

**REGULAR PUBLIC MEETING  
MAY 15, 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, May 15, 2024, in-person at the Teaneck High School located at 100 Elizabeth Avenue and streamed virtually via zoom app, at 8:00 PM. Adequate notice of this meeting has been sent to the Record and The Star Ledger, filed with the Municipal Clerk and posted on the school district website at [www.teaneckschools.org](http://www.teaneckschools.org), on January 23, 2024."

**III. Roll Call**

<b><i>Board Member</i></b>	<b><i>Present</i></b>	<b><i>Absent</i></b>
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)		

<b><i>Student Board Liaison</i></b>	<b><i>Present</i></b>	<b><i>Absent</i></b>
Mostafa Abouganba		
Alfred Lewis		
Liora Pelavin		
Blake Ricketts		

**IV. Reaffirmation of District Goals**

**V. Superintendent's Report**

**VI. Public Comment I (Agenda Items Only)**

**VII. Student Liaison Report**

**VIII. Board Committee Reports**

**IX. Agenda Items**

**X. Public Comment II (non-Agenda and Agenda Items)**

**XI. New and Old Business**

**XII. Executive Session**

### **XIII. 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. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education approves the minutes from the following meetings:

1. April 3, 2024 - Workshop Public Meeting
2. April 3, 2024 - Executive Session
3. April 17, 2024 - Regular Public Meeting
4. April 17, 2024 - Executive Session

EXPLANATION: Agenda item submitted by Ms. Taylor

2. **WHEREAS**, the Superintendent of schools recommends, and the Teaneck Board of Education approves, an annual district calendar for the school year; and

**WHEREAS**, the District must meet the State of New Jersey's minimum 180 school day requirement; and

**WHEREAS**, a consolidated calendar for 10-month and 12-month employees needs to denote all holidays including "15 holidays" for 12-month employees;

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education approve the attached District Calendar for the 2024-2025 school year. See page 24.

EXPLANATION: Agenda item submitted by Dr. Spencer

3. **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

4. **WHEREAS**, the Teaneck Township Education Association (the “Association”) filed a grievance against the Teaneck Board of Education (“Board”), docketed as AR-2023-153; and  
**WHEREAS**, in response the Board filed a Scope of Negotiations petition with PERC seeking to bar arbitration; and  
**WHEREAS**, PERC barred the primary claim asserted by the Association and remanded certain elements to arbitration; and  
**WHEREAS**, the Board and the Association desire the resolve the remaining claim amicably; and  
**NOW, THEREFORE, BE IT RESOLVED** that the Board approves the Settlement Agreement on file with the Board Secretary resolving the matter in its entirety; and  
**BE IT FURTHER RESOLVED** that the Administration is authorized to take the necessary actions to effectuate this Resolution.

EXPLANATION: Agenda item submitted by Dr. Spencer

1. **WHEREAS**, Brian Uhlfelder, Manager of NVE Bank, Palisade Avenue branch, will present a finance assembly to Lowell Elementary school's second grade class entitled "Teach Children to Save" in an effort to help young people develop a savings habit early in life;

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the complimentary presentation scheduled for Friday, May 17, 2024.

EXPLANATION: Agenda item submitted by Dr. Scott

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the payment of the claims for the month of: April 1, 2024 through April 30, 2024.

General	\$11,171,508.43
Capital Outlay	\$ 218,533.68
Special Revenue	\$ 997,616.35
Debt Service	\$ 0
Comm. Ed.	\$ 54,707.76
Food Service	\$ 202,650.41
<b>Total Payments</b>	<b>\$ 12,645,016.63</b>

EXPLANATION: Agenda item submitted by Ms. Taylor

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the attendance of staff members at the **Professional Development and Conferences** listed on the attached summary costing **\$3,980.65** (District Funded \$3,353.17; Title II \$627.48). See page 25.

EXPLANATION: Agenda item submitted by Dr. Scott

3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves **Student Field Trips** listed on the attached listed summary totaling **\$25,426** (District Funded \$2,850; Parent Funded: \$7,644; PTA Funded: \$11,057; Student Activity Funded: \$3,875. See page 30.

EXPLANATION: Agenda item submitted by Dr. Scott

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the attached list of **Student Fundraising Activities**. See page 35.

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 out-of-district tuition contracts for students requiring Special Education out-of-district placements in accordance with their respective Individualized Educational Plans (IEPs) for the 2023-2024 school year totaling \$64,800. See [page 36](#).

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 contracts with clinicians and agencies to provide related services and independent evaluations for the 2023-2024 school year. See page 37.

EXPLANATION: Agenda item submitted by Dr. Scott

7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following Project Change Order. See page 39.

**PROJECT NO.:** GC-02  
**ARCHITECT:** Di Cara Rubino  
**PROJECT:** Fire Alarm upgrade at Teaneck High School  
**CONTRACTOR:** Sal Electric Company, Inc.  
**DATE:** 4/25/2024

<u>CONTRACTOR</u>	<u>DESCRIPTION</u>	<u>ORIGINAL CONTRACT AMOUNT</u>	<u>ADJUSTED CONTRACT AMOUNT</u>	<u>CREDIT AMOUNT</u>
Sal Electric Company, Inc.	Credit of Unused Allowance to Closeout Balance	\$965,425	\$950,071	(\$15,354)
	<b>TOTAL</b>	\$965,425	\$950,071	(\$15,354)

EXPLANATION: Agenda item submitted by Mr. D'Angelo



8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following Project Change Order. See page 40.

**PROJECT NO.:** GC-01

**ARCHITECT:** Di Cara Rubino

**PROJECT:** Cafeteria HVAC upgrade at Lowell School

**CONTRACTOR:** T.M. Brennan Services Inc.

**DATE:** 4/25/2024

<u>CONTRACTOR</u>	<u>DESCRIPTION</u>	<u>ORIGINAL CONTRACT AMOUNT</u>	<u>ADJUSTED CONTRACT AMOUNT</u>	<u>CREDIT AMOUNT</u>
T.M. Brennan Services Inc.	Credit of Unused Allowance to Closeout Balance	\$376,000	\$326,000	(\$50,000)
	<b>TOTAL</b>	\$376,000	\$326,000	(\$50,000)

EXPLANATION: Agenda item submitted by Mr. D'Angelo

9. **WHEREAS**, vendors and staff for various reasons present to the bank checks issued to them from the Teaneck Board of Education for the receipt of supplies, equipment, and services rendered;

**WHEREAS**, as these checks are deemed void within 90 days of not being presented to a banking institution;

**BE IT RESOLVED**, by the recommendation of the Treasurer of School Monies that these checks be canceled and returned to the district as miscellaneous revenue and used in the future if they are represented at a later date by the claimant in the total amount of \$19,513.16 on the Teaneck Board of Education Payroll (\$647.00); Warrant Accounts (\$18,604.74); FSA Accounts (\$161.42); Federal Credit Union Student Activity Accounts (\$100) See page 41.

EXPLANATION: Agenda item submitted by Ms. Taylor

10. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the contract with Bergen Day Early Childhood Learning Center for 2024-2025 school year to provide two (2) classrooms totaling 30 students, at \$17,616 per pupil amount for a total of \$528,480 as per our approved State Preschool Expansion Aid (PEA) One Year Plan. See contract and letter of intent attached from provider on page 42.

EXPLANATION: Agenda item submitted by Ms. Taylor

11. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the **renewal of the Food Service Management contract with Maschio's Food Services Inc., the Food Service Management Company ("FSMC")**, for the 2024-2025 school year projected total cost to be \$1,734,658, as found on the Response and Projected Operating Statement (Form 23); and

**BE IT FURTHER RESOLVED**, that the FSMC shall receive, in addition to the costs of operation, an administrative/management fee of \$0.1498 per reimbursable meal and meal equivalent to compensate the Food Service Management Company (FSMC) for administrative and management costs with fees being billed monthly as a cost of operation; and

**BE IT FURTHER RESOLVED**, that the total number of meals are calculated by adding reimbursable meal pattern meals served to meal equivalents with the number of reimbursable meals served to the children determined by actual count; and

**BE IT FURTHER RESOLVED**, that cash receipts, other than from sales of reimbursable program meals served to the children, shall be divided by the meal equivalent rate, \$4.095 to arrive at an equivalent meal count; and

**BE IT FURTHER RESOLVED**, that the administrative/management fees are calculated by multiplying \$0.1498 by the total number of meals.

**BE IT FURTHER RESOLVED**, that the FSMC guarantees the district the breakdown return from the Food Service Program for the school year 2024-2025.

EXPLANATION: Agenda item submitted by Ms. Taylor

12. **WHEREAS**, the Teaneck Board of Education and the Company ESS Northeast, LLC entered into an Agreement whereby Company ESS Northeast, LLC is to provide substitute staffing to fill positions at the request of the District for a period ending June 30, 2024;

**WHEREAS**, the Teaneck Board of Education and the Company ESS Northeast, LLC are desirous of extending the term of the Agreement through June 30, 2025 with the provisions set forth below;

**NOW THEREFORE BE IT RESOLVED** the agreed between the parties, are as follows:

1. The Term of the Agreement, as reflected in Paragraph 7, is hereby extended from July 1, 2024 through June 30, 2025;
2. Effective July 1, 2024, Addendum “A” to the Agreement, Pricing, is amended as per the attached revised Addendum “A”;
3. This Agreement will automatically renew for additional one (1) year periods unless either party provides written notice of termination at least ninety days prior to the end of the fiscal school year.
4. Except as specifically and explicitly set forth herein, all other terms of the Agreement shall remain in full force and effect.

**NOW THEREFORE BE IT FURTHER RESOLVED** the Teaneck Board of Education upon the recommendation of the Superintendent approves the addendum with ESS Northeast, LLC for the 2024-2025 school year.

EXPLANATION: Agenda item submitted by Mr. Apollon

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

Item	Estimated Value	Donor	On Behalf Of
Donation	\$1000 Four (4) scholarships in the amount of \$250.	Debra Benitez - Maria Ayala Scholarships for Excellence in the Performing Arts	Four (4) graduating eighth graders at Thomas Jefferson Middle School to be given to Latinx students in the performing arts.

EXPLANATION: Agenda item submitted by: Dr. Scott

14. **WHEREAS**, the Board hereby authorizes the amendment to Title I-A to correct the ranking method and have each school's allocation in place as originally submitted as of June 30, 2023.

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the amendment to the Title I-A Grant that was submitted as of June 30, 2023.

EXPLANATION: Agenda item submitted by Ms. Taylor

15. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education upon the recommendation of the Superintendent approves the training provided by Devorah Reich to the teachers at Yeshivat He'Atid High school for two sessions, first session on Monday, May 20, 2024 and Monday, June 3, 2024 in the amount not to exceed \$3,600. Judith Hochman's Writing Revolution curriculum is an evidence based approach aiming to improve writing skills among the students. Funded from Title II non-public allocation #20-270-200-320-92-613-000.

EXPLANATION: Agenda item submitted by Ms. Taylor

16. **WHEREAS**, the Board authorizes the 2024 Board Trustees and the Central Office Administrators Cabinet Team members to attend the three (3) days annual New Jersey School Boards Association Workshop to be held Monday, October 21 - Thursday, Oct. 24, 2024 and receive reimbursement in accordance with the Board Policy #6471 (School District Travel), and N.J.A.C. 6A:23A-7 et seq.

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the attendance of the Board Trustees and the Cabinet Team members at the Annual New Jersey School Board Association workshop in October 21-24, 2024.

EXPLANATION: Agenda item submitted by Ms. Taylor

17. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves VOT/HR Solutions, LLC to provide Human Resources advisory services for the period of April 22, 2024 through June 14, 2024 for 10 hours per week at the rate of \$175.00 per hour.

EXPLANATION: Agenda item submitted by Dr. Spencer

18. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, awards the following two 2024-2025 budgeted Capital Reserve funded parking lot repaving projects to D&L Paving Contractors, Inc. through the Educational Data Services Cooperative Bid#10980 Macadam Repaving Service and Repair - Package #24A. See page 74.

<u>Project Description</u>	<u>School</u>	<u>Cost</u>
Repaving School Parking Lots to Continue to Provide Quality Parking Areas for Students, Staff, and Families	Teaneck High School	\$139,900
	James Russell Lowell Elementary School	\$98,144
	<b>TOTAL</b>	<b>\$238,044</b>

EXPLANATION: Agenda item submitted by Mr. D'Angelo

19. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, awards the Chimney and Coping Repairs Project at Lowell Elementary School to Murray Paving and Concrete, LLC through the Educational Services Commission of New Jersey Cooperative Bid# 65MCESCCPS funded by the NJDOE 2023-2024 Emergent and Capital Maintenance Needs Grant for the total amount of \$90,422. See page 76.

EXPLANATION: Agenda item submitted by Mr. D'Angelo

20. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, awards the 2024-2025 budgeted Capital Reserve funded Teaneck High School Pipe Tunnel Asbestos Abatement project to Environmental Design, Inc. for the total amount of \$77,591 including Asbestos Safety Control Monitoring & Project Monitoring Services. See page 84.

EXPLANATION: Agenda item submitted by Mr. D'Angelo

21. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, awards the 2024-2025 budgeted Capital Reserve funded Teaneck High School Pipe Tunnel Asbestos Abatement Project to Lilich Corporation for the total amount of \$358,700 including mobilization and demobilization, asbestos removal, disposal, labor, and restoration. Bergen County Cooperative #RFPQ22-013. See page 90.

EXPLANATION: Agenda item submitted by Mr. D'Angelo

22. **WHEREAS** Construction Services for the Bryant Elementary School Interior Alterations to Create Two Preschool Classrooms Project was properly advertised to prospective bidders in accordance with N.J.S.A. 18A:18A-4; and

**WHEREAS** on Thursday, May 2, 2024, the following bids were received from potential bidders in accordance with N.J.S.A. 18A:18A-1, et seq.; and

<b>Bidder</b>	<b>Base Bid</b>	<b>Alternate 1</b>	<b>Alternate 2</b>	<b>Alternate 3</b>
Catcord Construction	\$309,000	\$55,000	\$105,000	\$19,000
Salazar & Associates, Inc.	\$475,000	\$49,900	\$112,000	\$17,000
Tekcon Construction, Inc.	\$508,000	\$136,620	\$118,220	\$27,140

**WHEREAS** the lowest bid submitted by Catcord Construction has been reviewed by Board Architects, Di Cara Rubino Architects, and Board Attorney, Weiner Law Group, and deemed compliant with the bid specifications and New Jersey Public Contracts Law, N.J.S.A. 18A:18A-1 et seq.

**NOW, THEREFORE, BE IT RESOLVED** that the Teaneck Board of Education, upon recommendation of Board Architects, Di Cara Rubino, hereby awards Construction Services for the Bryant Elementary School Interior Alterations to Create Two Preschool Classrooms Project to Catcord Construction as the lowest responsible bidder at the total amount of \$309,000.

EXPLANATION: Agenda item submitted by Ms. Taylor

23. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves continued membership, participation, and the purchase of goods and services through the **Bergen Bids Cooperative** for the **2023-2024** school year.

EXPLANATION: Agenda item submitted by Ms. Taylor

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

<b>Organization Purpose</b>	<b>Facilities Use Request</b>	<b>Date(s) Time</b>	<b>Fees</b>
Bergen Football League (Flag Football)	Benjamin Franklin Middle School Field Use (outdoors only)	8 days Sept.8,15,22,29 Oct. 27 Nov. 3,10,17 2024	\$2,400.00 Fee includes \$300/day for Field Use
Alpha Kappa Alpha Sorority (Scholarship Interviews for Teaneck scholars and Bergen County students)	Teaneck High School Media Center Classrooms (4)	2 days May 21, 2024 June 5, 2024 4:00 – 7:00 pm	No Charge Scholarships for Teaneck Scholars
Lentz and Lentz SAT/PSAT Prep	Teaneck High School Classroom	September 18, 25, 30, 2024 October 9, 16, 23, 30, 2024 6:30 – 9:30 pm	No Charge Reduction in Tuition for Teaneck Scholars - \$499. Non-residents - \$599.

EXPLANATION: Agenda item submitted by Dr. Spencer

25. **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 December 2023 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. See page 92.

EXPLANATION: Agenda item submitted by Ms. Taylor

26. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon recommendation of the Superintendent, confirms the line item transfers for the month of December 2023. In order to accomplish the aforesaid purpose, the Business Administrator was authorized to transfer the amount of money into and out of the line items set forth on the attached schedule. See page 113.

EXPLANATION: Agenda item submitted by Ms. Taylor

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, with regret, approves the retirements of the following staff members:

Name	Position / Location	Years of Service	Effective Date
Milton Dobson	Custodian / Operations & Maintenance	31	09/01/2024
Melvin Jefferson	Grounds Crew / Operations & Maintenance	22	10/01/2024
Ince Henson	HVAC Mechanic / Operations & Maintenance	17	09/01/2024
Marion Soohoo	Secretary / Operations & Maintenance	25	07/01/2024
Kim Dockery	Secretary / THS	27	08/01/2024
Antoine Green	Principal / Lowell	34	08/01/2024
Lucila Ramirez-Cruz	Teacher / THS	10	07/01/2024
Rolando Monserrat	Supervisor of Science, Engineering & Technology	23	07/01/2024
Yvonne Witter	FORUM / Employment / Guidance Services / THS	14	07/01/2024
Theresa Avella	CST / LDTC	4	01/01/2025

EXPLANATION: Agenda item submitted by Mr. Apollon

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves sick and/or vacation payouts for the employees listed. See page 115.

EXPLANATION: Agenda item submitted by Mr. Apollon



3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves Alisha Montoya to complete a 100-hour LDTC Internship with Diana Salib, Mentor, during Extended School Year 2024.

EXPLANATION: Agenda item submitted by Mr. Apollon

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following certificated staff to be remunerated at the stipend amounts listed below, participating in the Hawthorne Elementary Title I Summer Math and ELA Program. The program will be funded with 24/25 Title I monies (Account #: 20-231-100-101-00-110-000).

Name	Position	Pay per Hour	Hours (not to exceed)	Stipend (not to exceed)
Jennifer Cortez	Instructor	\$50.00	52	\$2,600.00
Felix Mejia	Instructor	\$50.00	52	\$2,600.00
Maria Garcia-Iglesias	Instructor	\$50.00	52	\$2,600.00
Victor Hernandez	Instructor	\$50.00	52	\$2,600.00
Kara Lindner	Instructor	\$50.00	52	\$2,600.00
Zara Matragas	Instructor	\$50.00	52	\$2,600.00
Allison Norris	Instructor	\$50.00	52	\$2,600.00
			<b>Total Stipend Amount:</b>	<b>\$18,200.00</b>

EXPLANATION: Agenda item submitted by Mr. Apollon

5. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the attached list of staff members and stipends as Extended School Year Program Lead Teachers, at the rate of \$50.00 per hour, effective April 1, 2024, through August 5, 2024, 60 hours working without students and 120 hours working with students, not to exceed \$9,000.00. See page 116.

EXPLANATION: Agenda item submitted by Mr. Apollon

6. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, amend the following staff salaries listed and coded under the Preschool Expansion Aid (PEA) for the 2023- 2024 school year (account code:20 -218 -100- 101 -00- 000 -000):

Name	Location	Title	Salary
*Jenna Banker	Bryant	Teacher	\$68,800.00
*Deborah Shenkin	Bryant	Teacher	\$68,800.00

\*Revised Salary

EXPLANATION: Agenda item submitted by Mr. Apollon

7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following staff members to teach Family Math Night: Summer Survival, at Hawthorne Elementary School on April 25, 2024, 6:15pm to 8:45pm. A total of three (3) hours per staff member will be paid \$50.00 per hour. Title I Funds will be used (Account #: 2023110010100110000).

Name	Position	Stipend (not to exceed)
Christina Aviles	Teacher	\$150.00

EXPLANATION: Agenda item submitted by Mr. Apollon

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves Alexandra Bial Winkelstein, under the School Climate Transformation Grant for a school beautification project at Whittier Elementary School to paint a mural outside the Music Room (Room 225), at a stipend amount of \$50.00 per hour, not to exceed \$1375.00. Project stipend will be funded by the School Climate Transformation Grant Work (Account # 20-427-200-100-00-000-901).

EXPLANATION: Agenda item submitted by Mr. Apollon

9. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves Marc Calello, under the School Climate Transformation Grant for a school beautification project at Teaneck High School from 05/06/24-06/07/24, to paint three (3) murals: 1 outside the Security Office; 1 outside the Dance Room; 1 inside the Weight Room, at a stipend amount of \$50.00 per hour, not to exceed \$2,000.00. Project stipend will be funded by the School Climate Transformation Grant Work (Account # 20-427-200-100-00-000-901).

EXPLANATION: Agenda item submitted by Mr. Apollon

10. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the appointment of staff members under the Teaneck Township Education Association (**TTEA**) collective bargaining Agreements for the 2024-2025 school year. See page 118.

EXPLANATION: Agenda item submitted by Mr. Apollon

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the appointment of staff members under the Teaneck Association of Administrators and Supervisors (**TAAS**) Agreement for the 2024-2025 school year. See page 128.

EXPLANATION: Agenda item submitted by Mr. Apollon

12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the appointment of staff members under the Teamsters Agreement for the 2024-2025 school year. See page 129.

EXPLANATION: Agenda item submitted by Mr. Apollon

13. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the salaries for the non-bargaining staff for the 2024-2025 school year. See page 130.

EXPLANATION: Agenda submitted by Mr. Apollon

14. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon recommendation of the Superintendent, approves the salaries of FORUM personnel for the 2024-2025 school year, grant funded. See page 132.

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 following amended leave of absence. See page 133.

EXPLANATION: Agenda item submitted by Mr. Apollon

16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the amendment for the following certificated staff to be remunerated at the revised stipend amount listed below, participating in the Hawthorne Elementary School's Title I After School Program. This resolution was previously approved at the February 21, 2024 Regular Public Meeting. Program funded by Title I (Account #: 20-231-100-101-00-110-000).

Name	Position	Hours	Stipend Amount (not to exceed)
Victor Hernandez	Instructor	53	\$2,650.00

EXPLANATION: Agenda item submitted by Mr. Apollon

17. **THEREFORE IT BE RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the appointment of Travis Grundy, Part-Time Security Officer, at a rate of \$22.50 per hour, for the 2023-2024 school year, effective May 20, 2024, pending criminal history background checks and 90-day probationary period.

EXPLANATION: Agenda item submitted by Mr. Apollon

18. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following long term substitute teacher at \$260.00 per diem, assigned to a non-tenure track position, effective as indicated, pending criminal history:

Name	Position	Location	Effective Dates	Benefits
Susan Fanaras	Long-term Substitute	Bryant	03/15/2024 - 06/14/2024	w/o benefits
Sarah Flowers	Long-term Substitute	Lowell	03/01/2024 - 06/14/2024	w/o benefits
Frederica Ogletree	Long-term Substitute	TJMS	03/01/2024 - 06/14/2024	w/o benefits

EXPLANATION: Agenda item submitted per Mr. Apollon

19. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following certificated staff transfers/reassignments for the 2024-2025 School year, effective September 1, 2024.

Stephanie McKee, Literacy Enrichment Teacher, assigned to Hawthorne, reassigned to Elementary Literacy Instructional Coach. Elementary schools
Jemara Blount, Grade 4 Teacher, assigned to Hawthorne, reassigned to Elementary Literacy Instructional Coach, Elementary schools
Kimberly Sullivan, Mathematics Enrichment Teacher, assigned to Whittier, reassigned to Elementary Mathematics Instructional Coach. Elementary schools
Anitha Giannikos, Mathematics Enrichment Teacher, assigned to Whittier, reassigned to Elementary Mathematics Instructional Coach. Elementary schools
Gillian Iappello, Literacy Enrichment Teacher, assigned to Thomas Jefferson MS, reassigned to Secondary Literacy Instructional Coach. Secondary schools
Zainabu Conteh, Mathematics Enrichment Teacher, assigned to Benjamin Franklin MS, reassigned to Secondary Literacy Instructional Coach. Secondary schools
Jennifer Kim, Special Education Teacher, Bryant assigned to Bryant Elementary Schools, reassigned to Preschool Intervention & Referral Specialist / Instructional Coach

EXPLANATION: Agenda item submitted by Mr. Apollon

20. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the appointment of the following Bus Drivers with a prorated salary through June 30, 2024, pending criminal history background check.

Name	Position	Start Date	Salary
Katie Barrera-LaBoy	Bus Driver	05/20/2024	\$40,000.00
Brian Madrid	Bus Driver	06/01/2024	\$40,000.00

EXPLANATION: Agenda item submitted by Mr. Apollon

21. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following additional staff member as a Home Instructor, on an as needed basis, at \$50.00 per hour, for the 2023-2024 school year:

Name	Subject
*James Bermudez	Social Studies

EXPLANATION: Agenda item submitted by Mr. Apollon

22. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following individuals to work the Teaneck Community Education Center's Summer Camp Program, Camp Kookooskoos, Dates: June 24, 2024 to August 2, 2024.

EXPLANATION: Agenda item submitted by Mr. Apollon

23. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following Event Staff and stipends for the Fall / Winter / Spring 2024-2025 school year. See page 134.

EXPLANATION: Agenda item submitted by Mr. Apollon

24. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following BFAST (Before & After School Tutoring Programs stipends) from 04/01/24-06/14/24. See page 135.

EXPLANATION: Agenda item submitted by Mr. Apollon

25. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves Danny Gareri, Coordinator of McKinney-Vento Education of Homeless and Youth Program, for July 2024 and August 2024 at the rate of \$50.00/hour, not to exceed \$5,000.00. Account# 20-231-100-101-22-10-I-0 (TITLE I/STIPENDS).

EXPLANATION: Agenda item submitted by Mr. Apollon

26. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following staff members for extra work for extra pay to coordinate, supervise and lead four performances on Saturday, June 15th during the Bergen County NAACP Juneteenth celebration. Account #: 11-000-221-110-18-000-000.

Teacher	Position	Hours	Rate	Stipend Total
M. Trinidad	Thomas Jefferson Middle School Instrumental / Music Teacher	7	\$50.00	\$350.00
A. Warfield	Teaneck High School Dance Teacher	7	\$50.00	\$350.00
			<b>Total</b>	<b>\$700.00</b>

EXPLANATION: Agenda item submitted by Mr. Apollon

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

Name	Position	Location	Position Control #	Effective Date
Yaritza Gonzalez	Secretary	THS	30-12-71/axp	05/17/2024
Teresa Pipito	Special Education Teacher	Lowell	10-07-34/asd	06/14/2024

EXPLANATION: Agenda item submitted by Mr. Apollon

28. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the appointment of Ms. Shebra Jones as the Director of Human Resources with a prorated salary of \$160,000.00 (off-guide) for the period June 14, 2024 through June 30, 2025, pending criminal history background check. PC#: 02-15-84/cdb

EXPLANATION: Agenda item submitted by Dr. Spencer

29. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the appointment of Ms. Simone Pugsley as the Director of Special Services Secondary Education with a prorated salary of \$140,749 (TAAS DIR Step 4) for the period June 14, 2024, through June 30, 2025, pending criminal history background check. PC#: 20-15-t4/cmj

EXPLANATION: Agenda item submitted by Dr. Spencer



July 2024							JULY 2024							January 2025						
Su	M	T	W	TH	F	Sa	4 Independence Day - District Closed							Su	M	T	W	TH	F	Sa
	1	2	3	4	5	6											1	2	3	4
7	8	9	10	11	12	13								5	6	7	8	9	10	11
14	15	16	17	18	19	20	AUGUST 2024							12	13	14	15	16	17	18
21	22	23	24	25	26	27	20-21 Administrator/Superintendent Workshops							19	20	21	22	23	24	25
28	29	30	31				27-29 New Teacher Orientation							26	27	28	29	30	31	
August 2024							SEPTEMBER 2024							February 2025						
S	M	T	W	T	F	S	2 Labor Day - District Closed							S	M	T	W	T	F	S
				1	2	3	3 Teachers/Paras & 10 Month Secretaries Report													1
4	5	6	7	8	9	10	4 Superintendent's Convocation							2	3	4	5	6	7	8
11	12	13	14	15	16	17	5 Schools Open/Students Return							9	10	11	12	13	14	15
18	19	20	21	22	23	24								16	17	18	19	20	21	22
25	26	27	28	29	30	31	OCTOBER 2024							23	24	25	26	27	28	
							3-4 Rosh Hashanah - District Closed													
September 2024							11 Yom Kippur - Half-Day for Students and Staff							March 2025						
S	M	T	W	T	F	S	14 Staff Prof. Development (Full Day) - Schools Closed(Students Only)							S	M	T	W	T	F	S
1	2	3	4	5	6	7														1
8	9	10	11	12	13	14	NOVEMBER 2024							2	3	4	5	6	7	8
15	16	17	18	19	20	21	5 Election Day - District Closed							9	10	11	12	13	14	15
22	23	24	25	26	27	28	7-8 NJEA Convention - Schools Closed							16	17	18	19	20	21	22
29	30						27 4 hour session for Students and Staff							23	24	25	26	27	28	29
							28-29 Thanksgiving - District Closed							30	31					
October 2024							DECEMBER 2024							April 2025						
S	M	T	W	T	F	S	9 Staff Prof. Development - Half Day for Students Only							S	M	T	W	T	F	S
		1	2	3	4	5	23-31 Holiday Recess - Schools Closed									1	2	3	4	5
6	7	8	9	10	11	12	25 Christmas - District Closed							6	7	8	9	10	11	12
13	14	15	16	17	18	19								13	14	15	16	17	18	19
20	21	22	23	24	25	26	JANUARY 2025							20	21	22	23	24	25	26
27	28	29	30	31			1 New Year's Day - District Closed							27	28	29	30			
							2 Schools Re-open													
November 2024							20 MLK Jr. Day - District Closed							May 2025						
S	M	T	W	T	F	S	29 Lunar New Year							S	M	T	W	T	F	S
					1	2												1	2	3
3	4	5	6	7	8	9	FEBRUARY 2025							4	5	6	7	8	9	10
10	11	12	13	14	15	16	17 President's Day - District Closed							11	12	13	14	15	16	17
17	18	19	20	21	22	23								18	19	20	21	22	23	24
24	25	26	27	28	29	30	MARCH 2025							25	26	27	28	29	30	31
							10 Staff Prof. Development (Full Day)- Schools Closed (Students Only)													
							31 Eid ul Fitr - District Closed													
December 2024							APRIL 2025							June 2025						
S	M	T	W	T	F	S	14-18 Spring Recess - Schools Closed							S	M	T	W	T	F	S
1	2	3	4	5	6	7	18 Good Friday - District Closed							1	2	3	4	5	6	7
8	9	10	11	12	13	14								8	9	10	11	12	13	14
15	16	17	18	19	20	21	MAY 2025							15	16	17	18	19	20	21
22	23	24	25	26	27	28	23 4 hour session for Students and Staff							22	23	24	25	26	27	28
29	30	31					26 Memorial Day - District Closed							29	30					
LEGEND							JUNE 2025							SUMMARY OF DAYS						
	Admin. Workshops						6 Eid Al Adha - District Closed								STAFF		STUDENTS			
	New Teachers Orientation						19 Juneteenth - District Closed							AUG	0		0			
	District Closed						20 Half Day for Students							SEPT	20		18			
	Teachers/Paras/10Month Secretaries First Day back(Sept)						23 Last Day Students/10 Month Staff & Secretaries							OCT	21		20			
	Superintendent's Convocation						Half Day for Students							NOV			16			
	Students First Day back(Sept), Re-Open (Jan)						THS Class of 2024 Graduation - 6PM							DEC			14			
	Early Dismissal/Half Day for Students and Staff													JAN	21		21			
	Prof. Development													FEB	19		19			
	Schools Closed													MAR	20		19			
	Half Day for Students													APR	17		17			
	Last Day Students/10 Month Staff & Secretaries - Half Day for Students													MAY	21		21			
	THS GRADUATION - 6PM													JUN	14		14			



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Professional Development

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Name: Dr. Andre Spencer  
School or Department: Superintendent  
Conference/Seminar/Workshop: NJASA Spring Conference  
Sponsored by: New Jersey Association of School Administrators  
Location: Caesars Hotel, Atlantic City, NJ  
Date(s): May 16-17, 2024  
Estimated Cost(s): \$509.01                      Substitute Not Required **(District Funded)**  
**Explanation:** Attend comprehensive education sessions for public school superintendents.

