



In accordance with the Open Public Meeting Act, P.L. 1975 c. 23, notice is hereby given that there shall be a Special Meeting of the **Township of Teaneck Board of Education** to be held on Wednesday, November 13, 2024 at 7:00 pm. The Special Meeting will be held in-person and streamed live. In-person Meeting shall take place in the third floor Cheryl Miller-Porter Student Center located inside Teaneck High School, located at 100 Elizabeth Avenue, Teaneck, New Jersey. This Special Meeting is being held concurrent with the already noticed regular meeting at the same time and place.

The purpose of this meeting is to enter executive session to discuss legal update of pending litigation (*Kaplan v. Teaneck Board of Education, et al*, BER-L-121-24). The Board will conduct its business according to the following agenda:

1. Call to Order
2. Roll Call
3. Executive Session – Legal Update
4. Reaffirmation of District Goals
5. Superintendent's Report: New Jersey Quality Single Accountability Continuum (NJQSAC) Scores
6. Public Comment I (Agenda Items Only)
7. Special Meeting Resolution to ratify and reaffirm all items approved at the Board's meetings of December 13, 2023, December 21, 2023, January 3, 2024, January 17, 2024, February 7, 2024, February 21, 2024, March 6, 2024, March 13, 2024, April 3, 2024, April 17, 2024, May 8, 2024, May 15, 2024, June 10, 2024, June 18, 2024, July 10, 2024, August 21, 2024, September 11, 2024, September 17, 2024, October 9, 2024, and October 15, 2024 (the minutes/agenda of all of the listed meetings are available on the Board's website, www.teaneckschools.org)
8. Regular Meeting Agenda Items (see below and also available on the Board's website, www.teaneckschools.org), including topics:
 - a. Policy
 - b. Board Operations
 - c. School Operations
 - d. Finance and Budget
 - e. Personnel
9. Special Meeting Resolution to approve public meetings on December 18, 2024 for a Regular Public Meeting, and on January 7, 2025 for the Board's Reorganization Meeting (the detailed agenda with attachments will be available on the Board's website, www.teaneckschools.org, 48 hours prior to the Board meeting date). The meetings shall be held in-person and streamed live starting at 8 pm at the third floor Cheryl Miller-Porter Student Center located inside Teaneck High School, located at 100 Elizabeth Avenue, Teaneck, New Jersey.
10. Public Comment II (Non-Agenda and Agenda Items)
11. New and Old Business
12. Adjournment

Formal action shall be taken at both the Special Meeting and the Regular Meeting. If you have any questions regarding this notice, please contact the Board office at 201-833- 5527 during regular business hours from 8:30am – 4:00pm.

**REGULAR PUBLIC MEETING
AGENDA NOVEMBER 13, 2024**

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, November 13, 2024, in person at Teaneck High School located at 100 Elizabeth Avenue, Teaneck, NJ 07666 and virtually via Zoom app located at the district website, at 7:00 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 and Tuesday, September 24, 2024. The complete agenda has been posted in the Record and Star Ledger and on the district website on November 11, 2024.

III. Roll Call

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

IV. Reaffirmation of District Goals

V. Superintendent's Report

1. • New Jersey Quality Single Accountability Continuum (NJQSAC) Scores

VI. Public Comment I (Agenda Items Only)

VII. Agenda Items

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

IX. New and Old Business

X. Executive Session

XI. Adjournment

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.

1. Policies & Regulations Second Reading

THEREFORE BE IT RESOLVED the Teaneck Board of Education upon the recommendation of the Superintendent approves the **SECOND READING** of the following Board Policies and Regulations listed below. See pages 26 - 46.

Bylaw/Policy/Reg. No.	Topic
Policy 1140	Educational Equity Policies/Affirmative Action
Policy 1523	Comprehensive Equity Plan
Policy 1530	Equal Employment Opportunities
Regulation 1530	Equal Employment Opportunity Complaint Procedure
Policy 2260	Equity in School and Classroom Practices
Regulation 2260	Equity in School and Classroom Practices Complaint Procedure

EXPLANATION: Agenda item submitted by Dr. Spencer

2. Policy 5520 Demonstrations - First Read

THEREFORE BE IT RESOLVED the Teaneck Board of Education upon the recommendation of the Superintendent approves the **FIRST READING** of the following Board Policies and Regulations listed below. See pages 47-48.

Bylaw/Policy/Reg. No.	Topic
Policy 5520	Demonstration

1. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the minutes from the following meetings:

1. October 9, 2024 - Workshop Public Meeting
2. October 9, 2024 - Executive Session
3. October 15, 2024 - Regular Public Meeting
4. October 15, 2024 - Executive Session

EXPLANATION: Agenda item submitted by Ms. Gray

2. **WHEREAS**, the Teaneck Board of Education has reviewed the Superintendent's report of incident(s) of Harassment/Intimidation/Bullying ("HIB") and has reviewed the Superintendent's recommendations with respect to those incident(s) of HIB.

NOW, THEREFORE BE IT RESOLVED, that the Board accepts the Superintendent's recommendations.

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 18A:37-15(d), the Superintendent of Schools shall inform the applicable parents/guardians of the students involved in these incidents with the following information within five school (5) days of this Board meeting:

1. The nature of the investigation;
2. Whether the District found evidence of HIB;
3. Whether discipline was imposed;
4. Whether services were provided to address the incident of HIB.

EXPLANATION: Agenda item submitted by Dr. Spencer

3. **WHEREAS**, recent legislation has designated November 14 as ***Ruby Bridges Walk to School Day*** in New Jersey. Introduced by NJ District 35 Assemblywoman Shavonda Sumter, passed the Assembly with unanimous bipartisan support. Schools across the State will take part in actions that help students connect in tangible ways to social justice and civic engagement through learning about Ruby Bridges and her historic example of courage. The Teaneck Public Schools would implement a district-wide initiative to mark this momentous occasion with our students, families and community.

Whereas, A Resolution designating November 14 of each year as Ruby Bridges Walk to School Day with appropriate programs and activities across all schools within the Teaneck Public School District and;

Whereas, on November 14, 1960, six-year-old Ruby Bridges walked to school and integrated the first elementary school in the South. Ruby Bridges was born on September 8, 1954, to parents Lucille and Abon Bridges and raised in New Orleans, Louisiana, and;

Whereas, In 1954, the United States Supreme Court issued the landmark ruling in Brown v. Board of Education of Topeka, Kansas, ending racial segregation in public schools. Numerous southern states, including Louisiana, failed to integrate their public schools following the United States Supreme Court's ruling. In 1960, a federal court ordered Louisiana to desegregate their public schools beginning on November 14 of that year, and;

Whereas, Ruby Bridges passed the entrance exam for the then all-white public William Frantz Elementary School. On November 14, 1960, Ruby Bridges and her mother were escorted by federal marshals to the William Frantz Elementary School, where Ruby faced violent protesters. Ruby Bridges experienced blatant racism from protesters and parents every day throughout her first year of attendance at William Frantz Elementary, and;

Whereas, Ruby Bridges had to be taught in a classroom by herself as all other students were pulled out at the request of their parents. Ruby Bridges had to remain separate from the other children and was not allowed to go to the cafeteria or outside for recess. Despite these hardships, Ruby Bridges never missed a day of school, and by the end of her first year, the school decided to admit more African American children the following year, and;

Whereas, Ruby Bridges' act of bravery inspired America and paved the way for other African American children across the country. Famous painter Norman Rockwell depicted Ruby Bridges walking to school in his painting "The Problem We All Live With," which has endured as one of Rockwell's most renowned pieces, and;

Whereas, Ruby Bridges became a lifelong activist for racial equality by establishing The Ruby Bridges Foundation in 1999, which uses educational initiatives to promote tolerance and unity among schoolchildren. Ruby Bridges has gained numerous accolades for her life's work, including the Carter G. Woodson Book Award and the honorary title of deputy federal marshal, and;

Whereas, It is fitting for the State of New Jersey to designate November 14 as Ruby Bridges Walk to School Day to celebrate the courage of young Ruby Bridges and the impact her actions had on African American children across America, now;

THEREFORE BE IT RESOLVED, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves November 14 of each year to be designated as Ruby Bridges Walk to School Day, with appropriate programs and activities across all schools within the Teaneck Public School District. This resolution shall take effect immediately.

EXPLANATION: Agenda item submitted by Dr. Spencer

1. **WHEREAS**, the Community-Based Instruction program (CBI) attended by the Transition and MD classes (grades 11-12) and 18-21 class for the 2024-2025 SY. Students will follow the requirements of their IEP and will practice life skills (i.e. public transportation/travel, transactions at a bank, work on various job sites and follow one and/or two step directions) in structured community outings and activities;

THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the Community Based Instruction locations. See page 49.

EXPLANATION: Agenda item submitted by Dr. Scott

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent accepts and approves to participate in the partnership with FDU Project Thrive Grant for Mental Health. Project Thrive will use tiered model of mental health services and supports the partnership with Teaneck, Bogota and Paterson school districts. See page 50 for more details.

EXPLANATION: Agenda item submitted by Dr. Spencer

3. **WHEREAS**, the Teaneck Board of Education acknowledges that the following schools have conducted the emergency school bus exit drill in accordance with N.J.A.C. 6A:27- 11.2. School administrators are required to conduct two (2) emergency exit drills during the school year for all students transported to/from school and;

THEREFORE BE IT RESOLVED the Teaneck Board of Education, upon the recommendation of the Superintendent approves the emergency bus drills for all schools listed and submit the approval to the Executive County Superintendent per NJDOE requirement.

<u>SCHOOL</u>	<u>LOCATION</u>	<u>DATE AND TIME OF DRILL</u>	<u>STAFF PRESENT</u>	<u>BUS ROUTES</u>
Theodora Lacey School	Edgemont Terrace-Lacey School Parking Lot	October 22, 2024 @ 8:20 am	Leslie King, Anna Fernandez, Emily Smith	3A, 3B, V3A, V3B
Bryant Elementary	1 E. Tryon Ave	October 15, 2024 @ 8:30 am – 8:50 am	David Deubel	BV1, BV2, BV3, BV4, BV5 Buses D&E
Hawthorne Elementary	Lucy Avenue for big buses, Fycke Lane for vans	October 22, 2024 @ 8:15 am	Emilio Jennette	Route #5 Buses A, B, C and Vans:HV1, HV2 & HV3
Lowell Elementary	Parking Lot at Lowell 1025 Lincoln Place front and back	October 15, 2024 @ 8:45 am	Pedro Valdes, Dasom Kim, Maureen Pafford, Dominika Kaczynski, Lisa Sgambati, Karelia Rodriguez, Aretha Arroyo	Route 7 Buses A, B, C, D, E and Vans LV1, LV2, LV4 & LOW1L
Whittier Elementary	W. Englewood Avenue (Buses) & Essex Road (Vans)	October 22, 2024 @ 7:50 am to 08:00 AM	Debra Nussbaum	Route 4 Buses A, B, C, D, E, F; Vans WV1, WV2, WV3 & WV4
Benjamin Franklin Middle School	1315 Taft Road	October 16, 2024 @ 8:15 am	Marina Williams	Vans BF2, BF3, BF4, BF5,
Thomas Jefferson Middle School	Fycke Lane Parking Lot	October 24, 2024 @ 3:20 pm	Ramon Ortiz, Jahari Jacobs	TJ1 TJ2 TJ3
Teaneck High School	100 Elizabeth Avenue	October 08, 2024 @ 8:08 AM	Gabriel Tavarez, Danielle Amato, Elzbieta Biernacka, Michelle Doonan, Reggie McKinney	Vans THS1, THS2, THS3, THS1L

EXPLANATION: Agenda item submitted by Ms. Gray

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the payments of the claims for the month of October 2024.

<u>Fund</u>	<u>Amount</u>
General Fund	\$6,810,261.16
Capital Outlay	\$437,308.68
Special Revenue	\$1,201,899.59
Community Education	\$81,981.72
Food Service	\$42,559.99
Total Payments	\$8,574,011.14

EXPLANATION: Agenda item submitted by Ms. Gray

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, has received and accepts the financial reports of the Secretary and Treasurer of School Monies for the month ending July 2024 and certifies that the reports indicate that no major account or fund is over expended in violation of N.J.A.C. 6:20-2.13 and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

EXPLANATION: Agenda item submitted by Ms. Gray

3. **WHEREAS** N.J.S.A.18A:22-8.1 authorizes a school district to transfer amounts among line items and program categories;

THEREFORE BE IT RESOLVED, that the Teaneck Board of Education, upon recommendation of the Superintendent, approves the line item transfers for the months of July 2024.

EXPLANATION: Agenda item submitted by Ms. Gray

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the attendance of staff members at a **Professional Development and Conference with a grand total of \$3,885.42** (District Funded: \$128.60; Title II Funded: \$3,397.82; Title III Funded: \$325.00; Preschool Expansion Grant: \$34.00). See page 54.

EXPLANATION: Agenda item submitted by Dr. Scott

5. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves **Student Field Trips** listed on the attached summary totaling **\$5,184.00** (District Funded: \$1,945; Parent Funded: \$2,799; PASS Grant: \$440.00) See page 58.

EXPLANATION: Agenda item submitted by Dr. Scott

6. **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 61.

EXPLANATION: Agenda item submitted by Dr. Scott

7. **WHEREAS**, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting required maintenance activities for each of its public school facilities; and

WHEREAS, all past and planned activities keep school facilities open and safe for use and keep system warranties valid;

THEREFORE BE IT RESOLVED, that the Teaneck Board of District, upon the recommendation of the Superintendent, hereby authorizes the Interim School Business Administrator to submit the 2024-2025 Comprehensive Maintenance Plan to the New Jersey Department of Education. See page 66.

EXPLANATION: Agenda item submitted by Ms. Gray

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the renewal of leasing the Christ Episcopal Church located on 480 Warwick Ave., Teaneck, New Jersey in the amount of \$59,940 per year including utilities in the amount for the 2024-2025 school year.

EXPLANATION: Agenda item submitted by Ms. Gray

9. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the 2025-2026 Tentative Budget Development calendar. See page 69.

EXPLANATION: Agenda item submitted by Ms. Gray

10. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves a contract renewal with **D&M Tours, Inc.**, to provide transportation for Nonpublic, Special Education, Teaneck Charter School, and Teaneck Public school students for the 2024- 2025 school year with a grand total of \$2,365,670.20. See pages 71 - 82.

EXPLANATION: Agenda item submitted by Ms. Gray

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves a contract renewal with **John Leckie Bus** to provide transportation for Nonpublic, Special Education and Teaneck Public school students, for the 2024- 2025 school year for a total contract amount of \$864,516.60. See pages 83 - 92.

EXPLANATION: Agenda item submitted by Ms. Gray

12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves a contract renewal with **First Student of Englewood**, to provide transportation for Nonpublic, and Teaneck Public school students, for the 2024- 2025 school year with a grand total of \$865,009.80. See pages 93 - 102.

EXPLANATION: Agenda item submitted by Ms. Gray

13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the facilities use requests listed below.

