

Depart: 12:00 pm

Return: 3:30 pm

Estimated Cost: \$0.00 **Substitute Required**

EXPLANATION: The Black Youth Organization will use dance and spoken word to enlighten elementary and middle school students about Africa's rich cultural history.

Trip Leader(s): Marissa London, Marc Calello

School or Department: Teaneck High School – Art Club

Trip Planned: Brooklyn Museum

Location: Brooklyn, New York

Number of Students: 24

Date(s): March 8, 2024

Substitute Required

Estimated Cost: \$725.00 (\$245.00- District Funded for Transportation)

(\$480.00-Parent Funded)

Depart: 8:00 am

Return: 1:30 pm

EXPLANATION: Prior to their own art show at THS, students will learn about contemporary artists and observe how exhibits are curated.

Trip Leader(s): Dr. Antoinette Bush, Christina Chopra, Ramon Ortiz, Robert Davis, Mark Martinez

School or Department: Thomas Jefferson Middle School

Trip Planned: Microsoft Garage

Location: New York, New York

Number of Students: 53

Date(s): March 13 and April 17, 2024

Depart: 8:00 am

Return: 3:00 pm

Rain Date(s) March 14 and April 18, 2024

Estimated Cost: \$1,600.00 (Donation)

Substitute Required

EXPLANATION: Sixth and seventh grade accelerated science classes will learn how AI can be used to design an underwater robot to detect microplastics in our Teaneck Creek system.

Trip Leader(s): Debra Benitez, Valerie Johnson, Brandon Vargas, Matthew McMillan, D'Aisha Smith, Megan McBryde, Cecilia Chan, 23 Parent Chaperones

School or Department: Thomas Jefferson Middle School

Trip Planned: Liberty Science Center

Location: Jersey City, New Jersey

Number of Students: 131

Date(s): March 13, 2024

Rain Date: April 17, 2024

Depart: 8:45 am

Return: 3:00 pm

Estimated Cost: \$6,500.00 (Parent Funded)

No Substitute Required

EXPLANATION: Fifth-grade students will tour an interactive scientific museum and have hands-on experience with science and technology.

Fundraising Activities by School

School or Department: Teaneck High School

Activity: SNAP Online Fundraiser

Sponsoring Organization: DECA Club (Distributive Education Clubs of America Fund)

Name of Sponsors: Suzette Brown, Gorki Marcelo, Staff Members

Participants: THS students to friends, family and faculty

Date(s): February – June 2024

Location: Online fundraising

Estimated funds to be raised by this activity: \$2,000

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for DECA events throughout the school year.

School or Department: Teaneck High School

Activity: Books & Bake Sale

Sponsoring Organization: Literary Magazine

Name of Sponsors: Richard Rodda, Staff Member

Participants: Looking Glass staff would sell to students and faculty

Date(s): February 12 – 16, 2024

Location: THS Media Center during week of Valentine's Day 2024

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

Funds to sponsoring organization 100%

EXPLANATION: The Looking Glass is currently published virtually. The funds would be used to publish the Literary Magazine in print as requested high school parents.

School or Department: Teaneck High School

Activity: Supplies Drive & Donations

Sponsoring Organization: HEAL (Helping Each Other Achieve Longevity) Female Mentoring Organization.

Name of Sponsors: Alexandra Cavallo, Breanne Millet, Staff Members

Participants: HEAL Members would sell to faculty and students

Date(s): February – April 2024

Location: Collection Boxes at THS

Estimated funds to be raised by this activity: \$150

Funds to sponsoring organization 100%

EXPLANATION: To collect items and raise funds for individuals that are victims of domestic violence and abuse.

Fundraising Activities by School

School or Department: Teaneck High School
Activity: Clothing Sale
Sponsoring Organization: Fashion Club
Name of Sponsors: James Bermudez
Participants: Club Members would sell to students and faculty
Date(s): May 16, 2024
Location: THS Front Lobby
Estimated funds to be raised by this activity: \$100
Funds to sponsoring organization 100%
EXPLANATION: Funds would be used to supplies for the Fashion Show.