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**Professional Development**

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***District Funded – \$2,341.16***

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**Name:** Haquisha Q. Taylor**School or Department:** Business Office**Conference/Seminar/Workshop:** 2024 NJASBO Annual Conference**Location:** Atlantic City, NJ**Dates:** June 5-7, 2024**Estimated Cost:** \$500.00**Explanation:** To get Professional Development and Continuing Education credits for the yearly certification

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**Name:** Irene Gray**School or Department:** Business Office**Conference/Seminar/Workshop:** 2024 NJASBO Annual Conference**Location:** Atlantic City, NJ**Dates:** June 5-7, 2024**Estimated Cost:** \$920.58**Explanation:** To get Professional Development and Continuing Education credits for the yearly certification

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**Name:** Jenine Kea**School or Department:** Business Office/Payroll**Conference/Seminar/Workshop:** 2024 NJASBO Annual Conference**Location:** Atlantic City, NJ**Dates:** June 5-7, 2024**Estimated Cost:** \$920.58**Explanation:** To get Professional Development and Continuing Education credits for the yearly certification

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**Professional Development**


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**District Funded – \$503.00****Title II Funded - \$627.48****Total Cost: \$1,130.48**


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**Name:** Ashley Andreala-Marra, Zainabu Conteh, Megan Gallow, Lillian Garcia, Munyiva Munguti, Mariam Muheisen, Javalda Powell, Analisse Seise, Robert Villegas, Terrence Williams

**School or Department:** BFMS**Conference/Seminar/Workshop:** NJ Coalition for Inclusive Education Leadership Conference**Location:** Kean University, Union, NJ**Dates:** June 7, 2024**Estimated Cost:** \$343. (District funded)**Explanation:** In this inclusive education conference, the participant will attend workshops focused on developing educational experiences and environments that are inclusive and meaningful while valuing and respecting the diversity of all learners.

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**Name:** Megan Gallow, Joe Panepinto

**School or Department:** BFMS & Lowell Elementary Schools**Conference/Seminar/Workshop:** Social Work Ethics**Location:** Virtual**Dates:** 5/22/2024**Estimated Cost:** \$100. (District funded)**Explanation:** In this workshop, participants will learn about the ethical models for decision-making and small group discussions to identify and clarify how they view and make decisions when confronted with ethical dilemmas.

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**Name:** Amy Morik

**School or Department:** Whittier Elementary School**Conference/Seminar/Workshop:** Reflection as Revolution: Ways of Being as a Catalyst for Change**Location:** Montclair State University**Dates:** 5/23/2024**Estimated Cost:** \$60. (District funded)**Explanation:** To support and enhance the services provided to our Special education and general education students in the areas of emotional regulation and social emotional learning.

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**AMEND**
**Name:** Maura Tuite, Theresa Avella, Aknaris, Diaz, Iris Hernandez, Diana Salib, Meredith Martino, Kimberly Pirro, Analisse Seise, Jennifer Taylor, and Kristine Thielman**School or Department:** Child Study Team – LDT-C**Conference/Seminar/Workshop:** Disproportionality Learning Series**Location:** Rutgers University - Newark, NJ**Dates:** 2/16/24 & 3/01/24**Estimated Cost:** **\$116.00****Explanation:** Participants will engage in a Disproportionality Learning Series.

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**Name:** Susan Morton

**School or Department:** Teaneck High School**Conference/Seminar/Workshop:** American Psychology Association's Inaugural Tri-State High School Psychology Workshop**Location:** Seton Hall University – South Orange, New Jersey**Dates:** May 15, 2024

**Estimated Cost:** \$37.00 (Title II Grant Funded)

Substitute Required

**EXPLANATION:** Workshop will provide up-to-date learning sessions related to continuing education programs in psychology.

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**Name:** Ashley Sularz

**School or Department:** Curriculum and Instruction

**Conference/Seminar/Workshop:** New Jersey Social Studies Supervisor Association – Spring Meeting

**Location:** NJPSA – 12 Centre Dr., Monroe Township, NJ 08831

**Dates:** May 17, 2024

**Estimated Cost:** \$72.36 – (Title II Grant Funded)

Substitute Not Required

**EXPLANATION:** Key topics addressed include: equity work in elementary education, civics in action, student-led strategies for fostering engagement in high school social studies.

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**Name:** Christine Mayers

**School or Department:** Curriculum and Instruction

**Conference/Seminar/Workshop:** New Jersey Social Studies Supervisor Association – Spring Meeting

**Location:** NJPSA – 12 Centre Dr., Monroe Township, NJ 08831

**Dates:** May 17, 2024

**Estimated Cost:** \$72.36 – (Title II Grant Funded)

Substitute Not Required

**EXPLANATION:** Key topics addressed include: equity work in elementary education, civics in action, student-led strategies for fostering engagement in high school social studies.

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**Name:** Mary Joyce Laqui

**School or Department:** Teaneck High School

**Conference/Seminar/Workshop:**

**Location:** TCNJ: Center for Future Educators - 2000 Pennington Rd., Ewing, NJ 08628

**Dates:** May 21, 2024

**Estimated Cost:** No cost

Substitute Required

**EXPLANATION:** To present on behalf of the NJEA on New Jersey's curriculum mandates on fostering critical thinking, social justice and empathy in a K-12 setting.

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**Name:** Tiffany Torres

**School or Department:** Benjamin Franklin Middle Schools

**Conference/Seminar/Workshop:** NJ Teachers of English to Speakers of Other Languages (NJTESOL) Annual Conference

**Location:** Hyatt Regency Hotel - New Brunswick, New Jersey

**Dates:** May 31, 2024

**Estimated Cost:** \$445.76 – Title II Funded

Substitute Required

**EXPLANATION:** Annual conference showcasing best practices for teaching multilingual students.

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**AMEND**

**Name:** Suletty Diaz

**School or Department:** Lowell Elementary School

**Conference/Seminar/Workshop:** NJ Teachers of English to Speakers of Other Languages (NJTESOL) Annual Conference

**Location:** Hyatt Regency Hotel - New Brunswick, New Jersey

**Dates:** May 31, 2024

**Estimated Cost:** \$445.76 – Title II Funded (Cost amended)

Substitute Required

**EXPLANATION:** Annual conference showcasing best practices for teaching multilingual students.

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**Name:** Paul Sheppard

**School or Department:** Teaneck High School

**Conference/Seminar/Workshop:** Duke Energy Convention Center

**Location:** 525 Elm Street Cincinnati OH, 45202

**Dates:** June 10, 2024 – June 14, 2024

**Estimated Cost:** No Funding Required

Substitute Required

**EXPLANATION:** Will serve as a College Board essay reader for the AP Language and Composition exam.

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**FIELD TRIP**

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**District Funded - \$750.****Parent Funded - \$7,664.****PTA Funded - \$11,057.****Student Activity Funded - \$3,875.****Grand Total: \$23,346.**

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**Trip Leader(s):** Amber Halpern, Stephanie McKee, Alexis Ryerson, Estefany Gallardo, Destiny Harmon, Linda Harrison, Ellen Buechel, 8 Teaneck Police Department Officers

**School or Department:** Hawthorne, Lowell, and Whittier Elementary Schools

**Trip Planned:** Teaneck Swim Club

**Location:** Teaneck, New Jersey

**Number of Students:** 73

**Date(s):** June 7, 2024

**Rain Date:** June 10, 2024

**Estimated Cost:** \$400.00 (Parent Funded)

**Substitute Required**

**EXPLANATION:** The Teaneck Police Department and the Safety Patrol students from Hawthorne, Lowell, and Whittier Elementary Schools will work together to promote activism awareness and strengthen community ties.

---

**Trip Leader(s):** Tawana Smith, Sandra Warren-Givens, Kristen Ferriera, Jemara Blount, Samuel Griffin, Nicola Richardson, Ellen Buechel, 20 Parent Chaperones

**School or Department:** Hawthorne Elementary School

**Trip Planned:** The Funplex

**Location:** East Hanover, New Jersey

**Number of Students:** 71

**Date(s):** June 4, 2024

**Estimated Cost:** \$3,986.00 (PTA Funded)

**Substitute Not Required**

**EXPLANATION:** Together with their teachers and classmates, fourth graders will take on physical and social-emotional challenges. The scheduled activities will continue to teach them how to get along with others as they transition to middle school.

---

**Trip Leader(s):** Colette Brantley, Two Parent Chaperones

**School or Department:** Hawthorne Elementary School

**Trip Planned:** Bergen County Courthouse/Bowler City

**Location:** Hackensack, New Jersey

**Number of Students:** 14

**Date(s):** June 5, 2024

**Estimated Cost:** \$182.00 (PTA Funded)

**Substitute Not Required**

**EXPLANATION:** Fourth-grade peer mediators will get the chance to learn important facts about the legal system through a courthouse tour, a meeting with a judge, and a Q&A session. Students will be taken to Bowler City for their end-of-year party after their visit to the courts.

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**FIELD TRIP**

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**Trip Leader(s):** Emily Smith, Amanda Estevez, Brittany Shepard, Danielle Annunziata, Peter Antonakis, MeiLinh LaMui, Alyssa Salgado, Kate Augusto, Monica Lawson, Kelly Cambridge, Jessica Brown, Amis Aguero, Uzaz Salih, Anna Hernandez, Fernando Hernandez, MaryRose Chamoun, Jennifer Talmadge, Dora Windecker, Dana Hildago, Five Parent Chaperones

**School or Department:** Lacey Elementary School

**Trip Planned:** Donaldson Farms

**Location:** Hackettstown, New Jersey

**Number of Students:** 80

**Date(s):** May 28, 2024

**Estimated Cost:** \$2,178.00 (\$750.00- District Funded for Transportation), (\$1,428.00- Parent Funded)

**Substitute Not Required**

**EXPLANATION:** Kindergarten students will learn about plants and their uses.

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**Trip Leader(s):** Makayala Brown, Brandi Lewis, Susie Kim, Rochelle Yaros, Carrie Williams, Karelia Rodriguez, Tia Richardson, Ramya Subramanian, Lisa Sgambati, Monique Frazier-Ellington, 11 Parent Chaperones

**School or Department:** Lowell Elementary School

**Trip Planned:** Powerhouse Studios

**Location:** Paramus, New Jersey

**Number of Students:** 78

**Date(s):** June 5, 2024

**Estimated Cost:** \$4,389.00 (PTO Funded)

**Substitute Not Required**

**EXPLANATION:** Fourth grade end of year celebration.

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**Trip Leader(s):** Nishat Hafeez, Jennifer Arias, Monique Frazier-Ellington, Eight Parent Chaperones

**School or Department:** Lowell Elementary School

**Trip Planned:** Bergen County Zoo

**Location:** Paramus, New Jersey

**Number of Students:** 44

**Date(s):** May 17, 2024

**Rain Date:** May 20, 2024

**Estimated Cost:** \$236.00 (Parent Funded)

**Substitute Not Required**

**EXPLANATION:** Students in kindergarten will gain knowledge about animals and their environments.

---

**Trip Leader(s):** Nishat Hafeez, Jennifer Arias, Monique Frazier-Ellington, Eight Parent Chaperones

**School or Department:** Lowell Elementary School

**Trip Planned:** Phelps Park (**WALKING TRIP**)

**Location:** Teaneck, New Jersey

**Number of Students:** 44

**Date(s):** June 3, 2024

**Estimated Cost:** \$0.00

**Substitute Not Required**



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**FIELD TRIP**

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**EXPLANATION:** Kindergarten students are learning about community. Students will learn about the roles of local parks by visiting a nearby park.

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**Trip Leader(s):** Sharmaine Joseph, Dominika Kaczynski, Abigail Aleska, Dennis Hiel, Monique Frazier-Ellington, 12 Parent Chaperones

**School or Department:** Lowell Elementary School

**Trip Planned:** Phelps Park (**WALKING TRIP**)

**Location:** Teaneck, New Jersey

**Number of Students:** 40

**Date(s):** June 6, 2024

**Rain Date:** June 11, 2024

**Estimated Cost:** \$0.00

**Substitute Not Required**

**EXPLANATION:** **First grade** students will use their knowledge of maps, keys and locations while visiting a local park.

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**Trip Leader(s):** Marina Williams, Ashley Davis, Willa Rudy, Gerald Henry, Destiny Harmon, Mindy Marcus, Jim DiMicelli, Two Paraprofessionals

**School or Department:** Whittier Elementary School

**Trip Planned:** Benjamin Franklin Middle School

**Location:** Teaneck, New Jersey

**Number of Students:** 76

**Date(s):** June 13, 2024

**Estimated Cost:** \$0.00

**Substitute Not Required**

**EXPLANATION:** Annual Moving Up Ceremony

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**Trip Leader(s):** Jean- Gratie Uwiasave, Josephine Cinella, Victor Stanic, Melinka Ramirez, Lauren Mattias

**School or Department:** Benjamin Franklin Middle School

**Trip Planned:** Patisserie Florentine

**Location:** Closter, New Jersey

**Number of Students:** 45

**Date(s):** May 28, 2024

**Rain Date:** June 3, 2024

**Estimated Cost:** \$675.00 (Student Activity Funded)

**Substitute Required**

**EXPLANATION:** Seventh grade French classes will tour a chef's kitchen for a baking demonstration and lecture.

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**Trip Leader(s):** Molly Neff, Mitsael Trinidad, Joey Hochgesang, Kelley Blessing, Brittany Eisele, Cecilia Chan, 17 Parent Chaperones

**School or Department:** Thomas Jefferson Middle School

**Trip Planned:** Bergen County Teen Arts Festival/American Dream Mall

**Location:** Paramus, New Jersey/East Rutherford, New Jersey

**Number of Students:** 140

**Date(s):** May 17, 2024

**Estimated Cost:** \$8,800.00 (\$3,200.00-Student Activity Funded), (\$5,600.00-Parent Funded)

**Substitute Not Required**

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**FIELD TRIP**

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**EXPLANATION:**

Band, orchestra, and dance ensemble students will perform at the Bergen County Teen Arts Festival and receive ratings based on their performances. To celebrate their day, the students will next head to the Nickelodeon Studios Amusement Park.

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**Trip Leader(s):** Mitsael Trinidad, Kelly Blessing, Spencer Jones, Megan McBryde

**School or Department:** Thomas Jefferson Middle School

**Trip Planned:** Teaneck High School

**Location:** Teaneck, New Jersey

**Number of Students:** 35

**Date(s):** June 11, 2024

**Estimated Cost:** \$0.00

**Substitute Not Required**

**EXPLANATION:** Students will be performing commencement music for the 8<sup>th</sup> grade moving up ceremony.

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**Trip Leader(s):** Joan Goodson, Brielle Rubin, Kelly Walsh, Ashley Alcott, James Pruden, Antoinette Bush, Christina Chopra, Marisol Urena, Emmanuel Viray, Paulette Szalay, Saah Hali, Jennie Brolewicz, Lisa Rosen, Amanda Zoran, Dinahlee Rodriguez, Cecilia Chan, 10 Parent Chaperones

**School or Department:** Thomas Jefferson Middle School

**Trip Planned:** Teaneck Swim Club

**Location:** Teaneck, New Jersey

**Number of Students:** 131

**Date(s):** June 6, 2024

**Rain Date:** June 7, 2024

**Estimated Cost:** \$2,500.00 (PTA Funded)

**Substitute Not Required**

**EXPLANATION:** This is an annual eighth grade graduation trip.

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**Trip Leader(s):** James Belluzzi, Charles Clark, Vance Steinbergen

**School or Department:** Teaneck High School

**Trip Planned:** Thomas Jefferson and Benjamin Franklin Middle Schools

**Location:** Teaneck, New Jersey

**Number of Students:** 45

**Date(s):** May 16, 2024

**Estimated Cost:** \$0.00

**Substitute Not Required**

**EXPLANATION:** The Heroes and Cool Kids will be mentoring middle school students on various topics, such as making good choices during middle school and beyond.

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ADDITIONAL FIELD TRIP

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District Funded - \$2,100

Grand Total: \$2,100.

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**Trip Leader(s):** Emmanuel Viray, Paulette Szalay, Amanda Zoran, KerryAnn Rose, Monica Bagan, Brielle Rubin, Saah Hali, Meredith Martino, 15 Parent Chaperones

**School or Department:** Thomas Jefferson Middle School

**Trip Planned:** St. Mark's Episcopal Church, St. Annastasia Roman Catholic Church, Darul Islah Center, Jewish Center of Teaneck

**Location:** Teaneck, New Jersey

**Number of Students:** 152

**Date(s):** May 30, 2024

**Rain Date:** May 31, 2024

**Estimated Cost:** \$2,100.00 – (District Funded for Transportation)

**No Substitute Required**

**EXPLANATION:** Eighth grade World History students will gain a fundamental understanding of the different faiths, along with an understanding of the symbols and artifacts specific to each. A Q&A session will be held at each location. The purpose of this trip is to enhance community relations while providing students with a practical experience related to the monotheistic unit.

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**Trip Leader(s):** Mitsael Trinidad, Adria Warfield

**School or Department:** District – Visual & Performing Arts Department

**Trip Planned:** NAACP Juneteenth Commemoration

**Location:** Leonia, New Jersey

**Number of Students:** 35 students

**Date(s):** Saturday, June 15, 2024

**Estimated Cost:** \$0.00

**Depart:** 10:00 AM

**Return:** 5:00 PM

**Substitute Required**

**EXPLANATION:** The Thomas Jefferson Jazz Band and Teaneck High School Dance students will perform at the countywide NAACP Juneteenth Commemoration on Saturday, June 15, 2024 at Overpeck Park in Leonia, New Jersey.

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**WALK-ON FIELD TRIP**

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**Trip Leader(s):** Natasha Green

**School or Department:** Teaneck High School

**Trip Planned:** Cresskill High School – Bergen County Youth Leadership Conference

**Location:** Cresskill, New Jersey

**Number of Students:** 15 students

**Date(s):** May 29, 2024

**Estimated Cost:** \$0.00

**Depart:** 8:30 AM

**Return:** 12:00 PM

**Substitute Not Required**

**EXPLANATION:** High school students from across Bergen County are invited to explore the ways in which social media can be both useful and harmful when engaging in activism. Participants will hear from dynamic speakers and learn more about how to be a better ally online.

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**Fundraising Activities by School**

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School or Department: Teaneck High School

Activity: **Water and Snacks at Graduation**

Sponsoring Organization: Junior Class Student Council

Name of Sponsors: Natasha Green, Staff Member

Participants: Junior Student Council Members to Friends, Family, Teachers

Date(s): June 13, 2024

Location: At Graduation

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to defray costs for the Junior Class.

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School or Department: Teaneck High School

Activity: **Double Good Popcorn Online Fundraiser**

Sponsoring Organization: Freshmen Class Cabinet

Name of Sponsors: Michael Miuccio, Staff Member

Participants: Freshmen Class to students, parents, teachers and administrators

Date(s): May 21 -24, 2024

Location: Online

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for additional fundraising objectives. The ultimate goal is to reduce Prom tickets.

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Tuitions

Student ID#	Placement	Tuition	Start Date	1:1 Aide
	BBCSS - Brownstone School - 2023-2024 SY	\$64,800.00	4/15/2024	

<u>Placement</u>	<u>Discipline/Rate</u>		<b><u>NOT TO EXCEED</u></b>
AMENDMENT	Hillmar LLC	<p>BILINGUAL: Spanish - speech-language, psychological, educational, social, occupational, BDI evaluation= \$ 650. per evaluation; Bilingual: Hebrew, Arabic, Mandarin, Cantonese, Hindi/Kannada, Ukrainian, Russia; Korean, Italian; Portuguese, Polish, Turkish, Gujarati and others \$870. per evaluation. Note: Bilingual (specialty language) Psychological requiring cognitive with/and adaptive testing = \$1,125.; Bilingual (specialty languages) educational with/and oral language testing = \$1,125. Monolingual: English- speech-language, psychological, educational, social, occupational, BDI evaluation= \$ 500. per evaluation; CST Evaluations for the Hearing Impaired- speech-language, psychological, educational and social evaluation= \$650. per evaluation;Note: hearing impaired Psychological requiring cognitive with/and adaptive testing = \$875.; educational with/and oral language testing = \$875. Occupational Therapy Services: \$120. per treatment; Telepractice Services are also available. Counseling Services: \$100. per group session per hour; \$95. per individual session per hour; Telepractice Services are also available. Applied Behavior Services (ABA): Discrete Trial and Therapy: \$ 100. per hour Professional Development: \$ 145. per hour Functional Behavioral Assessments: \$145. per hour Coordination/Advisory and Oversight: \$145. per hour Telepractice Services are also available. Participation at IEP Meetings: \$150. per hour (minimum 1 hour); Oral Interpreter (Spanish) at I.E.P. Meeting: \$ 125. per hour (minimum 1 hour); Other Specialty Languages: \$150. per hour (minimum 1 hr); Sign Language Translator: \$ 150. per hr (minimum 1 hr); Written Translation of Hillmar, LLC child study teams assessments involving bilingual psychological, educational, social and speech-language evaluation impressions and/or results from English to Spanish continue to be available. The fee for this service remains the same at \$35. per page. Copies of Test Protocols: \$10. per test protocol. Speech Therapy Services Rates (Monolingual: English): \$120. per 60 min @ a maximum of 5 students in group session or individual sessions. Speech Therapy Services Rates (Bilingual: English): \$140. per 60 min @ a maximum of 5 students in group session or individual sessions.</p>	\$35,000.00

Student ID#	Placement	Discipline/Rate	NOT TO EXCEED
	Educere, LLC	Educere facilitates access to virtual education programs and courses ("Programs"), and other educational services, offered by participating universities, colleges, high schools and other education organizations ("Participating Education Providers"). The School wishes to engage Educere to deliver its Program to the School's students ("Students"), and Educere wishes to accept such engagement. Full year course \$499 - \$999; Complete half year courses \$249.50 - \$499.50; Partial courses (home instruction) \$39/week/course; Abbreviated Courses \$245 - \$350.00	\$300.00



**CHANGE  
ORDER**

AIA DOCUMENT G701

OWNER ☐  
ARCHITECT ☐  
CONTRACTOR ☐  
FIELD ☐  
OTHER ☐

**PROJECT:** GC-02

**Fire Alarm Upgrade at Teaneck High School**

DATE: 10-Apr-24

100 Elizabeth Avenue, Teaneck, New Jersey 07666

ARCHITECT'S PROJECT NO.: 4019C

**TO CONTRACTOR:**

CONTRACT DATE: TBD

**Sal Electric Company, Inc.**

CONTRACT FOR: GC

83 Fleet Street

Jersey City, New Jersey, 07306

The Contract will change as follows:

Credit change order to BOE for unused allowance - \$15,354.00

(See GC-01 Rev1 dated 08/22/2023 for previous allowance reduction.)

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

The original Contract Sum was \$965,425.00

Net change by previously authorized Change orders \$0.00

The Contract Sum prior to this Change order was \$965,425.00

The Contract Sum will be decreased by this Change Order **(\$15,354.00)**

The new Contract Sum including this Change order will be \$950,071.00

The Contract Time is unchanged by this change order. n/a

The date of Substantial Completion is unchanged by this change order. n/a

**Di Cara | Rubino Architects**

ARCHITECT

30 Galesi Drive

Address

Wayne, New Jersey 07470

Address

BY: *Reginald Franklin*

DATE: 10-Apr-24

**Sal Electric Company, Inc.**

CONTRACTOR

83 Fleet Street

Address

Jersey City, New Jersey, 07306

Address

BY: *Brian Perez*

DATE: 4/10/24

**Teaneck Board of Education**

OWNER

651 Teaneck Road

Address

Teaneck, New Jersey 07666

Address

BY:

DATE:

**CHANGE  
ORDER**

AIA DOCUMENT G701

OWNER ☐  
ARCHITECT ☐  
CONTRACTOR ☐  
FIELD ☐  
OTHER ☐

<b>PROJECT:</b>	GC-01
<b>Cafeteria HVAC Upgrade at Lowell School</b>	DATE: 10-Apr-24
1025 Licoln Place, Teaneck, New Jersey 07666	ARCHITECT'S PROJECT NO.: 4002
<b>TO CONTRACTOR:</b>	CONTRACT DATE: TBD
<b>T.M. Brennan Services Inc.</b>	CONTRACT FOR: GC
3505 Route 94	
Hamburg, New Jersey 07419	
The Contract will change as follows:	
Credit change order to BOE for unused allowance - \$50,000.00	

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

The original Contract Sum was	\$376,000.00
Net change by previously authorized Change orders	\$0.00
The Contract Sum prior to this Change order was	\$376,000.00
The Contract Sum will be decreased by this Change Order	(\$50,000.00)

The new Contract Sum including this Change order will be	\$326,000.00
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The Contract Time is unchanged by this change order.	n/a
The date of Substantial Completion is unchanged by this change order.	n/a

**Di Cara | Rubino Architects**

ARCHITECT

30 Galesi Drive

Address

Wayne, New Jersey 07470

Address

BY: *Reginald Franklin*

DATE: 10-Apr-24

**T.M. Brennan**

CONTRACTOR

3505 Route 94

Address

Hamburg, New Jersey 07419

Address

BY:

DATE:

**Teaneck Board of Education**

OWNER

651 Teaneck Road

Address

Teaneck, New Jersey 07666

Address

BY:

DATE:

<u>Warrant</u>	<u>TD Bank</u>		<u>Payroll</u>	<u>TD Bank</u>	
<u>Date</u>	<u>Ck#</u>	<u>Amount</u>	<u>Date</u>	<u>Ck#</u>	<u>Amount</u>
8/31/2022	132702	72.96	10/31/2022	245125	647.00
9/30/2022	134121	15.00		<b>Total</b>	<b>647.00</b>
9/30/2022	134122	20.00			
9/30/2022	134123	75.75	<u>FSA</u>	<u>TD Bank</u>	
9/30/2022	134127	75.75	<u>Date</u>	<u>Ck#</u>	<u>Amount</u>
9/30/2022	134130	15.00	3/2/2022	1993	15.00
9/30/2022	134142	55.00	3/28/2022	2002	10.99
9/30/2022	134152	151.50	6/30/2022	2028	135.43
9/30/2022	134153	19.75		<b>Total</b>	<b>161.42</b>
9/30/2022	134155	20.00			
9/30/2022	134160	35.00			
9/30/2022	134165	15.00	<u>BFMS</u>	<u>Federal Credit Union</u>	
9/30/2022	134173	35.00	<u>Date</u>	<u>Ck#</u>	<u>Amount</u>
9/30/2022	134176	20.00	2/28/2023	60053	50.00
9/30/2022	134179	75.75		<b>Total</b>	<b>50.00</b>
9/30/2022	134386	8.12			
10/31/2022	134660	690.00			
10/31/2022	134687	65.00	<u>Teaneck HS</u>	<u>Federal Credit Union</u>	
11/30/2022	135089	65.00	<u>Date</u>	<u>Ck#</u>	<u>Amount</u>
1/31/2023	135472	1,413.00	11/22/2021	244	50.00
1/31/2023	135630	120.50		<b>Total</b>	<b>50.00</b>
1/31/2023	135731	56.16			
2/28/2023	135874	67.38			
2/28/2023	135979	511.00			
2/28/2023	135984	511.00			
2/28/2023	136041	511.00			
2/28/2023	136008	1,022.00	<b>Total Write-off</b>		<b><u>19,513.16</u></b>
2/28/2023	136091	511.00			
2/28/2023	136093	511.00			
2/28/2023	136100	511.00			
2/28/2023	136181	511.00			
3/31/2023	136446	146.00			
3/31/2023	136673	65.00			
3/31/2023	136701	65.00			
4/30/2023	137072	1,275.00			
5/31/2023	137310	28.32			
5/31/2023	137361	700.00			
5/31/2023	137426	85.00			
5/31/2023	137428	175.00			
5/31/2023	137611	90.00			
6/30/2023	137854	7,678.80			
6/30/2023	138118	511.00			
	<b>Total</b>	<b>18,604.74</b>			

**Preschool Education Program Contract  
School Year 2024-2025**

This Agreement is made and entered into this first day of **July, 2024** by and between the **Teaneck Public Schools** with principal offices located at **651 Teaneck Road, Teaneck, New Jersey 07666** (hereinafter referred to as the “District”), and **Bergen Day School**, with its principal offices located at **321 Queen Anne Road** (hereinafter referred to as the “private provider” as applicable or “Provider”) (together “the parties”). With locations operating at: **Bergen Day School, 321 Queen Anne Rd. Teaneck, NJ 07666.**

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**Whereas**, the School Funding Reform Act, P.L. 2007, c.260 (SFRA), adopted in January of 2008 provides for the expansion of a high-quality preschool program to all age- and income-eligible at-risk preschool children in New Jersey; and

**Whereas**, this Agreement seeks to ensure that pursuant to the SFRA, the high-quality preschool program offered by the Provider contracting with the District shall meet the educational needs of the eligible three-and four-year-old preschool children of the District through the coordination of all federal, state and local public and private community resources; and

**Whereas**, the District is required to offer a high-quality preschool program and has determined to do so by contracting with a qualified Provider that complies with the Manual of Requirements for Child Care Centers, *N.J.A.C. 3A:52*; and meets the Elements of High-Quality Preschool Programs, *N.J.A.C. 6A:13A*; and

**Whereas**, the Provider is a private provider and is licensed by the New Jersey Department of Children and Families (DCF) and offers services in accordance with the applicable statutory and regulatory provisions and agrees to be bound by the Manual of Requirements for Child Care Centers, *N.J.A.C. 3A:52*; Elements of High-Quality Preschool Programs, *N.J.A.C. 6A:13A*, and Fiscal Accountability, Efficiency and Budgeting Procedures, *N.J.A.C. 6A:23A*, and

**Whereas**, it is the intent of the parties that through this Agreement, each party shall be in compliance with all applicable federal and state statutes and regulations. The parties recognize that in the event that there are statutory or regulatory amendments there will be a need to amend this Agreement during its term to comply with any such changes.

Now, therefore, the parties hereby acknowledge and agree to the following:

Preschool Contract  
2024-2025 School Year

**I Purpose of Agreement**

- A. This Agreement provides funding for the minimum of a six (6) hour comprehensive preschool educational program (Program) for **184** school calendar days during the 2024-2025 school year. **[The number entered should equal the number of student contact days (# number of student contact days) and the number of teacher professional development days (# number of District professional development days) on the District school calendar exclusive of any extended year or summer programming. Also insert this number in Subsection III (B), first paragraph.]**
- B. The Provider shall offer a Program that shall meet the educational needs of the eligible three-and four-year-old preschool children of the District as set forth in this agreement and in accordance with the applicable requirements of the Elements of High-Quality Preschool Programs (*N.J.A.C. 6A:13A*), and the Manual of Requirements for Child Care Centers (*N.J.A.C. 3A:52*) and the requirements of this Agreement.
- C. The District shall work collaboratively with the Provider to meet the requirements of the Elements of High-Quality Preschool Programs (*N.J.A.C. 6A:13A*), and the Manual of Requirements for Child Care Centers (*N.J.A.C. 3A:52*) and shall compensate the Provider in accordance with this Agreement.

**II Definitions**

- A. All terms within this contract have the same meaning as defined in *N.J.A.C. 6A:13A-1.2*, as supplemented below.
  - 1. For purposes of this Agreement, the term minimum of a “six (6) hour comprehensive educational program day” means a full-day preschool Program in accordance with the school District’s grade one through twelve daily school calendar, meeting 180 days or more, depending on the district’s required number, between September 1 and June, and not exceeding June 30 of the District’s academic year.
  - 2. For purposes of this Agreement, the term "Appropriately Certified Teacher" means an individual meeting the requirements set forth in Subsection III (E)(1) of this Agreement and *N.J.A.C. 6A:13A-4.3*.
  - 3. For purposes of this Agreement, the term "Appropriately Qualified Teacher Assistant" means an individual meeting the requirements set forth in Subsection III (E) (2) of this Agreement and *N.J.A.C. 6A:13A-4.3*.
  - 4. For purposes of this Agreement, the term “Preschool Instructional Coach” means an individual meeting the requirements set forth in *N.J.A.C. 6A:13A-4.2*.