Organization Purpose	Facilities Use Request	Date(s) Time	Fees
NAACP Annual Turkey Drive	Bryant School Parking Lot	November 25, 2024 4:30 pm – 7:30 pm	No Charge Community based event. Distribution to Teaneck Public School Families
Teaneck Wrestling James Nonas (staff member)	Teaneck High School gymnasium. Teach basics of wrestling and tournaments.	November 2024 through February 2025 Tues, Thurs, Fri, 6pm – 8pm. Sat. 10am -12pm January 18, 25, 2025 7:00 am – 12:30 pm	No Charge Community based event. Teaneck Public School students participating in the program.
Anthony Nylander	Whittier Elementary School gymnasium. Soccer training	Saturdays: Dec. 7, 14, 2024 Jan. 4, 11, 18, 25, 2025 Feb. 1, 8, 2025 10:00 am – 12:30 pm	\$4,958.44 Fees include rental space for gymnasium, security officers, and custodian.
Master Shin United Taekwondo Ctr.	Lowell Elementary School gymnasium. Martial Arts tournament.	Saturday: December 14, 2024 2:00 pm – 5:00 pm	\$908.50 Fees include rental space for gymnasium, security officers, and custodian.
Teaneck Congregation of Jehovah Witnesses	Thomas Jefferson Middle School Auditorium for Religious Observance	Saturday: April 12, 2025 6:00 pm – 8:45 pm	\$1,238.75 Fees include rental space for auditorium, security officers, and custodian.

EXPLANATION: Agenda item submitted by Dr. Spencer

14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the Stipulation of Settlement between the parents of Student ID#102906 and the Teaneck Board of Education in the amount of One-Hundred Thousand and One-Hundred Seventy-Two dollars and Thirty-one cents (\$100,172.31) for the 2023-2024 SY, One-hundred and Five Thousand and One-hundred eighty dollars and Ninety-three cents (\$105,180.93) for the 2024-2025 SY (which reflects a 5% increase), and One-Hundred and Ten Thousand and Four-hundred Thirty-nine dollars and Ninety-eight cents (\$110,439.98) (which reflects a 5% increase).

EXPLANATION: Agenda item submitted by Dr. Scott

15. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the Stipulation of Settlement between the parents of Student ID#108184 and the Teaneck Board of Education in the amount of sixty-four thousand one hundred twenty-four dollars and twenty-three cents (\$64,124.23) for the 2023-2024 SY, seventy-five thousand four hundred thirty-two dollars and sixty-five cents (\$75,432.65) for the 2024-2025 SY, seventy-nine thousand two hundred four dollars and twenty-eight cents for 2025-2026 SY (\$79, 204.28) (which reflects a 5% increase) and the district shall reimburse the parents with regard to transportation in the amount of six thousand dollars (6,000) for 2023-2024, 2024-2025 and 2025-2026 SYs.

EXPLANATION: Agenda item submitted by Dr. Scott

16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the implementation of the LETRS (Language Essentials for Teachers of Reading and Spelling) training program for kindergarten through first grade teachers. 39 participants will receive Part I - LETRS Certification during the 2024-2025 school year, in an amount not to exceed \$34,811.00. Grant Funded Title II Professional Development. Account# 20-270-200-320-00-000-000.

EXPLANATION: Agenda item submitted by Dr. Scott

17. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves bedside instruction payments to Silvergate in the amount of \$50.00 per hour, 10 hour sessions per week, for student ID#107824. Services will commence October 14, 2024 through December 2, 2024. Not to exceed \$3,000 (6 weeks).

EXPLANATION: Agenda item submitted by Dr. Scott

18. **THEREFORE BE IT RESOLVED** that the Board approves, upon the recommendation of the Superintendent, the implementation of three Naviance training sessions for staff in the Teaneck School District to enhance college and career readiness resources and support for our students in an amount not to exceed \$1000. Grant Funded: Title II Professional Development. Account# 20-270-200-320-00-000-000.

EXPLANATION: Agenda item submitted by Dr. Scott

19. **THEREFORE BE IT RESOLVED** that the Board approves, upon the recommendation of the Superintendent, the implementation of one, three-hour Eureka Mathematics training for kindergarten sessions for staff in the Teaneck School District to offer educators comprehensive training and resources to effectively implement the Eureka Math curriculum, enhancing the instructional practices and student outcomes. Amount not to exceed \$3,750.00. District Funded: 11-000-223-320-18-011-000-000.

EXPLANATION: Agenda item submitted by Dr. Scott

20. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, gratefully accepts the following donation(s):

Item	Estimated Value	Donor	On Behalf Of
Transportation Cost	\$400	Career Council Inc.	The Teaneck High School Counseling Department for a bus to transport to bring students to the career council.
Two boxes / 2400 pens in total.	\$4,800	TJMS PTA	The pens were distributed to campuses.

EXPLANATION: Agenda item submitted by Dr. Scott

21. **WHEREAS** the Teach STEM Classes in Nonpublic School Grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS the nonpublic school, Solomon Schechter, has been approved by the New Jersey Department of Education as a recipient of the FY2025 Teach STEM Classes in Nonpublic Schools Grant and;

THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, accepts the grant award for Sharon Bellin in the amount of \$16,450.20, with the hourly rate of \$118.56, with a maximum of 138.75 hours of teaching at Solomon Schechter School.

EXPLANATION: Agenda item submitted by Ms. Gray

22. **WHEREAS** the Teach STEM Classes in Nonpublic School Grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS the nonpublic school, Torah Academy, has been approved by the New Jersey Department of Education as a recipient of the FY2025 Teach STEM Classes in Nonpublic Schools Grant and;

THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, accepts the grant award for John Occhiogrosso in the amount of \$28,295.17, with the hourly rate of \$117.31, with a maximum of 241.2 hours of teaching at Torah Academy.

EXPLANATION: Agenda item submitted by Ms. Gray

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Retirement(s)**:

Name	Position	Location	Effective Date	Position Control	Years of Service
Suada Charaf	6th Grade Middle School Teacher	Thomas Jefferson Middle School	01/01/2025	BLD	25
Ann Park	Teacher of Literacy	Lowell Elementary School	01/01/2025	ARW	30

EXPLANATION: Agenda item submitted by Ms. Jones

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, with regret, approves the following **Resignation(s)**:

Name	Location	Effective Date	Position Control	Years of Service
Katie Barrera-Laboy	District	10/30/2024	CLJ	0
Matthew Maritsch	Teaneck High School	01/01/2025	AHT	20

EXPLANATION: Agenda item submitted by Ms. Jones

3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Certificated Appointment(s)**, pending successful completion of all mandatory requirements.

Staff Name	Position	Location	Guide/Step	Effective Dates	PCN	Notes
Jennifer Pitrelli	Teacher of Elementary Grade 4	Lowell Elementary	MA+32, Step 13 \$104,700.00 (Pro-rated)	01/13/2025-06/30/2025	ASP	Replacement

EXPLANATION: Agenda item submitted by Ms. Jones

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the Appointment of the following staff, assigned to a **Non-Certificated Position**.

Name	Position	Location	Amount	Effective Dates	Notes
Trevor Smith	Custodian	Teaneck High School	\$44,407.32	11/18/2024-06/30/2025	Replacing M. Poyser
Devar Jones	Custodian	Thomas Jefferson Middle School	\$44,407.32	11/18/2024-06/30/2025	Replacing D. Shepherd
Darwin Garcia Tapia	Bus Driver	District	\$40,000.00	11/18/2024-06/30/2024	Replacing K.Barrera-Laboy

EXPLANATION: Agenda item submitted by Ms. Jones

5. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education upon the recommendation of the Superintendent, approves vacation day payouts for the employee(s) listed below pursuant to the TAAS Collective Bargaining Agreement:

Name	Position	Years of Service	Vacation Day(s)	Per Diem Rate	Total Payment
Shellian Mirander	Director	17	5	\$563.81	\$2,819.07

EXPLANATION: Items submitted by Ms. Jones

6. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education **Appoint Victor Anaya, Ed. D, Interim School Business Administrator/Board Secretary** at \$760.00 per diem, effective December 9, 2024 through June 30, 2025, total cost not to exceed \$111,720.00, subject to the approval of the Executive County Superintendent.

EXPLANATION: Agenda item submitted by Ms. Jones

7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the Appointment of the following **Substitute Personnel** assigned to non-tenure track positions.

Name	Position	Location	Amount	Effective Dates
Sandra Gonzales	Long-Term Substitute Teacher	Bryant Elementary School	\$200.00 per day	10/24/2024-2/21/2025
Linda Alford-Fennell	Substitute Secretary	All Schools	\$15.15 per hour	10/9/2024-06/30/2025 As needed
Victoria Dyker	Long-Term Substitute	Hawthorne Elementary School	\$200.00 per day	TBD

EXPLANATION: Agenda item submitted by Ms. Jones

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following staff members as **Home Instructors**, on an as-needed basis for the 2024-2025 school year.

Staff Name	Job Title	Stipend Amount
Eileen Glasse	Home Instructor	\$50.00 per hour
Maria Castano	Home Instructor	\$50.00 per hour
Susie Cipriano	Home Instructor	\$50.00 per hour
Sean Gordon	Home Instructor	\$50.00 per hour

EXPLANATION: Agenda item submitted by Ms. Jones

9. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following **Leaves of Absence**:

Staff ID#	Type	Dates of Paid Leave	Days Used	Dates of Unpaid Leave	Days Used	Return Day
0989	Maternity	01/13/2025-01/17/2025	5 Sick Days	01/21/2025-01/02/2026	N/A	01/05/2026
5246	Maternity	10/14/2024-11/14/2024	21 Sick Days	11/15/2024-02/21/2025	58	02/24/2025
5631	Maternity	10/24/2024-11/12/2024	10 Sick Days	11/13/2024-02/21/2025	60	02/24/2025
5697	Maternity	12/20/2024-02/05/2025	20 Sick Days 2 pb	02/26/2025-05/23/2025	N/A	05/24/2025
5616	Medical	10/31/2024-11/29/2024	17 Sick Days	N/A	N/A	12/02/2024
4451	Medical	12/02/2024-01/10/2025	22 Sick Days	N/A	N/A	01/13/2025
5119	Paternity	11/18/2024-01/10/2025	30 Sick Days	N/A	0	01/13/2025

EXPLANATION: Agenda item submitted by Ms. Jones

10. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Transfer(s)**:

Name	From Position/Location/PCN	To Position/Location/PCN	Effective Dates	Notes
Jason McDonald	Lacey, PE Teacher	Lacey Elementary Lowell Elementary	9/22/2024 - 06/30/2025	2x per week A/B Schedule No change in Salary

EXPLANATION: Agenda item submitted by Ms. Jones

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the **unpaid administrative leave** for employee #5584 effective October 24, 2024 - October 28, 2024.

EXPLANATION: Agenda item submitted by Ms. Jones

12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education approve payments to the following individual(s) for **unused vacation, sick and/or personal business days** in accordance with their appropriate collective bargaining agreement or employment contract. See page 103.

Name	Position	Total Amount	Separation Date
Kim Dockery	Secretary C	\$13,609.09	07/31/2024
Carrie Williams	Teacher of Special Education	\$5,750.00	08/22/2024

EXPLANATION: Agenda item submitted by Ms. Jones

13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the employees listed below for **Extra Work Extra Pay** stipends for the 2024-2025 school year, at Benjamin Franklin Middle School, in accordance with the TTEA Contract:

Staff Member Name	Activity	Stipend Amount
Anthony Bruno	Newspaper	\$1,125.00
Tanja Hans	Newspaper	\$1,125.00
Bydette Dostie	Math Club	\$1,000.00
Melinka Ramirez	Spanish Club	\$1,000.00

EXPLANATION: Agenda item submitted by Ms. Jones

14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Extra work Extra Pay Assignment**, at the Teaneck High School for the 2024-2025 school year; these stipends are in accordance with the TTEA Contract.

Staff Name	Title of Stipend	Amount
Maria Castano	SOLA	\$600.00
Ivalisse Padilla	Majorettes (Twirlers) Volunteer	\$0.00
Christine Meyers	Majorettes (Twirlers) Volunteer	\$0.00
Mickelle Taylor	Photography Club Volunteer	\$0.00
Jamie Boyle	International Thespian Club Volunteer	\$0.00
Rich Rodda	Aviation Club Volunteer	\$0.00

EXPLANATION: Agenda item submitted by Ms. Jones

15. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following certificated staff to the stipends listed below, participating in the **Hawthorne Elementary Title I After School Math and ELA Program**. The program will run for 16 weeks, two days a week (Tuesday and Thursday) 3:30 p.m.-4:30 pm. By focusing on individualized support, evidence-based strategies, and ongoing assessment, this Tier III intervention program will focus on enhancing students literacy and numeracy skills in grades 5 through 8. Students are identified based on standardized test (Linkt), classroom assessments, and teacher recommendations. The program will be funded with 24/25 Title I money (Account #20-231-100-101-00-110-000):

Staff Member Name	Position	Effective	Payment Amount
Maria Garcia-Iglesias	Instructor	12/10/2024 - 4/10/2025	\$50.00 per hour x 56 hours (Not to exceed \$2,800.00)
Samuel Griffin	Instructor	12/10/2024 - 4/10/2025	\$50.00 per hour x 56 hours (Not to exceed \$2,800.00)
Victor Hernandez	Instructor	12/10/2024 - 4/10/2025	\$50.00 per hour x 56 hours (Not to exceed \$2,800.00)
Felix Mejia	Instructor	12/10/2024 - 4/10/2025	\$50.00 per hour x 56 hours (Not to exceed \$2,800.00)
Tawana Smith	Instructor	12/10/2024 - 4/10/2025	\$50.00 per hour x 56 hours (Not to exceed \$2,800.00)
Lorena Valer	Instructor	12/10/2024 - 4/10/2025	\$50.00 per hour x 56 hours (Not to exceed \$2,800.00)
			Total not to exceed: \$16,800

EXPLANATION: Agenda item submitted by Ms. Jones

16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following teachers (pending student enrollment) for conducting an **Title I After School Reading & Mathematics Tier III Support Program** at **Thomas Jefferson Middle School** for Grades 5 through 8 from for 1 hour on Tuesday and Thursday. By focusing on individualized support, evidence-based strategies, and ongoing assessment, this Tier III intervention program will focus on enhancing students' literacy and numeracy skills in grades 5 through 8. Students are identified based on standardized tests (LinkIt), classroom assessments, and teacher recommendations. Title 1 funds this program. Account# 20-231-100-101-00-000-000:

Staff Name	Position	Effective Dates	Stipend Amount
Lydia DeRuiter	Lead Coordinator	11/14/24 - 3/27/25	\$50.00 per hour x 75 hours (Not to exceed \$3,750)
Heather Jacobs	Instructor 11/14/24 - 3/27/25	11/14/24 - 3/27/25	\$50.00 per hour x 48 hours (Not to exceed \$2,400)
Kelly Walsh	Instructor	11/14/24 - 3/27/25	\$50.00 per hour x 48 hours (Not to exceed \$2,400)
KerryAnn Rose	Instructor	11/14/24 - 3/27/25	\$50.00 per hour x 48 hours (Not to exceed \$2,400)
Rena San George	Instructor	11/14/24 - 3/27/25	\$50.00 per hour x 48 hours (Not to exceed \$2,400)
Ashley Alcott	Instructor	11/14/24 - 3/27/25	\$50.00 per hour x 48 hours (Not to exceed \$2,400)
Antoinette Bush	Instructor	11/14/24 - 3/27/25	\$50.00 per hour x 48 hours (Not to exceed \$2,400)
Sheena Stanislaus	Instructor	11/14/24 - 3/27/25	\$50.00 per hour x 48 hours (Not to exceed \$2,400)
Brandon Vargas	Instructor	11/14/24 - 3/27/25	\$50.00 per hour x 48 hours (Not to exceed \$2,400)
Christina Chopra	Substitute	11/14/24 - 3/27/25	\$50 per hour as needed
			Total not to exceed: \$22,950

EXPLANATION: Agenda item submitted by Ms. Jones

17. **THEREFORE BE IT RESOLVED** the Teaneck Board of Education, upon the recommendation of the Superintendent approves Grayson Esguerra, former Teaneck High School graduate and now a student at Bergen County Community College to complete 10 hours of **Classroom Service Learning** for their EDU 101 class at Benjamin Franklin Middle School.