School or Department: Teaneck High School
Activity: Bake Sale
Sponsoring Organization: Fashion Club
Name of Sponsors: James Bermudez
Participants: Club Members would sell to students and faculty
Date(s): March – June 2024
Location: THS Front Lobby
Estimated funds to be raised by this activity: \$100
Funds to sponsoring organization 100%
EXPLANATION: Funds would be used for supplies for the Fashion Show.

**Tuitions
February 2024**

<u>Student ID#</u>	<u>Placement</u>	<u>Tuition</u>	<u>Start Date</u>	<u>1:1 Aide</u>
107536	Settlement Agreement - SAR Academy - 2023-2024 SY	\$70,000.00		
102034	The Community School - 2023-2024 SY	\$28,390.11	1/29/2024	
106966	BCSS - Brownstone School - 2023-2024 SY	\$64,800.00	1/29/2024	
	Total	\$163,190.11		

New Jersey Department of Education Waiver Application

County Bergen

County Code # 03

School District Teaneck

District Code # 5150

“Waiver” means approval to avoid compliance with either a specific procedure(s) or a specific rule’s substantive requirements for reasons that are judged educationally, organizationally and fiscally sound.

1. List the specific Administrative Code citation(s) that necessitates the proposed waiver. As **the Department cannot waive an entire chapter, subchapter or section** (e.g., N.J.A.C. 6A:5, N.J.A.C. 6A:5-1 or N.J.A.C. 6A:5-1.1, respectively), all applications must include a citation at least at the subsection level (e.g., N.J.A.C. 6A:5-1.1(a)). Do *not* include a statutory citation (N.J.S.A. or N.J.S.) as the Department does not have the authority to waive state law.

6A:13A-7.1 Space requirements

For any school district or charter school that received preschool education aid in August 2017 or thereafter, the district board of education or charter school shall ensure all preschool classrooms in the district or in the charter, as applicable, and at the contracted private provider and local Head Start agency are a minimum of 950 square feet per classroom consisting of 750 square feet of usable space, 150 square feet of storage, and equipment or furnishings that are either built-in or not easily movable, and 50 square feet of the toilet room.

Bryant Elementary School:

Room #	Sq Ft
11	720
13	784
14	784
17	753
21	917
25	757
27	900
28	761
29	756

Teaneck Early Learning Center at Christ Episcopal Church

Room #	Sq Ft
TELC Rm. 4	826

2. Describe what the school district intends to accomplish through the waiver that is currently prevented or disallowed by the existing rule(s).

Teaneck Public Schools will continue to provide a high quality, free full day preschool program to the residents of Teaneck.

3. Describe why a waiver is necessary to accomplish the desired or measurable result(s).

A waiver is necessary in order to maintain the number of available seats for our preschool program. Our program uses the largest classrooms available, and at this time there are no other options for classroom space or room for expansion of the existing classrooms. Teaneck has been awarded the Preschool Facilities Grant to add two additional classrooms to Bryant School.

4. Describe how the proposed waiver meets the following three criteria, pursuant to N.J.A.C. 6A:5-1.3(a):

- The spirit and intent of N.J.S.A. 18A, applicable Federal laws and regulations, and N.J.A.C. 6A are served by granting the waiver;

- The provision of a thorough and efficient education to the school district’s students is not compromised as a result of the waiver; and

- There will be no risk to student health, safety or civil rights by granting the waiver.

Our program has been in existence since January 2019 utilizing the current classrooms seeking the space requirement waiver. These classrooms are fully furnished and meet the environmental requirements per the Early Childhood Environmental Rating Scale (ECERS). These classrooms have been provided with the same resources and materials as all other classrooms in our preschool program. We will continue to provide the students with a high quality educational experience.