Preschool Contract  
2024-2025 School Year

5. For the purposes of this Agreement, the term “Quarterly Expenditure Report” means a report of all actual, approvable, reasonable and customary expenditures with supporting documentation and receipts available for inspection at any time by District or Department of Education (DOE) designee, for each quarter following the payment and report schedule provided in Section VII, Compensation, for all District-approved Provider budget planning documents for the 2024-2025 school year. This includes reporting the actual expenses for all approved salaries, benefits, payroll taxes, substitute stipends, classroom materials and supplies, technology, field trips and associated transportation, space costs, food costs, and administrative and indirect costs.
6. For the purposes of this Agreement, the terms “absent without excuse” and “unexcused absence” mean any absence not due to sickness or medical condition documented by a licensed medical professional or documented family emergency. Every effort should be made to reduce chronic absenteeism, which is defined as at least 10 percent of 180 days or 18 days of school. The District Board of Education shall ensure that preschool students are not suspended, long-term or short-term, and are not expelled from school (*N.J.A.C. 6A:13A-4.4(g)*).
7. For the purposes of this Agreement, the term “homeless children and youths” is as defined in Subtitle VII-B of the McKinney-Vento Homeless Assistance Act (McKinney-Vento) (42 U.S.C. §11431 et seq.), (*N.J.A.C. 6A:17-2.2*); the Individuals with Disabilities Education Act (IDEA) (20 U.S.C. §1400 et seq.); and the Improving Head Start for School Readiness Act (42 U.S.C. §9801 et seq.), and refers to individuals who lack a fixed, regular, and adequate nighttime residence and includes the following four categories:
  - a. Children and youth who:
    - i. share the housing of other persons due to loss of housing, economic hardship, or a similar reason;
    - ii. are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative accommodations;
    - iii. are living in emergency or transitional shelters; or
    - iv. are abandoned in hospitals.
  - b. Children and youth who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings.
  - c. Children and youth who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings.

Preschool Contract  
2024-2025 School Year

- d. Children of migrant or seasonal workers who qualify as homeless because they are living in circumstances described in the first three categories.

### III Provider Requirements

#### A. General

The Provider shall at all times:

1. Be a private provider within the meaning of *N.J.A.C. 6A:13A-1.2*.
2. Be licensed by the DCF, Office of Licensing as a Child Care Program pursuant to *N.J.S.A. 30:5B-1 et seq.*
3. Operate pursuant to the requirements set forth in the Elements of High-Quality Preschool Programs (*N.J.A.C. 6A:13A*), and the Manual of Requirements for Child Care Centers (*N.J.A.C. 3A:52*) and the terms of this Agreement.

#### B. Comprehensive Education Program Requirements

The Provider shall offer a Program for **184** school calendar days during the 2024-2025 school year between September 1 and June 30 *[The number entered should equal the number of student contact days plus the number of teacher professional development days on the District school calendar exclusive of any extended year or summer programming. Insert number from Subsection I (A).]*

1. The length of the school day shall be at least six (6) hours and shall conform to the length of the school day of the District consistent with Subsection I (A).
2. The Program shall consist of the comprehensive curriculum articulated in the District's preschool plan or updates, as approved by the DOE and at a minimum shall include the following components:
  - a. A comprehensive curriculum supported by research, aligned with the *New Jersey Preschool Teaching and Learning Standards*, and linked to the *New Jersey Student Learning Stands (NJSLS)* that is approved by the DOE as part of the District's plan and annual updates;
  - b. Professional Development;
  - c. Health and Social Service Coordination;

Preschool Contract  
2024-2025 School Year

- d. Parent Involvement Activities; and
- e. Transition Activities.

3. Secular Program

The Program offered by the Provider shall comply with all federal, state and local laws and regulations regarding the secular nature of Programs receiving public funding. It is understood that violation of this provision shall be deemed a breach of this Agreement and shall be the basis for immediate termination pursuant to Section XI of this Agreement.

C. Free Provision of Program

The Provider shall not charge parents or families of children in the Program any registration or other fees to participate in the Program, if the children are eligible for the Program, free of charge.

The Provider shall not require parents or families of children to participate in wrap-around services in order to be eligible for enrollment in the Program.

D. Director Qualifications

The Provider shall have a director meeting the qualifications set forth in the Manual of Requirements for Child Care Centers (*N.J.A.C. 3A:52*) and the Elements of High- Quality Preschool Programs (*N.J.A.C. 6A:13A*).

1. The director shall be responsible for the development and implementation of the overall Program and shall work on a full-time basis and will be on-site at the child care center unless his/her presence is required at a District, DOE, or DCF function.
2. The director shall not serve in any other position including, but not limited to, instructional staff member or family worker, during the same hours as he/she is serving in the capacity of center director.
3. If the director is required to be off-site for a required District, DOE, or DCF function, or is using paid time off, he/she shall assign an on-site designee, pursuant the Manual of Requirements for Child Care Centers, *N.J.A.C. 3A:52*. The designee shall not be a district-funded classroom teacher or teacher assistant.

E. Staff Qualifications

The Provider's staff shall have the following qualifications:



Preschool Contract  
2024-2025 School Year

1. All “Appropriately Certified Teachers” shall hold a bachelor's degree and, at a minimum, a Certificate of Eligibility or Certificate of Eligibility with Advanced Standing for Preschool through Grade Three certification or other equivalent preschool certification, as set forth in *N.J.A.C. 6A:9B* et seq.
2. The Provider shall require all “Appropriately Qualified Teacher Assistants”, both new hires and existing staff, to have, at a minimum, a high school diploma or its equivalent and, in school districts or schools supported by Title 1 funding, to also meet the requirements established by the Every Student Succeeds Act, P.L. 114-95.
3. The Provider shall notify the District in writing, within thirty (30) business days, of any termination of employment of teachers or teacher assistants serving children in preschool classrooms and when the employment of new personnel takes place.
4. In Districts approved to participate in the Limited Certificate of Eligibility/Certificate of Eligibility with Advanced Standing Pilot Program, the Provider shall be considered a part of the District’s plan for participating teachers.

F. Staffing Standards

The Provider shall comply with the following staffing standards for the six-hour comprehensive educational Program:

1. Class Size  
Contracted class size shall not be greater than fifteen (15) children with one certified teacher and one appropriately qualified teacher assistant, pursuant to *N.J.A.C. 6A:13A-4.3*. This ratio should be in place for the six (6)-hour day as described below.
2. Line of Sight  
The teacher and/or teacher assistant must maintain a line of sight of the children during the six (6)-hour comprehensive educational Program day.
3. Teacher Absences  
A substitute teacher and/or substitute teacher assistant shall be present and working in the preschool classroom for each day that a teacher and/or teacher assistant is absent, whether due to illness, required training, or approved personal leave. The substitute teacher shall hold, at a minimum, a substitute credential pursuant to *N.J.A.C. 6A:9B-7* et seq. A vacant teaching position shall not be filled by an individual holding only a substitute credential for longer than 20 school days, *N.J.S.A. 18A:16-1.1(a)*. The Commissioner may grant an extension of up to an additional 20 school days upon written application from the District demonstrating its inability to hire an appropriately certified teacher for the vacant position within the original 20-day time limit. The

Preschool Contract  
2024-2025 School Year

qualification for a substitute teacher assistant shall, at a minimum, be a high school diploma. The District shall share its current substitute list with the Provider. The District shall work with the Provider in acquiring substitute certification for qualified staff.

4. District staff will not actively recruit staff from the Child Care Program. Districts will agree to fund Child Care Programs at a level allowing for pay parity between the two Programs.

G. Family Workers

The Provider shall have one (1) full time family worker, as required by *N.J.A.C. 6A:13A-4.6 (b) 2i-iv*, in place for a maximum of 75 children being served by the Provider who shall:

1. Collaborate with the School District staff to ensure that activities for family involvement and social services occur. District will invite Child Care families to participate in their parent involvement activities.
2. Coordinate participation in health and social services designated by the District to serve the needs of the children and their families.
3. Provide all requested data to the District.
4. Report to the director and collaborate with appropriate District social services staff.
5. Complete a minimum of three (3) visits with each family in each school year.
6. Not serve as teacher, secretary, substitute, or in any other capacity during the same hours as they are serving as the family worker.

H. Criminal History Background Checks

The Provider, pursuant to the Manual of Requirements for Child Care Centers, *N.J.A.C. 3A:52*, shall ensure that a Criminal History Record Information (CHRI) fingerprint background check is completed for all staff members at least 18 years of age who are or will be working at the center on a regularly scheduled basis, to determine whether any such person has been convicted of a crime, as specified in P.L. 2000, c. 77 and that said check indicates that no criminal history record information exists on file in either the Identification Division of the Federal Bureau of Investigation or the State Bureau of Identification which would disqualify said employee from employment pursuant to law or that the check reveals a disqualifying offense and the individual has demonstrated rehabilitation as determined by the DCF.

Preschool Contract  
2024-2025 School Year

1. Within two weeks after a new staff member begins working at the center, the Provider shall ensure that the new staff member completes the CHRI fingerprinting process.
2. Until the center receives the results of the CHRI background check from DCF for a new staff member, the center shall ensure that a current staff member is present whenever the new staff member is caring for children at the center.
3. The Provider's director or human resource director shall certify to the District that all procedures related to background checks are followed for the center and each qualifying staff member as established by DCF pursuant to the Manual of Requirements for Child Care Centers, *N.J.A.C. 3A:52*.
4. If it is discovered during the course of the Agreement that either a) an employee with disqualifying CHRI on file that has not demonstrated rehabilitation as determined by the DCF, or b) an employee who has not had a CHRI background check is working at a school location, said employee shall be immediately removed by the Provider.
5. Failure by the Provider to comply with DCF regulations regarding CHRI background check procedures and/or failure to remove said staff member immediately either upon notification by the District or discovery by the Provider shall be deemed a breach of this Agreement by the Provider and shall be a basis for non-renewal pursuant to Section X or termination pursuant to Section XI of this Agreement.
6. In accordance with Child Abuse Record Information Background Check Procedures, 3A:52-4.10, the Provider must ensure that any Provider or District newly hired employee or consultant does not have unsupervised access to children until the entire background check process is complete.
7. The Provider must also ensure that any Provider or District employee, consultant, or contractor with access to children enrolled in the Program must have the entire background check completed at least once every five years, in accordance with federal and state regulations.
8. When a person who is not required to complete a CHRI background check is working with children at the center, the center shall ensure oversight of that person by another staff member and ensure that person is not left alone to supervise a child or group of children, *N.J.A.C. 3A:52-4.10; N.J.A.C.3A:52-4.11*.

Preschool Contract  
2024-2025 School Year

I. Child Abuse Record Information Checks

The Provider, pursuant to the Manual of Requirements for Child Care Centers, *N.J.A.C. 3A:52*, shall obtain from all staff members who are or will be working at the center on a regularly scheduled basis, written consent for DCF to conduct a Child Abuse Record Information (CARI) background check to determine whether an incident of child abuse and/or neglect has been substantiated against any such person.

1. Within two weeks after a new staff member begins working at the center, the Provider shall submit to the DCF Office of Licensing a completed CARI consent form for the new staff member.
2. Until the results of the CARI background check of a new staff member have been received from DCF, the Provider shall ensure that a current staff member is present whenever the new staff member is in the presence of children.
3. The Provider's director or human resource director shall certify to the District that all procedures in relation to CARI checks are followed for the center and each qualifying staff member as established by DCF pursuant to the Manual of Requirements for Child Care Centers, *N.J.A.C. 3A:52-4.9*.
4. If it is discovered during the course of this Agreement that a CARI background check reveals that an incident of child abuse and/or neglect has been substantiated against a staff member, said staff member shall be immediately removed by the Provider.
5. Failure by the Provider to comply with DCF regulations regarding CARI background check procedures and/or failure to remove said staff member immediately either upon notification by the District or discovery by the Provider shall be deemed a breach of this Agreement by the Provider and shall be a basis for non-renewal pursuant to Section X or termination pursuant to Section XI of this Agreement.
6. Provider must conduct the complete background checks for each employee, consultant, or contractor at least once every five years, in accordance with federal and state regulations, which must include each of the checks listed in paragraphs H and I of Section III of this Agreement.
7. When a person who is not required to complete a CARI background check is working with children at the center, the center shall ensure oversight of that person by another staff member and ensure that person is not left alone to supervise a child or group of children, *N.J.A.C. 3A:52-4.10*; *N.J.A.C. 3A:52-4.11*.
8. As of June 1, 2018, *P.L. 2018, c. 5* requires that all school districts, charter schools, nonpublic schools, and contracted service providers make certain inquiries regarding

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child abuse and sexual misconduct of prospective employees who will have regular contact with students. Consistent with the statute, the DOE has developed employment forms that hiring entities may use to complete the required employment history review. If a hiring entity chooses not to use the forms provided below, the hiring entity is still required to comply with the terms of the statute. Please note that this employment review is separate from the criminal history review requirements. The resources below include two forms and a list of frequently asked questions regarding the implementation of *P.L. 2018, c. 5*:

- [Sexual Misconduct/Child Abuse Disclosure Release](#)
- [Sexual Misconduct/Child Abuse Disclosure Information Request](#) (follow-up form)

J. Nondiscrimination

The Provider shall be fully responsible for the recruitment and hiring of staff necessary to perform this Agreement. The Provider shall operate in conformity with the provisions of all federal and state anti-discrimination statutes and directives, including Title VII of the Civil Rights Act of 1964 and the New Jersey Law Against Discrimination, *N.J.S.A. 10:5-1 et seq.*, and is committed to Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, 42 U.S.C. §1201 et seq.

1. The Provider certifies that it is an Equal Opportunity Employer and will not discriminate in the recruitment, selection, hiring, promotion or demotion of staff or the selection of services provided to children on the basis of or against any person because of race, creed, religion, color, national origin/nationality, ancestry, age, sex/gender (including pregnancy), marital status/civil union partnership, familial status, affectional or sexual orientation, gender identity or expression, domestic partnership status, atypical hereditary cellular or blood trait, genetic information, disability, (including perceived disability, physical, mental, and/or intellectual disabilities), or liability for service in the Armed Forces of the United States.
2. The Provider agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Provider setting forth the above provisions of the above nondiscrimination clause.
3. The Provider certifies that it has an Affirmative Action Program and except with respect to affectional or sexual orientation and gender identity or expression, the Provider will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual

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orientation, gender identity or expression, disability, nationality or sex. Such action 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.

4. The Provider agrees to make good faith efforts to meet targeted county employment goals established in accordance with *N.J.A.C. 17:27-5.2*.
5. The Provider agrees to inform in writing to 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.
6. The Provider 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.
7. In conforming with the targeted employment goals, the Provider 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.
8. Providers must also adhere to contracting requirements for affirmative action and affirmative action supplements. Forms can be accessed at <https://www.nj.gov/treasury/purchase/forms.shtml>

K. Confidentiality of Pupil Records

The Provider shall keep all pupil records in strictest confidence. During the term of this Agreement and at all times thereafter, the Provider shall not publish, disclose or use pupil records without prior written consent of the District or as otherwise provided by law in strict accordance with N.J.S.A. 18A:36-19, *N.J.A.C. 3A:52-1.1 et seq.*, *N.J.A.C. 6A:32-7.1 et seq.*, and the Federal Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g.

L. Attendance Records

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The Provider shall collect and report daily attendance information on each enrolled child in the following manner:

1. The Provider and District will work together to address chronic absenteeism which is defined as missing at least ten (10) percent of school days, or 18 days of a 180-day school year. Providers with excessive absenteeism rates should create an action plan.
2. If any enrolled child is absent without excuse for up to ten (10) consecutive days of school, the District and Provider shall make every effort to contact the family and get the child to school. The District and Provider may begin attempts to contact the family prior to ten (10) consecutive unexcused absences.
3. The Provider will make a concerted attempt to get the child to come to school. If these attempts fail and the child is absent without excuse for ten (10) consecutive days of school, the child shall no longer be enrolled and the District/Provider may fill the slot with another child.
4. Daily attendance reports shall be provided to the District on a monthly basis. The District will be responsible for entering the attendance data into their data system. If the District requires entry of data into their system, additional compensation shall be provided to the contracted Provider.
5. In accordance with the Zero Tolerance for Guns Act, *N.J.S.A. 18A:37-7 et seq.* and *N.J.A.C. 6A:13A-4.4 (g)*, preschool children shall not be expelled or suspended, which includes sending children home early or excluding children for any reason other than medical such as injury or illness. Positive behavior supports through the *Pyramid Model for Supporting Social Emotional Competencies* shall be employed to reduce or eliminate challenging behaviors.

M. Financial Management System

The Provider shall implement sound fiscal practices that include, but are not limited to:

1. Adherence to Treasury Circular 15-08-OMB, requiring recipients of State aid funds to have an annual single audit, an annual financial statement audit or a Program-specific audit, based on the State aid funds received. A Program specific audit can be elected when a recipient's State financial assistance is under only one State Program, i.e., Preschool Education Aid.
  - Recipients that expend \$750,000 or more in State financial assistance within their fiscal year must require these recipients to have annual single audits or Program-specific audits.

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- Recipients that expend less than \$750,000 in State financial assistance within their fiscal year but expend \$100,000 or more in State financial assistance within their fiscal year, must require these recipients to have either a financial statement audit performed or a Program-specific audit.
2. Maintaining a financial management system that provides timely, accurate, current and complete disclosure of all financial activities related to the Agreement, in accordance with Generally Accepted Accounting Principles (GAAP).
  3. Making expenditures in strict accordance with the DOE's 2024-2025 Private Provider Budget and Expenditure Guidance.
  4. Maintaining a preschool accounting system of all financial activities related to the Agreement separate from other funding sources.
  5. Maintaining a general ledger and account reconciliation of all financial activities related to the Agreement.
  6. Making modifications to the approved budget, when appropriate, based on reasonable and customary costs and verifiable documentation.
  7. Amending the approved budget, when appropriate, with approval by the District Board of Education.
  8. Timely completion of all financial requirements and timely electronic submission of all financial reports described in Section VII of this Agreement.

**IV District/Provider Coordination, Cooperation**

- A. The Provider and the District shall ensure that the high-quality elements required by the *New Jersey Preschool Program Implementation Guidelines* are met.
- B. The District shall, at a minimum, provide a Preschool Instructional Coach for every twenty (20) preschool classrooms to provide coaching and classroom support for classroom teachers in accordance with *N.J.A.C. 6A:13A-4.2*. Preschool Instructional Coaches will also address special needs including, but not limited to, providing additional assistance to uncertified or inexperienced teachers and professional development that supports preschool English language learners and preschool children in inclusive classroom settings. The Provider agrees to allow the Preschool Instructional Coaches to provide coaching and professional development services in the Provider's contracted classrooms. The District, with the center director and the teaching staff, shall develop an individualized professional development plan for the teaching staff that describes the role and activities of the Preschool Instructional Coach for the school year. The District shall notify the Provider



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within thirty (30) days of any staffing changes in Preschool Instructional Coach positions and assignments.

- C. The District shall make available to the Provider appropriate in-service training and systematic professional development activities.
- D. The District shall include the Provider's teachers, in addition to assistant teachers, family workers, and any additional positions funded by Preschool Expansion Aid, in all professional development experiences offered by the District for the preschool teaching staff. The Provider's teachers must attend a minimum of **3** professional development in-service/trainings/workshops offered by the District.
- E. The District shall make available a substitute teacher list to the Provider.
- F. The District shall verify the credentials and progress toward obtaining the appropriate certification or credentials, where applicable, of all preschool teaching staff in a Provider and shall verify that all required background and criminal checks on all employees have been conducted.
- G. The District and the Provider shall articulate plans and activities for children and parents who are making the transition to elementary schools.
- H. The District shall make available health and social service resources to the Provider.
- I. The District and Provider are jointly responsible for recruitment of children.
- J. The District is responsible for ensuring that each preschool child is screened within two months of school entry using a developmentally-based early childhood screening assessment approved by the DOE.
- K. Eligibility for contract renewal is based on each contracting Provider classroom maintaining a minimum reliable score of **{all districts must insert a 4.5 unless discussion with DOE results in a different score entry}** on the Early Childhood Environment Rating Scale, Third Edition (ECERS-3). The ECERS-3 must be administered by the District by an individual deemed reliable by the tool developer in each classroom no less than once every three (3) years.
- L. The Provider shall allow District or DOE designee(s) necessary access to conduct needs assessments and data collection.
- M. The District shall provide financial management assistance to the Provider in the development and monitoring of the Provider's annual budget and implementation of the preschool Program.

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- N. The District shall provide a copy of its work schedule for all teaching staff to the Provider to allow the Provider to ensure that the work schedule established for the teaching staff in the contracted preschool classrooms is comparable to the work schedule provided by the District for both teaching staff contract hours and teaching staff student contact hours and is made available to all affected teaching staff.
- O. The District shall share with the Provider the plan for transition initiatives from Program entry to kindergarten through grade three.
- P. The Provider shall submit a copy of their lease agreement or any written agreement for space, rent, or mortgage to the District for the school year, in every instance when the Provider is bound by such an agreement.
- Q. The Provider shall receive written approval from the District, consistent with *N.J.A.C. 6A:13A-7.1(c)* prior to any change affecting physical space or location of classrooms.
- R. Providers must notify the District within 24 hours of any on-site injuries or institutional abuse allegations within the District-funded classrooms. At a minimum, reporting should include: 1) the occurrence of an injury or illness while under the Provider's supervision that results in a child visiting the emergency room; 2) the occurrence of an injury or illness while under the Provider's supervision that results in a child's admittance to the hospital; 3) the death of a child while under the Provider's supervision; or 4) the occurrence of an injury or illness that results in a call to 911, on-site medical or transported emergency care, or urgent care.
- S. McKinney-Vento and the New Jersey Administrative Code applies to homeless children and youths, which includes children attending preschool Programs. District and Provider shall collaborate and coordinate to ensure that children experiencing homelessness are immediately enrolled, participate in educational programming, and have access to high quality early childhood Programs.
  - 1. School Districts that offer a public preschool education Program must ensure that children experiencing homelessness have the same access to that education as is provided to non-homeless children (42 U.S.C. § 11432(g) (4)), (*N.J. A.C. 6A:17-2.1, 6A:17-2.3*).
  - 2. McKinney-Vento requires state and local educational agencies (LEAs) to remove barriers to school enrollment (42 U.S.C. § 11432(g)(1)(I)), (*N.J.A.C. 6A:17-2.4(a)(3)*).
  - 3. Districts must ensure the immediate enrollment of children experiencing homelessness, even if they lack documents typically required for enrollment, including birth certificates, health records, and proof of residency. Immediate enrollment is one of the

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core protections of the McKinney-Vento Act (42 U.S.C. §11432(g)(3)(C)), (*N.J.A.C. 6A:17-2.5(g)*).

4. Ongoing communication, collaboration, and coordination between Provider and District, including teachers, social workers, McKinney-Vento regional coordinators/district homeless liaisons, and health staff members are vital in order to increase the enrollment of children and the provision of services to them and their families.
  5. In accordance with McKinney-Vento and New Jersey Administrative Code (*N.J.A.C. 6A:17-2.3, N.J.A.C. 6A:27-6.2*), Districts must provide transportation to ensure children experiencing homelessness have access to their educational day.
  6. School Districts that transport non-homeless children also must provide comparable transportation services for children experiencing homelessness (42 U.S.C. § 11432(g)(4)(A)), (*N.J.A.C. 6A:17-2.3, N.J.A.C. 6A:27-6.2*). In addition, transportation to the School District of residence must be provided when requested by a parent or guardian (42 U.S.C. §11432(g)(1)(J)(iii), (*N.J.A.C. 6A:17-2.4(a)(7)*)). Districts must continue to provide transportation to and from the School District of residence to formerly homeless students who become permanently housed for the remainder of the academic year during which the child becomes permanently housed (42 U.S.C. § 11432 (g)(3)(A)(i)(II), (*N.J.A.C. 6A:17-2.5*). All transportation must be arranged promptly to ensure immediate enrollment and so as not to create barriers to homeless students' attendance, retention, and success (see 42 U.S.C § 11431(2) and 11432(g)(1)(I)), (*N.J.A.C. 6A:17-1.1, N.J.A.C. 6A:17-2.4*).
- T. The District will require that all Provider teachers fulfill their school year and will not allow staff to move from Provider classes to the District any time during the school year once classes have started. Their employment agreement with Provider will be honored.
- U. The District, in the spirit of partnership, will not actively recruit teaching staff or supervisors from the Provider.

## **V Monitoring of Program Performance**

- A. The District and the DOE are responsible for monitoring the Provider on a regular basis to ensure that the Provider is delivering a quality Program. The Provider shall provide the District, the DOE, and the Department of Human Services access to its site and Program records for purposes of monitoring and ensuring that the Provider is complying with all aspects of this Agreement.

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- B. The Provider shall inform the District in writing of all conditions that may negatively affect or are negatively affecting the performance of services as soon as they are known. The disclosure shall be accompanied by a statement of the action taken or contemplated by the Provider to correct the problems and when corrective action will be taken.
- C. The District may, at any reasonable time, make site visits to inspect the Program, facility, books, records, and equipment relating to the provision of the early childhood education services, review Program accomplishments and management and financial control systems, as well as interview any officials and/or employees whose work involves the performance of this Agreement or compliance with its terms.
- D. The District shall conduct on-site monitoring at least twice in each contract year to assess compliance and shall ensure that the Provider is complying with the requirements of this Agreement.
- E. The District shall assess classroom quality and create action plans for teaching staff using the following steps:
  - 1. The District shall score Program quality on a graduated scale in all preschool classrooms based on results of the ECERS-3 as referenced in Subsection IV (K) of this Agreement.
  - 2. An action plan shall be developed and implemented by the District and Provider if any classroom falls below the minimum acceptable ECERS-3 score referenced in Subsection IV (K) of this Agreement. Development of the action plan shall involve participation of the District and the Provider in joint discussions to determine the classroom quality improvements that are necessary based upon the results of the observation instrument and establishment of a timeframe for making the required changes. The Preschool Instructional Coach shall provide technical assistance to the classroom teacher based upon the action plan.
  - 3. If the District deems that improvements have not been made according to the established plan and schedule, the District or Provider may request that the classroom or Program be evaluated by a reliable independent observer approved by the DOE. If the reliable independent observer verifies that the action plan is not being satisfied, steps shall be taken to remove the Provider teacher from the classroom or not renew or terminate the preschool Program contract pursuant to the provisions for non-renewal pursuant to Section X or termination pursuant to Section XI of this Agreement.

**VI Records, Maintenance and Retention of Records**

- A. Any and all records concerning the operation of the Program shall be retained in accordance with The School District Records Retention Schedule (attached to this Agreement as

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Attachment A and incorporated herein). Such records shall be made available to the representatives of the District and the DOE upon request. Such records shall also be available to the public to the same extent that the District records are available for public inspection.

- B. Where not otherwise specified in the School District Records Retention Schedule, the retention period starts on July 1 for records created by or filed with the Provider during the prior school year.
- C. If the provider intends to destroy any records no longer necessary to maintain under the School District Records Retention Schedule, Provider must consult and seek written approval from the District, prior to any destruction of records. Otherwise, the Provider shall transfer those records to the custody of the District.
- D. The Provider shall cause all subcontractors to comply with the terms of this Section.
- E. The Provider shall maintain and have available for audit and/or inspection all books and records that may be requested by the District, DOE, and/or DCF. A copy of said documents shall be provided to the District, the DOE, and/or DCF upon request.
- F. The Provider shall submit to the District, in a timely manner, monthly student enrollment and attendance reports, and such other reports or data as may be required by this Agreement, statute(s) or regulation(s). The District and DOE shall provide reasonable notice of audits and/or inspections.
- G. The Provider shall provide, in a timely manner, copies of all work papers produced in connection with audits made by the Provider to the District and the DOE, upon written request.

## **VII Compensation**

- A. The maximum number of children for which the Provider will be compensated is **30** for the 2024-2025 school year. The District shall pay monthly to the Provider one eleventh (1/11) of the provider's approved 2024-2025 budget planning document with first payment to be issued by the District by August 1, subject to revisions pursuant to Subsection VII(C), (D), (G), & (H). Any revisions made pursuant to Subsection VII(C), (D), (G), & (H) shall be made based on the provider's average daily enrollment, not average daily attendance. The District-approved 2024-2025 budget planning document is attached as Attachment B.
- B. From October through June, in the event the average monthly enrollment for the month is greater than or equal to fourteen-fifteenths (14/15) of the number of contract slots in A above, then the amount due the following month under the contract shall equal the monthly amount as described in A above.

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- C. From October through June, in the event the average monthly enrollment for the month is less than fourteen-fifteenths ( $14/15$ ) of the number of contract slots, the amount due the following month under the contract shall equal the monthly amount multiplied by the average monthly enrollment for the month, divided by the number of contract slots.
- D. For the month of October, the amount due under the contract shall not be subject to adjustment due to September enrollment for each contracted classroom that is open to receive children by September 1.
- E. The Provider shall collect and report daily attendance information on each enrolled child in the manner set forth in Subsection III (L)(4).
- F. Collection of attendance information should be used for operational and reporting purposes only.
- G. The District shall make eleven (11) monthly payments to the Provider in the sum of one-eleventh ( $1/11$ ) of the revenues provided under the Provider's District-approved 2024-2025 budget planning document as set forth in A above.
- H. Except for September 1, payment shall be made each month following receipt and verification of the Provider's enrollment for the previous month. The enrollment report is to be submitted to the District on the last business day of each month. Monthly payments will not be made until the enrollment report is received and reviewed by the District. The District will review the enrollment report within one week of receiving the report. In addition, the final payment, which is to be adjusted in accordance with C and F above and based on the Provider's enrollment reports for May and June and Quarterly Expenditure Reports including receipts and supporting documentation, pursuant to H below, shall be issued on or before August 1, 2025.
- I. The Provider agrees to submit to the District a Quarterly Expenditure Report, as defined in Subsection II (A)(5), of actual, approvable, reasonable and customary expenditures signed and certified by the director and officer of the corporation (if the director is not an officer), if incorporated, and understands that the District will recoup any unexpended or misspent funds based on the Quarterly Expenditure Reports, enrollment records, and monthly payments made by the District. Based on its review of the Quarterly Expenditure Report, the District shall make prorated adjustments to subsequent monthly payments.
  - 1. If the provision for receipt and verification of the Provider's enrollment as described in H above are met, monthly payments shall be made on: September 1, October 15, November 15, December 15, January 15, February 15, March 15, April 15, and May 15. One final payment shall be issued on or before August 1, 2025.

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2. Quarterly Expenditure Reports (for quarters ending September 30, December 31, March 31, and June 30) shall be submitted to the District no later than: October 15, January 15, April 15, and June 30, respectively.
3. The Provider will appropriately expend funds to meet the Elements of High-Quality Preschool Programs, *N.J.A.C. 6A:13A* for each category of goods and services in their District-approved 2024-2025 budget planning document, including, but not limited to, instructional staff positions, materials, supplies, and technology. Materials, supplies, and technology purchases must also meet the criteria set forth in the District's comprehensive preschool curriculum.
4. The District may make a monthly payment adjustment at any time during the contract period to reimburse the Provider for large expenditures related to approved budget items including, but not limited to, playground equipment.
5. Districts may not withhold funding at any time during the contract period without meeting with the Provider. Any funds withheld during the contract period, and any associated meetings with the Provider, must be documented. If the issue of payment is not resolved locally, an appeal may be made to the Commissioner pursuant to *N.J.A.C. 6A:3*, Controversies and Disputes.

**VIII Availability of Funds**

The parties recognize that payments by the District to the Provider under this Agreement are expressly dependent upon, and subject to the availability to the District of state funds. The Provider is aware that the District's receipt of state funds is expressly conditional upon allocation, review, and approval by the DOE.

**IX Term of Agreement**

The term of this Agreement shall be July 1, 2024 to June 30, 2025.