EXPLANATION: Agenda item submitted by Dr. Scott

18. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Teacher Coordinator** stipend positions at Whittier Elementary School.

Staff Name	Job Title	Effective Dates	Amount
Mark Abbadessa	IB Teacher Coordinator	2024-2025 SY	\$6,750.00
Destiny Harmon	Safety Patrol Teacher Coordinator	01/07/2025-05/08/2025	\$1,000.00

EXPLANATION: Agenda item submitted by Ms. Jones

19. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the stipend positions for the **Teaneck Community Education Centers School Aged Child Care (SACC) Staff**.

Name	Position	Effective Dates	Hourly Amount
Jacob Djesus	Aide	09/05/2024 - 06/23/2025	\$18.50 per hour
Diogerca Cruz Taveras	Aide	09/05/2024 - 06/23/2025	\$18.50 per hour
Saige Moya	Student Aide	09/05/2024 - 06/23/2025	\$15.13 per hour
Muntaha Ali	Student Aide	09/05/2024 - 06/23/2025	\$15.13 per hour
Alyssa Fernandez	Student Aide	09/05/2024 - 06/23/2025	\$15.13 per hour

EXPLANATION: Agenda item submitted by Ms. Jones

20. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following staff members to serve in the **Saturday Detention** program at Teaneck High School working with students.

Staff Name	Effective Dates	Stipend Amount
James Lagomarsino	09/03/2024 - 06/30/2025	\$50 per hour as needed
Natasha Green	09/03/2024 - 06/30/2025	\$50 per hour as needed

EXPLANATION: Agenda item submitted by Ms. Jones

21. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Winter Coach** stipend positions at Teaneck High School for the 2024-2025 school year.

Staff Name	Position	Winter Sport	Amount
Timothy Perillo	Assistant Coach	Boys Fencing	\$4,665.00
Miguel Perdomo	Assistant Coach	Boys Baseball	\$5,831.00
D'Aisha Smith	Assistant Coach	Girls Softball	\$5,831.00
Spencer Jones	Volunteer	Bowling	0.00
Kennedee Cox	Volunteer	Winter Track	0.00
Kate Augusto	Volunteer	Softball	0.00
Jamal Gause	Volunteer	Basketball	0.00

EXPLANATION: Agenda item submitted by Ms. Jones

22. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Chaperone(s)** at Teaneck High School for student-based events/activities.

Staff Name	Position	Stipend Amount	Effective Dates
Eric Akserlrud	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Katierose Augustine	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Andrew Bellin	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Sharon Bellin	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Somia Benali	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
James Bermudez	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Alexandra Cavallo	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Susie Cipriano	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Abdoulaye Diallo	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Aknaris Diaz	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Hannah Hernandez	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Adriana Lagomarsino	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Nurdan Musa	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Dan Olender	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
John Paladino	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025
Floreca Koldani	Chaperone	\$50.00 per hour as needed	08/01/2024-06/30/2025

EXPLANATION: Agenda item submitted by Ms. Jones

23. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Teaneck Athletic Event Staff** positions at Teaneck High School.

Staff Name	Position	Amount	Effective Dates
Alexandra Cavallo	Ticket Taker	\$60.00 per game	08/01/2024-06/30/2025
Aknarnis Diaz	Ticket Taker	\$60.00 per game	08/01/2024-06/30/2025
Barbara Kilgore	Ticket Taker	\$60.00 per game	08/01/2024-06/30/2025
Bleidy Rahmer-O'Neil	Ticket Taker	\$60.00 per game	08/01/2024-06/30/2025
Nurdan Musa	Ticket Taker	\$60.00 per game	08/01/2024-06/30/2025
Yessica Reyes	Ticket Taker	\$60.00 per game	08/01/2024-06/30/2025
James Bermudez	Ticket Taker	\$60.00 per game	08/01/2024-06/30/2025
Lance Parham	Event Staff	\$60.00 per game	08/01/2024-06/30/2025
Jason McDonald	Event Staff	\$60.00 per game	08/01/2024-06/30/2025
Mickell Taylor	Event Staff	\$60.00 per game	08/01/2024-06/30/2025
Vance Steinbergin	Event Staff	\$60.00 per game	08/01/2024-06/30/2025
Spencer Jones	Event Staff	\$60.00 per game	08/01/2024-06/30/2025
Shenieka Smith	Event Staff	\$60.00 per game	08/01/2024-06/30/2025
James Lagomarsino	Event Staff	\$60.00 per game	08/01/2024-06/30/2025
Breanne Millett	Announcer	\$60.00 per game	08/01/2024-06/30/2025

EXPLANATION: Agenda item submitted by Ms. Jones

24. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon recommendation of the Superintendent, approves payment to the following teachers to teach the **Bilingual After School Program** at Teaneck High School. Grant Funded by Title III account #: 20-241-100-101-00-000-000

Staff Name	Position	Stipend Amount
Abdoulaye Diallo	French - Mathematics	\$2,500.00 (Not to exceed 50 hours)
Michael De Avila	Algebra I - Spanish	\$2,500.00 (Not to exceed 50 hours)
Somia Benali	Algebra I and Geometry - Arabic	\$2,500.00 (Not to exceed 50 hours)
Yaneth Mesa	Science - Spanish	\$2,500.00 (Not to exceed 50 hours)
Adriana Lagomarsino	ESL Teacher and Program Coordinator	\$2,500.00 (Not to exceed 50 hours)
	Total not to exceed:	\$12,500.00

EXPLANATION: Agenda item submitted by Ms. Jones

25. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent approves compensation to the following FORUM Staff member to provide services in the **PASS (Police/Parents and School Students) Partnership**:

Staff Member	Assignment	Date of Program	Amount of Stipend
Jessica Murphy	Middle School Counselor	10/01/2024-12/21/2024	\$50.00 per hour (Not to exceed 160 hours and \$8,000.00)

EXPLANATION: Agenda item submitted by Ms. Jones

26. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the **For the Record Amendment(s)**.

Staff Name	Class	Amount	Guide/Degree	Effective Dates	Notes
Spencer Jones	Breakfast Club	\$70.00	MA	09/01/2024-06/30/2025	Change in Rate
Levette Glanton	Biology	\$100.00	MA+32	09/01/2024-06/30/2025	Change in Rate
Helene Nguessan	Teacher of Elementary - Grade 6	\$83,000.00 (pro-rated)	BA, Step 13	09/23/2024-06/30/2025	Change in Start Date

EXPLANATION: Agenda item submitted by Ms. Jones

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1140 EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION

The Board of Education shall adopt and implement written educational equity policies in accordance with the provisions of N.J.A.C. 6A:7 – Managing for Equity in Education.

The Board's educational equity policies shall recognize and value the diversity of persons and groups within the community and promote the acceptance of persons of diverse backgrounds regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)1 including race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, genetic information, pregnancy or breastfeeding, sex, gender identity or expression, religion, disability, atypical hereditary cellular or blood trait, service in the Armed Forces of the United States, or nationality.

The educational equity policies will promote equitable educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)2.

The Board shall inform the school community of these policies in a manner including, but not limited to, the district's customary methods of information dissemination pursuant to N.J.A.C. 6A:7-1.4(b).

Pursuant to N.J.A.C. 6A:7-1.5, the Board annually shall designate a member of its staff as the Affirmative Action Officer and form an Affirmative Action Team to coordinate and implement the requirements of N.J.A.C. 6A:7 – Managing for Equity in Education. The Board shall ensure that all stakeholders know who the Affirmative Action Officer is and how to contact the Affirmative Action Officer.

The Affirmative Action Officer shall have a New Jersey standard certificate with an administrative, instructional, or educational services endorsement, pursuant to N.J.A.C. 6A:9B – State Board of Examiners and Certification. The Affirmative Action Officer shall: coordinate the required professional development training for all personnel pursuant to N.J.A.C. 6A:7-1.6; notify all students and employees of the district's grievance procedures for handling discrimination complaints; ensure the district's grievance procedures, including investigative responsibilities and reporting information, are followed; and serve as a member of the



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Affirmative Action Team. The Affirmative Action Officer may also serve as the school district's Title IX Coordinator.

In accordance with N.J.A.C. 6A:7-1.5(a)4., the Affirmative Action Team shall: include, to the extent possible, members who represent the diversity of the school district's student population; develop the Comprehensive Equity Plan (CEP) pursuant to N.J.A.C. 6A:7-1.4(c); oversee the implementation of the school district's CEP pursuant to N.J.A.C. 6A:7-1.4(c); collaborate on coordination of the required professional development training for all personnel pursuant to N.J.A.C. 6A:7-1.6; monitor the implementation of the CEP; and conduct the annual district internal monitoring to ensure continuing compliance with State and Federal statutes governing educational equity, pursuant to N.J.A.C. 6A:7-1.4(d).

In accordance with N.J.A.C. 6A:7-1.6, the Board shall provide, on a continuing basis, professional development training for all school personnel to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a). The professional development training shall be differentiated based on staff position type and shall be based on the analysis of data conducted pursuant to N.J.A.C. 6A:7-1.4(c)1. The district shall ensure that parents and other community members are aware of professional development training provided to school district personnel regarding topics around equity. The district shall ensure all new personnel are provided within the first ninety days of employment with professional development training on educational equity issues.

The Commissioner or designee shall provide technical assistance to local school districts for the development of policy guidelines, procedures, and in-service training for Affirmative Action Officers so as to aid in the elimination of prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.5; 6A:7-1.6

Adopted:



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1523 COMPREHENSIVE EQUITY PLAN

The District, with the Board of Education's approval, shall complete a Comprehensive Equity Plan (CEP) that includes a cohesive set of policies, programs, and practices that ensure high expectations and positive achievement patterns and equitable access to educational opportunities for all learners, including students and teachers, in accordance with the provisions of N.J.A.C. 6A:7-1.8.

The District's obligation to be accountable for the requirements in N.J.A.C. 6A:7 is not precluded or alleviated by any rule or regulation of any recreational organization, club, athletic association, or other league or organizing group.

Pursuant to N.J.A.C. 6A:7-1.4(c), the district shall develop, once every three years, a CEP that shall identify and correct all discriminatory and inequitable educational policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.

1. Prior to developing the CEP, the district shall assess its needs for achieving equity in educational activities and programs pursuant to N.J.A.C. 6A:7-1.4(c)1. The needs assessment shall identify discriminatory practices and other barriers to achieving equity in educational activities and programs, if applicable.
2. The CEP shall address:
 - a. Professional development, pursuant to N.J.A.C. 6A:7-1.6; and
 - b. Equity in school and classroom practices, educational activities, and programs pursuant to N.J.A.C. 6A:7-1.7.
3. The CEP shall include measurable and actionable goals, objectives, timelines, and benchmarks for measuring progress.



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4. The Board shall submit the CEP to the Executive County Superintendent for confirmation of completion.
 - a. If the Executive County Superintendent determines that the CEP is not complete, the Board shall revise the plan in accordance with the Executive County Superintendent's instructions and shall submit to the Executive County Superintendent the revised plan within thirty days of the notification of incompleteness.

Pursuant to N.J.A.C. 6A:7-1.8(c), the CEP shall include the following:

1. An assessment of the school district's needs for achieving equity in educational activities and programs. The assessment shall include staffing practices; quality-of-program data; stakeholder-satisfaction data; and student assessment data disaggregated by gender; race; ethnicity; multilingual learner status; homeless status; special education; migrant; date of enrollment; student suspension; expulsion; Child Study Team referrals; preschool through grade twelve promotion/retention data; preschool through grade twelve completion rates; attendance data; and re-examination and re-evaluation of classification and placement process of students in special education programs if there is disproportionality within certain groups;
2. A description of how other Federal, State, and district policies, programs, and practices are aligned to the CEP;
3. Progress targets for closing the achievement and opportunity gaps;
4. Professional development targets regarding the knowledge and skills needed to provide a thorough and efficient education as defined by the New Jersey Student Learning Standards (NJSLS), differentiated instruction and formative assessments aligned to the NJSLS, and professional standards for teachers and school leaders; and



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5. Annual targets that address district needs in equity in school and classroom practices and are aligned to professional development targets.

The Board shall implement the CEP within sixty days of the Executive County Superintendent's certification of completion.

If the Board does not implement the CEP within sixty days of the Executive County Superintendent's certification of completion date, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or designee shall be imposed, and may include action to suspend, terminate, or refuse to award continued Federal or State financial assistance, pursuant to N.J.S.A. 18A:55-2.

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.7; 6A:7-1.8

Adopted:



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1530 EQUAL EMPLOYMENT OPPORTUNITIES

The Board of Education shall, in accordance with law, guarantee equal employment opportunity throughout the district.

The Board shall ensure all persons shall have equal and bias-free access to all categories of employment and equal pay for equal work in this district without discriminating on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) including an employee's race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, genetic information, pregnancy or breastfeeding, sex, gender identity or expression, religion, disability, atypical hereditary cellular or blood trait, service in the Armed Forces of the United States, or nationality.

The school district's employment applications and pre-employment inquiries will conform to the guidelines of the New Jersey Division of Civil Rights.

The Board will use equitable hiring practices that correct imbalance and isolation based on any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) among the district's staff and within every category of employment, including administration. Promotions and transfers will be monitored to ensure non-discrimination.

The Board shall not assign, transfer, promote, or retain staff, or fail to assign, transfer, promote, or retain staff, on the sole basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

The Board will target underutilized groups in every category of employment. The Board will provide among the faculty of each school role models of diverse backgrounds.



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Equal Employment Opportunities

The Board shall not enter into or maintain contracts with a persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) either in employment practices or in the provision of benefits or services to students or employees.

The Superintendent shall promulgate a complaint procedure for the adjudication of disputes alleging violation of the law prohibiting discrimination in employment or this Policy.

The Board shall not discriminate against any person for that person's exercise of rights under the laws prohibiting discrimination in employment or this Policy.