5. Describe the process, including solicitation of input and public comment, employed to inform the community, parents, district board of education members, administrators and staff during the proposal’s development.

Key stakeholders are represented on our Early Childhood Advisory Council (ECAC) and are a part of our decision making process. Our annual Preschool Operational Plans and Budgets are included in our Board Agendas.

6. Provide the date the district board of education adopted a resolution supporting the proposed waiver. Regular Public Meeting, February 21, 2024

I, _____, certify the information presented in this application is true and accurate to the best of my knowledge.

Chief School Administrator

Signature

Date

Please submit the completed application to your executive county superintendent.

**CHANGE
ORDER**

OWNER
ARCHITECT
CONTRACTOR
FIELD
OTHER

AIA DOCUMENT G701

PROJECT: GC-01
Electrical Upgrade at Teaneck High School
100 Elizabeth Avenue, Teaneck, NJ 07666
TO CONTRACTOR: DATE: 25-Jan-24
TSUJ Corporation ARCHITECT'S PROJECT NO.: #4020
P.O. Box 4621 CONTRACT DATE: TBD
Wayne, NJ 07474 CONTRACT FOR: GC

The Contract will change as follows:
Additional cost associated with replacing the primary feeders (See Engineer's attached cover letter email for more information.)

Total of \$23,401.99 was taken out of Allowance #1.

Total GC-01---\$23,401.99

Allowance # 1 ---\$40,000.00 Balance of Allowance# 1---\$16,598.01
Allowance #2 ---\$10,000.00 Balance of Allowance# 2---\$10,000.00

Not valid until signed by the Owner, Architect, and Contractor.

The original Contract Sum was \$666,577.00
Net change by previously authorized Change orders \$0.00
The Contract Sum prior to this Change order was \$666,577.00
The Contract Sum will be increased by this Change Order \$0.00

The new Contract Sum including this Change order will be \$666,577.00

The Contract Time will be changed by 0 days
The date of Substantial Completion is unchanged by this Change Order.

Di Cara | Rubino Architects

ARCHITECT
30 Galesi Drive
Address
Wayne, New Jersey 07470
Address
BY: Reggie Franklin
DATE: 25-Jan-24

TSUJ Corporation

CONTRACTOR
P.O. Box 4621
Address
Wayne, NJ 07474
Address
BY: *D. Katz*
DATE: 1.25.24

Teaneck Board of Education

OWNER
651 Teaneck Road
Address
Teaneck, NJ 07666
Address
BY:
DATE:

BFMS Restorative Practices and Trauma Sensitive Professional Development Proposal 2023-2024

Upon review of our suspension and infraction data for the 2022–2023 school year, staff surveys, and school climate data, it was determined that our practitioners need the support and training on how to manage our student population as it relates to trauma and restorative practices. Trauma-sensitive practices focuses on the school climate where students feel safe and confident in their ability to learn and can differentiate between trauma induced behavior and appropriate behavior. Restorative Practice is a proactive approach that considers the needs and obligations of all stakeholders in a community. It is used in schools to build community, prevent and address harm and conflict, and help students positively re-integrate into school after an infraction.

This understanding can guide changes in practice and decision-making processes in our school, which lead to inclusive and equitable school cultures that help strengthen student learning and foster a sense of belonging.

Goal:

1. *Reduce the number of suspensions by 20% as measured by reviewing data monthly during Administrative Team meetings and grade level meetings.*
2. *Reduce student verbal and/or physical confrontation with peers and staff by 30%.*
3. *Reduce the # of administrative referrals from staff for disrespectful behavior to less than five referrals monthly.*

4. *To create a school culture where educators are skilled in affirming cultural identity and promoting a sense of belonging by re-envisioning discipline*

First Steps: A current group of twelve teachers, administrators, students and parents make up the stakeholders in the Restorative Practice Committee. Ten teachers and three administrators attended a Restorative Practice Professional Development last year sponsored by the New Jersey State Bar Foundation on December 14, 2022. This training introduced educators to the concept of restorative justice and its positive impact on school climate. It provided strategies for implementing restorative practices and mindsets into a school community.