**X Renewal or Non-Renewal of a Preschool Program Contract**

- A. The District, DOE, and Provider shall use the following processes for renewal or non-renewal of the Provider preschool Program contract:
  1. For all Provider contract renewals:
    - a. The District shall notify any Provider, in writing on or before April 1 of each contract year, of its intent to renew the preschool Program contract for an additional one-year term.

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- b. The Provider shall notify the District in writing within thirty (30) days of receipt of a renewal notice from the District of its acceptance or rejection of the offer to renew the Agreement for one year.

2. For all Provider contract non-renewals:

- a. The District shall notify the Provider, the DOE, Division of Early Childhood Services, and the DCF, Office of Licensing with a full explanation in writing on or before April 1 in any contract year of the intent to not renew any Provider's preschool Program contract for an additional one-year term and/or an intention to reduce slots. The notification shall include the reason(s) for non-renewal, including, but not limited to:
  - i. Fiscal mismanagement: The District must provide documentation verifying evidence of the Provider's fiscal mismanagement as well as documentation that the District attempted to assist the Provider to correct fiscal mismanagement issues.
  - ii. Poor classroom quality: The District must provide evidence that it first assessed classroom quality and created a classroom quality improvement plan in accordance with Section V of this Agreement.
  - iii. Available in-District classroom space: For a non-renewal based on available in-District space, the following requirements must be met:
    - (1) The new configuration must meet the elements of high quality described in *N.J.A.C. 6A:13A* and educational facilities standards for preschool described in *N.J.A.C. 6A:26*; and
    - (2) It must be economically more efficient to serve the preschool children in the district space, after considering all costs associated with providing the preschool Program; and
    - (3) The quality of the current in-District preschool Program must meet an average ECERS-3 score of at least four point five (4.5).
- b. The Provider may dispute the non-renewal and/or slot reduction of the preschool Program contract received in writing from the District by notifying the District and the DOE in writing within ten (10) business days of receipt of the notice of non-renewal.
- c. The appropriateness of the non-renewal decision will be affirmed or denied by the DOE. The non-renewal decision may be appealed to the Commissioner of the DOE ("Commissioner") pursuant to *N.J.A.C. 6A:3*, Controversies and Disputes.



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- d. Upon non-renewal, the District shall recover from the Provider all playground materials, playground equipment both installed and uninstalled, start-up classroom materials and start-up classroom technology or the monetary equivalent thereof. The amount to be recovered shall be determined by current market value or depreciated value of said items (as per Federal Depreciation schedule), whichever is lower.

**XI Termination of a Preschool Program Contract (see *N.J.A.C. 6A:13A-9.4(b)*)**

A. The District shall have the right to terminate this Agreement immediately upon:

1. Notice of revocation of the Provider's license;
2. Provider's breach of any of the following provisions of this Agreement:
  - a. Failure to conduct CHRI background checks as set forth in Subsection III(H) of this Agreement;
  - b. Failure to conduct CARI checks as set forth in Subsection III(I) of this Agreement;  
or
  - c. Violation of any federal, state or local law or regulation regarding the secular nature of Programs receiving public funding as set forth in Subsection III(B)(3) of this Agreement.
3. Provider's action(s) or inaction(s) that placed children in the Program at serious risk of harm.

B. For any breach of contract, except those that trigger the right to immediate termination defined in Subsection XI(A), the District shall have the right to terminate this Agreement as follows:

1. If a Provider fails to comply with any of terms of this Agreement or applicable federal, state or local requirements, the District shall notify the Provider and the DOE, Division of Early Childhood Services of the deficiency in writing.
2. If the Provider fails to submit a corrective action plan demonstrating how they will resolve the deficiency within thirty (30) days and if the Provider fails to implement the correction action plan within ninety (90) days, the District may initiate termination of this Agreement upon written notice to the Provider and DOE, Division of Early Childhood Services. Termination of the contract shall be subject to written approval by the DOE to the District and Provider.

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- a. District must submit the deficiency in writing
  - b. Provider must submit a corrective action plan within thirty (30) days
  - c. Provider must implement the corrective action plan within ninety (90) days.
- C. The Provider shall have the right to appeal to the Commissioner a District's decision to terminate this Agreement pursuant to *N.J.A.C. 6A:3, Controversies and Disputes*. The filing of an appeal under *N.J.A.C. 6A:3* shall not prevent the termination from becoming effective on the date specified unless the appealing party seeks and is granted a stay pending decision by the Commissioner.
- D. The District and the Provider may terminate this Agreement by mutual agreement, in writing, upon notice to and receipt of written approval from the DOE.
  - 1. In the event of termination under this Subsection XI(D), said termination shall take effect upon the thirtieth day from the date the District and the Provider receive written approval from the DOE to terminate this Agreement.
- E. Upon termination, the District shall recover monetary value of startup materials limited to playground equipment, non-consumable startup materials, and start up classroom technology based on DOE approval. The amount recovered shall be determined by the current market value or depreciated value of said items (as per Federal Depreciation Schedule), whichever is lower.
- F. In the event of non-renewal or termination of this Agreement pursuant to Sections X and XI of this Agreement, by either the District or the Provider, the Provider shall continue the service until the District has found an appropriate placement for all children unless termination was instigated under the provisions set forth in Subsection XI (A) in which case termination shall be immediate. At no time shall the Provider be required to continue the service for more than ninety (90) days beyond the expiration or termination date of the existing Agreement. The Provider will be reimbursed for this continued service at the funding level established in Section VII of this Agreement.

## **XII Informal Dispute Resolution Process**

- A. The District and Provider shall attempt to resolve any dispute that may arise under this Agreement. If the dispute cannot be resolved locally, an appeal may be made to the Commissioner pursuant to *N.J.A.C. 6A:3, Controversies and Disputes*.

## **XIII Subcontracting and Assignment**

- A. The Provider shall not subcontract and/or assign services to be provided pursuant to Section I of this Agreement, without written approval from the District and the Commissioner.

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- B. The Provider agrees to make all records of any subcontractor available to the District, the DOE, the DCF and any federal agency whose funds are expended in the course of this Agreement for the purpose of review. All subcontracts entered into by the Provider shall include a provision whereby the subcontractor acknowledges its obligation to make all pertinent records available to the District, the DOE, the DCF and any federal agency whose funds are expended in the course of this Agreement.
- C. The subcontractor shall comply with all applicable laws and regulations.

**XIV Indemnification**

- A. The Provider shall assume all risk of and responsibility for, and agrees to indemnify, defend and save harmless the State of New Jersey from and against any and all claims, demands, suits, actions, recoveries, judgments and costs, and expenses in connection therewith on account of the loss of life, property or injury or damages to the person, body or property of any person or persons, whatsoever, which shall arise from or result directly or indirectly from (1) the work, service or materials provided under this Agreement; or (2) any failure to perform the Provider's obligations under this Agreement or any improper or deficient performance of the Provider's obligations under this Agreement. This indemnification obligation is not limited by, but is in addition to, the insurance obligations contained in this Agreement. Furthermore, the provisions of this indemnification clause shall in no way limit the obligations assumed by the Provider under this Agreement, nor shall they be construed to neither relieve the Provider from any liability nor preclude the State from taking other actions available to it under any other provision of this Agreement or at law.
- B. The Provider shall immediately notify the District and the DOE in writing of any action or suit pending or filed or any claim, which may result in litigation against the District and/or the State of New Jersey by any person, organization, or other entity.

**XV Insurance**

- A. The Provider shall procure and maintain, at its own expense, until at least two years after the completion of all services performed under this Agreement and any modification hereto, liability insurance for damages imposed by law and assumed under this Agreement, of the kinds and in the amounts hereinafter provided, from insurance companies admitted or approved to do business in the State of New Jersey. The Provider expressly understands and agrees that any insurance protection required by this Agreement shall in no way limit the Provider's obligations assumed in this Agreement, and shall not be construed to relieve the Provider from liability in excess of such coverage, nor shall it preclude the State from taking such other actions as are available to it under any other provisions of this Agreement or otherwise in law.
  - 1. The types and minimum amount of insurance shall be as follows:

Preschool Contract  
2024-2025 School Year

a. General Liability Insurance

- i. The minimum limits of liability for this insurance shall be as follows:

(A) Bodily Injury Liability

Each Occurrence: \$1,000,000.00

Aggregate: \$3,000,000.00

(B) Property Damage Liability

Each Occurrence: \$1,000,000.00

Aggregate: \$3,000,000.00

- ii. The above required General Liability Insurance shall name the State of New Jersey as an additional insured. The above required General Liability Insurance shall also name the District as an additional insured. The coverage to be provided under this policy shall include contractual liability coverage. The aggregate limits may be increased by the parties, upon mutual agreement, in order to provide adequate protection to the State and the District.

b. Comprehensive Automobile Liability Insurance

The Comprehensive Automobile Liability policy shall cover owned, non-owned and hired vehicles and/or buses for the approved transport of children with minimum limits as follows:

- i. Bodily Injury Liability: \$2,000,000.00 each occurrence;

- ii. Property Damage Liability: \$2,000,000.00 each occurrence; and

- iii. The above required Comprehensive Automobile Liability Insurance shall name the State of New Jersey as an additional insured. The above required Comprehensive Automobile Liability Insurance shall also name the District as an additional insured. The Provider shall equip any vehicle and/or bus used in the transportation of children with "children's seats."

c. Workers' Compensation Insurance

Workers' Compensation Insurance shall be provided in accordance with the requirements of the laws of this State and shall include an endorsement to extend coverage to any state which may be interpreted to have legal jurisdiction.

d. Employer's Liability Insurance

Employer's Liability Insurance with limits not less than:

Preschool Contract  
2024-2025 School Year

- (1) \$1,000,000 Bodily Injury, each occurrence;
- (2) \$1,000,000 Disease each employee; and
- (3) \$1,000,000 Disease aggregate limit.

e. Employee Fidelity Bond

An Employee Fidelity Bond shall be procured on all employees of the Provider insuring against loss from employee's dishonest acts. The Bond shall be in the amount of a percentage of the current year's budget set forth in the schedule below:

<b>Total Budget</b>	<b>Minimum Bond Amount</b>
Up to \$100,000.00	20 percent of budget (Minimum \$10,000)
\$100,000.01 to \$250,000	\$20,000 plus 15 percent of all over \$100,000
\$250,000.01 to \$500,000.00	\$42,500 plus 13 percent of all over \$250,000
\$500,000.01 to \$750,000.00	\$75,000 plus 8 percent of all over \$500,000
\$750,000.01 to \$1,000,000.00	\$95,000 plus 4 percent of all over \$750,000
\$1,000,000.01 to \$2,000,000.00	\$105,000 plus 2 percent of all over \$1,000,000
\$2,000,000.01 to \$5,000,000.00	\$125,000 plus 1 percent of all over \$2,000,000
\$5,000,000.01 to \$10,000,000	\$155,000 plus ½ percent of all over \$5,000,000
10,000,000.01 and upwards	\$180,000 plus ¼ percent of all over \$10,000,000

In fixing such minimum bond, round to the nearest \$1,000.

- 2. The Provider shall, prior to the commencement of services required under this Agreement, provide the District with valid Certificates of Insurance as evidence of the Provider's insurance coverage in accordance with the foregoing provisions. Such Certificates of Insurance shall specify that the insurance provided is of the types and is in the amounts required in Subsection A(1)(a), (b), (c), (d) and (e) above.
- 3. Standard exclusions will be allowed provided they are not inconsistent with the requirements set forth Subsection A(1)(a), (b), (c), (d) and (e) above. Allowance of any additional exclusions will be at the discretion of the State. Regardless of the allowance of exclusions or deductions by the State, the Provider shall be responsible for the

Preschool Contract  
2024-2025 School Year

deductible limit of the policy and all exclusions consistent with the risks the Provider assumes under this Agreement and as imposed by law.

4. The Certificates shall provide for notice in writing to the District prior to any cancellation, expiration, or non-renewal during the term the insurance is required in accordance with this Agreement. The Provider shall also, upon request, provide the DOE with valid Certificates of Insurance and copies of each policy required under this Agreement certified by the agent or underwriter to be true copies of the policies provided to the Provider.

In the event that the Provider provides evidence of insurance in the form of Certificates of Insurance valid for a period of time less than the period during which the Provider is required by the terms of this Agreement to maintain insurance, said certificates shall be acceptable, but the Provider shall be obligated to renew its insurance policies as necessary and to provide new Certificates of Insurance from time to time, so that the District is continuously in possession of evidence of the Provider's insurance in accordance with the foregoing provisions.

5. In the event the Provider fails or refuses to renew any of its insurance policies, or any policy is canceled, terminated, or modified so that the insurance does not meet the requirements of this Agreement, the District may refuse to make payment of any further monies due under this Agreement until such time as the Provider reinstates the insurance, consistent with the requirements of this Agreement. Upon reinstatement, the District will promptly pay the Provider all money withheld in accordance with this provision. If the Provider does not reinstate the insurance within thirty (30) days of notice by the District of the insurance lapse, the District may, upon approval of the Commissioner, terminate this Agreement.
6. The Provider shall immediately notify the District and the DOE in writing of any action or suit pending or filed or any claim, which may result in litigation against the District and/or the State of New Jersey by any person, organization, or other entity.

**XVI Notices**

Any notices required or permitted to be given under this Agreement shall be in writing and shall be deemed to have been given to the party to whom intended if a) delivered by registered and certified mail, return receipt requested or b) delivered by hand. Until changed by notice in the manner specified above, the addresses of the parties to this Agreement shall be:

**For the District:**

Dr. Andre Spencer, Superintendent 651 Teaneck Rd. Teaneck, NJ 07666
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Preschool Contract  
2024-2025 School Year

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**With a copy to:**

General Counsel Name and Address

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**For the Provider:**

Marilyn Estrems, Director/Owner 321 Queen Anne Rd. Teaneck, NJ 07666

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**XVII Anti-Collusion**

The Provider warrants and represents that this Agreement has not been solicited, secured, or procured directly or indirectly in a manner contrary to the laws of the State of New Jersey and that the federal, state and local laws and regulations have not been violated and shall not be violated as they relate to the procurement or the performance of the Agreement by any conduct, including the paying or giving of any fee, commission, compensation, gift, gratuity or consideration of any kind, directly or indirectly, to any state or district employee, officer, or official.

**XVIII Subrecipient**

The relationship of the Provider to the District is that of a subrecipient of the District. The State gives Preschool Education Aid to the District, who further passes the same funding through to the Provider. The Provider, its agents and employees shall act in an independent capacity in the performance of this Agreement and shall not be considered employees of the District or the State of New Jersey and shall not have the right to bind or obligate the District or State in any manner.

**XIX Independent Contractor**

The relationship of the Provider to the District is that of an Independent Contractor. The Provider, its agents and employees shall act in an independent capacity in the performance of this Agreement and shall not be considered employees of the District or the State of New Jersey and shall not have the right to bind or obligate the District or State in any manner.

**XX Business Registration**

Preschool Contract  
2024-2025 School Year

Pursuant to *N.J.S.A. 52:32-44*, the Provider must provide a copy of its business registration certificate to the District prior to execution of the contract.

**XXI Pay to Play Provisions**

A. Pay to Play Bar

Pursuant to *N.J.A.C. 6A:23A*, and consistent with the definitions of *N.J.S.A. 19:44A-1 et seq.*, each contracting for-profit Provider shall provide the requisite vendor certification(s) of reportable contributions to the District in advance of execution of the contract so that the District may determine whether there has been any contribution that would bar the entry of the contract between the District and the for-profit Provider.

B. Pay to Play Disclosure

Pursuant to *N.J.S.A. 19:44A-20.26* (P.L. 2005, c. 271), each contracting for-profit Provider shall submit the requisite disclosure(s) to the District at least ten (10) days prior to entering into this contract.

C. Disclosure of Contributions to ELEC

Pursuant to *N.J.S.A. 19:44A-20.27* (P.L. 2005, c. 271), each contracting for-profit Provider shall file an annual disclosure statement on political contributions with the New Jersey Election Law Enforcement Commission if the for-profit Provider receives contracts in excess of \$50,000 from public entities in a calendar year. It is the for-profit Provider's responsibility to determine if filing is necessary.

**XXII Miscellaneous**

A. Compliance with Laws

The Provider covenants that it is familiar with and shall comply with the provisions of all statutes and regulations of the DCF, Child Protection and Permanency, and the DOE, as well as other federal, state and local statutes and regulations which are, or may become, applicable to the provision of child care services and early childhood education provided under this Agreement. This includes, but is not limited to, the Provider's obligation immediately to report to Child Protection and Permanency any suspected incident of child abuse or neglect. The Provider agrees it shall maintain, throughout the term of this Agreement, a current Child Care Center License as issued by the DCF's Office of Licensing.



Preschool Contract  
2024-2025 School Year

B. Applicable Law

The parties agree that this Agreement shall be construed and enforced under the laws of the State of New Jersey.

C. Entire Agreement

This Agreement, together with all Attachments referred to herein, constitutes the entire Agreement between the parties and supersedes all oral and written Agreements, if any, between the parties. No amendment or modification changing the Agreement's scope or terms shall have any force and effect unless it is made in writing, signed by both parties and approved by DOE.

D. Headings

Section headings contained in this Agreement are for reference purposes only and shall not in any way affect the meaning or interpretation of this Agreement.

E. Severability

If any of the provisions of this Agreement are determined to be invalid, such invalidity shall not affect or impair the validity of the other provisions, which shall be considered severable and shall remain in full force and effect.

F. Waiver

No term or provision hereof shall be deemed waived and no breach excused by the parties unless such waiver or consent shall be in writing and signed by the appropriate officers of the parties.

- G. The District must provide this contract to the Provider no later than 14 days after receipt of the contract from the NJ State Department of Education in order to allow Provider's administration, Board of Directors, and any counsel to review the contract prior to signing and before submission to the District Board of Education for approval. In addition, the parties shall execute the Certification Acknowledging Modification (attached to this Agreement as Attachment C and incorporated herein), which shall be returned to the Department of Education with the final signed agreement between the parties.

Preschool Contract  
2024-2025 School Year

In Witness Whereof the parties have executed this Agreement as of the day and year above set forth.

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Name of School District

By:

---

Board of Education President Signature

Date

Approved as to Legal Form:

By:

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General Counsel Signature

---

Name of Provider's Center/Agency

By:

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Authorized Provider Signature and Title

Date

## Bergen Day School



May 16, 2023

Dr. Andre D. Spencer,  
Superintendent  
Teaneck Public Schools  
651 Teaneck Road  
Teaneck, NJ 07666

Dr. Andre D. Spencer:

Bergen Day School Early Childhood Learning Center, LLC is looking forward to partnering with the Teaneck School District as a private provider to service the Pre-K 3 & 4 students of Teaneck for the 2023-2024 school year.

We are designating 2 classrooms that can accommodate 30 Pre-K students.

Feel free to contact me at the number or email below with any questions or comments. Thank you for this opportunity. I look forward to continuing our partnerships to provide the children of Teaneck with a high quality Pre-K program.

Kind Regards,



Marilyn Estrems  
Sponsor  
bergendayschool@gmail.com  
201-294-6101



**INDUSTRIAL AND COMMERCIAL PAVING**  
INSTALLATION OF PETRO MAT FABRIC  
675 FRANKLIN AVENUE  
NUTLEY, NEW JERSEY 07110  
(973) 667-7300 • FAX (973) 667-1190

April 24, 2024

## **Proposal / Contract - Revised**

**Teaneck BOE**  
651 Teaneck Road  
Teaneck, NJ 07666  
**Attn: Anthony D'Angelo**

**Email:** [AD'angelo@teaneckschools.org](mailto:AD'angelo@teaneckschools.org)

**Phone:** 201-248-0205

**EDS Contract #1098**

### **Re: Mill | Pave | Stripe @ Teaneck High School & Lowell Elementary School**

D&L Paving Contractors, Inc. is pleased to submit our proposal to furnish all equipment, labor, and material necessary to complete the following work for above referenced project.

#### **Teaneck High School:**

- Total area ~54,475 sqft.
- Mill area 2" in-depth.
- Install 2" HMA surface course mix I-5.
- Clean and prepare area.
- Apply tac-kote.
- Stripe to existing layout.

**Total Job Cost: \$139,900.00**

#### **Lowell Elementary School:**

- Total area ~38,520 sqft.
- Mill area 2" in-depth.
- Install 2" HMA surface course mix I-5.
- Clean and prepare area.
- Apply tac-kote.
- Stripe to existing layout.

**Total Job Cost: \$98,144.00**

**Exclusions:**

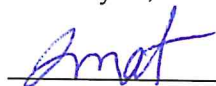
1. Permits, Testing, Survey and Layout, Engineering.
2. Excavation and repair of soft areas in sub-base.
3. Traffic Control, Saw cutting, Adjustment of Utilities
4. Ponding of Areas less than 2% Slope.
5. Nights, Saturdays, and Holidays.

***Terms and Conditions***

1. Quantities stated above are approximate only. Payment will be based on actual field measurements.
2. Sales Tax will be charged on all invoices for all work unless a valid Sales Tax Exemption Certificate is received.
3. If rock/concrete and such is encountered and cannot be removed by on-site machinery, and blasting services are required, the cost of blasting shall be the owner's responsibility.
4. If we encounter soft areas during proof rolling of the subbase, then excavating, backfill and compaction will be charged as an extra.
5. **Cold Weather Paving-** Paving done under cold weather conditions can cause asphalt imperfections. Cold, frost, rain, wind, snow, and moisture can cause defects. Paving work done under these conditions will be done at the owner's responsibility with repair work done at the owner's expense.
6. All Asphalt Paving should be left to "set-up" a minimum of 72 hours. Exposure to vehicle use in any manner could result in damage to new paving. D & L will not be held responsible for damages.
7. The prices listed in this proposal shall be valid for thirty days.
8. A reduction in quantities may result in an increase in prices.
9. This proposal becomes effective as a **CONTRACT**, after the purchaser has executed its acceptance.
10. Conditions, which are not specifically incorporated in this contract, will not be recognized. No modification or transfer of this contract after acceptance shall be binding upon the Seller, unless made in writing and signed by one of the Seller's Officers.
11. **All prices are based on the current asphalt/cement index for liquid AC20 and are subject to change without written notification.**
12. This proposal may be withdrawn pending the results of a credit investigation or it may be necessary to post a bond or establish an escrow account with sufficient funds and a guarantee of payment upon completion of our work.
13. Invoices will be rendered monthly, or at completion of work, whichever comes first, and payments are expected on any portion of the work performed and/or materials furnished during that 30-day period.
14. **Final Payment-** Payment in full is required within 30 days. A service charge of 1 ½ % per month will be added to any unpaid portion of our invoice, which is annual percentage rate of 18%.

If the proposal is satisfactory, please sign, date, and return one copy at your earliest convenience. If applicable, please submit a copy of your tax-exempt or capital improvements certificate.

Thank you,



Joseph Matarazzo

D & L Paving Contractors, Inc.

Accepted By: \_\_\_\_\_

Name and Title: \_\_\_\_\_

Date: \_\_\_\_\_

## Job Order Package

### ESCNJ State Approved Coop #65MCESCCPS

JOC Contract No.: 20/21-03

☒

New Job Order

☐

Modify an Existing Job Order

Job Order Number: 101015.00

Job Order Title: Teaneck PS Lowell Elementary Chimney & Coping Repairs 22-011

Contact: Anthony DeAngelo

Contractor Name: Murray Paving and Concrete LLC

Phone: 201-833-5526

Contact: Steve Ramos

Phone: 201-670-0030

### Work to be Performed

Work to be performed as per the Final Scope of Work and the Price Proposal dated 02/07/2024, and as per the terms and conditions of JOC Contract No 20/21-03.

#### Brief Task Order Description:

22-011 — Teaneck Lowell Elementary Chimney & Coping Repairs

NOTE: The SDA, the DOE, the Office of the State Comptroller, or the New Jersey State Police or their designated agents shall have the right to inspect, examine, audit and investigate the work, services, goods or equipment paid for with the Designated Funding, as well as the documentation and records relating to the expenditures funded by the Designated Funding.

### Time of Performance

Estimated Start Date:

Estimated Completion Date:

### Liquidated Damages

Will apply:

☐

Will NOT apply:

☒

### Validation Information

Option 3 - Normal Working Hours

0.9700

Job Order Firm Fixed Price: \$89,219.63

Owner Purchase Order:

### Approvals

Project Manager

Date

Bureau/Division Manager

Date

Technical/Engineer Review

Date

Contracting Officer

Date



Scope of Work

ESCNJ State Approved Coop #65MCESCCPS

---

To: Anthony DeAngelo  
ESCNJ - Teaneck Public Schools  
No Address Input  
  
201-833-5526

From: Steve Ramos  
Murray Paving and Concrete LLC  
210 South Newman Street  
Hackensack, NJ 07601  
201-670-0030

**Job Order No:** 101015.00  
**Job Order Title:** Teaneck PS Lowell Elementary Chimney & Coping Repairs 22-011  
**Contract #:** 20/21-03

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The following items detail the scope of work as discussed at the site. All requirements necessary to accomplish the items set forth below shall be considered part of this scope of work.

Please see the revised attached detailed scope of work below.

Subject to the terms and conditions of JOC Contract 20/21-03.

_____	_____
Anthony DeAngelo	Date

_____	_____
Steve Ramos	Date

Contractor's Cost Proposal - Summary (L/E/M)

ESCNJ State Approved Coop #65MCESCCPS

Date:	February 07, 2024		
Re:	IQC Master Contract #:	20/21-03	
	JOC Work Order #:	101015.00	
	Owner PO #:		
	Title:	Teaneck PS Lowell Elementary Chimney & Coping Repairs 22-011	
	Contractor:	Murray Paving and Concrete LLC	
	Proposal Value:	\$89,219.63	

MASONRY RESTORATION	\$89,219.63
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Proposal Total	\$89,219.63
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This Proposal total represents the correct total for the proposal. Any discrepancy between line totals, sub-totals and the proposal total is due to rounding of the line totals and sub-totals.

The Percentage of NPP on this Proposal: %



# Contractor's Cost Proposal - Detail (L/E/M)

## ESCNJ State Approved Coop #65MCESCCPS

Date: February 07, 2024

Re: IQC Master Contract #: 20/21-03  
 JOC Work Order #: 101015.00  
 Owner PO #:  
 Title: Teaneck PS Lowell Elementary Chimney & Coping Repairs 22-011  
 Contractor: Murray Paving and Concrete LLC  
 Proposal Value: \$89,219.63

Sect.	Item	Mod.	UOM	Description	Line Total
Labor	Equip.	Material	(Excludes)		
<b>MASONRY RESTORATION</b>					
1	01 22 20 00 0008		HR	Cement MasonFor tasks not included in the Task Catalog and as directed by owner only.	\$5,440.69
				Quantity Unit Price Factor = Total	
				Installation 56.00 x 100.16 x 0.9700 = 5,440.69	
				REMOVE BRICK SECTIONS, PREP AREAS, SET TIE SUPPORTS, TOOTH NEW MASONRY	
2	01 22 20 00 0008 0002			For Foreperson, Add	\$1,360.72
				Quantity Unit Price Factor = Total	
				Installation 280.00 x 5.01 x 0.9700 = 1,360.72	
3	01 22 20 00 0008		HR	Cement MasonFor tasks not included in the Task Catalog and as directed by owner only.	\$6,995.17
				Quantity Unit Price Factor = Total	
				Installation 72.00 x 100.16 x 0.9700 = 6,995.17	
				CHIMNEY COPING REMOVAL / RESET, CLEAN EXISTING UNITS	
4	01 22 20 00 0008 0002			For Foreperson, Add	\$194.39
				Quantity Unit Price Factor = Total	
				Installation 40.00 x 5.01 x 0.9700 = 194.39	
5	01 22 20 00 0016		HR	LaborerFor tasks not included in the Task Catalog and as directed by owner only.	\$5,730.22
				Quantity Unit Price Factor = Total	
				Installation 56.00 x 105.49 x 0.9700 = 5,730.22	
				STAGE MATERIALS, SET EQUIPMENT, LAYOUT AREAS, CUTING CMU	
6	01 22 20 00 0061		HR	Flagperson For Traffic Control	\$4,847.83
				Quantity Unit Price Factor = Total	
				Installation 48.00 x 104.12 x 0.9700 = 4,847.83	
7	01 22 23 00 1211		WK	6 CY Rear Dump Truck With Full-Time Truck Driver	\$5,602.80
				Quantity Unit Price Factor = Total	
				Installation 1.00 x 5,776.08 x 0.9700 = 5,602.80	
				SUPPLY MATERIALS, EQUIPMENT TO SITE; SCAFFOLDING; DISMANTLING; DAILY DEBRIS CARTING	
8	01 54 23 00 0014		CCF	Heavy Duty Masonry Scaffolding With Bracing Accessories - Area Based On 2' Wide Sections (CCF / Month)	\$5,582.54
				Quantity Unit Price Factor = Total	
				Installation 48.00 x 119.90 x 0.9700 = 5,582.54	
				MASONRY SCAFFOLDING ROOF LEVEL	
9	01 54 23 00 0019		CCF	Up To 20' Height Heavy Duty Masonry Scaffolding Initial Erection And Final Dismantling, Per CCF Of Scaffolding And Accessories.	\$4,135.92
				Quantity Unit Price Factor = Total	
				Installation 48.00 x 88.83 x 0.9700 = 4,135.92	
				MASONRY SCAFFOLDING GROUND LEVEL	
10	01 54 23 00 0043		SF	5/8" CD Grade Plywood, Temporary Lumber	\$1,164.00
				Quantity Unit Price Factor = Total	
				Installation 400.00 x 3.00 x 0.9700 = 1,164.00	
				TEMPORARY PROTECTION AT SCAFFOLDING	

## Contractor's Cost Proposal - Detail (L/E/M) Continues..

Job Order No: 101015.00

Job Order Title: Teaneck PS Lowell Elementary Chimney & Coping Repairs 22-011

### MASONRY RESTORATION

11	01 54 26 00 0012	EA	Swing Stage Platform And Temporary Roof Mounted Outrigger System Erection And DismantlingIncludes both initial erection and final dismantling of temporary roof mounted outrigger system.							\$7,630.36
			Quantity	Unit Price	Factor	=	Total			
		Installation	1.00 x	7,866.35 x	0.9700	=	7,630.36			
			MATERIAL HOISTING TO ROOF AREAS							
12	01 56 16 00 0002	SF	6 Mil, Plastic Sheeting, Applied To Floors							\$213.40
			Quantity	Unit Price	Factor	=	Total			
		Installation	500.00 x	0.44 x	0.9700	=	213.40			
			TEMPORARY PROTECTION							
13	01 74 19 00 0012	EA	20 CY Dumpster (3 Ton) "Construction Debris"Includes delivery of dumpster, rental cost, pick-up cost, hauling, and disposal fee. Non-hazardous material.							\$1,474.40
			Quantity	Unit Price	Factor	=	Total			
		Installation	2.00 x	760.00 x	0.9700	=	1,474.40			
			DEBRIS REMOVAL							
14	02 41 16 13 0014	CCF	By Pneumatic Tools/Hand, Masonry Construction Building Demolition							\$2,027.69
			Quantity	Unit Price	Factor	=	Total			
		Installation	30.00 x	69.68 x	0.9700	=	2,027.69			
			BRICK VENEER REMOVAL							
15	02 41 16 13 0014 0004		For Up To 500, Add							\$608.19
			Quantity	Unit Price	Factor	=	Total			
		Installation	30.00 x	20.90 x	0.9700	=	608.19			
16	02 41 19 13 0335	VLF	Brick, Hard Mortar, Toothing Masonry Cutouts							\$3,997.18
			Quantity	Unit Price	Factor	=	Total			
		Installation	136.00 x	30.30 x	0.9700	=	3,997.18			
			FACADE AREA BRICK REPOINT NEW TO EXISTING							
17	02 41 19 13 0337	VLF	Concrete Block, Hard Mortar, Toothing Masonry Cutouts							\$2,367.96
			Quantity	Unit Price	Factor	=	Total			
		Installation	136.00 x	17.95 x	0.9700	=	2,367.96			
18	02 41 19 13 0356	LF	>12" To 24" Wide, Remove And Reset Precast, Stone Or Masonry Coping							\$1,715.45
			Quantity	Unit Price	Factor	=	Total			
		Installation	30.00 x	58.95 x	0.9700	=	1,715.45			
			CHIMNEY COPING REMOVAL / RESET UNITS							
19	03 01 30 71 0010	SF	Patch Verticals Or Overheads With 1/8" To 1/4" Copolymer Cementitious CompoundRapid Set - WunderFixx							\$1,259.45
			Quantity	Unit Price	Factor	=	Total			
		Installation	80.00 x	16.23 x	0.9700	=	1,259.45			
20	04 01 20 41 0004	EA	8mm Diameter, 350mm Length, 304 Stainless Steel Helical Pin, Grouted Tie For Stabilizing Solid Masonry (Helifix® CemTie)							\$169.56
			Quantity	Unit Price	Factor	=	Total			
		Installation	8.00 x	21.85 x	0.9700	=	169.56			
			PARAPET COPING SET PIN ATTACHMENTS							
21	04 01 20 41 0004 0022		For Up To 10, Add							\$79.46
			Quantity	Unit Price	Factor	=	Total			
		Installation	8.00 x	10.24 x	0.9700	=	79.46			
22	04 01 20 41 0014	EA	4.5mm Diameter, 1.2m Length, 304 Stainless Steel Helical Pin, Tie For Stitching Masonry Cracks (Helifix® Helibar)							\$632.34
			Quantity	Unit Price	Factor	=	Total			
		Installation	10.00 x	65.19 x	0.9700	=	632.34			
			MASONRY REPAIR TIE PINS							