N.J.S.A. 10:5-4; 10:5-12;

N.J.S.A. 18A:6-5; 18A:6-6; 18A:28-10; 18A:29-2;

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted:



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R 1530 EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE

A. Purpose and Application

1. The purpose of this procedure is to give any district employee or candidate for employment the opportunity to appeal an alleged denial of equal employment opportunity in violation of State statutes and administrative codes, and Federal laws and Policy 1530, guaranteeing “equal access to all categories of employment without discriminating on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) including an employee’s race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, genetic information, pregnancy or breastfeeding, sex, gender identity or expression, religion, disability, atypical hereditary cellular or blood trait, service in the Armed Forces of the United States, or nationality.
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and should be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual employees.



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B. Definitions

1. “Board of Education” means the Board of Education of this school district.
2. “Complaint” means an alleged discriminatory act or practice.
3. “Complainant” means a staff member who alleges a discriminatory act or practice.
4. “Day” means a working or calendar day as identified.
5. “Discriminatory act or practice” means denial of equal employment opportunity in violation of State statutes and administrative codes and Federal laws and Policy 1530.
6. “School district” means this school district.

C. Procedure

1. A complainant who believes that they have been harmed or adversely affected by a discriminatory practice or act prohibited by law and/or policy shall discuss the matter with their immediate supervisor in an attempt to resolve the matter informally.
2. If the matter is not resolved to the satisfaction of the complainant within thirty working days of the discussion with their supervisor, the complainant may submit a complaint to the Affirmative Action Officer. The complaint may be reported: in person; in writing; verbally by telephone; by mail to the office address; or by electronic mail. The complaint may be reported during business or non-business hours.
3. The complaint shall include:
 - a. The complainant’s name and address;



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- b. The specific act or practice of which the complainant complains;
 - c. The school employee, if any, responsible for the allegedly discriminatory act;
 - d. The results of discussions conducted in accordance with C.1. above; and
 - e. The reasons why the results of the discussions were not satisfactory to the complainant.
- 4. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the complaint filed in accordance with C.2. above. A copy of the complaint and the response will be forwarded to the Superintendent.
 - 5. The Affirmative Action Officer's written response may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have acted discriminatorily.
 - 6. On their timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with a discriminatory act and any other person with knowledge of the act.
 - 7. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the



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hearing was held, whichever occurred later. Copies of the decision will be given to all parties.

8. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
 - a. The original complaint;
 - b. The response to the complaint;
 - c. The Superintendent's decision;
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented; and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
9. A copy of the appeal to the Board must be given to the staff member, if any, charged with a discriminatory act.
10. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
11. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
12. The complainant will be informed of their right to appeal the Board's decision to the:



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- a. Commissioner of Education
New Jersey State Department of Education
P.O. Box 500
Trenton, New Jersey 08625-0500 or the
- b. New Jersey Division on Civil Rights
Central Regional Office
Office of the Attorney General
140 East Front Street – 6th Floor
Trenton, New Jersey 08625-0090

D. Record

1. The records of any complaint processed in accordance with this procedure shall be maintained in a file kept by the Affirmative Action Officer.
2. A copy of the decision rendered at the highest level of appeal finding a discriminatory act has occurred shall be kept in the personnel file of the employee found to have committed a discriminatory act.

Issued:



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[See POLICY ALERT Nos. 191, 209, and 232]

2260 EQUITY IN SCHOOL AND CLASSROOM PRACTICES

The Board of Education shall provide all students with equitable and bias-free access to all school facilities, courses, programs, activities, and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) including race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, genetic information, pregnancy or breastfeeding, sex, gender identity or expression, religion, disability, atypical hereditary cellular or blood trait, service in the Armed Forces of the United States, or nationality, by:

1. Ensuring barrier-free access to all school and classroom facilities;
2. Attaining, within each school, minority representation that approximates the district's overall minority representation. Exact apportionment is not required, the ultimate goal is a reasonable plan achieving the greatest degree of a representative balance that is feasible and consistent with sound educational values and procedures;
3. Utilizing, on an annual basis, a State-approved English language proficiency assessment that evaluates a student's English language proficiency on the four domains of listening, speaking, writing, and reading for determining the eligibility and placement of students who may be identified as multilingual learners pursuant to N.J.A.C. 6A:15-1.3(a)3.;
4. Utilizing bias-free multiple measures for determining the special needs of students with disabilities, pursuant to N.J.A.C. 6A:14-3.4;
5. Ensuring support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all students; and



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6. Ensuring a student is not discriminated against because of a medical condition. A student shall not be excluded from any education program or activity because of a long-term medical condition unless a physician certifies such exclusion is necessary.
 - a. If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.

Pursuant to N.J.A.C. 6A:7-1.7(b), the Board shall ensure the district's curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSLS). The Board also shall ensure its curriculum and instruction address the elimination of discrimination by narrowing the achievement and opportunity gaps, by providing equity in educational activities and programs, and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a), by:

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a);
2. Ensuring courses shall not be offered separately on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a);
 - a. Portions of classes that deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions based on gender identity, provided that the course content for such separately conducted sessions is the same.
3. Ensuring and promoting equitable representation of all students in all classes and programs;



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4. Ensuring schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and ensuring students understand the basic tenet of multiculturalism;
5. Ensuring the Amistad Commission Curriculum is infused into the curriculum and is taught;
6. Ensuring the Commission on Holocaust and Genocide education curriculum is infused into the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28;
7. Ensuring all curricular requirements pursuant to N.J.A.C. 6A:8 and the NJSLS are taught, including any curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

The Board shall ensure the district's physical education is in a co-educational setting that is developmentally appropriate and does not discriminate on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows:

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable;
2. The district may choose to operate separate teams based on sex in one or more sports or single teams open competitively to members of all sexes, as long as the athletic program as a whole provides equal opportunities for students of all sexes to participate in sports at comparable levels of difficulty and competency; and



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3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

N.J.S.A. 18A:36-20

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7

Adopted:



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R 2260 EQUITY IN SCHOOL AND CLASSROOM PRACTICES COMPLAINT PROCEDURE

A. Purpose and Application

1. The purpose of this procedure is to give any student or the parent(s) or legal guardian(s) of a student the opportunity to appeal an alleged violation of the district's Affirmative Action Plan for school and classroom practices, as set forth in Policy 2260.
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and will be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual students.

B. Definitions

1. "Affirmative Action Officer" means the district official responsible for the coordination of activities relating to compliance with the Affirmative Action Plan.
2. "Affirmative Action Plan" means the Affirmative Action Plan for school and classroom practices adopted by the Board of Education.
3. "Board of Education" means the Board of Education of this school district.
4. "Complainant" means a student or parent(s) or legal guardian(s) who believes that they have been harmed or adversely affected by a failure to enforce the district's Affirmative Action Plan.



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5. “Complaint” means an unresolved problem concerning the interpretation or application by an officer or employee of this school district of law and regulations regarding the Affirmative Action Plan.
6. “Day” means a working or calendar day as identified.
7. “Student” means an individual enrolled in any formal educational program provided by the school district.
8. “School district” means this school district.
9. “Violation” means the failure of a district official or employee to take the positive steps outlined in Policy 2260 and/or included in the Affirmative Action Plan.

C. Procedure

1. A complainant shall discuss their complaint with the staff member most closely involved in an attempt to resolve the matter informally.
2. If the matter is not resolved to the satisfaction of the complainant within thirty working days of the discussion with the staff member most closely involved, the complainant may submit a complaint to the Affirmative Action Officer. The complaint may be reported: in person; in writing; verbally by telephone; by mail to the office address; or by electronic mail. The complaint may be reported during business or non-business hours.
3. The complaint shall include:
 - a. The student’s name and, in the complaint of a person acting on behalf of the student, the name and address of the complainant;
 - b. The specific failure to act of which the complainant complains;



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- c. The school employee, if any, responsible for the alleged violation of the Affirmative Action Plan;
 - d. The results of discussions conducted in accordance with C.1. above; and
 - e. The reasons why the results of the discussions were not satisfactory to the complainant.
4. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the complaint filed in accordance with C.2. above. A copy of the complaint and the response will be forwarded to the Superintendent.
5. The Affirmative Action Officer's written response may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have violated the Affirmative Action Plan.
6. On their timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with violation of the Affirmative Action Plan and any other person with knowledge of the violation.
7. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties and to the Board.



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8. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
 - a. The original complaint;
 - b. The response to the complaint;
 - c. The Superintendent's decision;
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented; and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
9. A copy of the appeal to the Board must be given to the staff member, if any, charged with a violation of the Affirmative Action Plan.
10. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
11. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
12. The complainant will be informed of their right to appeal the Board's decision to the Commissioner of Education or to the New Jersey Division on Civil Rights.



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D. Record

1. The records of any complaint processed in accordance with this procedure shall be maintained in a file separate from the student's cumulative file. A notation shall be made in the student's file of the presence of the record in the separate file.
2. A copy of the decision rendered at the highest level finding a violation of the Affirmative Action Plan has occurred shall be kept in the personnel file of the employee found to have committed a violation of the Affirmative Action Plan.

Issued:



Teaneck Board of Education

District Policy

5520 – ~~[DISORDER AND]~~ DEMONSTRATIONS

Section: Students

Date Created: March 2012

Date Edited: March 2024

The Board of Education is responsible for providing a thorough and efficient system of education for pupils in this district and is authorized to ~~[preserve order so]~~ **ensure** that the system may function properly. Pupils will not be disturbed in the exercise of their constitutionally guaranteed rights to assemble peaceably and to express ideas and opinions, privately or publicly, provided that their activities do not infringe on the rights of others and do not interfere with the operation of the educational program.

While students are encouraged to exercise their right to peacefully assemble and express their views, it is expected that students comport themselves in a manner that enhances the integrity and impact of their message. Behavior inconsistent with the values or objectives of the demonstration, including acts of vandalism, violence, or acts of physical harm and/or threats motivated by animus based on race, color, national origin, religion, gender, sexual orientation, gender identity, or disability demoralize the intended message and undermines the purpose of the demonstration.

The Board will not permit the conduct on school premises of any willful activity engaged in by an individual acting alone or by a group of individuals that interferes with the orderly operation of the educational program or offends the rights of others. The Board specifically prohibits any assembly or expression that **prevents students from accessing classrooms or facilities or that** materially disrupts instruction; is obscene, slanderous, or grossly prejudicial; advocates the use of dangerous or harmful materials; advocates the use of force or the violation of law or school rules; or advertises goods or services for unauthorized commercial gain.

Disorderly pupils will be disciplined in accordance with law and Board Policy No. 5600; staff members who assist pupils in disorderly conduct may be subject to disciplinary measures.

The Board directs all staff members to attempt to resolve pupil conflict and dissent by reason and arbitration. Pupils who express dissent should be made aware of the lawful procedures available to them for the resolution of their grievances.

The Superintendent shall establish procedures for the prompt resolution of any disorder that occurs on school premises. The Building Principal shall be responsible for the identification and resolution of disorders in any school building and may summon law enforcement officers as necessary.

After a demonstration, a review session may be convened at the discretion of the Building Principal, between students and relevant adults to facilitate an open dialogue about the demonstration, its objectives, and any concerns or feedback. This forum aims to foster mutual understanding, address any issues that arose during the demonstration, and explore constructive ways to further advocate for the demonstrated cause within the school community.

N.J.S.A. 2C:12-3; 2C:33-1; 2C:33-2; 2C:33-8

N.J.S.A. 18A:6-1; 18A:37-1; 18A:37-2

Adopted: 14 March 2012

CBI Locations November 2024

Evoli pizza	5 Atlantic Street Hackensack, NJ 07601	201-441-4444
Teaneck Post Office	751 Palisade Avenue Teaneck, NJ 07666	800-257-8777
Teaneck Post Office	1393 Palisade Avenue Teaneck, NJ 07666	800-257-8777
Teaneck Fire Department Headquarters	1231 Teaneck Road Teaneck, NJ 07666	201-837-2085
Teaneck Fire Department Station 2	617 Cedar Lane Teaneck, NJ 07666	201-837-2085
Teaneck Fire Department Station 3	370 Teaneck Road Teaneck, NJ 07666	201-837-2085
Teaneck Police Department	900 Teaneck Road Teaneck, NJ 07666	201-837-2600
Victor's Pizzeria	540 Cedar Lane Teaneck, NJ 07666	201-836-0306
Bank of America	790 Palisade Avenue Teaneck, NJ 07666	201-836-5555
Englewood Library	31 Engle Street Englewood, NJ 07631	201-568-2215

Project THRIVE's School-Based Mental Health Services

Selection of schools for practicum and internship. The specific schools where **Project THRIVE** scholars will complete practicum and internship will be selected in collaboration with administrators from each of our partner districts. In Bogota, all four schools in the district will be involved in the project. In Teaneck and Paterson, the schools selected will be those: (1) that are in the top 25% of schools where students receive free or reduced-price lunch and (2) where the principal and other top administrators in the building are committed to providing resources (e.g., a designated counseling space, time for teachers to complete mental health screeners for students) to support the project. Given the differing sizes of the three districts, we expect to divide half of the students each year between Bogota and Teaneck and the other half in Paterson, although there is room for flexibility as needed.

Tiered mental health services and supports. **Project THRIVE** will use a tiered model of mental health services and supports. Based on our past experiences working with Newark and Bogota, we have identified the need for Tier 1 level supports to ensure that all staff are prepared to foster a safe, inclusive environment for all learners. We will address this through Professional Learning Communities (PLCs) in all of our partner schools. These are described in more detail below. Additionally, **Project THRIVE's** tiered system of mental health supports in schools will be guided by Dr. Raffaele Mendez's *Cognitive-Behavioral Therapy in Schools: A Tiered Approach to Youth Mental Health Services*. This book describes how to initiate a tiered model of mental health services in a school using cognitive-behavioral therapy as the primary theoretical approach to intervention. This book will serve as the basis **Project THRIVE's** Tier 2 and Tier 3 mental health services.

Tier 1 supports in our partner schools. Although Bogota and Teaneck will be introducing new SEL programs in select elementary schools in Fall 2024, Paterson will be losing the funding the district has been using for SEL supports. The PI and Project Coordinator to be hired for this project will help the schools selected for participation to conduct a needs assessment to assess school climate and culture from the perspectives of all key stakeholder groups. We will first use this information to determine what professional development, psychoeducation, or consultation is required by school professionals to deliver any student-focused services in an inclusive way (addressing any issues of implicit bias, reactive disciplinary practices, gaps in knowledge regarding trauma-informed care, etc.). With that information in hand, we will convene Professional Learning Communities for teachers and other staff to engage in reading, reflection, and dialogue regarding the identified topics. These will be held for one hour once per week directly after school and be limited to 6 people in a group. The Project Coordinator will run these groups at the beginning of the project, with the possibility of other school-based mental health professionals at the school taking on this role as the project continues. **Project THRIVE** scholars will also participate in this process as observers so they can learn how to work with school staff to conduct a needs assessment to identify an appropriate Tier 1 curriculum and facilitating PLCs.