Data:

- a. An article published by Boston University on the impact of Trauma Sensitivity in 3 public Schools over the course of 3 years: [Evaluation of Trauma Learning Policy](#)
- b. BFMS School Climate Data 2022: [Results](#)
- c. Infractions 2022: [Results](#)

Proposed Professional Development:

It is our hope that we can provide in-person professional development on February 26th presented by Dara Feldman. The format would be school-wide to all staff members

demonstrating the benefits of restorative justice and trauma sensitive practices in their classrooms.

As a result of actively participating in professional learning, educators will... experience restorative strategies to enhance the mental health and wellbeing for themselves and their students in

1. order to strengthen connections and proactively reduce escalated behaviors access a variety of resources to

2. have a greater understanding of the what, why, and how of Restorative Practices in order to create more peaceful, connected, joyful, and purposeful teaching and learning environments.

Proposed PD Date:

Wednesday February 26th Ms Feldman will:

-meet with the admin team (including coaches and behaviorist) to discuss school culture and climate (9:30)

-meet with Restorative Practice Committee to provide updates on Restorative initiatives in classrooms (11 am)

-facilitate the workshop PD after school and model Restorative Circles for 78 teachers (3:30-5pm) during our faculty meeting

-meet an additional 3 times virtually with the Restorative Practice Committee so that information is

Fees

\$3,000 for the day including travel, facilitation, coaching, and resources

Human Resource Management



POSITION DESCRIPTION

POSITION TITLE: Supervisor of School Counseling & Career and Technical Education

ADMINISTRATIVE RELATIONSHIP: Assistant Superintendent of School Supervision and Support Services & Director of School Innovation

REPRESENTATION: Teaneck Association of Administrators and Supervisors

ESSENTIAL QUALIFICATIONS:

1. Must be able to perform essential job functions with or without reasonable accommodation;
2. Valid New Jersey Administrative Certificate with Supervisor endorsement;
3. Valid New Jersey School Counselor Standard Certificate: Endorsement Code: 2702;
4. Master's degree from an accredited college/university with extensive course work and recent evidence of advanced study in area of responsibility;
5. Minimum of five years of successful school counseling experience, secondary experience preferred;
6. Demonstrated leadership in the application and leadership of a comprehensive K-12 School Counseling Program;
7. Ability to work effectively with staff, parents, community members and students to maintain and strengthen sound human relations for the improvement of the school program; and
8. Demonstrated ability to work harmoniously in a multicultural, diverse community.

Such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable.

KNOWLEDGE AND ABILITIES:

Knowledge of:

1. National standards for counseling.
2. Current school counseling practices and research.
3. Post-Secondary planning including career and college planning.
4. Early College and Dual Enrollment Opportunities.
5. Evidence-based social and emotional learning strategies.
6. Developmentally restorative practices.
7. Budget preparation and control.
8. Principles and practices of administration, supervision and training.
9. Applicable laws, codes, regulations and procedures.
10. Operation of a computer and assigned software.

Position Description: Supervisor of School Counseling & Career and Technical Education

ESSENTIAL FUNCTIONS OF POSITION:

1. Develop and implement a comprehensive, results-based grades K-12 counseling program based on the national standards for school counseling and in alignment with the New Jersey model for school counseling.
2. Support the district's instructional program by coordinating and supervising counseling activities.
3. Assist other administrators, counselors, and teachers in reaching resolution of student achievement, attendance, truancy and discipline problems to improve student achievement and attendance and to alleviate/eliminate discipline problems.
4. Ensure that district counselors are providing students with support services and are informing them of procedures and techniques that will assist in their student skills and time management, test preparation, attendance practices and other academic related skills; counseling them to eradicate discipline problems; and ensuring that students, whether in school, on suspension, or out ill, are fulfilling classroom and home assignments, and apprising parents/guardians when such assignments are not completed.
5. Work with K-12 administrators and counseling staff to ensure that parents/guardians are provided with ongoing information regarding school-related programs, including progress reports and report card dates, counselor appointments, parent/teacher conferences, curriculum-based informational meetings and workshops and college/career information; and encourage parent/guardian participation as appropriate.
6. Ensure that appropriate records are maintained by counselors.
7. Keep informed of the instructional and extracurricular programs of the district and utilize this information in working with staff, students, parents and others to enable students to obtain maximum benefit from their school experience.
8. Compile, regularly update and disseminate, in accordance with district procedures, a comprehensive description of the K-12 counseling program including policies, procedures and other components.
9. Make available to students information about post-high school opportunities through college and job fairs, individual appointments, print documents and audio-visual materials.
10. Maintain communication with offices and agencies that provide specialized help to students and parents.
11. Oversee the district testing program and ensure full compliance with federal and state regulations.
12. Assist in the development of the secondary school's master schedules and a timely student registration process.
13. Assist in and lead the development of an Early College program, and increased dual-enrollment opportunities, for secondary
14. Oversee the K-12 student (cumulative) record system to ensure that relevant, up-to-date information is maintained in accordance with state and federal law, Board policy, and district procedures.
15. Develop and prepare the annual preliminary budget for the department; analyze and review budgetary and financial data; control and authorize expenditures in accordance with established limitations.
16. Train and evaluate the performance of assigned staff.
17. Provide technical expertise, information and assistance to the Assistant Superintendent for Curriculum and Instruction regarding assigned functions.
18. Assist or participate in required district, Board and committee meetings and other activities deemed necessary by the Superintendent in order to accomplish the objectives of the

position and for professional achievement; represent and act on behalf of the Superintendent as directed.

19. Seek out and apply for funding from various sources (grants and other non-district funds) for the expansion of the district's guidance and counseling program.
20. Remain knowledgeable and understanding of current research related to best practices for teaching in the areas of guidance and counseling services.
21. Participate in activities that promote professional growth through attendance at conferences and workshops, and by remaining familiar with new trends and publications in the field of guidance and counseling services.
22. Implement the professional improvement plan as specified in the observation and/or evaluation reports.
23. Perform, as assigned by the Superintendent or his/her designee, additional or alternate duties which are within the scope of employment and certification.

Position Description: Supervisor of School Counseling & Career and Technical Education

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

TERMS OF EMPLOYMENT:

Twelve-month position. Salary determined by negotiations between the Teaneck Board of Education and the Teaneck Association of Administrators and Supervisors.

EVALUATION:

The annual performance evaluation will be based upon this position description, any applicable State regulations and Board of Education policies, as well as the successful implementation of the professional improvement plan as specified in the observation and/or evaluation reports.

Board Approved Date: February 21, 2024

Event Staff

Gregory Cooper	Jason McDonald	Spencer Jones	Megan McBryde
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Event Staff Pay Scale

Crowd Control	
Girls/Boys Middle School Soccer	\$60.00
Basketball - Middle School (two games)	\$65.00 total
Basketball - High School Girls (two games)	\$85.00 total
Basketball - High School Boys (three games)	\$100.00
Fencing	\$60.00
Ticket Takers/Sales	
Football	\$60.00
Basketball	\$70.00
Wrestling	\$60.00
Football	\$60.00
Announcer	
Football	\$60.00
Basketball	\$70.00
Wrestling	\$60.00
Clock Operator	
Basketball - High School	\$40.00 per game
Basketball - Middle School	\$30.00 per game
Volleyball - Girls/Boys	\$40.00 per game/level
Non-Carded Official	
Outdoor Track and Field	\$70.00
Chain Crew (Football)	
Chain and Marker	\$70.00