## Contractor's Cost Proposal - Detail (L/E/M) Continues..

Job Order No: 101015.00

Job Order Title: Teaneck PS Lowell Elementary Chimney & Coping Repairs 22-011

### MASONRY RESTORATION

23	04	01	20	41	0014	0022	For Up To 10, Add										\$397.31
							Installation	Quantity		Unit Price		Factor	=	Total			
								10.00	x	40.96	x	0.9700	=	397.31			
24	04	01	20	41	0173		SF	Repair Bulging Or Loose Masonry Using New MasonryIncludes saw cutting, toothing, removing loose masonry, installing anchor and installing new brick and mortar.									\$7,164.81
							Installation	Quantity		Unit Price		Factor	=	Total			
								80.00	x	92.33	x	0.9700	=	7,164.81			
								REPAIR EXISTING NEW BRICK AREA AT EXISTING TIE INS									
25	04	01	20	91	0002		SF	Cut And Repoint, Hard Mortar, Running Bond, Brick									\$801.61
							Installation	Quantity		Unit Price		Factor	=	Total			
								80.00	x	10.33	x	0.9700	=	801.61			
26	04	05	19	13	0029		CLF	#12 (For 12" Walls), Mill Galvanized, Two-Wire, 3/16" Side Rods, 3/16" Cross Rods, Ladder-Type, Masonry Wall Reinforcement									\$423.27
							Installation	Quantity		Unit Price		Factor	=	Total			
								4.00	x	109.09	x	0.9700	=	423.27			
								CHIMNEY PARAPET RESET COPINGS REINFORCEMENT									
27	04	05	19	13	0029	0025		For Hot-Dipped Galvanized, Add									\$101.89
							Installation	Quantity		Unit Price		Factor	=	Total			
								4.00	x	26.26	x	0.9700	=	101.89			
28	04	05	19	16	0075		EA	4-1/2" Length, 1-1/4" Width, 14 Gauge, Hot-Dipped Galvanized, Corrugated Buck (Brick) Anchor									\$225.91
							Installation	Quantity		Unit Price		Factor	=	Total			
								85.00	x	2.74	x	0.9700	=	225.91			
								BRICK SUPPORT WALL ANCHOR REPLACEMENTS									
29	04	21	13	00	0009		SF	Norman Size Red Brick, Running BondNorman size brick, 3-5/8" x 2-1/4" x 11-5/8". (4.5 Bricks/SF)									\$13,643.05
							Installation	Quantity		Unit Price		Factor	=	Total			
								500.00	x	28.13	x	0.9700	=	13,643.05			
								DECAYED BRICK REPLACEMENTS									
30	04	21	13	00	0009	0029		For Common Or American Bond, Add									\$388.00
							Installation	Quantity		Unit Price		Factor	=	Total			
								500.00	x	0.80	x	0.9700	=	388.00			
31	04	72	00	00	0013		SF	2-1/2" Thick Precast Concrete Coping									\$399.54
							Installation	Quantity		Unit Price		Factor	=	Total			
								0.00	x	47.59	x	0.9700	=	0.00			
							Demolition	Quantity		Unit Price		Factor	=	Total			
								30.00	x	13.73	x	0.9700	=	399.54			
								CHIMNEY COPING REMOVAL / RESET									
32	07	13	53	00	0014		CSF	1/16" Neoprene Sheet Waterproofing									\$1,956.22
							Installation	Quantity		Unit Price		Factor	=	Total			
								8.00	x	252.09	x	0.9700	=	1,956.22			
								WATERPROOFING									
33	09	01	90	52	0006		SF	Hand Scrape, Concrete And Masonry Surfaces, Surface Preparation									\$349.20
							Installation	Quantity		Unit Price		Factor	=	Total			
								500.00	x	0.72	x	0.9700	=	349.20			
34	32	14	11	00	0006		SF	1" Mortar Bedding									\$95.16
							Installation	Quantity		Unit Price		Factor	=	Total			
								30.00	x	3.27	x	0.9700	=	95.16			
								CHIMNEY COPING MORTAR BEDDING									

**Job Order No:** 101015.00  
**Job Order Title:** Teaneck PS Lowell Elementary Chimney & Coping Repairs 22-011

35	32	14	11	00	0006	0071		For Up To 100, Add												\$43.94
							Installation	Quantity 30.00	x		Unit Price 1.51	x		Factor = 0.9700				Total 43.94		

<b>Subtotal for MASONRY RESTORATION</b>	<b>\$89,219.63</b>
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This Proposal total represents the correct total for the proposal. Any discrepancy between line totals, sub-totals and the proposal total is due to rounding of the line totals and sub-totals.

**The Percentage of NPP on this Proposal:** %

# Murray Contracting

210 S. Newman St., Hackensack, NJ 07601

January 13, 2022  
REV. 5/14/23

Project Reference: Teaneck Lowell Elementary School

1025 Lincoln Place - Teaneck, New Jersey 07666

## EXTERIOR MASONRY CHIMNEY FACADE REPAIRS, PRECAST PARAPET COPINGS:

Murray Contracting proposes to complete the scope of work below with the proper insurances, certifications, equipment, materials, demolition, debris removals based on daily prevailing wage labor.

General exterior masonry brick area restoration removal and installation of new brick toothing at chimney area, remove and reset existing chimney precast copings and replace decayed precast tapered concrete coping units to match existing.

### GENERAL SCOPE:

- Provide required temporary protection, scaffolding and material outrigger hoist at roof areas
- Cut and remove existing chimney area four courses of existing decayed brick facade sections
- Cut and remove existing chimney area double row of existing decayed brick sections
- Grind out mortar joints at needed replacement areas, clean dust or debris prior to repointing
- Repair adjoining masonry areas budging or loose brick, tooth grout and mortar repoint joints
- Provide new galvanized masonry brick clips and Helical Pins as required at new brick replacements
- Provide new running bond brick to match existing red clay type material
- Remove and salvage existing chimney cap stone, prep and reinstall on new mortar reinforced bedding
- ~~• Remove existing decayed Four (4) parapet precast tapered wall coping, prep and replace to match~~
- ~~• Caulk exposed joints watertight at new parapet copings~~
- Debris removal

OMIT FROM SCOPE. TO BE INCLUDED IN ROOF/WATERPROOF PROPOSAL.  
S. Ramos

### EXCLUSIONS AND NOTES:

**WE EXCLUDE:** Permit Fees, Masonry Coatings,

**NOTE:** New replacement brick and precast parapet copings to match existing adjoining areas as close as possible in texture, color and size based on standard readily available materials.

PHONE  
201-670-0030

EMAIL  
steven@murraycontracting.net

FAX  
609-674-0588

# Environmental Services Proposal

*Environmental Design Inc.*

PROFESSIONAL SERVICES  
ASCM SERVICES & PROJECT MONITORING  
FOR THE  
ASBESTOS ABATEMENT PROJECT  
AT  
TEANECK HIGH SCHOOL - PIPE TUNNELS  
100 ELIZABETH AVENUE  
TEANECK, NJ 07666

FOR  
TEANECK PUBLIC SCHOOLS  
651 TEANECK ROAD  
TEANECK, NJ 0766

*EDI* Project Number: PR-240424-1197

April 24, 2024

*Environmental Design Inc.*

5434 King Avenue, Suite 101  
Pennsauken, New Jersey 08109  
Phone: 1-888-306-4545  
[www.editesting.com](http://www.editesting.com)



# PROPOSAL

April 24, 2024

Between the Client: Anthony D'Angelo  
Director of Facilities & Grounds  
Teaneck Public Schools  
1315 Taft Avenue  
Teaneck, NJ 07666

And the Consultant: *Environmental Design Inc.*  
5434 King Avenue, Suite 101  
Pennsauken, New Jersey 08109

For the Project: Professional Asbestos Support Services  
Asbestos Abatement in Pipe Tunnels & Storage Areas  
Teaneck High School  
*EDI* Project Number: PR-240424-1197

## SCOPE OF WORK

*EDI* understands that the Client is requesting professional environmental consulting services, including Asbestos Safety Control Monitor (ASCM) services, in conjunction with the asbestos abatement project in the pipe tunnels and basement storage areas at Teaneck High School.

The abatement scope of work involves the removal of asbestos-containing pipe insulation, as well as non-asbestos thermal system insulation from the pipe tunnels under full containment conditions in accordance with *N.J.A.C.5:23-8* and the project specifications. The pipe tunnels will be cleaned of extraneous debris and decontaminated as part of the abatement project. The total area of the tunnels is estimated at 8,585 SF containing approximately 6,595 LF of pipe insulation (ACM and non-ACM insulation). There also is approximately 400 LF of pipe insulation in the basement storage areas which will be removed via "wrap & cut" procedures.

The abatement will take place in an occupied building during normal first shift hours. The project duration is estimated at thirty (30) calendar days, inclusive of site mobilization, separation barrier construction, work area preparations, abatement and cleaning, final air clearance testing, and work are teardown & site demobilization.

*EDI* will provide project design, project management, project oversight, and air monitoring throughout all phases of the asbestos abatement project.

In providing ASCM and Project Monitoring Services, *EDI* is prepared to do the following:

- Review existing data, inspect/survey work areas, and develop an asbestos abatement specification in accordance with code requirements. The specification will ensure that the asbestos abatement is conducted according to all applicable federal, state, and local regulations, as well as the specific needs of the district. The specification will include, but not be limited to, the following items to facilitate the completion of the project in a safe and cost-effective manner:
  - ⇒ Delineate the scope of work & determine method of removal.
  - ⇒ Develop air sampling strategy for an abatement in an occupied building.
  - ⇒ Outline project schedule and phasing timelines.
- Release the approved specifications to the code official in the jurisdiction having authority.
- Assist the Client with the review of the documents submitted by the abatement contractor. Coordinate pre-construction meeting(s) and implementation of the project.
- *EDI* will prepare and submit variances to the NJ Department of Community Affairs and meet with DCA inspector on-site, as necessary. Variances are submitted to the NJ DCA for approval. The fees are imposed by the State of New Jersey and are paid directly to the NJ DCA. Variances may be needed depending on final abatement design and conditions present in the work area during the abatement (e.g. live electrical in the work area). *EDI* will only obtain the building permit(s) if the situation warrants us to act as the district's "agent."
- Provide an Asbestos Safety Technician (AST) to serve as the onsite supervisor and district representative during all phases of the project. The AST will be responsible for ensuring the contractor's work meets all of the requirements of the NJ asbestos abatement sub-code, as well as federal regulations and contractual obligations delineated in the bid specification. The AST will observe and document the activities of the contractor during the entire project and direct corrective action when necessary to ensure proper compliance with the applicable regulations. Perform all required inspections during the project.
- Conduct airborne asbestos fiber monitoring during the abatement. Sample analysis will be performed on-site and/or at an accredited laboratory designated by *EDI*, as applicable. Testing and analysis will conform to the requirements of the NJ asbestos abatement sub-code and the Asbestos Hazard Emergency Response Act (AHERA) 40 CFR 763 sub part E.
- Prepare a final report that will contain a detailed listing of test results, inspections, daily logs, sign-in sheets, permit information, and any state inspection forms issued during the project.



## FEE SCHEDULE

Professional Asbestos Support Services  
Asbestos Abatement in Pipe Tunnels & Storage Areas @ Teaneck High School  
**EDI**/Project Number: PR-240424-1197

### PROFESSIONAL SERVICES

Specification Development & Project Management <i>Spec Design &amp; Project Management; project communications; coordination w/NJDCA; lab review (104 hours @ \$90/hour)</i>	\$9,360.00
AST Project Monitoring <i>Daily air sampling &amp; project oversight; progress inspections; documentation (400 hours @ \$69.50/hour)</i>	\$27,800.00
On-site Microscopist <i>Daily on-site microscopy; required for "occupied" projects (300 hours @ \$74.50/hour)</i>	\$22,350.00
Final Report (1 @ \$300 each)	\$300.00

### ANALYTICAL FEES

PCM daily project air samples - 1 hour TAT (250 @ \$40 each)	\$10,000.00
TEM final clearance air samples - 6 hour TAT (30 @ \$110 each)	\$3,300.00
TEM contingency samples in case of failures - 6 hour TAT (10 @ \$110 each)	\$1,100.00

### STATE FEES

NJ DCA surcharge (6% of AST monitoring fees)	\$1,668.00
Variance; if needed (3 @ \$571.00 each)	\$1,713.00

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<b>GRAND TOTAL (ESTIMATE INCLUDING CONTINGENCIES)</b>	<b>\$77,591.00</b>
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***Rates based on Bergen County Master Service/Consultant contract RFP-21-013 (Resolution 1528-23).***

*The Client will only be charged for samples analyzed. Variances may or may not be required depending on project conditions. NJ Department of Community Affairs fees are imposed on all ASCM firms and must be paid directly by **EDI** as a requirement of our ASCM license.*

## TERMS & CONDITIONS

All fees are predicated upon existing regulations. *EDI* reserves the right to modify these fees should any changes, amendments, or revisions, which would affect the scope of work performed or any required changes are needed to bring the sampling, inspection, or report into compliance with Federal, State, or Local regulations.

The fees quoted will remain in effect for a period of 60 days from the date of this proposal. A signed copy of this proposal must be returned to *EDI* prior to the start of any work, along with a purchase order authorizing *EDI* to proceed. *EDI's* terms of payment are due in full upon receipt of the final report.

The Client shall be responsible for all costs incurred by *EDI* for its additional labor and or air sampling analysis needed to complete the project in the event of the selected abatement contractor's negligence or failure to complete the project on time as delineated in the bid specification. Fees are portal to portal.

It is understood and agreed that the *EDI* has done nothing to create or contribute to the presence of any hazardous waste, pollutants, chemicals, or other hazardous materials at the sites covered in this proposal. The Client understands and agrees that a full and complete determination as to whether a certain property is or is not free from environmental contamination cannot be made with 100% certainty. The Client has retained *EDI* for the sole purpose of providing the services outlined in this cost proposal and supplementary correspondence. *EDI* is only responsible for providing the services described in this proposal. Further, unless included in this proposal the Client agrees that *EDI* will not be held liable for any disclosures, notifications, or reports that are required to be made to third parties, including the appropriate governmental agencies.

If any hazardous substance other than asbestos is present and could lead to possible exposure, it is the Client's responsibility to notify *EDI* before any *EDI* personnel enter the project site.

*EDI* finds it difficult to perform their services in the absence of drawings. Drawings are preferred to be scaled architectural or engineering blue prints, (HVAC, Electrical, Plumbing or Mechanical) however, in some cases a simple high-quality schematic will be acceptable. The acceptability of drawings will be at the discretion of *EDI*. The Client acknowledges drawings may be required, and it is their responsibility to provide them to *EDI* if at all possible.

All disputes concerning this project shall be submitted by either party to arbitration under the offices of the American Arbitration Association in accordance with its Rules then in effect. The hearing locale shall be Camden County, New Jersey. Any decision rendered by said association shall be binding upon the parties and may be entered as a judgment in any Court of competent jurisdiction. *EDI* will not be responsible for providing security for the Client's property.

**ACCEPTANCE OF PROPOSAL**

Professional Asbestos Support Services  
Asbestos Abatement in Pipe Tunnels & Storage Areas @ Teaneck High School  
*EDI* Project Number: PR-240424-1197

Please note acceptance of the proposal by signing the original and returning it to us. Please make a copy for your records.



\_\_\_\_\_  
Tim Gromen  
Director, Industrial Hygiene & Safety

\_\_\_\_\_  
April 24, 2024

Dated

\_\_\_\_\_  
Client Authorized Representative

\_\_\_\_\_  
Dated



246 Union Boulevard  
Totowa, NJ 07512  
Phone: 973-225-8400  
FAX: 973-225-0030  
[lilichcorp@gmail.com](mailto:lilichcorp@gmail.com)

# PROPOSAL

Proposal: 24-042625 (Revised)

Date: 04/26/2024

PROPOSAL SUBMITTED TO:	WORK TO BE PERFORMED AT:
Environmental Design Inc.	Teaneck High School
5434 King Ave-Suite 101	100 Elizabeth Avenue
Pennsauken, New Jersey 08109	Teaneck, NJ 07666
Contact: Tim Gromen	856-616-9516
Email: tg@editesting.com	

Lilich Corporation and its personnel will comply with all applicable Federal, State and Local regulations and codes pertaining to work practices, worker protection, and control of the site and adjacent areas. All OSHA Safety Standards and Safety Labor Laws will be followed. All material will be disposed of properly at an EPA regulated landfill.

SCOPE OF WORK A: ASBESTOS ABATEMENT						
Full Containment Sub-8 removal of 4,340 LF of pipe insulation from pipe tunnel						
Category	Category Description	Category Sub-Type	Unit	Price	Qty	Total
Category I: Base Abatement Rates	Mobilization and Demobilization	Subchapter-8 Abatement	Each	\$1,300.00	1	\$1,300.00
Category I: Base Abatement Rates	Asbestos Removal	Pipe Insulation - 4 Inch or Less	LF	\$70.00	4,340	\$303,800.00
Category I: Base Abatement Rates	Disposal	Transportation and Disposal Costs - Asbestos Waste	CY	\$120.00	120	\$14,400.00
Total Price Scope of Work A						\$319,500.00

SCOPE OF WORK B: ASBESTOS ABATEMENT						
Wrap & Cut Removal of 220 LF of pipe insulation from Basement storage areas						
Category	Category Description	Category Sub-Type	Unit	Price	Qty	Total
Category I: Base Abatement Rates	Asbestos Removal	Pipe Insulation - 4 Inch or Less	LF	\$70.00	220	\$15,400
Total Price Scope of Work B						\$15,400.00

SCOPE OF WORK C: DEMOLITION						
Demolition of piping around hatches (5 feet from the center of hatch)						
Category	Category Description	Category Sub-Type	Unit	Price	Qty	Total
Category II: Additional Material, Equipment, and Labor	Labor	Laborer Regular Time	Hour	\$85.00	120	\$10,200.00
Category II: Additional Material, Equipment, and Labor	Labor	Supervisor Regular Time	Hour	\$90.00	40	\$3,600.00
Total Price Scope of Work C						\$13,800.00

SCOPE OF WORK D: REINSULATION						
Re-insulation of piping						
Category	Category Description	Category Sub-Type	Unit	Price	Qty	Total
Category I: Base Abatement Rates	Restoration	Re-insulation of Pipe - 4 Inch or Less	LF	\$20.00	500	\$10,000.00
Total Price Scope of Work D						\$10,000.00

Grand Total Price	\$358,700.00
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Rates are based on Bergen County RFPQ #22-013 Asbestos Abatement Services. See attached award letter and price sheet.

**PAYMENT: Net 30 Days**

Upon acceptance, please sign the proposal and forward it to our offices along with purchase order/voucher. Any alterations or deviations from the above specification involving extra cost will be executed only upon written orders and will become an extra charge over and above the estimate. All agreements contingent upon strikes, accidents, or delays beyond our control. Owner/Contractor to carry fire, tornado, mold, and other necessary insurance; we are not responsible for such damages.

**ACCEPTANCE OF PROPOSAL** The above price(s) and specifications are satisfactory and hereby accepted. You are authorized to do the work as specified. Should Lilich Corporation be presented with a written contract for this work, this proposal and all terms and conditions therein noted are to become a part of the contract in whole and will supersede any and all conflicting terms or conditions specified in the contract.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name & Title (Print)

**TREASURER OF SCHOOL FUNDS REPORT  
TO THE BOARD OF EDUCATION**

TEANECK BOARD OF EDUCATION  
ALL FUNDS

For the Month Ending December 31, 2023

Cash Report					
	FUNDS	(1) Beginning Cash Balance	(2) Cash Receipts This Month	(3) Cash Disbursements This Month	(4) Ending Cash Balances (1) + (2) - (3)
	<b>GOVERNMENTAL FUNDS</b>				
1	Fund 10 - General Fund	32,006,541.76	11,493,052.52	11,042,128.61	32,457,465.67
2	Fund 20 - Special Revenue Fund	(607,405.28)	717,870.00	1,557,374.20	(1,446,909.48)
3	Fund 40 - Debt Service Fund	(39,782.49)	106,508.80	0.00	66,726.31
	Subtotal	31,359,353.99	12,317,431.32	12,599,502.81	31,077,282.50
4	Fund 30- Capital Projects Fund	34,570.47	0.00	0.00	34,570.47
5	Total Govermental Funds	31,393,924.46	12,317,431.32	12,599,502.81	31,111,852.97
	<b>ENTERPRISE FUNDS</b>				
6	Fund 60 - SACC & AD ED	2,123,802.59	120,670.26	42,984.05	2,201,488.80
7	Fund 61 - Food Service Fund	2,768,354.07	160,755.15	83.10	2,929,026.12
8	Total Enterprise Funds	4,892,156.66	281,425.41	43,067.15	5,130,514.92
	<b>TRUST AND AGENCY FUNDS</b>				
9	Fund 10 - Net Payroll	(8,152.26)	3,316,975.50	3,305,567.61	3,255.63
10	Fund 10 - Payroll Agency	994,082.61	2,649,690.51	2,489,331.13	1,154,441.99
11	Unemployment Fund	23,108.40	0.00	0.00	23,108.40
12	Flexible Spending Fund	38,790.23	14,235.00	9,438.34	43,586.89
13	Fund 20-Student Activity Fund	200,824.98	13,656.44	7,328.81	207,152.61
14	Fund 20-Scholarship Fund	94,439.53	526.02	16.86	94,948.69
15	Total Trust & Agency Funds	1,343,093.49	5,995,083.47	5,811,682.75	1,526,494.21
16	Total All Funds	37,629,174.61	18,593,940.20	18,454,252.71	37,768,862.10

Prepared by:

*Antoinette Kelly*  
Treasurer of School Funds

05/01/2024

Date

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 10 GENERAL FUND

Assets and Resources**Assets:**

101	Cash in bank		\$29,195,611.16
102-106	Cash Equivalents		\$500.00
108	Impact Aid Reserve (General)		\$0.00
109	Impact Aid Reserve (Capital)		\$0.00
111	Investments		\$0.00
112	Unamortized Premums on Investments		\$0.00
113	Unamortized Discounts on Investments		\$0.00
114	Interest Receivable on Investments		\$0.00
115	Accrued Interest on Investments		\$0.00
116	Capital Reserve Account		\$2,043,990.10
117	Maintenance Reserve Account		\$1,296,054.61
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$50,051,505.19
Accounts Receivable:			
132	Interfund	\$463,592.67	
141	Intergovernmental - State	\$8,225,777.48	
142	Intergovernmental - Federal	\$22,743.85	
143	Intergovernmental - Other	\$13,240.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$389,417.12	\$9,114,771.12
Loans Receivable:			
131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00
161	Bond Proceeds Receivable		\$0.00
171	Inventories for Consumption		\$0.00
172	Inventories for Resale		\$0.00
181	Prepaid Expenses		\$0.00
191	Deposits		\$0.00
192	Deferred Expenditures		\$0.00
199, xxx	Other Current Assets		\$2,297,171.64

**Resources:**

301	Estimated Revenues	\$109,949,541.00	
302	Less Revenues	(\$116,356,076.79)	(\$6,406,535.79)

**Total assets and resources****\$87,593,068.03**

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 10 GENERAL FUND

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Liabilities and Fund Equity

Liabilities:

401	Interfund Loans Payable	\$0.00
402	Interfund Accounts Payable	\$0.00
411	Intergovernmental Accounts Payable - State	(\$93,016.50)
412	Intergovernmental Accounts Payable - Federal	\$0.00
413	Intergovernmental Accounts Payable - Other	\$0.00
421	Accounts Payable	\$45,264.79
422	Judgments Payable	\$0.00
431	Contracts Payable	\$0.00
451	Loans Payable	\$0.00
471	Payroll Deductions and Withholdings	\$0.00
481	Deferred Revenues	\$0.00
580	Unemployment Trust Fund Liability	\$0.00
499, xxx	Other Current Liabilities	\$2,027,853.36
<b>Total liabilities</b>		<b>\$1,980,101.65</b>



**Report of the Secretary to the Board of Education**  
**Teaneck Board of Education**

**Page 3 of 20**  
**05/13/24 16:38**

**Starting date 7/1/2023 Ending date 12/31/2023 Fund: 10 GENERAL FUND**

**Fund Balance:**

Appropriated:			
753,754	Reserve for Encumbrances		\$60,180,547.25
Reserved Fund Balance:			
761	Capital Reserve Account - July 1	\$36,258.24	
604	Add: Increase in Capital Reserve	\$0.00	
307	Less: Bud. w/d Cap. Reserve Eligible Costs	\$0.00	
309	Less: Bud. w/d Cap. Reserve Excess Costs	\$0.00	
317	Less: Bud. w/d cap. Reserve Debt Service	\$0.00	\$36,258.24
762	Reserve for Adult Education		\$0.00
763	Sale/Leaseback Reserve Account - July 1	\$0.00	
605	Add: Increase in Sale/Leaseback Reserve	\$0.00	
308	Less: Bud w/d Sale/Leaseback Reserve	\$0.00	\$0.00
764	Maintenance Reserve Account - July 1	\$1,010,410.00	
606	Add: Increase in Maintenance Reserve	\$0.00	
310	Less: Bud. w/d from Maintenance Reserve	\$0.00	\$1,010,410.00
765	Tuition Reserve Account - July 1	\$0.00	
311	Less: Bud. w/d from Tuition Reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July 1	\$0.00	
607	Add: Increase in Cur. Exp. Emer. Reserve	\$0.00	
312	Less: Bud. w/d from Cur. Exp. Emer. Reserve	\$0.00	\$0.00
755	Reserve for Bus Advertising - July 1	\$0.00	
610	Add: Increase in Bus Advertising Reserve	\$0.00	
315	Less: Bud. w/d from Bus Advertising Reserve	\$0.00	\$0.00
756	Federal Impact Aid (General) - July 1	\$0.00	
611	Add: Increase in Federal Impact Aid (General)	\$0.00	
318	Less: Bud. w/d from Federal Impact Aid (Gen.)	\$0.00	\$0.00
757	Federal Impact Aid (Capital) - July 1	\$0.00	
612	Add: Increase in Federal Impact Aid (Capital)	\$0.00	
319	Less: Bud. w/d from Federal Impact Aid (Cap.)	\$0.00	\$0.00
769	Unemployment Fund - July 1	\$0.00	
	Add: Increase in Unemployment Fund	\$0.00	
678	Less: Bud. w/d from Unemployment Fund	\$0.00	\$0.00
750-752,76x	Other reserves		\$11,923.31
601	Appropriations	\$121,122,266.40	
602	Less: Expenditures	(\$46,232,685.20)	
	Less: Encumbrances	(\$60,180,547.25)	(\$106,413,232.45)
	Total appropriated		\$75,948,172.75
Unappropriated:			
770	Fund balance, July 1		\$14,869,855.02
771	Designated fund balance		\$0.00
303	Budgeted fund balance		(\$5,205,061.39)
	Total fund balance		\$85,612,966.38
	<b>Total liabilities and fund equity</b>		<b>\$87,593,068.03</b>

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 10 GENERAL FUND

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$121,122,266.40	\$106,413,232.45	\$14,709,033.95
Revenues	(\$109,949,541.00)	(\$116,356,076.79)	\$6,406,535.79
Subtotal	<u>\$11,172,725.40</u>	<u>(\$9,942,844.34)</u>	<u>\$21,115,569.74</u>
Change in Capital Reserve Account:			
Plus - Increase in reserve	\$0.00	\$2,007,731.86	(\$2,007,731.86)
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$11,172,725.40</u>	<u>(\$7,935,112.48)</u>	<u>\$19,107,837.88</u>
Change in Sale/Leaseback Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$11,172,725.40</u>	<u>(\$7,935,112.48)</u>	<u>\$19,107,837.88</u>
Change in Maintenance Reserve Account:			
Plus - Increase in reserve	\$0.00	\$285,644.61	(\$285,644.61)
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$11,172,725.40</u>	<u>(\$7,649,467.87)</u>	<u>\$18,822,193.27</u>
Change in Emergency Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$11,172,725.40</u>	<u>(\$7,649,467.87)</u>	<u>\$18,822,193.27</u>
Change in Tuition Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$11,172,725.40</u>	<u>(\$7,649,467.87)</u>	<u>\$18,822,193.27</u>
Change in Bus Advertising Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$11,172,725.40</u>	<u>(\$7,649,467.87)</u>	<u>\$18,822,193.27</u>
Change in Federal Impact Aid (General):			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$11,172,725.40</u>	<u>(\$7,649,467.87)</u>	<u>\$18,822,193.27</u>
Change in Federal Impact Aid (Capital):			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$11,172,725.40</u>	<u>(\$7,649,467.87)</u>	<u>\$18,822,193.27</u>
Less: Adjustment for prior year	(\$5,967,664.01)	(\$5,967,664.01)	\$0.00
Budgeted fund balance	<u>\$5,205,061.39</u>	<u>(\$13,617,131.88)</u>	<u>\$18,822,193.27</u>