Another component of the needs assessment will be universal screening of students completed by teachers or by the students themselves, depending on student age. The measure we selected for this purpose is the BASC-3 BESS (Behavior Assessment System for Children, Third Edition - Behavioral and Emotional Screening System). Other components of the needs

assessment, which will include all key stakeholders in the school community, will be focus groups, review of school-based data (e.g., ODRs; suspensions; referrals to special education particularly due to emotional or behavioral concerns; visits to the nurses office; attendance data, harassment, intimidation and bullying data; and crisis incidents including removal from school for mental health concerns), and review of other initiatives currently in place in the district. Importantly, recognizing that there are significant numbers of students in these LEAs who are English language learners, homeless students, and students in foster care, all project interventions, strategies, and approaches stress the need to celebrate diversity and meet the needs of these specialized and vulnerable populations. All interventions that are selected for use will be available to all students and staff within these schools regardless of race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, gender identity or expression, nationality, place of residence within the district, socioeconomic status, or disability. This is in keeping with policies in all districts regarding equal and bias-free access for all students to all school facilities, courses, programs, activities, and services to give all students maximum opportunity to achieve their potential.

Tier 2 and 3 supports in our partner schools. We will begin Tier 2 and Tier 3 supports in the selected partner schools as we are conducting the needs assessment. This is because there are likely to be students who need higher levels of mental health supports from the start of the project. We will take a sequenced, developmental approach to training such that first year students will initially observe more advanced students or the Project Coordinator during their first semester in the program. As such, in Year 1, when we have first and second year students participating in **Project THRIVE**, the Tier 2 and Tier 3 interventions will be delivered by the Project Coordinator and second year students with first students years observing these sessions. In subsequent years, the incoming cohort (first year students) will observe second or third year students in **Project THRIVE** during their first semester. Our experience with Supportive Schools Newark has been that school staff have a good idea of which students need higher levels of mental health support and have preferred to identify these students themselves rather than using universal screening data. As such, as the Project Coordinator teaches school staff how universal screening data (in this case from the BASC-3 BESS) can be used to identify students with higher levels of need, we will rely on referrals from social workers, counselors, school psychologists, and administrators to identify students for Tier 2 and Tier 3 supports. These students must have parental consent to participate in Tier 2 or Tier 3 interventions. Tier 2 interventions will be for students at-risk for serious mental health concerns or showing early signs of such issues. Tier 3 interventions are for students who already have serious mental health concerns that can be treated in the school setting (e.g., anxiety, depression, anger, emotional dysregulation). Students with mental health concerns that are not appropriate for treatment in the school setting (e.g., eating disorders, emerging personality disorders, suicidality) will be referred to local hospitals where they can receive higher levels of care.

The manualized, evidence-based Tier 2 and Tier 3 interventions utilized in this project are shown in Table 4 below. Each intervention targets a specific and frequently seen mental health concern in youth; other CBT-based interventions for other presenting concerns will be added as needed.

Table 4. Description of Possible Interventions to be Delivered by Project THRIVE Scholars

Name of Intervention	Focus of Intervention	Grade Levels
Cognitive-Behavioral Intervention for Trauma in Schools--Second Edition (Jaycox, Langley, & Hoover, 2018) Materials can be obtained for free here .	CBITS was designed for children who have experienced trauma and are experiencing related emotional or behavioral problems. Students are taught common reactions to trauma and how to heal from it using both cognitive strategies (e.g., reappraisal) and behavioral strategies (e.g., relaxation, social problem-solving).	5-8
Bounce Back (Langley, Gonzalez, Sugar, Solis, & Jaycox, 2015) Materials can be obtained for free here .	Bounce Back is a downward extension of CBITS for elementary students. It has the same focus as CBITS, but lessons are modified to be developmentally appropriate for elementary-aged students.	K-5
Coping Cat (Kendall, 2006) Manual and workbook can be purchased through clicking on the links below. MANUAL WORKBOOK	Coping Cat was designed for students who experience anxiety that interferes with daily life activities. Students are first taught to understand how anxiety impacts us physiologically (e.g., feeling nauseous), cognitively (e.g., worried thoughts), emotionally (e.g., feeling scared), and behaviorally (e.g., avoidance of frightening situations). They are then taught how to manage these reactions through learning new strategies like positive self-talk, relaxation, and self-reward. The final step of the program is for the student and therapist to create a fear hierarchy through which the student practices exposures.	3-8
Zones of Regulation (Kuypers, 2011) Book can be purchased on Amazon or here . Other free materials also available on the hyperlinked website.	Zones of Regulation was developed to help students understand emotions and learn specific strategies to self-regulate varying emotional states. The program connects different emotions to different colors called “zones” (e.g., blue zone=tired, sluggish) and then teaches students strategies they can use when they are in each zone. It can be used with whole classrooms of students or taught individually or in groups. This program is appropriate for students who do not understand their emotions or how to regulate them.	K-8
CBT for Anger and Aggression (Sukhodolsky & Cahill, 2012) Book can be purchased here .	CBT for Anger and Aggression was designed for students with significant levels of anger, aggression, and noncompliance. Students are taught skills in anger management, problem-solving, and social skills development. Students complete anger management logs to help them learn how to manage their emotions in anger-provoking situations.	3-8
Check and Connect (Christenson, Stout, & Pohl, 2012)	Check and Connect is an intervention for K-12 students that involves having a caring, trained mentor monitor student performance variables (e.g., tardies, absences, grades, ODRs) and teach the student interventions to build skills, solve problems, and enhance overall competence. It is typically used when students show low engagement in school or warning signs of dropping out.	K-8
Adolescent Coping with Depression Course (Clark, 1999)	The Adolescent Coping with Depression Course a cognitive behavioral intervention that targets specific issues typically experienced by depressed adolescents, including discomfort and anxiety, irrational/negative thoughts, poor social skills, and limited experiences of pleasant activities.	7-12
Think First	Think First is designed to help students with the social processing and behavioral skills needed to reduce impulsive and reactive aggressive responses to anger.	9-12

Project THRIVE

Youth who do not fit well into one of the planned group interventions and/or have issues that may make group intervention difficult will be seen for individual services using MATCH-ADTC (Chorpita & Weisz, 2009) or structured, non-manualized CBT as described in Creed et al. (2011) and Friedberg & McClure (2015). MATCH-ADTC is a modular intervention for students who are experiencing anxiety (A), depression (D), trauma (T), and/or conduct problems (C). There are specific modules for each problem area, and counselors work through each module in a specific order (using flow charts provided in MATCH). If a student is experiencing difficulties in multiple areas (A, D, T, or C), the counselor can complete one set of modules (e.g., anxiety) and then move on to a second set of modules (e.g., depression). Importantly, in delivering Tier 2 and Tier 3 interventions, we will be attentive to any cultural or linguistic adaptations that need to be made to these varied programs to ensure that all students, across sites, can benefit from them. Progress monitoring via the BASC BESS-3 will be gathered monthly from teachers and parents for students receiving Tier 2 and Tier 3 services.

Project THRIVE students will be at their schools for one full school day in their first year. This will increase to two full school days in their second year and five full school days in their third year (i.e., the internship year). The first year of practical training will involve shadowing the Project Coordinator, PI, and more advanced **Project THRIVE** students, and learning about the school's needs. Beginning in Year 2, it is anticipated that each student will run 3-4 groups per week and see 4-5 individual students per week. Other activities at the school will include consulting with school staff, attending meetings, and participating in supervision. Each student delivering mental health services will meet with the Project Coordinator for one hour per week for group supervision. Each student also will be assigned an Advanced PsyD student from our program (all of whom are certified school psychologists practicing in the local area) for one hour of individual supervision per week. We will choose 2-3 Advanced PsyD supervisors per year, with a preference for those who are working in a high needs district. Dr. Narmene Hamsho will provide metasupervision to all of the Advanced PsyD supervisors and the Project Coordinator for one hour per week.

Name: David Deubel

School or Department: Bryant Elementary School

Conference/Seminar/Workshop: Montclair Preschool Program

Location: 49 Orange Road, Montclair NJ 07042

Dates: 10/29/2024

Estimated Cost: \$17.00 – **Preschool Expansion Grant Funded**

Explanation: This session will provide practitioners with an opportunity to observe and collaborate with preschool teachers in a different district to view the constructed model of their preschool program.

Name: Ragwa Eleish

School or Department: Teaneck High School

Conference/Seminar/Workshop: NGSS, NJSKA-Science and OpenSciEd workshops

Location: Prism/Montclair State University, 1515 Broad st, Bloomfield NJ, 07003

Dates: 1/10/2025

Estimated Cost: \$200.00 – **Title II Grant Funded**

Explanation: The workshop will provide an overview of the Next Generation Science Standards (NGSS), focusing on the conceptual shifts and the three dimensions of science education. Participants will be introduced to OpenSciEd and how it influences the application of NGSS within the program.

Name: Maureen Pafford, Todd Murphy, Jessica Jones

School or Department: Lowell Elementary School

Conference/Seminar/Workshop: William Paterson University - Arts Education Workshop

Location: William Paterson University, 300 Pompton Rd, Wayne, NJ 07470

Dates: 11/4/2024

Estimated Cost: \$0.00

Explanation: The William Paterson University Arts Educators Professional Development Retreat will feature a variety of breakout sessions focused on all levels of arts education, including music, visual arts, and dance. Participants will explore practical strategies and resources to enhance their classroom practices. This retreat aims to foster collaboration and innovation among educators, providing valuable tools for inspiring student engagement in the arts.

Name: Llona Nowak

School or Department:

Conference/Seminar/Workshop: Behavior Boot Camp 2.0

Location: Virtual

Dates: 12/16/2024

Estimated Cost: \$130.00 – **Title II Grant Funded**

Explanation: The Behavior Boot Camp Series includes four hands-on courses for behavior analysts. Each course provides essential skills and strategies to help participants improve their effectiveness in the field. This series aims to support professional growth and enhance client outcomes through practical learning.

Name: Gervonn C. Rommney Rice
School or Department: Early Childhood Dept
Conference/Seminar/Workshop: Bergen County Mental health First Aid
Location: 1 Bergen County Plaza, Hackensack NJ
Dates: 12/10/2024
Estimated Cost: \$0.00
Explanation: Learn Mental Health First Aid to effectively support students and their families. This training equips participants with the skills to recognize and respond to mental health challenges, fostering a supportive environment for all.

Name: Suletty Diaz
School or Department: Lowell/Lacey
Conference/Seminar/Workshop: NJTESOL CONFERENCE: INTERSECTIONALITY
Location: Hyatt Regency Hotel, New Brunswick, NJ
Dates: 5/22/2025
Estimated Cost: \$325.00 – Title III Grant Funded
Explanation: The NJTESOL Conference, titled "Intersectionality: Shaping Experience & Creating Opportunities," offers a great chance to share best practices and network with K-12 ESL and bilingual educators, as well as content educators. Participants will connect with district administrators, state representatives, researchers, and others, promoting collaboration and improving educational outcomes.

Name: Melissa Cerreto, Hea Kang
School or Department: Bryant Elementary School
Conference/Seminar/Workshop: Year 2 Launching Tools
Location: Virtual
Dates: 12/11/2024 & 3/6/2025
Estimated Cost: \$0.00
Explanation: Tools enables children to reach their full potential by enabling teachers to reach the full potential with proven impact on child outcomes

Name: Stella Segal
School or Department: Bryant Elementary School
Conference/Seminar/Workshop: Year 3 Launching Tools
Location: Virtual
Dates: 1/28/2025
Estimated Cost: \$0.00
Explanation: Tools enables children to reach their full potential by enabling teachers to reach the full potential with proven impact on child outcomes.

Name: Jemara Blount, Stephanie McKee, Gillian Iappelli
School or Department: District Literacy Coaches
Conference/Seminar/Workshop: Coaching Institute with a Focus on Strategic Text Set Use for Instructional Read Alouds, Close Reading, and Mentor Text Study
Location: Teachers College, New York, New York
Dates: November 18, 2024 – November 20, 2024
Estimated Cost: \$2130.00 – **Title II Grant Funded**
Explanation: Participants will receive support with instructional planning, and giving and receiving feedback on classroom teaching, specifically in the science of learning, reading, and writing.

Name: Mariana Renna
School or Department: Whittier Elementary School
Conference/Seminar/Workshop: Bergen County Department of Health – Mental Health First Aid
Location: Hackensack, NJ
Dates: December 10, 2024
Estimated Cost: \$.00
Explanation: Mental health first aid is a training program designed to teach individuals how to help someone who may be experiencing a mental health crisis or developing a mental health issue.

Name: Kimberly Pirro
School or Department: Lowell Elementary School
Conference/Seminar/Workshop: NJ Coalition for Inclusive Education
Location: Galloway, NJ 08205
Dates: January 10, 2025
Estimated Cost: \$128.60 (District funded)
Explanation: The conference will address topics related to supporting students in the least restrictive environment and fostering inclusive school communities. These discussions can lead to better practices and understanding among educators, administrators, and families.

FIELD TRIP

District Funded - \$1,945.00
PASS Grant Funded - \$440.00

Parent Funded - \$2,799.00

Grand Total: \$5,184.00

Trip Leader(s): James Lagomarsino, James Belluzzi, Vance Steinbergin

School or Department: Teaneck High School

Trip Planned: Bergen Community College

Location: Lyndhurst, New Jersey

Number of Students: 36

Date(s): November 13, 2024

Estimated Cost: \$440.00 (District Funded)

Substitute Required

EXPLANATION: Bullying prevention and drug and alcohol prevention training will be provided to Heroes and Cool Kids. The students will also be trained to mentor the middle school students.

Trip Leader(s): James Bermudez

School or Department: Teaneck High School

Trip Planned: The Moses Center at Bergen Community College

Location: Paramus, New Jersey

Number of Students: 10

Date(s): December 6, 2024

Estimated Cost: \$440.00 (District Funded)

Substitute Required

EXPLANATION: Students in the Spectrum Club will attend a Youth Leadership Summit.

Trip Leader(s): Adriana Lagomarsino, Jessica Murphy, Miguel Perdomo

School or Department: Teaneck High School

Trip Planned: Bergen Community College

Location: Paramus, New Jersey

Number of Students: 30

Date(s): January 13, 2025

Estimated Cost: \$440.00 (District Funded)

Substitute Required

EXPLANATION: Students will visit a college campus and hear from admissions officers about programs available for English Language learners

Trip Leader(s): Marc Calello, Marissa London

School or Department: Teaneck High School

Trip Planned: Dia Beacon

Location: Beacon, New York

Number of Students: 20

Date(s): May 9, 2025

Estimated Cost: \$625.00 (District Funded)

Substitute Required

EXPLANATION: Students will be studying abstraction and different art prior to the trip. Students will be able to experience the physicality of the material and the size and volume that a piece has to offer.

FIELD TRIP

Trip Leader(s): Reginald Pittman, Javalda Powell, Mikell Taylor, Lauren Mattiace, Two Parent Chaperones

School or Department: Benjamin Franklin Middle School

Trip Planned: American Dream Mall

Location: East Rutherford

Number of Students: 35

Date(s): December 11, 2024

Estimated Cost: (No cost to the district)

Substitute Required

EXPLANATION: Chorus students will perform at the American Dream Mall. Students will gain real life performance experience.