Prepared and submitted by : \_\_\_\_\_

Board Secretary

Date

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 10 GENERAL FUND

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
00370	SUBTOTAL – Revenues from Local Sources	100,803,319	0	100,803,319	106,363,409		(5,560,090)
00520	SUBTOTAL – Revenues from State Sources	9,082,877	0	9,082,877	9,929,473		(846,596)
00570	SUBTOTAL – Revenues from Federal Sources	63,345	0	63,345	63,345		0
Total		109,949,541	0	109,949,541	116,356,227		(6,406,686)
Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
03200	TOTAL REGULAR PROGRAMS - INSTRUCTION	25,069,482	146,165	25,215,647	10,503,790	12,810,064	1,901,792
10300	Total Special Education - Instruction	11,643,436	188,000	11,831,436	4,383,733	6,559,496	888,207
11160	Total Basic Skills/Remedial – Instruct.	73,981	240,000	313,981	307,615	0	6,366
12160	Total Bilingual Education – Instruction	415,235	0	415,235	151,954	263,281	0
17100	Total School-Sponsored Co/Extra Curricul	273,850	4,500	278,350	159,861	105,917	12,571
17600	Total School-Sponsored Athletics – Instr	820,450	7,098	827,548	377,738	407,137	42,673
29180	Total Undistributed Expenditures - Instr	15,072,888	(423,666)	14,649,222	4,033,765	7,057,258	3,558,199
29680	Total Undistributed Expenditures – Atten	330,357	22,951	353,308	176,438	173,635	3,235
30620	Total Undistributed Expenditures – Healt	1,310,848	63,172	1,374,020	506,087	789,675	78,258
40580	Total Undistributed Expend – Speech, OT,	2,192,454	(10,500)	2,181,954	677,055	1,237,988	266,912
41080	Total Undist. Expend. – Other Supp. Serv	2,271,866	1,307,846	3,579,712	236,638	3,311,522	31,551
41660	Total Undist. Expend. – Guidance	2,096,117	(11,821)	2,084,296	937,495	1,131,383	15,418
42200	Total Undist. Expend. – Child Study Team	3,416,469	253,436	3,669,905	1,465,650	2,052,881	151,374
43200	Total Undist. Expend. – Improvement of I	1,974,742	677	1,975,419	870,702	935,951	168,766
43620	Total Undist. Expend. – Edu. Media Serv.	1,229,159	(21,773)	1,207,386	375,608	716,005	115,774
44180	Total Undist. Expend. – Instructional St	51,500	(384)	51,116	10,300	20,374	20,442
45300	Support Serv. - General Admin	1,209,163	155,328	1,364,491	633,920	518,940	211,631
46160	Support Serv. - School Admin	3,784,419	3,087	3,787,506	1,694,224	1,720,820	372,462
47200	Total Undist. Expend. – Central Services	1,218,829	77,035	1,295,864	705,195	537,609	53,061
47620	Total Undist. Expend. – Admin. Info. Tec	128,140	29,084	157,224	80,888	61,035	15,301
51120	Total Undist. Expend. – Oper. & Maint. O	9,853,882	224,930	10,078,812	4,102,871	4,555,463	1,420,478
52480	Total Undist. Expend. – Student Transpor	7,671,832	137,469	7,809,301	2,658,002	4,237,437	913,863
71260	TOTAL PERSONNEL SERVICES –EMPLOYEE	14,424,561	218,215	14,642,776	5,876,266	4,608,424	4,158,086
75880	TOTAL EQUIPMENT	146,324	142,249	288,573	125,514	37,824	125,235
76260	Total Facilities Acquisition and Constr	538,662	3,049,008	3,587,670	1,195,673	2,388,513	3,484
84000	Transfer of Funds to Charter Schools	8,039,558	61,957	8,101,515	3,985,704	3,941,916	173,895
Total		115,258,204	5,864,062	121,122,266	46,232,685	60,180,547	14,709,034

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 20 SPECIAL REVENUE FUNDS

Assets and Resources**Assets:**

101	Cash in bank			(\$1,400,856.68)
102-106	Cash Equivalents			\$302,101.30
108	Impact Aid Reserve (General)			\$0.00
109	Impact Aid Reserve (Capital)			\$0.00
111	Investments			\$0.00
112	Unamortized Premums on Investments			\$0.00
113	Unamortized Discounts on Investments			\$0.00
114	Interest Receivable on Investments			\$0.00
115	Accrued Interest on Investments			\$0.00
116	Capital Reserve Account			\$0.00
117	Maintenance Reserve Account			\$0.00
118	Emergency Reserve Account			\$0.00
121	Tax levy Receivable			\$0.00
Accounts Receivable:				
132	Interfund		\$0.00	
141	Intergovernmental - State	\$5,221,503.25		
142	Intergovernmental - Federal	\$5,287,217.22		
143	Intergovernmental - Other	\$43,462.50		
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00		\$10,552,182.97
Loans Receivable:				
131	Interfund		\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)		\$0.00	\$0.00
161	Bond Proceeds Receivable			\$0.00
171	Inventories for Consumption			\$0.00
172	Inventories for Resale			\$0.00
181	Prepaid Expenses			\$0.00
191	Deposits			\$0.00
192	Deferred Expenditures			\$0.00
199, xxx	Other Current Assets			\$0.00

**Resources:**

301	Estimated Revenues	\$13,116,063.65		
302	Less Revenues	(\$8,245,870.33)		\$4,870,193.32

**Total assets and resources****\$14,323,620.91**

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 20 SPECIAL REVENUE FUNDS

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Liabilities and Fund Equity

**Liabilities:**

101	Cash Overdraft	(\$1,400,856.68)
401	Interfund Loans Payable	\$0.00
402	Interfund Accounts Payable	\$463,419.00
411	Intergovernmental Accounts Payable - State	\$105,079.10
412	Intergovernmental Accounts Payable - Federal	\$1,419.00
413	Intergovernmental Accounts Payable - Other	\$0.00
421	Accounts Payable	\$87,398.00
422	Judgments Payable	\$0.00
431	Contracts Payable	\$0.00
451	Loans Payable	\$0.00
471	Payroll Deductions and Withholdings	\$0.00
481	Deferred Revenues	\$821,862.75
580	Unemployment Trust Fund Liability	\$0.00
499, xxx	Other Current Liabilities	\$149,249.07
<b>Total liabilities</b>		<b>\$1,628,426.92</b>

**Report of the Secretary to the Board of Education**  
**Teaneck Board of Education**

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**Starting date 7/1/2023 Ending date 12/31/2023 Fund: 20 SPECIAL REVENUE FUNDS**

**Fund Balance:**

Appropriated:			
753,754	Reserve for Encumbrances		\$5,599,811.80
Reserved Fund Balance:			
761	Capital Reserve Account - July 1	\$0.00	
604	Add: Increase in Capital Reserve	\$0.00	
307	Less: Bud. w/d Cap. Reserve Eligible Costs	\$0.00	
309	Less: Bud. w/d Cap. Reserve Excess Costs	\$0.00	
317	Less: Bud. w/d cap. Reserve Debt Service	\$0.00	\$0.00
762	Reserve for Adult Education		\$0.00
763	Sale/Leaseback Reserve Account - July 1	\$0.00	
605	Add: Increase in Sale/Leaseback Reserve	\$1,941.84	
308	Less: Bud w/d Sale/Leaseback Reserve	\$0.00	\$1,941.84
764	Maintenance Reserve Account - July 1	\$0.00	
606	Add: Increase in Maintenance Reserve	\$0.00	
310	Less: Bud. w/d from Maintenance Reserve	\$0.00	\$0.00
765	Tuition Reserve Account - July 1	\$0.00	
311	Less: Bud. w/d from Tuition Reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July 1	\$0.00	
607	Add: Increase in Cur. Exp. Emer. Reserve	\$21,029.16	
312	Less: Bud. w/d from Cur. Exp. Emer. Reserve	\$0.00	\$21,029.16
755	Reserve for Bus Advertising - July 1	\$0.00	
610	Add: Increase in Bus Advertising Reserve	\$101,612.61	
315	Less: Bud. w/d from Bus Advertising Reserve	\$0.00	\$101,612.61
756	Federal Impact Aid (General) - July 1	\$0.00	
611	Add: Increase in Federal Impact Aid (General)	\$4,242.37	
318	Less: Bud. w/d from Federal Impact Aid (Gen.)	\$0.00	\$4,242.37
757	Federal Impact Aid (Capital) - July 1	\$0.00	
612	Add: Increase in Federal Impact Aid (Capital)	\$6,081.56	
319	Less: Bud. w/d from Federal Impact Aid (Cap.)	\$0.00	\$6,081.56
769	Unemployment Fund - July 1	\$0.00	
	Add: Increase in Unemployment Fund	\$0.00	
678	Less: Bud. w/d from Unemployment Fund	\$0.00	\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$15,644,203.25	
602	Less: Expenditures	(\$4,362,127.87)	
	Less: Encumbrances	(\$5,599,811.80)	(\$9,961,939.67)
	Total appropriated		\$11,416,982.92
Unappropriated:			
770	Fund balance, July 1		\$1,360,562.35
771	Designated fund balance		\$0.00
303	Budgeted fund balance		(\$82,351.28)
	Total fund balance		\$12,695,193.99
	<b>Total liabilities and fund equity</b>		<b>\$14,323,620.91</b>

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 20 SPECIAL REVENUE FUNDS

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$15,644,203.25	\$9,961,939.67	\$5,682,263.58
Revenues	(\$13,116,063.65)	(\$8,245,870.33)	(\$4,870,193.32)
Subtotal	<u>\$2,528,139.60</u>	<u>\$1,716,069.34</u>	<u>\$812,070.26</u>
Change in Capital Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$2,528,139.60</u>	<u>\$1,716,069.34</u>	<u>\$812,070.26</u>
Change in Sale/Leaseback Account:			
Plus - Increase in reserve	\$1,941.84	\$0.00	\$1,941.84
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$2,530,081.44</u>	<u>\$1,716,069.34</u>	<u>\$814,012.10</u>
Change in Maintenance Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$2,530,081.44</u>	<u>\$1,716,069.34</u>	<u>\$814,012.10</u>
Change in Emergency Reserve Account:			
Plus - Increase in reserve	\$21,029.16	\$0.00	\$21,029.16
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$2,551,110.60</u>	<u>\$1,716,069.34</u>	<u>\$835,041.26</u>
Change in Tuition Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$2,551,110.60</u>	<u>\$1,716,069.34</u>	<u>\$835,041.26</u>
Change in Bus Advertising Reserve Account:			
Plus - Increase in reserve	\$101,612.61	\$0.00	\$101,612.61
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$2,652,723.21</u>	<u>\$1,716,069.34</u>	<u>\$936,653.87</u>
Change in Federal Impact Aid (General):			
Plus - Increase in reserve	\$4,242.37	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$2,656,965.58</u>	<u>\$1,716,069.34</u>	<u>\$936,653.87</u>
Change in Federal Impact Aid (Capital):			
Plus - Increase in reserve	\$6,081.56	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$2,663,047.14</u>	<u>\$1,716,069.34</u>	<u>\$936,653.87</u>
Less: Adjustment for prior year	(\$2,580,695.86)	(\$2,580,695.86)	\$0.00
Budgeted fund balance	<u>\$82,351.28</u>	<u>(\$864,626.52)</u>	<u>\$936,653.87</u>

Prepared and submitted by : \_\_\_\_\_

Board Secretary

Date

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 20 SPECIAL REVENUE FUNDS

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
	(Total of Accounts W/O a Grid# Assigned)	0	5,000	5,000	0	Under	5,000
00745	Total Revenues from Local Sources	0	694,626	694,626	534,711	Under	159,915
00770	Total Revenues from State Sources	6,452,331	283,776	6,736,107	5,548,503	Under	1,187,604
00830	Total Revenues from Federal Sources	1,697,957	3,982,374	5,680,331	2,162,656	Under	3,517,675
Total		8,150,288	4,965,776	13,116,064	8,245,870		4,870,193
Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
84100	Local Projects	0	452,127	452,127	188,620	5,038	258,468
84200	Student Activity Fund	0	190,727	190,727	62,854	0	127,873
84220	Scholarship Fund	0	50,000	50,000	34	0	49,966
85120	Total Instruction	2,167,550	627,158	2,794,708	607,108	1,896,616	290,984
86380	Total Support Services	3,343,020	(380,655)	2,962,365	937,596	1,389,620	635,150
88000	Nonpublic Textbooks	494,188	(412,445)	81,743	38,638	15,102	28,002
88020	Nonpublic Auxiliary Services	0	170,339	170,339	48,454	121,885	0
88040	Nonpublic Handicapped Services	447,573	1,401	448,974	60,547	388,427	0
88060	Nonpublic Nursing Services	0	192,960	192,960	57,571	128,927	6,462
88080	Nonpublic Technology Initiative	0	69,286	69,286	34,726	1,865	32,695
88090	Nonpublic Security Aid Program	0	347,892	347,892	74,442	166,035	107,415
88135	Nonpublic Teacher STEM Grant	0	44,379	44,379	12,878	0	31,501
88136	SDA Emergent Needs & Capital Maint.	0	89,669	89,669	89,669	0	0
88140	Other	0	273,187	273,187	348,808	31,463	(107,084)
88740	Total Federal Projects	1,697,957	5,777,891	7,475,848	1,800,185	1,454,832	4,220,831
Total		8,150,288	7,493,915	15,644,203	4,362,128	5,599,812	5,682,264



Starting date 7/1/2023 Ending date 12/31/2023 Fund: 30 CAPITAL PROJECTS FUNDS

Assets and Resources**Assets:**

101	Cash in bank		\$34,570.47
102-106	Cash Equivalents		\$0.00
108	Impact Aid Reserve (General)		\$0.00
109	Impact Aid Reserve (Capital)		\$0.00
111	Investments		\$0.00
112	Unamortized Premums on Investments		\$0.00
113	Unamortized Discounts on Investments		\$0.00
114	Interest Receivable on Investments		\$0.00
115	Accrued Interest on Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00
Accounts Receivable:			
132	Interfund	\$0.00	
141	Intergovernmental - State	\$0.00	
142	Intergovernmental - Federal	\$0.00	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$0.00
Loans Receivable:			
131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00
161	Bond Proceeds Receivable		\$0.00
171	Inventories for Consumption		\$0.00
172	Inventories for Resale		\$0.00
181	Prepaid Expenses		\$0.00
191	Deposits		\$0.00
192	Deferred Expenditures		\$0.00
199, xxx	Other Current Assets		\$0.00

**Resources:**

301	Estimated Revenues	\$0.00	
302	Less Revenues	\$0.00	\$0.00

**Total assets and resources****\$34,570.47**

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**Starting date 7/1/2023 Ending date 12/31/2023 Fund: 30 CAPITAL PROJECTS FUNDS**

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**Liabilities and Fund Equity****Liabilities:**

401	Interfund Loans Payable	\$0.00
402	Interfund Accounts Payable	\$173.67
411	Intergovernmental Accounts Payable - State	\$0.00
412	Intergovernmental Accounts Payable - Federal	\$0.00
413	Intergovernmental Accounts Payable - Other	\$0.00
421	Accounts Payable	\$3,610.00
422	Judgments Payable	\$0.00
431	Contracts Payable	\$0.00
451	Loans Payable	\$0.00
471	Payroll Deductions and Withholdings	\$0.00
481	Deferred Revenues	\$0.00
580	Unemployment Trust Fund Liability	\$0.00
499, xxx	Other Current Liabilities	\$0.00
<b>Total liabilities</b>		<b>\$3,783.67</b>

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 30 CAPITAL PROJECTS FUNDS

**Fund Balance:**

## Appropriated:

753,754	Reserve for Encumbrances	\$0.00
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## Reserved Fund Balance:

761	Capital Reserve Account - July 1	\$0.00	
604	Add: Increase in Capital Reserve	\$0.00	
307	Less: Bud. w/d Cap. Reserve Eligible Costs	\$0.00	
309	Less: Bud. w/d Cap. Reserve Excess Costs	\$0.00	
317	Less: Bud. w/d cap. Reserve Debt Service	\$0.00	\$0.00
762	Reserve for Adult Education		\$0.00
763	Sale/Leaseback Reserve Account - July 1	\$0.00	
605	Add: Increase in Sale/Leaseback Reserve	\$0.00	
308	Less: Bud w/d Sale/Leaseback Reserve	\$0.00	\$0.00
764	Maintenance Reserve Account - July 1	\$0.00	
606	Add: Increase in Maintenance Reserve	\$0.00	
310	Less: Bud. w/d from Maintenance Reserve	\$0.00	\$0.00
765	Tuition Reserve Account - July 1	\$0.00	
311	Less: Bud. w/d from Tuition Reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July 1	\$0.00	
607	Add: Increase in Cur. Exp. Emer. Reserve	\$0.00	
312	Less: Bud. w/d from Cur. Exp. Emer. Reserve	\$0.00	\$0.00
755	Reserve for Bus Advertising - July 1	\$0.00	
610	Add: Increase in Bus Advertising Reserve	\$0.00	
315	Less: Bud. w/d from Bus Advertising Reserve	\$0.00	\$0.00
756	Federal Impact Aid (General) - July 1	\$0.00	
611	Add: Increase in Federal Impact Aid (General)	\$0.00	
318	Less: Bud. w/d from Federal Impact Aid (Gen.)	\$0.00	\$0.00
757	Federal Impact Aid (Capital) - July 1	\$0.00	
612	Add: Increase in Federal Impact Aid (Capital)	\$0.00	
319	Less: Bud. w/d from Federal Impact Aid (Cap.)	\$0.00	\$0.00
769	Unemployment Fund - July 1	\$0.00	
	Add: Increase in Unemployment Fund	\$0.00	
678	Less: Bud. w/d from Unemployment Fund	\$0.00	\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$0.00	
602	Less: Expenditures	\$0.00	
	Less: Encumbrances	\$0.00	\$0.00
	Total appropriated		\$0.00

## Unappropriated:

770	Fund balance, July 1	(\$2,720,744.39)
771	Designated fund balance	\$0.00
303	Budgeted fund balance	\$2,751,531.19

Total fund balance

**\$30,786.80****Total liabilities and fund equity****\$34,570.47**

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 30 CAPITAL PROJECTS FUNDS

## Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$0.00	\$0.00	\$0.00
Revenues	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in Capital Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in Sale/Leaseback Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in Maintenance Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in Emergency Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in Tuition Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in Bus Advertising Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in Federal Impact Aid (General):			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in Federal Impact Aid (Capital):			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Less: Adjustment for prior year	(\$2,751,531.19)	(\$2,751,531.19)	\$0.00
Budgeted fund balance	<u>(\$2,751,531.19)</u>	<u>(\$2,751,531.19)</u>	<u>\$0.00</u>

Prepared and submitted by : \_\_\_\_\_

Board Secretary

Date

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 30 CAPITAL PROJECTS FUNDS

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Starting date 7/1/2023 Ending date 12/31/2023 Fund: 40 DEBT SERVICE FUNDS

Assets and Resources**Assets:**

101	Cash in bank		\$66,726.31
102-106	Cash Equivalents		\$0.00
108	Impact Aid Reserve (General)		\$0.00
109	Impact Aid Reserve (Capital)		\$0.00
111	Investments		\$0.00
112	Unamortized Premums on Investments		\$0.00
113	Unamortized Discounts on Investments		\$0.00
114	Interest Receivable on Investments		\$0.00
115	Accrued Interest on Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00
Accounts Receivable:			
132	Interfund	\$0.00	
141	Intergovernmental - State	\$0.00	
142	Intergovernmental - Federal	\$0.00	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$0.00
Loans Receivable:			
131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00
161	Bond Proceeds Receivable		\$0.00
171	Inventories for Consumption		\$0.00
172	Inventories for Resale		\$0.00
181	Prepaid Expenses		\$0.00
191	Deposits		\$0.00
192	Deferred Expenditures		\$0.00
199, xxx	Other Current Assets		\$0.00

**Resources:**

301	Estimated Revenues	\$639,053.00	
302	Less Revenues	(\$639,053.00)	\$0.00

**Total assets and resources****\$66,726.31**

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 40 DEBT SERVICE FUNDS

Liabilities and Fund Equity

Liabilities:

401	Interfund Loans Payable	\$0.00
402	Interfund Accounts Payable	\$0.00
411	Intergovernmental Accounts Payable - State	\$0.00
412	Intergovernmental Accounts Payable - Federal	\$0.00
413	Intergovernmental Accounts Payable - Other	\$0.00
421	Accounts Payable	\$0.00
422	Judgments Payable	\$0.00
431	Contracts Payable	\$0.00
451	Loans Payable	\$0.00
471	Payroll Deductions and Withholdings	\$0.00
481	Deferred Revenues	\$0.00
580	Unemployment Trust Fund Liability	\$0.00
499, xxx	Other Current Liabilities	\$0.00
Total liabilities		\$0.00

**Report of the Secretary to the Board of Education**  
**Teaneck Board of Education**

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**Starting date 7/1/2023 Ending date 12/31/2023 Fund: 40 DEBT SERVICE FUNDS**

**Fund Balance:**

Appropriated:			
753,754	Reserve for Encumbrances		\$66,725.00
Reserved Fund Balance:			
761	Capital Reserve Account - July 1	\$0.00	
604	Add: Increase in Capital Reserve	\$0.00	
307	Less: Bud. w/d Cap. Reserve Eligible Costs	\$0.00	
309	Less: Bud. w/d Cap. Reserve Excess Costs	\$0.00	
317	Less: Bud. w/d cap. Reserve Debt Service	\$0.00	\$0.00
762	Reserve for Adult Education		\$0.00
763	Sale/Leaseback Reserve Account - July 1	\$0.00	
605	Add: Increase in Sale/Leaseback Reserve	\$0.00	
308	Less: Bud w/d Sale/Leaseback Reserve	\$0.00	\$0.00
764	Maintenance Reserve Account - July 1	\$0.00	
606	Add: Increase in Maintenance Reserve	\$0.00	
310	Less: Bud. w/d from Maintenance Reserve	\$0.00	\$0.00
765	Tuition Reserve Account - July 1	\$0.00	
311	Less: Bud. w/d from Tuition Reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July 1	\$0.00	
607	Add: Increase in Cur. Exp. Emer. Reserve	\$0.00	
312	Less: Bud. w/d from Cur. Exp. Emer. Reserve	\$0.00	\$0.00
755	Reserve for Bus Advertising - July 1	\$0.00	
610	Add: Increase in Bus Advertising Reserve	\$0.00	
315	Less: Bud. w/d from Bus Advertising Reserve	\$0.00	\$0.00
756	Federal Impact Aid (General) - July 1	\$0.00	
611	Add: Increase in Federal Impact Aid (General)	\$0.00	
318	Less: Bud. w/d from Federal Impact Aid (Gen.)	\$0.00	\$0.00
757	Federal Impact Aid (Capital) - July 1	\$0.00	
612	Add: Increase in Federal Impact Aid (Capital)	\$0.00	
319	Less: Bud. w/d from Federal Impact Aid (Cap.)	\$0.00	\$0.00
769	Unemployment Fund - July 1	\$0.00	
	Add: Increase in Unemployment Fund	\$0.00	
678	Less: Bud. w/d from Unemployment Fund	\$0.00	\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$663,700.00	
602	Less: Expenditures	(\$596,975.00)	
	Less: Encumbrances	(\$66,725.00)	(\$663,700.00)
	Total appropriated		\$66,725.00
Unappropriated:			
770	Fund balance, July 1		\$24,648.31
771	Designated fund balance		\$0.00
303	Budgeted fund balance		(\$24,647.00)
	Total fund balance		\$66,726.31
	<b>Total liabilities and fund equity</b>		<b><u>\$66,726.31</u></b>



Starting date 7/1/2023 Ending date 12/31/2023 Fund: 40 DEBT SERVICE FUNDS

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$663,700.00	\$663,700.00	\$0.00
Revenues	(\$639,053.00)	(\$639,053.00)	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Change in Capital Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Change in Sale/Leaseback Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Change in Maintenance Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Change in Emergency Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Change in Tuition Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Change in Bus Advertising Reserve Account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Change in Federal Impact Aid (General):			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Change in Federal Impact Aid (Capital):			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$24,647.00</u>	<u>\$24,647.00</u>	<u>\$0.00</u>

Prepared and submitted by : \_\_\_\_\_

Board Secretary

Date

Starting date 7/1/2023 Ending date 12/31/2023 Fund: 40 DEBT SERVICE FUNDS

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
00885	Total Revenues from Local Sources	639,053	0	639,053	639,053		0
	Total	639,053	0	639,053	639,053		0
Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
89660	Total Regular Debt Service	663,700	0	663,700	596,975	66,725	0
	Total	663,700	0	663,700	596,975	66,725	0

Line	Budget Category	Account	(col 1)	(col 2)	(col 3)	(col 4)	(col 5)	(col 6)	(col 7)	(col 8)
			Original Budget	Revenues Allowed NJAC - 6A: 23A-13.3(d)	Original Budget For 10% Calc	Maximum Transfer Amount	YTD Net Transfers to / (from)	% Change of Transfers YTD	Remaining Allowable Balance From	Remaining Allowable Balance To
			Data	Data	Col1+Col2	Col3 * .1	12/31/2023 + or - Data	Col5/Col3	Col4+Col5	Col4-Col5
03200	TOTAL REGULAR PROGRAMS - INSTRUCTION	11-1XX-100-XXX	25,069,482	104,665	25,174,147	2,517,415	41,499	0.16%	2,558,914	2,475,915
10300 11160	Total Special Education - Instruction, Total Basic	11-2XX-100-XXX	16,596,972	1,698,293	18,295,265	1,829,526	27,053	0.15%	1,856,580	1,802,473
12160 40580	Skills/Remedial – Instruct., Total Bilingual Education –	11-000-216, 217								
41080	Instruction, Total Undistributed Expend – Speech, OT,, Total Undist. Expend. – Other Supp. Serv									
15180	TOTAL VOCATIONAL PROGRAMS	11-3XX-100-XXX	0	0	0	0	0	0.00%	0	0
17100 17600	Total School-Sponsored Co/Extra Curricul, Total	11-4XX-X00-XXX	1,094,300	7,598	1,101,898	110,190	4,000	0.36%	114,190	106,190
19620 20620	School-Sponsored Athletics – Instr, Total Before/After School									
21620 22620	Programs, Total Summer School, Total Instructional									
23620 25100	Alternative Educatio, Total Other Supplemental/At-Risk Program, Total Other Alternative Education Progra, Total Other Instructional Programs - Ins									
27100	Total Community Services Programs/Operat	11-800-330-XXX	0	0	0	0	0	0.00%	0	0
29180	Total Undistributed Expenditures - Instr	11-000-100-XXX	15,072,888	203,334	15,276,222	1,527,622	(627,000)	-4.10%	900,622	2,154,622
29680 30620	Total Undistributed Expenditures – Atten, Total Undistributed	11-000-211, 213,	8,382,950	25,370	8,408,320	840,832	280,595	3.34%	1,121,427	560,237
41660 42200	Expenditures – Healt, Total Undist. Expend. – Guidance, Total	218, 219, 222								
43620	Undist. Expend. – Child Study Team, Total Undist. Expend. – Edu. Media Serv.									
43200 44180	Total Undist. Expend. – Improvement of I, Total Undist. Expend. – Instructional St	11-000-221, 223	2,026,242	293	2,026,535	202,653	0	0.00%	202,653	202,653
45300	Support Serv. - General Admin	11-000-230-XXX	1,209,163	1,663	1,210,826	121,083	153,665	12.69%	274,748	(32,582)
46160	Support Serv. - School Admin	11-000-240-XXX	3,784,419	4,003	3,788,422	378,842	(916)	-0.02%	377,926	379,758
47200 47620	Total Undist. Expend. – Central Services, Total Undist. Expend. – Admin. Info. Tec	11-000-25X-XXX	1,346,969	2,155	1,349,124	134,912	103,964	7.71%	238,877	30,948
51120	Total Undist. Expend. – Oper. & Maint. O	11-000-26X-XXX	9,853,882	381,430	10,235,312	1,023,531	(156,500)	-1.53%	867,031	1,180,031
52480	Total Undist. Expend. – Student Transpor	11-000-270-XXX	7,671,832	131,319	7,803,151	780,315	6,150	0.08%	786,465	774,165
71260	TOTAL PERSONNEL SERVICES –EMPLOYEE	11-XXX-XXX-2XX	14,424,561	226,788	14,651,349	1,465,135	(8,573)	-0.06%	1,456,562	1,473,708
72020	Total Undistributed Expenditures – Food	11-000-310-XXX	0	0	0	0	0	0.00%	0	0
72120 72122	Transfer of Property Sale Proceeds Res., Transfer of Property Sale Proceeds CDL	11-000-520-934	0	0	0	0	0	0.00%	0	0
72160	Increase in Sale/Lease-back Reserve	10-605	0	0	0	0	0	0.00%	0	0
72180	Interest Earned on Maintenance Reserve	10-606	0	0	0	0	0	0.00%	0	0
72200	Increase in Maintenance Reserve	10-606	0	0	0	0	0	0.00%	0	0
72220	Increase in Current Expense Emergency Re	10-607	0	0	0	0	0	0.00%	0	0
72240 72245	Interest Earned on Current Exp. Emergenc, Increase in Bus	10-607	0	0	0	0	0	0.00%	0	0
72246 72247	Adv. Res. for Fuel Costs, Increase in IMPACT Aid Reserve (General), Increase in IMPACT Aid Reserve (Capital)									
72260	TOTAL GENERAL CURRENT EXPENSE		106,533,660	2,786,911	109,320,571	10,932,057	(176,062)	-0.16%	10,755,995	11,108,120

District: **Teaneck Board of Education****Monthly Transfer Report NJ**

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Month / Year: **Dec 31, 2023****05/09/24**

Line	Budget Category	Account	(col 1)	(col 2)	(col 3)	(col 4)	(col 5)	(col 6)	(col 7)	(col 8)
			Original Budget	Revenues Allowed NJAC - 6A: 23A-13.3(d)	Original Budget For 10% Calc	Maximum Transfer Amount	YTD Net Transfers to / (from)	% Change of Transfers YTD	Remaining Allowable Balance From	Remaining Allowable Balance To
			Data	Data	Col1+Col2	Col3 * .1	12/31/2023 + or - Data	Col5/Col3	Col4+Col5	Col4-Col5
75880	TOTAL EQUIPMENT	12-XXX-XXX-73X	146,324	28,143	174,467	17,447	114,105	65.40%	131,552	(96,659)
76260	Total Facilities Acquisition and Constr	12-000-4XX-XXX	538,662	3,049,008	3,587,670	358,767	0	0.00%	358,767	358,767
76320	Capital Reserve – Transfer to Capital Pr	12-000-4XX-931	0	0	0	0	0	0.00%	0	0
76340	Capital Reserve – Transfer to Debt Servi	12-000-4XX-933	0	0	0	0	0	0.00%	0	0
76360	Increase in Capital Reserve	10-604	0	0	0	0	0	0.00%	0	0
76380 76385	Interest Deposit to Capital Reserve, IMPACT Aid Reserve (Cap) Tr to Cap Proj	10-604	0	0	0	0	0	0.00%	0	0
76400	TOTAL CAPITAL OUTLAY		684,986	3,077,151	3,762,137	376,214	114,105	3.03%	490,319	262,108
83080	TOTAL SPECIAL SCHOOLS	13-XXX-XXX-XXX	0	0	0	0	0	0.00%	0	0
84000 84005	Transfer of Funds to Charter Schools, Transfer of Funds to Renaiss Schools	10-000-100-56X	8,039,558	0	8,039,558	803,956	61,957	0.77%	865,913	741,999
84020	General Fund Contrib. to School-based Bu	10-000-520-930	0	0	0	0	0	0.00%	0	0
84060	GENERAL FUND GRAND TOTAL		115,258,204	5,864,062	121,122,266	12,112,227	0	0.00%	12,112,227	12,112,227

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**School Business Administrator Signature**


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**Date**

Payout – May 15, 2024 Regular Board of Education Meeting						
Name	Position	Years of Service	Sick Days	Vacation Days	Value/ Day	Total Payment
Justin O'Neill	Assistant Principal (THS)	3 years	0	22.3	\$629.87	\$13,931.90
Elizabeth Robbins	Math Teacher (TJMS)	12 years	132.5	0	\$59.00	\$7,817.50
Thomas Papaleo	Grade 5 Teacher (TJMS)	23 years	123	0	\$100.00	\$12,300.00
Boswell Findlay	Operations / Maintenance Custodian	25 years	219 x\$40.00	30	\$11,140.00 (total sick) \$8,512.58 (total vacation)	\$19,652.58
Amy Nathanson	Special Education Teacher	12 years	10	0	\$59.00	\$590.00
Leslie King*	Principal / Lacey	18	N/A	5	\$649.68	\$3,248.42
*Vacation days redeemed in accordance with the TAAS Contract Agreement						

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the attached list of staff members and stipends as Extended School Year Program Lead Teachers and Teachers, from June 24, 2024, through August 05, 2024, (off July 4, 2024) from 8:00 am to 12:00 noon. See attachment.