Trip Leader(s): Tawana Smith, Saundra Warren-Givens, Kristen Ferriera, Samuel Griffin, Nicola Richardson, Ellen Buechel, Anisa Khan, Yomna Nasser, 12 Parent Chaperones

School or Department: Hawthorne Elementary School

Trip Planned: Sterling Hill Mining Museum

Location: Ogdensburg, New Jersey

Number of Students: 68

Date(s): December 12, 2024

Estimated Cost: \$2799.00 (Parent Funded)

No Substitute Required

EXPLANATION: Students are currently studying units on energy that discuss fossils and rock formation. Students will make connections to their learning through the mine exploration tour with hands on activities.

Trip Leader(s): Linea Rondael

School/Department: Teaneck High School

Trip Planned: Glenpointe Marriott (Vocal Holiday Performance)

Destination: Teaneck, NJ

Date(s): December 4, 2024

Estimated Cost: \$.00

Explanation: A student vocal holiday performance benefits participants by building confidence, developing musical skills, and fostering community engagement. It encourages creativity, cultural appreciation, goal setting, teamwork, and enhances memory and focus. Overall, it creates memorable experiences that inspire a love of music.

FIELD TRIP

Trip Leader(s): Gianni Jaramillo, Adrienne Williams, & Miguel Perdomo

School/Department: Teaneck High School/FORUM

Trip Planned: Youth World Aids Day Conference, Clinton Inn Hotel

Destination: Tenafly, NJ

Date(s): December 6, 2024

Estimated Cost: \$440.00 (Grant Funded)

Explanation: The Youth World AIDS Day Conference will raise student awareness about HIV/AIDS, educating young people on prevention, treatment, and stigma reduction. The conference serves as a space for youth engagement, education, and action in the fight against HIV/AIDS.

Trip Leader(s): Danielle Amato

School/Department: Teaneck High School

Trip Planned: Teaneck Police Department

Destination: Teaneck, NJ

Date(s): December 6, 2024

Estimated Cost: \$.00

Explanation: The students in the Autism/MD and Transition classes would participate in structured community outings and activities as part of the curriculum in correlation with IEP driven goals.

Trip Leader(s): Danielle Amato

School/Department: Teaneck High School

Trip Planned: Teaneck Fire Department

Destination: Teaneck, NJ

Date(s): December 10, 2024

Estimated Cost: \$.00

Explanation: The students in the Autism/MD and Transition classes would participate in structured community outings and activities as part of the curriculum in correlation with IEP driven goals.

Fundraising Activities by School

School or Department: Teaneck High School

Activity: **Volleyball Tournament and Concession Stand Sales**

Sponsoring Organization: Girls'/Boys' Volleyball

Name of Sponsors: Susie Cipriano, staff member

Participants: Volleyball Coaches to staff and students who sign up to participate.

Date(s): November 23, 2024

Location: Teaneck High School – November 18, 2024 from 8:30 am – 1:00 pm

Estimated funds to be raised by this activity: \$700

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to offset costs of team gear, end of season dinner, and additional equipment.

School or Department: Benjamin Franklin Middle School

Activity: **Double Good Popcorn Fundraiser**

Sponsoring Organization: Crochet Club

Name of Sponsors: Javalda Powell, staff member

Participants: Students would sell to faculty and family

Date(s): November 2024

Location: Online

Estimated funds to be raised by this activity: \$300

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for club t-shirts and supplies.

School or Department: Benjamin Franklin Middle School

Activity: **Bake Sale**

Sponsoring Organization: Empower Book Club

Name of Sponsors: Javalda Powell, staff member

Participants: Students would sell to faculty and family

Date(s): November 2024 – June 2025

Location: BFMS lobby after school

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for club t-shirts and supplies.

Fundraising Activities by School

School or Department: Benjamin Franklin Middle School

Activity: **Bake Sale**

Sponsoring Organization: I-Team Club

Name of Sponsors: Javalda Powell, staff member

Participants: Students would sell to faculty and family

Date(s): November 2024 – June 2025

Location: BFMS lobby after school

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for club t-shirts and supplies.

School or Department: Benjamin Franklin Middle School

Activity: **Candy Gram (Valentine's Day)**

Sponsoring Organization: Student Council

Name of Sponsors: Javalda Powell, Munyiva Munguti, staff members

Participants: Student Council would sell to students

Date(s): November 2024 – February 2025

Location: BFMS cafeteria during lunch periods

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for club t-shirts and supplies.

School or Department: Benjamin Franklin Middle School

Activity: **Empanadas**

Sponsoring Organization: Student Council

Name of Sponsors: Javalda Powell, Munyiva Munguti, staff members

Participants: Student Council would sell to students

Date(s): November 2024 – June 2025

Location: BFMS cafeteria during lunch periods

Estimated funds to be raised by this activity: \$1000

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to offset the cost of the 8th grade dance, vendors (i.e. DJ, photo booth, etc.) and other activities.

Fundraising Activities by School

School or Department: Teaneck High School

Activity: **Double Good Popcorn Fundraiser**

Sponsoring Organization: Performing Arts

Name of Sponsors: Jamie Boyle, staff member

Participants: Theatre Members would sell to friends and family

Date(s): November – December 2024

Location: Online

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to support the Theatre Department.

School or Department: Teaneck High School

Activity: **SNAP Fundraiser**

Sponsoring Organization: Sophomore Class

Name of Sponsors: Timothy Perillo, staff member

Participants: Students would sell to friends, family, teachers

Date(s): December 18, 2024 – February 18, 2024

Location: Online

Estimated funds to be raised by this activity: \$2,500

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for Sophomore Class to pay for activities including Prom of their senior year. Also various events, throughout the year, including up until senior year.

School or Department: Teaneck High School

Activity: **SNAP Fundraiser**

Sponsoring Organization: Girls' Fencing

Name of Sponsors: Pat Lawrence, staff member

Participants: Students would sell to friends, family, and teachers

Date(s): December 2024 – January 2025

Location: Online

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

Funds to sponsoring organization 100%

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

Fundraising Activities by School

School or Department: Teaneck High School

Activity: **Bake Sale**

Sponsoring Organization: Girls' Fencing

Name of Sponsors: Pat Lawrence, staff member

Participants: Students would sell to friends, family, and teachers

Date(s): November 2024 – June 2025

Location: Online

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for Senior Night and warm-ups.

School or Department: Teaneck High School

Activity: Double Good Popcorn Sale

Sponsoring Organization: Terpsichoreans

Name of Sponsors: Christine Mayers, staff member

Participants: Students would sell to the community

Date(s): December 1 – 5, 2024

Location: Online

Estimated funds to be raised by this activity: \$1,000

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to offset cost of gear, costumes, and snacks for students in the Terpsichorean program.

School or Department: Teaneck High School

Activity: Pie Sales from Pat's Delights

Sponsoring Organization: Terpsichoreans

Name of Sponsors: Christine Mayers, staff member

Participants: Students would sell to the community

Date(s): November 20 – 30, 2024

Location: THS Lobby

Estimated funds to be raised by this activity: \$1,000

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to offset cost of gear, costumes, and snacks for students in the Terpsichorean program.

Fundraising Activities by School

School or Department: Teaneck High School

Activity: **SNAP Fundraiser**

Sponsoring Organization: Dance Class & Dance Ensemble

Name of Sponsors: Adria Warfield, staff member

Participants: Students would sell to friends, family and teachers

Date(s): November 14, 2024 – June 23, 2025

Location: Online

Estimated funds to be raised by this activity: \$1,000

Funds to sponsoring organization 100%

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



Annual Maintenance Budget Amount Worksheet Per N.J.A.C. 6A:26-20.8

A	B	C	D	E	F	G
School Facility Name	School Number	Gross Building Area (GSF)	Building Replacement Value	Prior 10 Years' Actual + Current Year's Budgeted Expenditures (See Detailed Sheet)	Min. Annual Target Expenditure for FY 24-25	Anticipated Budget for FY 25-26
Teaneck High School	050	215,808	\$ 30,860,544	\$ 5,892,725	\$ 61,721	\$ 637,842
Benjamin Franklin Middle School	060	100,202	\$ 14,328,886	\$ 2,638,253	\$ 28,658	\$ 296,157
Thomas Jefferson Middle School	070	105,216	\$ 15,045,888	\$ 2,868,477	\$ 30,092	\$ 310,976
Bryant Elementary School	080	47,338	\$ 6,769,334	\$ 1,431,424	\$ 13,539	\$ 139,912
Hawthorne Elementary School	110	49,373	\$ 7,060,339	\$ 1,493,808	\$ 14,121	\$ 145,927
Lowell Elementary School	130	47,106	\$ 6,736,158	\$ 1,221,667	\$ 13,472	\$ 139,226
Whittier Elementary School	150	55,118	\$ 7,881,874	\$ 1,467,981	\$ 15,764	\$ 162,907
Theodora Smiley Lacey School	999	24,877	\$ 3,557,411	\$ 664,711	\$ 7,115	\$ 73,526
Central Office	N/A	9,800	\$ 1,401,400	\$ 176,879	\$ 2,803	\$ 28,965
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District Total		654,838	\$ 93,641,834	\$ 17,855,926	\$ 187,284	\$ 1,935,438
Min. Required amount for FY	25/26					
Anticipated Budget amount for FY	25/26					

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Detailed Actual Expenditures by Year by Building Worksheet														
District Name	Teaneck		District Number											5150
A	B	C	N	O	P	Q	R	S	T	U	V	W	X	Total
			Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budgeted	10 Year(s)+
			Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Amount	Budgeted
A. School Facility Name	School Number	Gross Building Area (GSF)	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 22-23	FY 23-24	FY 24-25	Total
			1	2	3	4	5	6	7	8	9	10	n/a	
Teaneck High School	050	215,808	\$ 373,186	\$ 425,165	\$ 409,111	\$ 541,534	\$ 389,665	\$ 514,499	\$ 736,819	\$ 660,391	\$ 698,961	\$ 518,060	\$ 625,335	\$ 5,892,725
Benjamin Franklin Middle School	060	100,202	\$ 164,120	\$ 197,409	\$ 188,668	\$ 255,142	\$ 180,925	\$ 238,888	\$ 342,113	\$ 306,627	\$ 228,050	\$ 245,961	\$ 290,350	\$ 2,638,253
Thomas Jefferson Middle School	070	105,216	\$ 189,742	\$ 207,287	\$ 197,709	\$ 267,909	\$ 189,979	\$ 250,841	\$ 359,232	\$ 321,970	\$ 339,951	\$ 238,979	\$ 304,879	\$ 2,868,477
Bryant Elementary School	080	47,338	\$ 87,910	\$ 93,261	\$ 88,352	\$ 120,535	\$ 85,474	\$ 112,857	\$ 161,623	\$ 144,858	\$ 117,624	\$ 281,761	\$ 137,169	\$ 1,431,424
Hawthorne Elementary School	110	49,373	\$ 113,518	\$ 97,270	\$ 92,022	\$ 125,717	\$ 89,148	\$ 117,708	\$ 168,571	\$ 151,086	\$ 106,468	\$ 289,235	\$ 143,065	\$ 1,493,808
Lowell Elementary School	130	47,106	\$ 75,399	\$ 92,804	\$ 87,934	\$ 119,945	\$ 85,055	\$ 112,303	\$ 160,831	\$ 144,148	\$ 107,895	\$ 98,857	\$ 136,496	\$ 1,221,667
Whittier Elementary School	150	55,118	\$ 88,223	\$ 108,588	\$ 103,380	\$ 140,345	\$ 99,521	\$ 131,405	\$ 188,186	\$ 168,666	\$ 165,304	\$ 114,651	\$ 159,712	\$ 1,467,981
Theodora Smiley Lacey School	999	24,877	\$ 54,466	\$ 49,253	\$ 45,970	\$ 63,657	\$ 45,140	\$ 59,601	\$ 84,936	\$ 76,126	\$ 53,536	\$ 59,941	\$ 72,085	\$ 664,711
Central Office	N/A	9,800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 31,125	\$ 27,896	\$ 19,894	\$ 69,567	\$ 28,397	\$ 176,879
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District Total		654,838	\$ 1,146,564	\$ 1,271,037	\$ 1,213,146	\$ 1,634,784	\$ 1,164,907	\$ 1,538,102	\$ 2,233,436	\$ 2,001,768	\$ 1,837,682	\$ 1,917,011	\$ 1,897,488	\$ 17,855,926



The Teaneck Advantage: Educational Excellence for All

TEANECK PUBLIC SCHOOLS 2025-2026 BUDGET DEVELOPMENT SCHEDULE

Note: Dates are subject to change based upon the New Jersey State Department of Education Budget Procedures Calendar and District needs.

DATE OF INITIATION	TASK	TARGET COMPLETION DATE
November 2024	Develop and distribute enrollment projections.	ASSA -November 29, 2024
December 2024	Budget checklist documentation and timeline for department leads/budget managers distributed. Department leads/budget managers complete budget proposals and analyses. Position Control/Breakage/Benefits Analysis– Ms. Jones Non-salary Accounts By School –Principals Salary Analysis - Payroll Coordinator Benefits Analysis - HR	December 23, 2024
December 2024	Finance Committee Meeting - Budget Planning	December 3, 2024
December 2024	Principal's/Department Head Budget Planning Meetings (Superintendent, SBA, HR, ABA, Department Heads Principals) (supporting documents must be included for validation) Budget Presentation to Board	December 2 - 20, 2024 December 18, 2024
January - March 2025	Budget Executive Committee Meetings- (Tentative) (Superintendent, SBA, ABA, and HR Manager)	January 2025 February 2025 March 2025
January 2025	Department leads/budget managers finalize budget proposals and input into CSI. (supporting documents must be included for validation)	January 2025
January 2025	Finance Committee Meeting - Budget Development	January 2025 February 2025
February 2025	Public Board Meeting - Budget Update	February 2025 March 2025
February 2025	Public Board Meeting - Budget Update and approval of Budget Calendar	February 2025



The Teaneck Advantage: Educational Excellence for All

February 2025	Principals & Department Heads Meet With Budget Committee to Review Budget Proposals. The Budget Committee will conduct a review of projected programs and staffing needs with the Administration to determine the impact of proposals and changes in the instructional budget.	February 2025
March 2025	Budget Forum - Present 2025-2026 proposed budget to the Teaneck Community	March 2025
March 2025	Adoption and Filing of Tentative Budget - Submit 2025-2026 itemized budget to the Executive County Superintendent of Schools for review and approval. <i>In accordance with N.J.S.A. 18A:7F-5 and 18A:7F-6 Districts must prepare an itemized budget and submit the budget to the executive county superintendent of schools <u>on or before March 20th</u></i>	March 2025
April 2025	Public Hearing and Final Adoption of Budget (Tentative) <i>In accordance with N.J.S.A. 18A:22-10 the latest date to hold a public hearing on the budget is <u>TBD</u>. Public hearing may not be held until the Executive County Superintendent of schools has approved the budget and the budget and meeting date have been posted and advertised in at least one newspaper.</i>	April 2025
May 2025	User-Friendly Budget Posting to District Website - <i>In accordance with N.J.A.C. 6A:23A-8.1(c) the budget as adopted for the school year shall be provided for public inspection on the district's internet site, if one exists, and made available in print within 48 hours after the public hearing on the budget.</i>	May 2025
May 2025	Budget Presentation to All Schools	May 2025
May 2025	Post User-Friendly Budget	May 2025

Note: Dates are subject to change based upon the New Jersey State Department of Education Budget Procedures Calendar and District needs.

Board of Education of	TEANECK
In the County of	BERGEN
Contractor:	D&M TOURS
Terminal Location:	PATERSON
Contractor Code:	1188
Total Contract Amount:	\$2,365,670.20
Contract Term:	SEPTEMBER 2024 to JUNE 2025

THE NAMED BOARD OF EDUCATION AND CONTRACTOR HEREBY AGREE THAT:

1. This contract constitutes a renewal of the original contract(s) between the board of education and contractor herein specified with the additional provision noted as provided for pursuant to N.J.S.A. 18A:39-3.
2. By entering into this contract renewal the parties are bound by all terms of the original bid specifications applicable to each route/contract.
3. If awarded a contract, your company/firm will be required to comply with the requirements of N.J.S.A 10: 5-31 et seq. and N.J.A.C. 17:27.

During the performance of this contract, the contractor agrees as follows:

Board of Education of: TEANECK
In the County of: BERGEN
Contractor: D&M TOURS
Terminal Location: PATERSON
Contractor Code: 1188
Contract Term - From: SEPTEMBER 2024
To: JUNE 2025

	MultiContract # OR Route #:	Bid #	Renewal #:
1	DM1/14	35-98	25
2	DM1		23
3	DM2	02-03	21
4	20-21 SE	20-21SE/NONPUB	4
5	LOW-THS	T2017	8
6	SE1	T2015	9
7		2324-09	0
8		2324-09	0
9		2324-09	0
10		2324-09	0

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions. In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents: Letter of Federal Affirmative Action Plan Approval Certificate of Employee Information Report Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance).

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.

IN WITNESS WHEREOF, the parties hereto have duly signed this contract.

Jane Gray
Signature - School Business Administrator/Board Secretary

10-31-2024
Date

Signature - President of Local Board

Date

Notary to the Contractor
Subscribed and sworn to before me

Date _____

Notary Public Name _____

Company or Trade Name

Notary Public Signature

Authorized Signature

My Commission Expires: _____
Expiration Date

Title

Board of Education:	TEANECK
Contractor:	D&M TOURS
Contractor Code:	1188
From:	SEPTEMBER 2024
To:	JUNE 2025

Board of Education of: TEANECK		Sheet 1							Renewal Number: 25			Contract Period: From SEPTEMBER 2024 to JUNE 2025				
Contractor Name: D&M TOURS				Terminal Location: PATERSON		Contractor Code: 1188			Total Renewal Contract Amount: \$ 600,837.48							
(A) Route Number	(B) Destination	Bid Number:	(C) School Type 1 Public 2 NP 3 PSD 4 Charter	(D) Arrival Time	(E) Departure Time	2023-2024 Rate	(F) Per Diem Renewal Contract Amount with 5.81 CPI	(G) # Days	(H) Annual Renewal Contract Amount	(I) Per Diem Aide Amount	(J) Cost Represents # of Aides	(K) # Aide Days	(L) Inc/Dec Provision	(M) NJSA 18A:39-3 Extension	(N) Total Per Diem Renewal Amount per Route	(O) Total Renewal Contract Amount per Route (contract, aide and extension)
A6	BRYANT/TSL	35-98	1	8:20	2:20	164.76	174.33	180		50.00	1	180	2.10		\$ 224.33	\$ 40,379.86
C6	BRYANT/TSL	35-98	1	8:20	2:20	164.76	174.33	180		50.00	1	180	2.10		\$ 224.33	\$ 40,379.86
D6	BRYANT/TSL	35-98	1	8:20	2:20	164.76	174.33	180		50.00	1	180	2.10		\$ 224.33	\$ 40,379.86
E6	BRYANT/TSL	35-98	1	8:20	2:20	164.76	174.33	180		50.00	1	180	2.10		\$ 224.33	\$ 40,379.86
A5	HAWTHORNE	35-98	1	8:30	3:00	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
B5	HAWTHORNE	35-98	1	8:30	3:00	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
C5	HAWTHORNE	35-98	1	8:30	3:00	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
A7	LOWELL	35-98	1	9:00	3:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
B7	LOWELL	35-98	1	9:00	3:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
C7	LOWELL	35-98	1	9:00	3:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
D7	LOWELL	35-98	1	9:00	3:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
E7	LOWELL	35-98	1	9:00	3:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
A4	WHITTIER	35-98	1	8:00	2:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
B4	WHITTIER	35-98	1	8:00	2:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
C4	WHITTIER	35-98	1	8:00	2:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
D4	WHITTIER	35-98	1	8:00	2:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
E4	WHITTIER	35-98	1	8:00	2:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
F4	WHITTIER	35-98	1	8:00	2:30	164.76	174.33	180					2.10		\$ 174.33	\$ 31,379.86
																\$
																\$

Board of Education of: TEANECK		Sheet 4		DM1		Renewal Number: 9		Contract Period: From SEPTEMBER 2024 to JUNE 2025								
Contractor Name: D&M TOURS				Terminal Location: PATERSON		Contractor Code: 1188		Total Renewal Contract Amount: \$ 158,940.30								
(A) Route Number	(B) Destination	Bid Number:	(C) School Type 1 Public 3 PSD 4 Charter	(D) Arrival Time	(E) Departure	2023-2024 Rate	(F) Per Diem Renewal Contract	(G) # Days	(H) Annual Renewal Contract	(I) Per Diem	(J) Represents # of Aides	(K) # Aids	(L) Inc/Dec	(M) NJSA 18A:39-3	(N) Total Per Diem Renewal Amount per	(O) Total Renewal Contract Amount per Route (contract, aide
LV1	LOWELL SCHOOL	T2017	1	9:00	3:30	166.10	175.75	180		45.00	1	180	3.00		\$ 220.75	\$ 39,735.07
LV2	LOWELL SCHOOL	T2017	1	9:00	3:30	166.10	175.75	180		45.00	1	180	3.00		\$ 220.75	\$ 39,735.07
THS1	TEANECK HIGH SCHOOL	T2017	1	8:00	2:55	166.10	175.75	180		45.00	1	180	3.00		\$ 220.75	\$ 39,735.07
THS2	TEANECK HIGH SCHOOL	T2017	1	8:00	2:55	166.10	175.75	180		45.00	1	180	3.00		\$ 220.75	\$ 39,735.07
								0			0	0				\$ -
								0			0	0				\$ -
								0			0	0				\$ -
								0			0	0				\$ -
								0			0	0				\$ -
								0			0	0				\$ -
								0			0	0				\$ -
								0			0	0				\$ -

Board of Education of: TEANECK		Sheet 5		LOW-THS		Renewal Number: 0		Contract Period: From SEPTEMBER 2024 to JUNE 2025								
Contractor Name: D&M TOURS				Terminal Location: PATERSON		Contractor Code: 1188		Total Renewal Contract Amount: \$ 159,664.04								
(A) Route Number	(B) Destination	Bid Number:	(C) School Type 1 Public 2 NP 3 PSD 4 Charter	(D) Arrival Time	(E) Departure Time	2023-2024 Rate	(F) Per Diem Renewal Contract Amount with 5.84% OTB	(G) # Days	(H) Annual Renewal Contract Amount	(I) Per Diem Aide Amount	(J) Cost Represents # of Aides	(K) # Aide Days	(L) Inc/Dec Provision	(M) NJSA 18A:39-3 Extension	(N) Total Per Diem Renewal Amount per Route	(O) Total Renewal Contract Amountper Route (contract, aide and extension)
BV1	BRYANT VAN	T2015	1	8:20	2:20	167.05	176.76	180		45.00	1	180			\$ 221.76	\$ 39,916.01
BV2	BRYANT VAN	T2015	1	8:20	2:20	167.05	176.76	180		45.00	1	180			\$ 221.76	\$ 39,916.01
BV3	BRYANT VAN	T2015	1	8:20	2:20	167.05	176.76	180		45.00	1	180			\$ 221.76	\$ 39,916.01
BV4	BRYANT VAN	T2015	1	8:20	2:20	167.05	176.76	180		45.00	1	180			\$ 221.76	\$ 39,916.01
								0			0	0				\$ -
								0			0	0				\$ -
								0			0	0				\$ -
								0			0	0				\$ -

Board of Education of: TEANECK		Sheet 6						Renewal Number: 0				Contract Period: From SEPTEMBER 2024 to JUNE 2025				
Contractor Name: D&M TOURS				Terminal Location: PATERSON				Contractor Code: 1188				Total Renewal Contract Amount: \$ 372,974.69				
(A) Route Number	(B) Destination	Bid Number:	(C) School Type 1 Public 2 NP 3 PSD 4 Charter	(D) Arrival Time	(E) Departure Time	2023-2024 Rate	(F) Per Diem Renewal Contract Amount with 5.84% CB	(G) # Days	(H) Annual Renewal Contract Amount	(I) Per Diem Aide Amount	(J) Cost Represents # of Aides	(K) # Aide Days	(L) Inc/Dec Provision	(M) NJSA 18A:39-3 Extension	(N) Total Per Diem Renewal Amount per Route	(O) Total Renewal Contract Amount per Route (contract, aide and extension)
BF2	BENJAMIN FRANKLIN MS	T2015	1	8:15AM	3:00PM	245.96	260.25	180		54.00	1	180	3.00		\$ 314.25	\$ 56,565.05
BF3	BENJAMIN FRANKLIN MS	T2015	1	8:15AM	3:00PM	245.96	260.25	180		54.00	1	180	3.00		\$ 314.25	\$ 56,565.05
BF4	BENJAMIN FRANKLIN MS	T2015	1	8:15AM	3:00PM	245.96	260.25	180		54.00	1	180	3.00		\$ 314.25	\$ 56,565.05
BF5	BENJAMIN FRANKLIN MS	T2015	1	8:15AM	3:00PM	245.96	260.25	180		54.00	1	180	3.00		\$ 314.25	\$ 56,565.05
THS3	TEANECK HIGH SCHOOL	T2017	1	8:00AM	2:55PM	245.96	260.25	180		54.00	1	180	3.00		\$ 314.25	\$ 56,565.05
THSL1	TEANECK HIGH SCHOOL	T2017	1	8:00AM	2:55PM	185.63	196.42	180		54.00	1	180	3.00		\$ 250.42	\$ 45,074.72
LOWL1	LOWELL SCHOOL	T2017	1	9:00AM	3:30PM	185.63	196.42	180		54.00	1	180	3.00		\$ 250.42	\$ 45,074.72

REQUEST FOR APPROVAL OF TRANSPORTATION CONTRACT RENEWAL

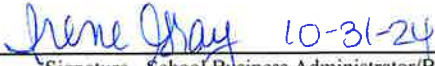
TO: Executive County Superintendent of Schools

FROM: School Business Administrator/Board Secretary
TEANECK Board of Education

DATE: October 30, 2024

SUBJECT: Student Transportation Contract Renewal(s)

The following student transportation contract renewal(s) and related documents are being submitted for your review and approval.



Signature - School Business Administrator/Board Secretary

Contractor Name: D&M TOURS

Multi-Contract or Route Number	Renewal Number	Contract Amount	FOR COUNTY OFFICE USE ONLY:		
			Approved	Disapproved	Comments
DM1/14	25	\$600,837.48			
DM1	23	\$158,940.30			
DM2	21	\$173,900.26			
20-21 SE	4	\$899,353.44			
LOW-THS	8	\$159,664.04			
SE1	9	\$372,974.69			

The above listed transportation contract renewal and related documents have been reviewed as to form and are approved/disapproved as noted. Please note that disapproved contracts may not be renewed.

FOR COUNTY OFFICE USE ONLY:

Additional Comments (if necessary):

Executive County Superintendent of Schools

Date

Board of Education of TEANECK BOARD OF EDUCATION
In the County of BERGEN
Contractor: JOHN LECKIE BUS
Terminal Location: HACKENSACK
Contractor Code: 1608
Total Contract Amount: \$864,516.60
Contract Term: SEPTEMBER 5 2024 to JUNE 30 2025

THE NAMED BOARD OF EDUCATION AND CONTRACTOR HEREBY AGREE THAT:

1. This contract constitutes a renewal of the original contract(s) between the board of education and contractor herein specified with the additional provision noted as provided for pursuant to N.J.S.A. 18A:39-3.
2. By entering into this contract renewal the parties are bound by all terms of the original bid specifications applicable to each route/contract.
3. If awarded a contract, your company/firm will be required to comply with the requirements of N.J.S.A 10: 5-31 et seq. and N.J.A.C. 17:27.

During the performance of this contract, the contractor agrees as follows:

Board of Education of: TEANECK BOARD OF EDUCATION
In the County of: BERGEN
Contractor: JOHN LECKIE BUS
Terminal Location: HACKENSACK
Contractor Code: 1608
Contract Term - From: SEPTEMBER 5 2024
To: JUNE 30 2025

	MultiContract # OR Route #:	Bid #	Renewal #:
1	TJ	2425-01	0
2	ATHL	2425-01	0
3	NON-PUBLIC	2324-09	0
4	TECH	2324-09	0
5			
6			
7			
8			
9			
10			

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions. In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents: Letter of Federal Affirmative Action Plan Approval Certificate of Employee Information Report Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance).

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.

IN WITNESS WHEREOF, the parties hereto have duly signed this contract.

Jane Gray
Signature - School Business Administrator/Board Secretary

10-31-2024
Date

Signature - President of Local Board

Date

Notary to the Contractor

Subscribed and sworn to before me

Date

8/30/24

Notary Public Name

Susan J. Carroll

Company or Trade Name

Authorized Signature

My Commission Expires



Title

Board of Education:

TEANECK BOARD OF EDUCATION

Contractor:

JOHN LECKIE BUS

Contractor Code:

1608

From:

SEPTEMBER 5 2024

To:

JUNE 30 2025

STATE OF NEW JERSEY – DEPARTMENT OF EDUCATION Student Transportation Unit STUDENT TRANSPORTATION CONTRACT RENEWAL

Board of Education of: TEANECK BOARD OF EDUCATION		Multi-Contract or Route #: TJ	Bid Number: 2425-01	Renewal Number: 0	Contract Period: From SEPTEMBER 5 2024 to JUNE 30 2025									
Contractor Name: JOHN LECKIE BUS		Terminal Location: HACKENSACK	Contractor Code: 1608		Total Renewal Contract Amount:	\$ 225,714.60								
(A) Route Number	(B) Destination	(C) School Type 1 Public 2 NP 3 PSD 4 Charter	(D) Arrival Time	(E) Departure Time	(F) Per Diem Renewal Contract Amount	(G) # Days	(H) Annual Renewal Contract Amount	(I) Per Diem Aide Amount	(J) Cost Represents # of Aides	(K) # Aide Days	(L) Inc/Dec Provision	(M) NJSA 18A:39-3 Extension	(N) Total Per Diem Renewal Amount per Route	(O) Total Renewal Contract Amount per Route (contract, aide and extension)
TJ1	THOMAS JEFFERSON	1	08:30	15:15	317.99	180		100.00	1	180			\$ 417.99	\$ 75,238.20
TJ2	THOMAS JEFFERSON	1	08:30	15:15	317.99	180		100.00	1	180			\$ 417.99	\$ 75,238.20
TJ3	THOMAS JEFFERSON	1	08:30	15:15	317.99	180		100.00	1	180			\$ 417.99	\$ 75,238.20
													\$	\$
													\$	\$
													\$	\$
													\$	\$
													\$	\$

Board of
Education of: TEANECK BOARD OF EDUCATIONMulti-
Contract or
Route #: NON-
PUBLICBid
Number: 2324-09Renewal
Number: 0Contract
Period: From SEPTEMBER 5 2024 to JUNE 30
2025

Contractor Name: JOHN LECKIE BUS

Terminal
Location: HACKENSACKContractor
Code: 1608Total Renewal
Contract
Amount: \$ 511,365.60

(A) Route Number	(B) Destination	(C) School Type 1 Public 2 NP 3 PSD 4 Charter	(D) Arrival Time	(E) Departure Time	(F) Per Diem Renewal Contract Amount	(G) # Days	(H) Annual Renewal Contract Amount	(I) Per Diem Aide Amount	(J) Cost Represents # of Aides	(K) # Aide Days	(L) Inc/Dec Provision	(M) NJSA 18A:39-3 Extension	(N) Total Per Diem Renewal Amount per Route	(O) Total Renewal Contract Amount per Route (contract, aide and extension)
BPY3	BEN PORAT YOSEF	2	8:00 AM	5:00 PM	219.00	180			0	0			\$ 219.00	\$ 39,420.00
F02	FRISCH HIGH SCHOOL	2	08:00	15:00	267.99	180							\$ 267.99	\$ 48,238.20
F03	FRISCH HIGH SCHOOL	2	08:00	15:00	267.99	180							\$ 267.99	\$ 48,238.20
F04	FRISCH HIGH SCHOOL	2	08:00	15:00	267.99	180							\$ 267.99	\$ 48,238.20
F06	FRISCH HIGH SCHOOL	2	08:00	15:00	267.99	180							\$ 267.99	\$ 48,238.20
YV07 6-8	YAVNEH ACADEMY	2			219.00	180							\$ 219.00	\$ 39,420.00
YV08 6-8	YAVNEH ACADEMY	2			243.00	180							\$ 243.00	\$ 43,740.00
YEH2	YESHIVAT HE'ATID	2			316.99	180							\$ 316.99	\$ 57,058.20
YEH3	YESHIVAT HE'ATID	2			316.99	180							\$ 316.99	\$ 57,058.20
YN09 6-8	YESHIVAT NOAM	2			233.99	180							\$ 233.99	\$ 42,118.20
YN010 6-8	YESHIVAT NOAM	2			219.99	180							\$ 219.99	\$ 39,598.20

Board of Education of: TEANECK BOARD OF EDUCATION		Multi-Contract or Route #: BERGEN COUNTY TECH	Bid Number: 2324-09	Renewal Number: 0	Contract Period: From SEPTEMBER 5 2024 to JUNE 30 2025									
Contractor Name: JOHN LECKIE BUS		Terminal Location: HACKENSACK	Contractor Code: 1608	Total Renewal Contract Amount: \$ 127,436.40										
(A) Route Number	(B) Destination	(C) School Type 1 Public 2 NP 3 PSD 4 Charter	(D) Arrival Time	(E) Departure Time	(F) Per Diem Contract Amount	(G) # Days	(H) Annual Renewal Contract Amount	(I) Per Diem Aide Amount	(J) Cost Represents # of Aides	(K) # Aide Days	(L) Inc/Dec Provision	(M) NJSA 18A:39-3 Extension	(N) Total Per Diem Renewal Amount per Route	(O) Total Renewal Contract Amount per Route (contract, aide and extension)
DTECH	NORTHERN VALLEY TECH	1	08:00	15:00	359.99	180							\$ 359.99	\$ 64,798.20
TET	TETERBORO TECH	1	08:00	15:00	347.99	180							\$ 347.99	\$ 62,638.20
													\$	\$
													\$	\$
													\$	\$
													\$	\$
													\$	\$
													\$	\$
													\$	\$

REQUEST FOR APPROVAL OF TRANSPORTATION CONTRACT RENEWAL

TO: Executive County Superintendent of Schools

FROM: School Business Administrator/Board Secretary
TEANECK BOARD OF EDUCATION Board of Education

DATE: August 28, 2024

SUBJECT: Student Transportation Contract Renewal(s)

The following student transportation contract renewal(s) and related documents are being submitted for your review and approval.



Signature - School Business Administrator/Board Secretary

Contractor Name: JOHN LECKIE BUS

Multi-Contract or Route Number	Renewal Number	Contract Amount	FOR COUNTY OFFICE USE ONLY:		
			Approved	Disapproved	Comments
TJ	0	\$225,714.60			
ATHL	0	\$			
NON-PUBLIC	0	\$511,365.60			
BERGEN	0	\$127,436.40			
0	0	#REF!			

The above listed transportation contract renewal and related documents have been reviewed as to form and are approved/disapproved as noted. Please note that disapproved contracts may not be renewed.

FOR COUNTY OFFICE USE ONLY:

Additional Comments (if necessary):

Executive County Superintendent of Schools

Date

Board of Education of	TEANECK BOARD OF EDUCATION
In the County of	BERGEN
Contractor:	FIRST STUDENT
Terminal Location:	ENGLEWOOD
Contractor Code:	808
Total Contract Amount:	\$865,009.80
Contract Term:	SEPTEMBER 1 2024 to JUNE 30 2025

THE NAMED BOARD OF EDUCATION AND CONTRACTOR HEREBY AGREE THAT:

1. This contract constitutes a renewal of the original contract(s) between the board of education and contractor herein specified with the additional provision noted as provided for pursuant to N.J.S.A. 18A:39-3.
2. By entering into this contract renewal the parties are bound by all terms of the original bid specifications applicable to each route/contract.
3. If awarded a contract, your company/firm will be required to comply with the requirements of N.J.S.A 10: 5-31 et seq. and N.J.A.C. 17:27.

During the performance of this contract, the contractor agrees as follows:

Board of Education of: TEANECK BOARD OF EDUCATION
In the County of: BERGEN
Contractor: FIRST STUDENT
Terminal Location: ENGLEWOOD
Contractor Code: 808
Contract Term - From: SEPTEMBER 1 2024
To: JUNE 30 2025

	MultiContract # OR Route #:	Bid #	Renewal #:
1	NON-PUBLIC (1)	2425-01	0
2	FIELD	2425-01	0
3	NON-PUBLIC (2)	2324-09	0
4	TECH	2324-09	0
5			
6			
7			
8			
9			
10			

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions. In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents: Letter of Federal Affirmative Action Plan Approval Certificate of Employee Information Report Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at www.state.nj.us/treasury/contract_compliance).

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27.**

IN WITNESS WHEREOF, the parties hereto have duly signed this contract.

Irene Gray
Signature - School Business Administrator/Board Secretary

9-30-2024

Date

Signature - President of Local Board

Date

Notary to the Contractor

Subscribed and sworn to before me

Date 9/20/24

Notary Public Name Catherine Nunziato

First Student, Inc
Company or Trade Name

Catherine Nunziato
Notary Public Signature

[Signature]
Authorized Signature

My Commission Expires: 6/19/2025
Expiration Date

Area General Manager
Title

Board of Education:

TEANECK BOARD OF EDUCATION

Contractor:

FIRST STUDENT

Contractor Code:

808

From:

SEPTEMBER 1 2024

To:

JUNE 30 2025

Catherine Nunziato

NOTARY PUBLIC

STATE OF NEW JERSEY

ID # 50129600

MY COMMISSION EXPIRES June 19, 2025

Board of Education of: TEANECK BOARD OF EDUCATION		Multi-Contract or Route #: NON-PUBLIC (1)	Bid Number: 2425-01	Renewal Number: 0	Contract Period: From SEPTEMBER 1 2024 to JUNE 30 2025									
Contractor Name: FIRST STUDENT		Terminal Location: ENGLEWOOD	Contractor Code: 808		Total Renewal Contract Amount: \$ 320,509.80									
(A) Route Number	(B) Destination	(C) School Type 1 Public 2 NP 3 PSD 4 Charter	(D) Arrival Time	(E) Departure Time	(F) Per Diem Renewal Contract Amount	(G) # Days	(H) Annual Renewal Contract Amount	(I) Per Diem Aide Amount	(J) Cost Represents # of Aides	(K) # Aide Days	(L) Inc/Dec Provision	(M) NJSA 18A:39-3 Extension	(N) Total Per Diem Renewal Amount per Route	(O) Total Renewal Contract Amount per Route (contract, aide and extension)
YR01	ROSENBAUM YESHIVA (RIVER EDGE)	2	08:20	14:40	277.78	180							\$ 277.78	\$ 50,000.40
YR02	ROSENBAUM YESHIVA (RIVER EDGE)	2	08:20	14:40	219.44	180							\$ 219.44	\$ 39,499.20
YR03	ROSENBAUM YESHIVA (RIVER EDGE)	2	08:20	14:40	270.83	180							\$ 270.83	\$ 48,749.40
YR04	ROSENBAUM YESHIVA (RIVER EDGE)	2	08:20	14:40	230.56	180							\$ 230.56	\$ 41,500.80
YR05	ROSENBAUM YESHIVA (RIVER EDGE)	2	08:20	14:40	290.00	180							\$ 290.00	\$ 52,200.00
8C	BERGEN CATHOLIC	2	07:45	14:00	97.00	180							\$ 97.00	\$ 17,460.00
PC/APTECH	PARAMUS CATHOLIC / APPLIED TECH	2	07:45	14:00	395.00	180							\$ 395.00	\$ 71,100.00
													\$	\$

Board of Education of: TEANECK BOARD OF EDUCATION

Multi- Contract or Route #:	FIELD	Bid Number:	2425-01
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Renewal Number: 0

Contract Period: From SEPTEMBER 1 2024 to JUNE 30 2025

Contractor Name: FIRST STUDENT

Terminal
Location: ENGLEWOOD

Contractor Code: B08

Total Renewal Contract Amount:	\$	-
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[illegible]

STATE OF NEW JERSEY – DEPARTMENT OF EDUCATION Student Transportation Unit STUDENT TRANSPORTATION CONTRACT RENEWAL

Board of Education of: TEANECK BOARD OF EDUCATION		Multi-Contract or Route #:	NON-PUBLIC (2)	Bid Number: 2324-09	Renewal Number: 0	Contract Period: From SEPTEMBER 1 2024 to JUNE 30 2025								
Contractor Name: FIRST STUDENT			Terminal Location: ENGLEWOOD	Contractor Code: 808	Total Renewal Contract Amount: \$ 510,480.00									
(A) Route Number	(B) Destination	(C) School Type 1 Public 2 NP 3 PSD 4 Charter	(D) Arrival Time	(E) Departure Time	(F) Per Diem Renewal Contract Amount	(G) # Days	(H) Annual Renewal Contract Amount	(I) Per Diem Aide Amount	(J) Cost Represents # of Aides	(K) # Aide Days	(L) Inc/Dec Provision	(M) NJSA 18A:39-3 Extension	(N) Total Per Diem Renewal Amount per Route	(O) Total Renewal Contract Amount per Route (contract, aide and extension)
BPY1	BEN PORAT YOSEF	2			325.00	180			0	0			\$ 325.00	\$ 58,500.00
BPY2	BEN PORAT YOSEF	2			325.00	180							\$ 325.00	\$ 58,500.00
NALHS	NAALEH HIGH SCHOOL	2			261.00	180							\$ 261.00	\$ 46,980.00
SSDS1	SOLOMON SCHECTER	2			295.00	180							\$ 295.00	\$ 53,100.00
YVO6 K-5	YAVNEH ACADEMY	2			266.00	180							\$ 266.00	\$ 47,880.00
YEH1	YESHIVAT HE'ATID	2			285.00	180							\$ 285.00	\$ 51,300.00
YN01 K-5	YESHIVAT NOAM	2			312.00	180							\$ 312.00	\$ 56,160.00
YN04 K-5	YESHIVAT NOAM	2			292.00	180							\$ 292.00	\$ 52,560.00
YN07 6-8	YESHIVAT NOAM	2			228.00	180							\$ 228.00	\$ 41,040.00
YN08 6-8	YESHIVAT NOAM	2			247.00	180							\$ 247.00	\$ 44,460.00
														\$ -

Board of
Education of: TEANECK BOARD OF EDUCATION

Multi-Contract or Route #:	BERGEN COUNTY TECH
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Bld
Numbers: 2324-09

Renewal Number: 0

Contract Period: From SEPTEMBER 1 2024 to JUNE 30 2025

Contractor Name: FIRST STUDENT

Terminal
Location: ENGLEWOOD

Contractor Code: 808

Total Renewal Contract Amount:	\$ 34,020.00
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[illegible]

REQUEST FOR APPROVAL OF TRANSPORTATION CONTRACT RENEWAL

TO: Executive County Superintendent of Schools

FROM: School Business Administrator/Board Secretary
TEANECK BOARD OF EDUCATION Board of Education

DATE: September 19, 2024

SUBJECT: Student Transportation Contract Renewal(s)

The following student transportation contract renewal(s) and related documents are being submitted for your review and approval.

 10-31-2024

Signature - School Business Administrator/Board Secretary

Contractor Name: FIRST STUDENT

Multi-Contract or Route Number	Renewal Number	Contract Amount	FOR COUNTY OFFICE USE ONLY:		
			Approved	Disapproved	Comments
NON-PUBLIC (1)	0	\$320,509.80			
FIELD	0	\$			
NON-PUBLIC (2)	0	\$510,480.00			
BERGEN	0	\$34,020.00			
0	0	#REF!			

The above listed transportation contract renewal and related documents have been reviewed as to form and are approved/disapproved as noted. Please note that disapproved contracts may not be renewed.

FOR COUNTY OFFICE USE ONLY:

Additional Comments (if necessary):

Executive County Superintendent of Schools

Date

Separation Pay Worksheet November 13, 2024 Regular BOE Meeting

Name of Employee: Carrie Williams - TEACH

Separation Date: 08/22/2024 - 22 Years of Service

Date of Hire: 01/08/2002

Category Date: N/A

<u>Eligible Payout Days</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
Sick Days	-	\$100.00	57.5	\$5,750.00
			Total Vacation Pay	\$5,750.00
		Total Amount Due to Employee		\$5,750.00

Name of Employee: Kim Dockery

Separation Date: 07/31/2024 - 27 Years of Service

Date of Hire: 10/21/1996

Category Date: N/A

<u>Eligible Payout Days</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
Sick Days	-	\$55.00	25.5	\$1,402.50
Vacation Days	\$79,648.00	\$305.16	40	\$12,206.59
		Total Amount Due to Employee		\$13,609.09

Note: Vacation Days Max at 40 Per CBA