<b><u>ESY Lead Teachers</u></b>	<b><u>Total Stipend (not to exceed)</u></b>
1. Iris Hernandez	\$9,000.00
2. William Mazerolle	\$9,000.00

**Summer Staff: (\$50.00 per hr., 120 hrs. max., not to exceed \$6,000.00 each)**

<b><u>ESY Teachers</u></b>	<b><u>Total Stipend (not to exceed)</u></b>
1. Asha Jagadeesh	\$ 6,000.00
2. Cekuan James	\$ 6,000.00
3. Ashley Andrealia-Marra	\$ 6,000.00
4. Jaqwaysia Edge	\$ 6,000.00
5. Lorena Valer	\$ 6,000.00
6. Claudette Peterkin	\$ 6,000.00
7. Amy Morales	\$ 6,000.00
8. Dana Orner	\$ 6,000.00
9. Kelly Walsh	\$ 6,000.00
10. Thecla Jones	\$ 6,000.00
11. Elzbieta Biernacka	\$ 6,000.00
12. Stephanie Davis	\$ 6,000.00
13. Michael DeAvila	\$ 6,000.00
14. Jennie Brolewicz	\$ 6,000.00
15. Vatrell Graves	\$ 6,000.00
16. Patrick Delaney	\$ 6,000.00

17. Jennifer Bell	\$ 6,000.00
18. Esin Sasmaz	\$ 6,000.00
19. Brittany Butler	\$ 6,000.00
20. Jones, Spencer	\$ 6,000.00
21. Costa, Tara	\$ 6,000.00
22. Taylor, Mickell	\$ 6,000.00
23. Jackson, Alyssa	\$ 6,000.00
24. Smith, Tawana	\$ 6,000.00
24. Rose, Kerryann	\$ 6,000.00
25. Bagan, Monica	\$ 6,000.00
26. Zeybek, Filiz	\$ 6,000.00
27. McBryde, Megan	\$ 6,000.00

**Transition Coordinator: (\$50.00 per hr., 50 hrs. max., not to exceed \$2,500.00)**

- TBD

**Summer Nursing Staff: (\$50.00 per hr., 120 hrs. max., not to exceed \$6,000.00)**

1. Monique Frazier-Ellington
2. Cecilia Chan
3. Johanna Reyes

**Speech Specialist Staff: (Level of service as dictated by the IEP requirements)**

1. Nicole Weiss
2. Felicia Vinpa

**Summer Substitute Staff: (\$50.00 per hr., 120 hrs. max., not to exceed \$6,000.00)**

1. Janine Lawler
2. Karelia Rodriguez
3. Gillian Iappelli
4. Gina Petrosi-Higgins
5. Nurdan Musa
6. Tyler Williams

RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
AGUERO	AMIS	SCHOOL NURSE	THEODORE LACEY	MA	12.0	\$ 88,700.00
AHEARN	RUTHANNE	SECRETARY D	LOWELL	SEC 10M D	08.0	\$ 52,126.00
AKSELRAD	ERIC	SOCIAL STUDIES	TEANECK HS	MA+32	16.0	\$ 119,507.00
ALCOTT	ASHLEY	MATHEMATICS GRADE 5-8	THOMAS JEFFERSON	MA	09.0	\$ 78,000.00
ALEKSA	ABIGAIL	GRADE 1	LOWELL	MA	06.0	\$ 69,200.00
ALI	SHIREEN	CST LDTC	LOWELL	MA+32	14.0	\$ 109,088.00
ALVAREZ DE RODRIGUEZ	FRANCIA	PRE-K 3	BRYANT	BA	07.0	\$ 62,750.00
AMATO	DANIELLE	SPECIAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
ANDREALA-MARRA	ASHLEY	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA	13.0	\$ 92,200.00
ANNUNZIATA	DANIELLE	KINDERGARTEN	THEODORE LACEY	BA	11.0	\$ 75,412.00
ANTONAKIS	PETER	KINDERGARTEN	THEODORE LACEY	MA+32	16.0	\$ 119,507.00
APREDA	SONIA	GENERAL EDUCATION	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
ARIAS	ARISLEIDA	CST PSYCHOLOGIST	THEODORE LACEY	MA+32	12.0	\$ 101,200.00
ARIAS	PAOLA	WORLD LANGUAGE	TEANECK HS	MA+32	16.0	\$ 119,507.00
ARISTIMUNO	LEONARDO	TV & PRODUCTION	TEANECK HS	MA+32	13.0	\$ 104,700.00
ASTOR	VALARIE	GRADE 3 TEACHER	WHITTIER	BA	13.0	\$ 83,000.00
AUGUSTINE	KATIEROSE	SPECIAL EDUCATION	TEANECK HS	MA+32	10.0	\$ 92,750.00
AUGUSTO	KATE	LITERACY	THEODORE LACEY	MA	16.0	\$ 106,007.00
AUMACK	SEAN C.	SPECIAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
AVELLA	THERESA	CST LDTC	BRYANT	MA	16.0	\$ 106,007.00
AVERY-DEVLUPT	ANGELA	GENERAL EDUCATION	BENJAMIN FRANKLIN	MA+32	12.0	\$ 101,200.00
BAGAN	MONICA	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	04.0	\$ 65,200.00
BAGNUOLO	DARLENE M.	PHYSICAL EDUCATION	HAWTHORNE	MA+32	16.0	\$ 119,507.00
BAIG	SAMEERA	SPECIAL EDUCATION -	TEANECK HS	MA	08.0	\$ 75,200.00
BALL	BETTY J.	SECRETARY D	WHITTIER	SEC 10M D	08.0	\$ 52,126.00
BANKER	JENNA	PRE-K 4	BRYANT	MA	07.0	\$ 72,200.00
BARBOSA	LEANA	CST SPEECH	BENJAMIN FRANKLIN	MA	16.0	\$ 106,007.00
BARNES	ASHLEY	SPECIAL EDUCATION	TEANECK HS	MA+32	09.0	\$ 87,200.00
BARRETT	LARA	PRE K 4	BRYANT	MA+32	16.0	\$ 119,507.00
BASSETT	DANIEL	INSTRUMENTAL MUSIC	HAWTHORNE	BA	12.0	\$ 79,450.00
BATOG	JOANNA	PRE-K 3	BRYANT	MA	05.0	\$ 67,200.00
BAUMGARTNER	BRIGIT	PRE-K 4	BRYANT	BA	05.0	\$ 58,250.00
BECKFORD	SANDRA M.	CST SOCIAL WORKER	THEODORE LACEY	OFF GUIDE	01.0	\$ 125,063.00
BELL	JENNIFER	GRADE 3/4	BRYANT	MA	12.0	\$ 88,700.00
BELLIN	ANDREW	BUSINESS EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
BELLIN	SHARON E.	TECHNOLOGY TEACHER	TEANECK HS	MA+32	16.0	\$ 119,507.00
BELLUZZI	JAMES	SPECIAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
BENALI	SOMIA	MATHEMATICS	TEANECK HS	MA	12.0	\$ 88,700.00
BERGEN	JESSICA	INSTRUMENTAL MUSIC	BENJAMIN FRANKLIN	MA	13.0	\$ 92,200.00
BERMUDEZ	JAMES	SOCIAL STUDIES	TEANECK HS	MA+32	11.0	\$ 95,800.00
BETTIS	KHARISMA	GUIDANCE COUNSELOR	TEANECK HS	MA	05.0	\$ 67,200.00
BIERNACKA	ELZBIETA	SPECIAL EDUCATION	TEANECK HS	MA+32	15.0	\$ 115,350.00
BLAKE-ARROYO	ARETHA R	GIFTED & TALENTED	LOWELL	MA+32	16.0	\$ 119,507.00
BLESSING	KELLEY	PERFORMING ARTS	BENJAMIN FRANKLIN	MA	07.0	\$ 72,200.00
BLOUNT	JEMARA	GRADE 4	HAWTHORNE	MA+32	11.0	\$ 95,800.00



RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
BOGERT	NA'IMAH	SECRETARY A	CENTRAL OFFICE	SEC 12M A	08.0	\$ 80,077.00
BOOK	DOUGLAS	SCHOOL COUNSELOR	TEANECK HS	MA	12.0	\$ 88,700.00
BOOTH	JOSHUA	AIDE/BRAILLIST	BENJAMIN FRANKLIN	AIDES PLSC	04.0	\$ 42,305.00
BOYLE	JAMIE	PERFORMING ARTS	TEANECK HS	BA	06.0	\$ 61,750.00
BRANTLEY	COLETTE L.	OUTREACH WORKER	HAWTHORNE	MA+32	16.0	\$ 119,507.00
BROLEWICZ	JENNIE	SPECIAL EDUCATION	THOMAS JEFFERSON	BA	08.0	\$ 65,000.00
BROWN	MAKAYLA	GRADE 4	LOWELL	MA	07.0	\$ 72,200.00
BROWN	JESSICA	GUIDANCE COUNSELOR	THEODORE LACEY	MA+32	16.0	\$ 119,507.00
BROWN	LISA Y.	GRADE 1	HAWTHORNE	MA+32	16.0	\$ 119,507.00
BUECHEL-STIMMEL	ELLEN	SCHOOL NURSE	HAWTHORNE	MA	10.0	\$ 80,200.00
BUSH	ANTOINETTE	SCIENCE TEACHER	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
BUSHOVEN	SCOTT	GRADE 2	LOWELL	BA	11.0	\$ 75,412.00
BUSTAMANTE	YADIRA	SCHOOL NURSE	WHITTIER	BA	13.0	\$ 83,000.00
BUTLER	DANA	PERFORMING ARTS	BENJAMIN FRANKLIN	MA	10.0	\$ 80,200.00
BUTLER	BRITTANY A.	KINDERGARTEN	WHITTIER	MA	11.0	\$ 84,200.00
CALELLO	MARC	ART	TEANECK HS	MA+32	12.0	\$ 101,200.00
CALIFANO	CLAUDIA	GENERAL EDUCATION	BENJAMIN FRANKLIN	MA	16.0	\$ 106,007.00
CAMBRIDGE	KELLY	LIBRARY PARA	THEODORE LACEY	AIDES PLSC	06.0	\$ 45,292.00
CANNAO	KATHERINE	BUSINESS EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
CARDONA	DANIELLE	CST SPEECH	LOWELL	MA+32	10.0	\$ 92,750.00
CARDONA-RUIZ	ELOISA	SCHOOL NURSE	TEANECK HS	BA	10.0	\$ 72,750.00
CAROLA	MARIA	PREK	THEODORE LACEY	BA	10.0	\$ 72,750.00
CASTANO	MARIA	SPANISH	TEANECK HS	BA	13.0	\$ 83,000.00
CASTRO	GREGORY	SECRETARY C	TEANECK HS	SEC 12M C	06.0	\$ 69,077.00
CATA	DANIELLE	SOCIAL STUDIES	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
CAVALLO	ALEXANDRA	ENGLISH	TEANECK HS	MA+32	08.0	\$ 83,200.00
CERRETO	MELISSA	PRE-K 3	BRYANT	MA	11.0	\$ 84,200.00
CHAN	CECILIA	SCHOOL NURSE	THOMAS JEFFERSON	MA	13.0	\$ 92,200.00
CHARAF	SUADA	GRADE 6	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
CHO	GYU HO	PHYSICAL EDUCATION	TEANECK HS	MA	07.0	\$ 72,200.00
CHOI	UNJU	GRADE 3 TEACHER	WHITTIER	MA+32	16.0	\$ 119,507.00
CHOPRA	CHRISTINA	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	09.0	\$ 78,000.00
CHUNG	KEN R.	MATHEMATICS	TEANECK HS	MA+32	16.0	\$ 119,507.00
CIERECH	BRENDA	SCIENCE	TEANECK HS	MA+32	15.0	\$ 115,350.00
CINNELLA	GIUSEPPINA	MATH	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
CIPRIANO	SUSIE	TEACHER-DEAN	TEANECK HS	MA	16.0	\$ 106,007.00
CLARK	CHARLES E.	In-School Suspension	TEANECK HS	MA+32	16.0	\$ 119,507.00
CLAVELO	CARIDAD	WORLD LANGUAGE	TEANECK HS	MA	16.0	\$ 106,007.00
CONIL	CARMEN	WORLD LANGUAGE	THOMAS JEFFERSON	BA	13.0	\$ 83,000.00
CONNOLLY	JENNIFER	GRADE 1	LOWELL	MA	09.0	\$ 78,000.00
CONNORS	DELORES	SPECIAL EDUCATION	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
CONTEH	ZAINABU	GRADE 6	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
COOPER	GREGORY	GENERAL EDUCATION TEACHER	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
CORTEZ	JENNIFER M.	ESL	LOWELL	MA+32	16.0	\$ 119,507.00

RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
COSTA	TARA	SPECIAL EDUCATION	HAWTHORNE	MA	13.0	\$ 92,200.00
COSTON	DANNETTE	OUTREACH WORKER	WHITTIER	MA+32	13.0	\$ 104,700.00
CURLEY	SHANNON	CST LDTC	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
CUSACK	ANGELINA E.	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
DADE	BREDA	CST SPEECH	WHITTIER	MA	12.0	\$ 88,700.00
DANLASKY	CLARISA	PRE-K 3	BRYANT	MA	08.0	\$ 75,200.00
DAVIS	STEPHANIE	GRADE 3/4	BRYANT	MA	06.0	\$ 69,200.00
DAVIS	ROBERT	SCHOOL COUNSELOR	THOMAS JEFFERSON	MA+32	12.0	\$ 101,200.00
DAVIS	ASHLEY	GRADE 4 TEACHER	WHITTIER	MA+32	16.0	\$ 119,507.00
DE AVILA	MICHAEL	SPECIAL EDUCATION	TEANECK HS	MA	09.0	\$ 78,000.00
DE LISIO	SUSAN	SECRETARY B	WHITTIER	SEC 12M B	08.0	\$ 78,577.00
DEAN	JOHN	SOCIAL STUDIES	TEANECK HS	MA+32	16.0	\$ 119,507.00
DEBLOCK	ANDREW	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	07.0	\$ 72,200.00
DELANEY	ANN	MET	WHITTIER	MA+32	16.0	\$ 119,507.00
DELANEY	PATRICK	SPECIAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
DEMONCADA	KATHLEEN	SCIENCE	TEANECK HS	MA+32	16.0	\$ 119,507.00
DEPINTO	EMILY	SPECIAL EDUCATION	HAWTHORNE	MA	06.0	\$ 69,200.00
DERUITER	LYDIA	MATHEMATICS	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
DETRICK	AMANDA	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA	07.0	\$ 72,200.00
DIALLO	ABDOULAYE	WORLD LANGUAGE	TEANECK HS	MA+32	07.0	\$ 79,200.00
DIAZ	JESSICA	CST PSYCHOLOGIST	TEANECK HS	MA+32	16.0	\$ 119,507.00
DIAZ	AKNARIS	SCHOOL COUNSELOR	TEANECK HS	MA	11.0	\$ 84,200.00
DIAZ	SULETTY	ESL	THEODORE LACEY	MA+32	12.0	\$ 101,200.00
DIAZ-GRANADOS	DAISY	SOCIAL STUDIES	TEANECK HS	DOCTORAL	13.0	\$ 123,750.00
DOMINGUES	JENNIFER	GRADE 2	HAWTHORNE	MA+32	16.0	\$ 119,507.00
DONARGO	LILIANA	PRE-K 3	BRYANT	MA	07.0	\$ 72,200.00
DOONAN	MICHELLE	SPECIAL EDUCATION	TEANECK HS	BA	10.0	\$ 72,750.00
DOSTIE	BYDETTE	MATH TEACHER	BENJAMIN FRANKLIN	MA+32	15.0	\$ 115,350.00
DRAKEFORD	DANIELLE	GRADE 3	WHITTIER	MA+32	16.0	\$ 119,507.00
DRELICH	NATALIA	GRADE 3	LOWELL	BA	10.0	\$ 72,750.00
EBERT	JOANNA E.	GENERAL EDUCATION	BENJAMIN FRANKLIN	MA	16.0	\$ 106,007.00
ECHAVARRIA	TIFFANY	SPECIAL EDUCATION	LOWELL	BA	08.0	\$ 65,000.00
EDGE	JAQWAYSIA	SPECIAL EDUCATION	HAWTHORNE	MA	07.0	\$ 72,200.00
EISELE	BRITTANY	ART	THOMAS JEFFERSON	BA	12.0	\$ 79,450.00
ELEISH	RAGWA	SCIENCE	BENJAMIN FRANKLIN	BA	03.0	\$ 58,750.00
ESTEVEZ	AMANDA	LLD, (SC)	THEODORE LACEY	MA	11.0	\$ 84,200.00
FERNANDEZ	YAMILE	SECRETARY/REGISTRAR	EUGENE FIELD	SEC 12M D	08.0	\$ 62,551.00
FERNANDEZ	NICOLE	SECRETARY C	THOMAS JEFFERSON	SEC 12M C	08.0	\$ 74,077.00
FERREIRA	KRISTEN	GRADE 1	HAWTHORNE	BA	13.0	\$ 83,000.00
FERREIRA	EMILY	ENGLISH	TEANECK HS	MA+32	16.0	\$ 119,507.00
FIGUEROA-HERCULES	YUBY	PRE-K 3	BRYANT	BA	07.0	\$ 62,750.00
FINKELSTEIN	BARBARA	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
FISCHKELTA	PAULA	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA+32	12.0	\$ 101,200.00
FISHER	LINDSAY	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	07.0	\$ 72,200.00

RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
FLEISCHER	BETH	SCHOOL COUNSELOR	TEANECK HS	MA+32	12.0	\$ 101,200.00
FLIEGELMAN MARCUS	MINDY	GRADE 4	WHITTIER	MA	06.0	\$ 69,200.00
FRAZIER-ELLINGTON	MONIQUE	SCHOOL NURSE	LOWELL	MA	13.0	\$ 92,200.00
FREEMANTLE	MICHAELA	SECRETARY B	TEANECK HS	SEC 12M B	08.0	\$ 78,577.00
GALLARDO	ESTEFANY	SPANISH	LOWELL	BA	09.0	\$ 68,000.00
GALLIGAN	VICTORIA	ENGLISH	TEANECK HS	MA	09.0	\$ 78,000.00
GALLOW	MEGAN	CST SOCIAL WORKER	BENJAMIN FRANKLIN	MA	09.0	\$ 78,000.00
GARCIA	LILLIAN	SCHOOL COUNSELOR	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
GARCIA-IGLESIAS	MARIA	SPANISH	HAWTHORNE	BA	07.0	\$ 62,750.00
GARCIA-TRAVIESO	BEATRIZ	KINDERGARTEN	HAWTHORNE	BA	11.0	\$ 75,412.00
GARERI	DANNY	SPECIAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
GERMINARIO	MICHAEL	SPECIAL EDUCATION	TEANECK HS	BA	09.0	\$ 68,000.00
GERONIMO	GINA	SECRETARY B	THOMAS JEFFERSON	SEC 12M B	08.0	\$ 78,577.00
GIANNIKOS	ANITHA	LITERACY	LOWELL	MA+32	16.0	\$ 119,507.00
GIGANTE	ANGELA	SPECIAL EDUCATION	LOWELL	MA	14.0	\$ 95,088.00
GLANTON	LEVETTE	SPECIAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
GLASSEY	EILEEN	SCIENCE	TEANECK HS	MA+32	16.0	\$ 119,507.00
GOBJI-HAOUARI	MARYEM	SPECIAL EDUCATION	TEANECK HS	MA+32	07.0	\$ 79,200.00
GOERG	ALISON	GRADE 1	WHITTIER	MA	14.0	\$ 95,088.00
GOMEZ	LEIDY	SECRETARY C	THOMAS JEFFERSON	SEC 12M C	04.0	\$ 66,077.00
GONZALEZ	YARITZA	SECRETARY C	TEANECK HS	SEC 12M C	05.0	\$ 67,077.00
GONZALEZ	ALLEN F.	GENERAL EDUCATION	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
GORANT	JESSIE S.	ENGLISH	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
GORDON	SEAN	GENERAL EDUCATION	BENJAMIN FRANKLIN	MA+32	11.0	\$ 95,800.00
GRATENEAU	SHANTELE	SECRETARY C	TEANECK HS	SEC 10M C	7.0	\$ 59,023.00
GRAVES	VATRELL	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA	15.0	\$ 101,350.00
GREEN	MATTHEW P	PHYSICAL EDUCATION	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
GREEN	NATASHA	TEACHER-DEAN	TEANECK HS	MA+32	16.0	\$ 119,507.00
GRIFFIN	SAMUEL	SPECIAL EDUCATION	HAWTHORNE	MA	06.0	\$ 69,200.00
GUYDEN	LISA	OUTREACH WORKER	LOWELL	MA	12.0	\$ 88,700.00
HAFAEZ	NISHAT	KINDERGARTEN	LOWELL	MA	06.0	\$ 69,200.00
HALI	SAAH	SOCIAL STUDIES	THOMAS JEFFERSON	MA+32	15.0	\$ 103,900.00
HALPERN	AMBER	GIFTED & TALENTED	HAWTHORNE	MA	15.0	\$ 101,350.00
HANNON	KEVIN	BUSINESS EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
HANS	TASJA	SCIENCE	BENJAMIN FRANKLIN	DOCTORAL	05.0	\$ 95,400.00
HART	LAWRENCE	MATHEMATICS	BENJAMIN FRANKLIN	BA	07.0	\$ 62,750.00
HENRY	JENNIFER	SECRETARY C	BENJAMIN FRANKLIN	SEC 12M C	08.0	\$ 74,077.00
HENRY	DANIEL F.	PHYSICAL EDUCATION	TEANECK HS	MA	16.0	\$ 106,007.00
HENRY	GERALD A.	GRADE 4	WHITTIER	MA	16.0	\$ 106,007.00
HERNANDEZ	HANNAH	CST PSYCHOLOGIST	TEANECK HS	MA+32	05.0	\$ 75,700.00
HERNANDEZ	JOKELDY	PHYSICAL EDUCATION	BENJAMIN FRANKLIN	BA	05.0	\$ 60,750.00
HERNANDEZ	ANTONIA	SECRETARY B	BRYANT	SEC 12M B	07.0	\$ 74,451.00
HERNANDEZ	IRIS	BEHAVIORIST	SPECIAL SERVICES	MA+32	14.0	\$ 109,088.00
HERNANDEZ	VICTOR	MATH ENRICHMENT TEACHER	HAWTHORNE	MA+32	14.0	\$ 109,088.00

RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
HERNANDEZ	CHRIS E.	GRADE 2	LOWELL	MA+32	16.0	\$ 119,507.00
HILLER	MARCY	CST SPEECH	HAWTHORNE	MA	15.0	\$ 101,350.00
HOCHGESANG	JOSEPH	INSTRUMENTAL MUSIC	BENJAMIN FRANKLIN	BA	08.0	\$ 65,000.00
HOFSAES	MICHAEL	SPECIAL EDUCATION	TEANECK HS	BA	13.0	\$ 83,000.00
HOLLAND	SEAN	ENGLISH	TEANECK HS	MA+32	12.0	\$ 101,200.00
HOLLEY	LATASHA	6TH GRADE TEACHER	BENJAMIN FRANKLIN	MA	09.0	\$ 78,000.00
HOXHA	ANILA	SPECIAL EDUCATION	TEANECK HS	MA	11.0	\$ 84,200.00
HUBER	PAULA	SECRETARY B	CENTRAL OFFICE	SEC 12M B	08.0	\$ 78,577.00
IAPPELLI	GILLIAN M.	LITERACY	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
JAAFAR	DOUNIA	CST PSYCHOLOGIST	THOMAS JEFFERSON	MA+32	07.0	\$ 79,200.00
JACKSON	ALYSSA	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA	04.0	\$ 65,200.00
JACOBS	HEATHER	SPECIAL EDUCATION	THOMAS JEFFERSON	BA	11.0	\$ 75,412.00
JAGADEESH	ASHA	GRADE 3/4	BRYANT	MA+32	04.0	\$ 73,200.00
JANKOWSKI	SAMANTHA	SPECIAL EDUCATION	WHITTIER	BA	08.0	\$ 65,000.00
JENNER	BARBARA	SECRETARY D	HAWTHORNE	SEC 10M D	08.0	\$ 52,126.00
JEON	HYO YOUN	PRE K 4	BRYANT	MA	09.0	\$ 78,000.00
JOHNSON	ERIC	LIBRARY PARA	WHITTIER	AIDES PLSC	06.0	\$ 47,055.00
JOHNSON	VALERIE J	GRADE 6	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
JONES	JESSICA	ART	BENJAMIN FRANKLIN	BA	02.0	\$ 57,750.00
JONES	SPENCER	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	09.0	\$ 78,000.00
JOSEPH	SHARMAINE	GRADE 4	LOWELL	MA	07.0	\$ 72,200.00
JOYCE	JENNIFER	CHEFS	TEANECK HS	MA+32	14.0	\$ 109,088.00
KACZYNSKI	DOMINIKA	SPECIAL EDUCATION	LOWELL	MA	03.0	\$ 64,200.00
KANG	HEA	PRE-K 3	BRYANT	MA	02.0	\$ 63,200.00
KHAN	GULSHIR	SECRETARY B	BENJAMIN FRANKLIN	SEC 12M B	07.0	\$ 74,451.00
KIELY	JACLYN	FRENCH	THOMAS JEFFERSON	BA	06.0	\$ 61,750.00
KILGORE	BARBARA	PRESCHOOL SOCIAL WORKE	BRYANT	MA	08.0	\$ 75,200.00
KIM	DASOM	VOCAL MUSIC	LOWELL	MA	08.0	\$ 75,200.00
KIM	JENNIFER	SPECIAL EDUCATION	BRYANT	MA	09.0	\$ 78,000.00
KING DYKER	KATHRYN M.	SCHOOL NURSE	BRYANT	MA	16.0	\$ 106,007.00
KOEHLER	HOLLY	GRADE 2	WHITTIER	MA	16.0	\$ 106,007.00
KOLB	JENNIFER	MATHEMATICS	TEANECK HS	MA	16.0	\$ 106,007.00
KOTKIN	EVE M	SCHOOL COUNSELOR	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
KY	LEAKHENA	SPECIAL EDUCATION	HAWTHORNE	BA	13.0	\$ 83,000.00
LA-MUI	MEI LINH	KINDERGARTEN	THEODORE LACEY	MA+32	12.0	\$ 101,200.00
LABORDE	JOSEPH	SCIENCE	TEANECK HS	MA+32	16.0	\$ 119,507.00
LAGOMARSINO	ADRIANA	ESL	TEANECK HS	MA+32	16.0	\$ 119,507.00
LAGOMARSINO	JAMES	BUSINESS EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
LALIKER	SAMANTHA	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	11.0	\$ 84,200.00
LAMADRID	LINDA	ENGLISH	BENJAMIN FRANKLIN	MA	14.0	\$ 95,088.00
LAQUI	MARY J.	SPECIAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
LAWLER	JANINE	SPECIAL EDUCATION	WHITTIER	MA+32	16.0	\$ 119,507.00
LAWLOR	DANIELLE	PHYSICAL EDUCATION	THOMAS JEFFERSON	MA+32	11.0	\$ 95,800.00
LAWSON	MONICA K	KINDERGARTEN/MET	THEODORE LACEY	MA+32	16.0	\$ 119,507.00

RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
LEFKOWITZ	ADINA	MATHEMATICS	TEANECK HS	MA+32	15.0	\$ 115,350.00
LELAIND	DIANDRA	PRE K	BRYANT	BA	10.0	\$ 72,750.00
LEWIS	BRANDI	GRADE 4	LOWELL	MA+32	14.0	\$ 109,088.00
LINDNER	KARA	GRADE 1	HAWTHORNE	MA+32	16.0	\$ 119,507.00
LONDON	MARISSA	ART	TEANECK HS	MA	09.0	\$ 78,000.00
LOSPALLUTO	VANESSA	CST LDTC	TEANECK HS	MA+32	15.0	\$ 115,350.00
LUCKMAN JACOBS	SUE	TECHNOLOGY TEACHER	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
LUSCOMBE	JOSHUA	SPECIAL EDUCATION	TEANECK HS	MA	07.0	\$ 72,200.00
LYNSKEY	MATTHEW	ENGLISH	TEANECK HS	MA	15.0	\$ 101,350.00
MALINA	YONIT	CST SOCIAL WORKER	TEANECK HS	MA+32	13.0	\$ 104,700.00
MALLERY	SHENA	GRADE 3	HAWTHORNE	MA+32	16.0	\$ 119,507.00
MANNING	MARIA	CST PSYCHOLOGIST	HAWTHORNE	MA+32	16.0	\$ 119,507.00
MARCELO	GORKI	BUSINESS EDUCATION	TEANECK HS	MA+32	11.0	\$ 95,800.00
MARITSCH	MATTHEW	SPECIAL EDUCATION	TEANECK HS	BA	13.0	\$ 83,000.00
MARTINEZ	MARIA	LET	WHITTIER	BA	13.0	\$ 83,000.00
MARTINEZ	MARK	GRADE 6	THOMAS JEFFERSON	MA+32	11.0	\$ 95,800.00
MARTINO	MEREDITH	SCHOOL COUNSELOR	THOMAS JEFFERSON	MA	16.0	\$ 106,007.00
MATARAZZO	MERIN	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
MATESIC	ANNIE	GRADE 2 TEACHER	WHITTIER	MA	13.0	\$ 92,200.00
MATTIACE	LAUREN	SCHOOL NURSE	BENJAMIN FRANKLIN	BA	13.0	\$ 83,000.00
MAUTE	PAUL	ENGLISH	THOMAS JEFFERSON	BA	10.0	\$ 72,750.00
MAYERS	CHRISTINE	SOCIAL STUDIES	TEANECK HS	MA	14.0	\$ 95,088.00
MAZEROLLE	WILLIAM	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA+32	15.0	\$ 115,350.00
MC CLAIN	LEEANN	SECRETARY B	CENTRAL OFFICE	SEC 12M B	08.0	\$ 78,577.00
MC DONALD	JASON K.	PHYSICAL EDUCATION	THEODORE LACEY	MA+32	16.0	\$ 119,507.00
MC DUFFIE	CHANON	SECRETARY B	THEODORE LACEY	SEC 12M B	08.0	\$ 78,577.00
MC KEE	STEPHANIE L.	LET	HAWTHORNE	MA+32	16.0	\$ 119,507.00
MC VERRY	JEAN E.	ENGLISH	BENJAMIN FRANKLIN	MA	16.0	\$ 106,007.00
MCBRYDE	MEGAN	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	07.0	\$ 72,200.00
MEJIA	FELIX	GRADE 2	HAWTHORNE	MA+32	12.0	\$ 101,200.00
MELI	JARED	SOCIAL STUDIES	TEANECK HS	MA+32	16.0	\$ 119,507.00
MELLER	AMANDA	ART	HAWTHORNE	MA	11.0	\$ 84,200.00
MENEELY	BONNIE	SPECIAL EDUCATION	BRYANT	BA	11.0	\$ 75,412.00
MESA	YANETH	SCIENCE	TEANECK HS	MA+32	16.0	\$ 119,507.00
MEZZATESTA	GLEN G	MATHEMATICS	THOMAS JEFFERSON	MA	16.0	\$ 106,007.00
MILLER	MEREDITH	PRE INTERV. REFERRAL SPE.	CENTRAL OFFICE	MA+32	11.0	\$ 95,800.00
MILLETT	BREANNE	BUSINESS EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
MINKOWITZ	GOLDIE	MATHEMATICS	TEANECK HS	MA+32	16.0	\$ 119,507.00
MISOL-KULIG	KELLY	GENERAL EDUCATION	BENJAMIN FRANKLIN	MA	13.0	\$ 79,000.00
MIUCCIO	MICHAEL	SPECIAL EDUCATION	TEANECK HS	MA	05.0	\$ 67,200.00
MOLDOVAN	MICHAEL	SOCIAL STUDIES	TEANECK HS	MA	11.0	\$ 84,200.00
MONROE	MARC	BUSINESS EDUCATION	TEANECK HS	MA+32	15.0	\$ 115,350.00
MONTOYA	ALISHA	SPECIAL EDUCATION	WHITTIER	MA	16.0	\$ 106,007.00
MOORE	SHEILA	SECRETARY B	TEANECK HS	SEC 12M B	08.0	\$ 78,577.00

RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
MORALES	ALEXIS	MATHEMATICS	TEANECK HS	MA	07.0	\$ 72,200.00
MORALES	AMY	PRE K 4	BRYANT	BA	13.0	\$ 83,000.00
MORAN	AMY M	GENERAL EDUCATION	BENJAMIN FRANKLIN	DOCTORAL	13.0	\$ 123,750.00
MORIK	AMY	CST SOCIAL WORKER	SPECIAL SERVICES	MA+32	12.0	\$ 101,200.00
MORRISON	EVAN	CST SOCIAL WORKER	THOMAS JEFFERSON	MA	16.0	\$ 106,007.00
MORTON	SUSAN E.	SOCIAL STUDIES	TEANECK HS	MA+32	16.0	\$ 119,507.00
MUHEISEN	MARIAM	SOCIAL STUDIES	BENJAMIN FRANKLIN	BA	08.0	\$ 65,000.00
MUNGUTI	MUNYIVA	LET	BENJAMIN FRANKLIN	MA+32	13.0	\$ 104,700.00
MUNOZ	KAREN	SECRETARY B	LOWELL	SEC 12M B	06.0	\$ 71,951.00
MUNOZ	ANDRES	MATHEMATICS	TEANECK HS	MA+32	12.0	\$ 101,200.00
MURPHY	JOSEPH	ESL	THOMAS JEFFERSON	BA	06.0	\$ 61,750.00
MURPHY	TODD	PERFORMING ARTS	TEANECK HS	MA	15.0	\$ 101,350.00
MURSCH	EILEEN	GENERAL EDUCATION	BENJAMIN FRANKLIN	MA	16.0	\$ 98,550.00
MUSA	NURDAN	SPECIAL EDUCATION	TEANECK HS	MA	15.0	\$ 101,350.00
NAGENGAST	TRACY	CST PSYCHOLOGIST	HAWTHORNE	MA+32	13.0	\$ 104,700.00
NAGPAL	ASHA	SCIENCE	TEANECK HS	MA+32	16.0	\$ 119,507.00
NEFF	MOLLY	VOCAL MUSIC	THOMAS JEFFERSON	MA	14.0	\$ 95,088.00
NEWLAND	LEE ANN	INSTRUMENTAL MUSIC	TEANECK HS	MA	16.0	\$ 106,007.00
NONAS	JAMES	SCIENCE	TEANECK HS	MA+32	16.0	\$ 119,507.00
NORRIS	ALLISON E	GRADE 3	HAWTHORNE	MA	16.0	\$ 106,007.00
NUNEZ	YENNIFFER	SECRETARY D	THEODORE LACEY	SEC 12M D	07.0	\$ 57,301.00
NUNEZ	KRISTIN	GRADE 3	HAWTHORNE	MA	16.0	\$ 106,007.00
NUSSBAUM	ERIKA	PRE-K 4	BRYANT	MA	05.0	\$ 67,200.00
O'CONNOR	PATRICK	PHYSICAL EDUCATION	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
OCCHIOGROSSO	JOHN	MATHEMATICS	TEANECK HS	MA+32	16.0	\$ 119,507.00
OLENDER	DANIEL	SOCIAL STUDIES	TEANECK HS	MA+32	11.0	\$ 95,800.00
ORAPELLO	KEITH W.	SPECIAL EDUCATION	WHITTIER	MA+32	13.0	\$ 104,700.00
ORIOLO	MARY	SPECIAL EDUCATION	THOMAS JEFFERSON	BA	13.0	\$ 83,000.00
ORNER	DANA	PRE-K 4	BRYANT	MA	11.0	\$ 84,200.00
ORTEGA-ULUBAY	YVETTE	WORLD LANGUAGE	TEANECK HS	MA+32	16.0	\$ 119,507.00
PAFFORD ORLETTI	MAUREEN	ART	LOWELL	MA	13.0	\$ 92,200.00
PAGAN	COLLEEN	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA+32	11.0	\$ 95,800.00
PALADINO	JOHN	PHYSICAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
PANEPINTO	JOSEPH C.	CST SOCIAL WORKER	LOWELL	MA	16.0	\$ 106,007.00
PARHAM	LANCE P.	PHYSICAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
PARK	ANN S	LITERACY	LOWELL	MA+32	16.0	\$ 119,507.00
PAZ	STEPHANIE	SCIENCE	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
PENA	JULIA	SECRETARY C	BENJAMIN FRANKLIN	SEC 12M C	08.0	\$ 74,077.00
PETIT-BIELEN	CAROLE	FRENCH	TEANECK HS	BA	13.0	\$ 83,000.00
PETROSI-HIGGINS	GINA	SPECIAL EDUCATION	TEANECK HS	MA	16.0	\$ 106,007.00
PETRUS	BELKIS C.	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
PICCININNI	FRANK S.	SOCIAL STUDIES	THOMAS JEFFERSON	MA	16.0	\$ 106,007.00
PINETTI	ALICIA	TECHNICIAN	CURRICULUM & INSTRUCTION	DATA SUPP	10.0	\$ 76,491.00
PIRRO	SUMMER	MATHEMATICS	TEANECK HS	MA	07.0	\$ 72,200.00

RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
PIRRO	KIMBERLY	CST PSYCHOLOGIST	LOWELL	MA+32	13.0	\$ 104,700.00
PITRE	KIMBERLY	SOCIAL STUDIES	TEANECK HS	MA+32	15.0	\$ 115,350.00
PITTMAN	REGINALD L.	VOCAL MUSIC	BENJAMIN FRANKLIN	MA	16.0	\$ 106,007.00
POMALES	KEARRA	SECRETARY B	CENTRAL OFFICE	SEC 12M B	02.0	\$ 58,650.00
POMALES LOPEZ	DELIA	SECRETARY B	CENTRAL OFFICE	OFF GUIDE	01.0	\$ 80,000.00
PONNALA	MALLESWARI	SCIENCE	TEANECK HS	DOCTORAL	08.0	\$ 103,800.00
POWELL	JAVALDA	BEHAVIORIST	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
PREPIS	GEORGE	PHYSICAL EDUCATION	THOMAS JEFFERSON	MA+32	10.0	\$ 92,750.00
PREPIS	CHRISTIE	PHYSICAL EDUCATION	TEANECK HS	MA+32	14.0	\$ 109,088.00
PRUDEN	JAMES N.	SCIENCE	THOMAS JEFFERSON	MA	16.0	\$ 106,007.00
RAHMER ONIEL	BLEIDY	SECRETARY B	CENTRAL OFFICE	SEC 12M B	05.0	\$ 69,951.00
RAMAGLI	MATTHEW	SPECIAL EDUCATION	TEANECK HS	MA+32	16.0	\$ 119,507.00
RAMIREZ	MELINKA	WORLD LANGUAGE	BENJAMIN FRANKLIN	BA	08.0	\$ 65,000.00
RAMOS	LUCY	CST SPEECH	BRYANT	MA+32	11.0	\$ 95,800.00
RAZMOLOGOV	JANETTE	PRE-K 3	BRYANT	BA	05.0	\$ 60,750.00
REESE	KELVIN	SCHOOL COUNSELOR	TEANECK HS	MA+32	14.0	\$ 109,088.00
REID	JASMINE	SECRETARY B	CENTRAL OFFICE	SEC 12M B	05.0	\$ 69,951.00
REILLY	SHAUN	TECHNOLOGY TEACHER	TEANECK HS	MA+32	15.0	\$ 115,350.00
RENNA	MARIANA	SCHOOL PSYCHOLOGIST	SPECIAL SERVICES	MA+32	05.0	\$ 75,200.00
REYES	YESSICA	SECRETARY B	CENTRAL OFFICE	SEC 12M B	05.0	\$ 69,951.00
REYES	JOHANNA	SCHOOL NURSE	BRYANT	BA	13.0	\$ 83,000.00
RICHARDSON	NICOLA	SPECIAL EDUCATION	HAWTHORNE	MA	10.0	\$ 80,200.00
RIVERA	NICOLE	PRE-K 3/4 TEACHER	THEODORE LACEY	MA	05.0	\$ 67,200.00
RIVERA	CINTHIA	WORLD LANGUAGE	BENJAMIN FRANKLIN	MA	08.0	\$ 75,200.00
ROBERTS	TERRIE	LIBRARY MEDIA SPEC	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
RODDA	RICHARD	ENGLISH	TEANECK HS	MA	14.0	\$ 95,088.00
RODRIGUEZ	KARELIA	SPECIAL EDUCATION	LOWELL	MA	10.0	\$ 80,200.00
RODRIGUEZ-HARTMAN	JOANNA	CST SOCIAL WORKER	BRYANT	MA	16.0	\$ 106,007.00
ROME	JENNIFER	GRADE 2	WHITTIER	MA	16.0	\$ 106,007.00
RONDAEL	LINEA	INSTRUMENTAL MUSIC	TEANECK HS	MA+32	11.0	\$ 95,800.00
ROSE	KERRYANN	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	06.0	\$ 69,200.00
ROSEGREN	MARIE	LIBRARY	HAWTHORNE	AIDES PLSC	06.0	\$ 47,055.00
ROSEN	LISA	SPECIAL EDUCATION	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
ROSSY	KIMBERLY	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA+32	14.0	\$ 109,088.00
RUBIN	BRIELLE	MATHEMATICS	THOMAS JEFFERSON	MA+32	07.0	\$ 79,200.00
RUDY	WILLA C.	SPECIAL EDUCATION	WHITTIER	MA+32	16.0	\$ 119,507.00
RYERSON	ALEXIS	PHYSICAL EDUCATION	LOWELL	BA	10.0	\$ 72,750.00
SAC	LYNN	WORLD LANGUAGE	TEANECK HS	MA	07.0	\$ 72,200.00
SALGADO	ALYSSA	SPECIAL EDUCATION TEACHE	THEODORE LACEY	MA	09.0	\$ 78,000.00
SALIB	DIANA	CST LDTC	WHITTIER	MA+32	14.0	\$ 109,088.00
SAN GEORGE	RENA C	GRADE 6	THOMAS JEFFERSON	BA	13.0	\$ 83,000.00
SANCHEZ	DIANA	ESL	WHITTIER	MA	07.0	\$ 72,200.00
SANDVIG	MARY	LIBRARY PARA	LOWELL	AIDES PLSC	06.0	\$ 47,055.00
SANTAMARIA	DAWN	SECRETARY B	HAWTHORNE	SEC 12M B	08.0	\$ 78,577.00

RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
SASMAZ	ESIN	SPECIAL EDUCATION	THOMAS JEFFERSON	MA+32	14.0	\$ 109,088.00
SCOTT	CENTRYLL	MATH TEACHER	TEANECK HS	BA	08.0	\$ 65,000.00
SEGAL	STELLA	PRE-K 3	BRYANT	MA	04.0	\$ 65,200.00
SEISE	ANALISSE	CST PSYCHOLOGIST	BENJAMIN FRANKLIN	MA+32	04.0	\$ 73,200.00
SEO	ESTHER	SCIENCE	TEANECK HS	MA+32	14.0	\$ 109,088.00
SGAMBATI	LISAMARIE	SPECIAL EDUCATION	LOWELL	MA+32	14.0	\$ 109,088.00
SHENKIN	DEBORAH	PRE-K 3	BRYANT	MA	07.0	\$ 72,200.00
SHEPARD	BRITTANY	KINDERGARTEN	THEODORE LACEY	BA	08.0	\$ 65,000.00
SHEPPARD	PAUL	ENGLISH	TEANECK HS	MA+32	16.0	\$ 119,507.00
SHERBINE	ROBERT	ENGLISH	TEANECK HS	MA+32	16.0	\$ 119,507.00
SHORT	LUKE	INSTRUMENTAL MUSIC	THEODORE LACEY	BA	10.0	\$ 72,750.00
SILVERMAN	CAMILLE	GRADE 1	WHITTIER	BA	13.0	\$ 83,000.00
SINCLAIR	JENNIFER A.	ART	TEANECK HS	MA+32	16.0	\$ 119,507.00
SINGER	SAMANTHA	PHYSICAL EDUCATION	BENJAMIN FRANKLIN	MA	08.0	\$ 75,200.00
SKERRITT	KIERA	ENGLISH	TEANECK HS	BA	12.0	\$ 79,450.00
SLOMINSKY	JEFFREY	TECHNOLOGY TEACHER	TEANECK HS	MA+32	16.0	\$ 119,507.00
SMITH	D'AISHA	GRADE 5	THOMAS JEFFERSON	MA	04.0	\$ 65,200.00
SMITH	TAWANA	GRADE 4	HAWTHORNE	MA	13.0	\$ 92,200.00
SMITH	SHANIEKA	MATHEMATICS	TEANECK HS	MA	15.0	\$ 101,350.00
SMITH	EMILY	BD	THEODORE LACEY	MA+32	16.0	\$ 119,507.00
SOOHOO - BUCKINGHAM	REBECCA L.	SECRETARY B	CENTRAL OFFICE	SEC 12M B	08.0	\$ 78,577.00
SPENCER	SAMANTHA	GRADE 2	LOWELL	BA	05.0	\$ 60,750.00
STANIC	VICTOR	SPECIAL EDUCATION	BENJAMIN FRANKLIN	BA	13.0	\$ 83,000.00
STERN	IVY	CST SPEECH	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
STRAND	TRACEY	SECRETARY B	CENTRAL OFFICE	SEC 12M B	08.0	\$ 78,577.00
STRIPLING	TATIANA	GRADE 1 TEACHER	WHITTIER	MA+32	14.0	\$ 109,088.00
SULLIVAN	KIMBERLY A.	MET	WHITTIER	BA	13.0	\$ 83,000.00
SZALAY	PAULETTE	SCIENCE	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
SZEWCZYK	ILONA	BEHAVIORIST	THOMAS JEFFERSON	MA	09.0	\$ 78,000.00
TAVAREZ	MILAGRO	SECRETARY C	TEANECK HS	SEC 12M C	08.0	\$ 74,077.00
TAYLOR	CHRISTINE	VOCAL MUSIC	WHITTIER	MA	10.0	\$ 80,200.00
TAYLOR	MICKELL	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA	11.0	\$ 84,200.00
TAYLOR	JENNIFER I	SCHOOL COUNSELOR	TEANECK HS	MA	16.0	\$ 106,007.00
TEWEY	MARGARET	MATHEMATICS	BENJAMIN FRANKLIN	MA+32	16.0	\$ 119,507.00
THIELMAN	KRISTINE	CST PSYCHOLOGIST	TEANECK HS	DOCTORAL	13.0	\$ 123,750.00
THOMAS	TONY	SCIENCE TEACHER	TEANECK HS	OFF GUIDE	01.0	\$ 126,798.00
THOMAS	SARENE	ATHLETIC TRAINER	TEANECK HS	MA	08.0	\$ 75,200.00
THOMAS	VINOD	SCIENCE	TEANECK HS	MA+32	16.0	\$ 119,507.00
THOMAS-SANTANGELO	KIMBERLY	MASTER TEACHER	BRYANT	MA	15.0	\$ 101,350.00
TORRES	TIFFANY	ESL	BENJAMIN FRANKLIN	MA+32	09.0	\$ 87,200.00
TRINIDAD	MITSAEL	INSTRUMENTAL MUSIC	BENJAMIN FRANKLIN	BA	13.0	\$ 83,000.00
URENA	MARISOL	WORLD LANGUAGE	THOMAS JEFFERSON	BA	13.0	\$ 83,000.00
UWISAVYE	JEAN-GRATIE	WORLD LANGUAGE	BENJAMIN FRANKLIN	MA	16.0	\$ 106,007.00



RENEWAL LIST SY 24-25 - TTEA						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	SALARY
VALERIANO	JAHAZIEL	ENGLISH	TEANECK HS	MA	07.0	\$ 72,200.00
VARGAS	BRANDON	GRADE 5	THOMAS JEFFERSON	BA	04.0	\$ 59,750.00
VENEZIA	LUIGI	CHEFS	TEANECK HS	MA	12.0	\$ 88,700.00
VIGGIANO	LISA	SPEECH THERAPIST	SPECIAL SERVICES	MA	15.0	\$ 101,350.00
VILLEGAS	ROBERT	CST LDTC	BENJAMIN FRANKLIN	MA+32	14.0	\$ 109,088.00
VINCENTI	ANTOINETTE	GRADE 3	HAWTHORNE	BA	05.0	\$ 60,750.00
VINPA	FELICIA	CST SPEECH	BRYANT	MA	12.0	\$ 88,700.00
VIRAY	EMMANUEL R.	SOCIAL STUDIES	THOMAS JEFFERSON	MA+32	16.0	\$ 119,507.00
VIRAY	KERRIE L.	SCIENCE	TEANECK HS	MA+32	16.0	\$ 119,507.00
VLAJIC-MURISIC	JOVANA	MATHEMATICS	TEANECK HS	DOCTORAL	13.0	\$ 123,750.00
VOVRA	NADIA	PRE-K 4	BRYANT	MA	06.0	\$ 69,200.00
VOVRA	ODETTE	SPANISH	WHITTIER	MA+32	13.0	\$ 104,700.00
WALKER-DENNIS	ELAINE	PRE-K 3/4	THEODORE LACEY	BA	10.0	\$ 72,750.00
WALSH	KELLY	SPECIAL EDUCATION	THOMAS JEFFERSON	MA	11.0	\$ 84,200.00
WARFIELD	ADRIA	PERFORMING ARTS	TEANECK HS	BA	04.0	\$ 59,750.00
WARREN-GIVENS	SAUNDRA	GRADE 4	HAWTHORNE	MA	16.0	\$ 106,007.00
WATT STCLAIR	VENESSA	SECRETARY D	BRYANT	SEC 12M D	08.0	\$ 62,551.00
WEISS	NICOLE	SPEECH THERAPIST	BRYANT	MA	06.0	\$ 69,200.00
WILLIAMS	MONIQUE	SPECIAL EDUCATION	WHITTIER	MA+32	12.0	\$ 101,200.00
WILLIAMS	CARRIE L.	SPECIAL EDUCATION	LOWELL	MA	16.0	\$ 106,007.00
WILLIAMS	KELLY	ENGLISH	TEANECK HS	MA+32	15.0	\$ 115,350.00
WILLIAMS	ADRIENNE	SUB AWARE COORD	TEANECK HS	MA+32	16.0	\$ 119,507.00
WINKELSTEIN	ALEXANDRA	ART	THEODORE LACEY	MA	10.0	\$ 80,200.00
WOO	ELIZABETH	SPECIAL EDUCATION	HAWTHORNE	MA	08.0	\$ 75,200.00
WRIGHT	SHANICE	SPECIAL EDUCATION	BENJAMIN FRANKLIN	MA	07.0	\$ 72,200.00
YAROS	ROCHELLE	SPECIAL EDUCATION	LOWELL	MA+32	14.0	\$ 109,088.00
ZAMEL	MAHA	PRE-K 3/4	BRYANT	BA	05.0	\$ 60,750.00
ZARRO	WILLIAM	SPECIAL EDUCATION	TEANECK HS	MA+32	12.0	\$ 101,200.00
ZEYBEK	FILIZ	GRADE 1	HAWTHORNE	DOCTORAL	13.0	\$ 123,750.00
ZOPPI	DEREK	SOCIAL STUDIES	TEANECK HS	BA	13.0	\$ 83,000.00
ZORAN	AMANDA	ENGLISH	THOMAS JEFFERSON	MA	16.0	\$ 106,007.00

RENEWAL LIST SY 24-25 - TAAS						
LAST NAME	FIRST NAME	TITLE	LOCATION	LEVEL	STEP	ANNUAL
DENT	PATRICIA	DIRECTOR	CURRICULM & INSTRUCTION	TAAS DIR	17	\$ 172,978.00
DEUBEL	DAVID	PRINCIPAL	BRYANT	TAAS ESP	8	\$ 163,188.00
GREEN	ANTOINE J.	PRINCIPAL	LOWELL	TAAS ESP	17	\$ 186,631.00
JACOBS	JAHARI	ASSISTANT PRINCIPAL	BENJAMIN FRANKLIN	TAAS MSAP	5	\$ 146,920.00
JENNETTE	EMILIO	PRINCIPAL	HAWTHORNE	TAAS ESP	4	\$ 152,340.00
KING	LESLIE	PRINCIPAL	THEODORE LACEY	TAAS ESP	17	\$ 186,631.00
KLIMEK	EDWARD A	ATHLETIC DIRECTOR	C&I DEPT.	TAAS SUPV	7	\$ 139,993.00
LO GIUDICE	PIERO	PRINCIPAL	TEANECK HS	TAAS HSP	13	\$ 193,372.00
LYLE	ALICIA	SUPERVISOR	C&I DEPT.	TAAS SUPV	3	\$ 128,513.00
MEDINA	RAMON	SUP VIS&PERFORMING ART	C&I DEPT.	TAAS SUPV	4	\$ 132,470.00
MIRANDER	SHELLIAN	DIRECTOR OF SPECIAL EDUCATION	SPECIAL SERVICE DEPT.	TAAS DIR	6	\$ 146,592.00
MURO	SANDRA	COORD OF INFO SYST	CENTRAL OFFICE	TAAS N/C	5	\$ 121,420.00
ODATALLA	NINA	PRINCIPAL	THOMAS JEFFERSON	TAAS MSP	8	\$ 170,283.00
ORTIZ JR	RAMON	ASSISTANT PRINCIPAL	THOMAS JEFFERSON	TAAS MSAP	5	\$ 146,920.00
SULARZ	ASHLEY	SUPERVISOR	CENTRAL OFFICE	TAAS SUPV	4	\$ 132,470.00
TODMAN-MACK	MARGOT	ASSISTANT PRINCIPAL	TEANECK HS	TAAS HSAP	8	\$ 158,044.00
VALDES III	PEDRO H.	PRINCIPAL	TEANECK EARLY LEARN. CTR.	TAAS	14	\$ 190,327.00
WILLIAMS	TERRENCE	PRINCIPAL	BENJAMIN FRANKLIN	TAAS MSP	8	\$ 170,283.00
WILLIAMS	MARINA	ASSISTANT PRINCIPAL	BENJAMIN FRANKLIN	TAAS MSAP	6	\$ 148,296.00
ZUCKER	LISA	SUPERVISOR - EC	C&I DEPT.	TAAS SUPV	11	\$ 148,000.00

RENEWAL LIST SY 24-25 - TEAMSTERS				
LAST NAME	FIRST NAME	TITLE	LOCATION	SALARY
BURTON	ADAM	GENERAL MECHANIC I	O&M	\$ 57,280.75
BYNDLOSS	FITZROY	CUSTODIAN	BRYANT	\$ 41,523.63
CLARKE	STEVE	CUSTODIAN	BENJAMIN FRANKLIN	\$ 79,439.07
CLAVELO	CARLOS	GENERAL MECHANIC III	O&M	\$ 76,490.89
DOBSON	MILTON	CUSTODIAN	TEANECK HS	\$ 79,439.07
EDWARDS	DENNIS	GENERAL MECHANIC	O&M	\$ 78,556.14
GARCIA SANTANA	JUAN	MESSENGER	O&M	\$ 49,172.72
HIDALGO	JANCEL	MECHANIC	O&M	\$ 61,722.69
HOURIGAN	BRIAN	GENERAL MECHANIC	O&M	\$ 92,881.80
INCE	HENSON	HVAC	O&M	\$ 74,908.62
JEFFERSON	MELVIN L.	GROUNDS CREW	O&M	\$ 78,556.14
JOSEPH	LINVAL	GROUNDS CREW	O&M	\$ 49,172.72
LEACH	BYRON	GENERAL MECHANIC	O&M	\$ 57,280.75
MAYE	MILTON	CUSTODIAN	TEANECK HS	\$ 44,407.34
PLAGER	MICHAEL	GROUNDSMAN	O&M	\$ 55,241.72
POST	DOUGLAS	GROUNDS CREW	O&M	\$ 65,563.62
POWELL	ESTAVON	CUSTODIAN	TEANECK HS	\$ 38,000.00
POYSER	MOSES	CUSTODIAN	THOMAS JEFFERSON	\$ 44,407.34
RAINFORD	CAROL	CUSTODIAN	THEODORE LACEY	\$ 44,052.41
RAMIREZ	GIORIBEL	GENERAL MECHANIC I	O&M	\$ 57,280.75
REICHERT	GEOFFREY	GROUNDS CREW	O&M	\$ 74,908.62
SHEPHERD	DERRICK	CUSTODIAN	WHITTIER	\$ 79,439.07
SHEPHERD	MURLAND O.	CUSTODIAN	HAWTHORNE	\$ 77,343.22
SHEPHERD	CLIFFORD	GROUNDS CREW	O&M	\$ 55,241.72
SHEPHERD	CARLOS S.	GROUNDS CREW	O&M	\$ 49,172.72
TAYLOR	SOPHIA	CUSTODIAN	LOWELL	\$ 41,523.63

<b>RENEWAL LIST SY 24-25 - OFF GUIDE</b>				
<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>LOCATION</b>	<b>SALARY</b>
ANTINORI	ROSEMARIE	REGISTRAR	CENTRAL OFFICE	\$75,323.90
ARMSTRONG	ALYSSA	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
BAIDO	THEODORE	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
BAIG	ANEESA S.	EXECUTIVE ASSISTANT	CENTRAL OFFICE	\$92,823.60
BARRERA-LABOY	KATIE	BUS DRIVER	CENTRAL OFFICE	\$40,000.00
BERNARD	JESSICA	PT - TECHNICIAN SUPPORT SPEC 1	CENTRAL OFFICE	\$15.13 per hour
BROWN	CANDICE Y.	EXECUTIVE ASSISTANT	CENTRAL OFFICE	\$92,823.60
BURKE	COLIN F.	ASST DIR OF FCLTY/GRNDS	O&M	\$140,688.73
BURNS	TODD	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
CAINES	KIANA	PT - TECHNICIAN SUPPORT SPEC 1	CENTRAL OFFICE	\$15.13 per hour
CARELLA	ROBERT	TECH SUPPORT SPEC 2	EUGENE FIELD	\$84,805.05
CASTELLANOS	MANUEL	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
D'ANGELO	ANTHONY	DIR OF FCLTY & GRNDS	O&M	\$166,746.70
DEJESUS	JOSE	BUS DRIVER	CENTRAL OFFICE	\$51,500.00
DIAZ	JOSE	TECHNOLOGY SUPPORT	EUGENE FIELD	\$53,560.00
DROOTIN	CLAIRE	COMMUNITY ED	CENTRAL OFFICE	\$84,412.62
GAUSE	JAMAL	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
GRAY	IRENE	ASST BUSINESS ADMIN	CENTRAL OFFICE	\$131,325.00
GRUNDY	TRAVIS	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
HERNANDEZ	YESMIN	BUS DRIVER	CENTRAL OFFICE	\$41,375.10
HUFFIN	FARKISHA	BUS DRIVER	CENTRAL OFFICE	\$38,192.40
INGRASSELINO	LISA	SECRETARY B - HRM	CENTRAL OFFICE	\$72,100.00
JAMES	CEDRIC	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
KEA	JENINE	PAYROLL MANAGER	CENTRAL OFFICE	\$94,760.00
KEA	JUSTIN	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
KELLY	ANTOINETTE	TREASURER	BUSINESS OFFICE	\$15,450.00
KUHRAN	LINDA M	EXECUTIVE ASSISTANT	CENTRAL OFFICE	\$124,853.51
LE'	CONCEPCION	DIRECTOR	CENTRAL OFFICE	\$136,990.00
LOCKE	RALPH	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
MADRID	BRIAN	BUS DRIVER	CENTRAL OFFICE	\$40,000.00
MARTIN	KENNETH	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
MARTINEZ-TORRES	OMAR	TECHNICIAN SPEC	EUGENE FIELD	\$56,650.00
MC CULLOUGH	HEIDI	EXECUTIVE ASSISTANT	CENTRAL OFFICE	\$70,443.76

RENEWAL LIST SY 24-25 - OFF GUIDE				
LAST NAME	FIRST NAME	TITLE	LOCATION	SALARY
MCKINNEY	REGINALD	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
MORGAN	PAUL	COORD DIST SAFETY	CENTRAL OFFICE	\$104,816.92
MUNOZ	MICHELLE	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
NIVEN	JANE	MANAGER OF GRANTS	CENTRAL OFFICE	\$92,505.33
RAMIREZ	MICHAEL	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
RODRIGUEZ	NATACHA	TECHNICIAN SUPPORT SPEC 1	EUGENE FIELD	\$58,349.50
ROMAIN	WLADIMIR	TRANSPORTATION MGR	CENTRAL OFFICE	\$93,537.39
ROMNEY RICE	GERVONN	PARENT LIAISON	BRYANT	\$94,596.23
SANCHEZ	KARINA	PT SAFETY OFFICER	CENTRAL OFFICE	\$26.80 per hour
TAVERAS	ERNESTO	TECHNICIAN SUPPORT SPEC 1	EUGENE FIELD	\$55,620.00
VILLAR	ANTHONY	TECHNICIAN SUPPORT SPEC 1	EUGENE FIELD	\$70,040.00
WARREN	RAINA	PROJECT MANAGER	COMMUNITY EDUCATION	\$54,063.67

<b>RENEWAL LIST SY 24-25 - FORUM</b>				
<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>LOCATION</b>	<b>SALARY</b>
CAMPESTRE	NICHOLAS	COORDINATOR	FORUM	\$ 83,658.00
JARAMILLO	GIANNIL	STUDENT SUPPORT	FORUM	\$ 61,705.00
JUXON-SMITH	JASON	STUDENT SUPPORT	FORUM	\$ 56,505.00
MURPHY	JESSICA	SECRETARY D	FORUM	\$ 49,505.00
ALEXANDER	VICTORIA	STUDENT SUPPT COORD	FORUM	\$ 61,705.00

## Leave of Absence - May 2024 Agenda

#	Type	Dates of Paid Leave	Days Used	Dates of Unpaid Leave	Days Used	Board Approved Agenda Date	Return Day
<b>4869</b>	Family Medical	05/20/24 - 06/14/24	19 Sick Days	0	0	05/15/24	09/01/24
<b>* 0416</b>	Medical	02/07/24 - 06/14/24	54 Sick Days	0	0	05/15/24	09/01/24
<b>4634</b>	Maternity	09/03/24 - 09/27/24	19 Sick Days	09/30/24 - 06/20/24	165	05/15/24	09/01/25
<b>2245</b>	Maternity	1/16/2024 - 03/15/24	44 sick days	3/18/2024 - 6/14/2024	58	05/15/24	09/01/24
<b>5825</b>	Maternity	04/22/24 - 05/20/24	17.5 sick days and 3 PB days	5/21/2024 - 6/14/2024	18	05/15/24	09/01/24
<b>1510</b>	<b>Medical/ Maternity</b>	<b>03/28/24 - 06/14/24</b>	<b>50 Sick Days</b>	<b>0</b>	<b>0</b>	<b>05/15/24</b>	<b>09/01/24</b>
<b>1917</b>	<b>Maternity</b>	<b>04/23/24 - 05/13/24</b>	<b>15 Sick Days</b>	<b>0</b>	<b>0</b>	<b>05/15/24</b>	<b>TBD</b>

**\* Revised dates**

Fall/Winter/Spring Sports 2024-2025	Stipend	EVENT STAFF
Girls/Boys Middle School Soccer	\$60.00	Jason McDonald
Basketball - Middle School (Two Games)	\$65.00	Ashley Barnes
Basketball - High School Girls (Two Games)	\$85.00	Shanieka Smith
Basketball - High School Boys (3 Games)	\$100.00	Susie Cipriano
<b>Baseball</b>	\$60.00	Aknaris Diaz
<b>Softball</b>	\$60.00	James Lagomarsino
<b>Girls/Boys Volleyball (Two Games)</b>	\$85.00	Breanne Millett
<b>Girls Flag Football</b>	\$60.00	Barbara Kilgore
<b>Girls/Boys Volleyball (1 Game)</b>	\$60.00	Rosa Lazzizera
<b>Wrestling</b>	\$60.00	Alexandra Cavallo
		James Bermudez
<b>Ticket Takers/Sales</b>		Greg Cooper
Football	\$60.00	Lance Parham
Basketball	\$70.00	Vance Steinbergin
Wrestling	\$60.00	Alteriq Taylor
<b>Announcer</b>		
Football	\$60.00	
Basketball	\$70.00	
Wrestling	\$60.00	
<b>Clock Operator</b>		
Basketball High School	\$60.00 per Varsity game	
Basketball - High School	\$40.00 per JV/Freshmen game	
Basketball - Middle School	\$30.00 per game	
Girls/Boys Volleyball	\$40.00 per game/level	
<b>Non-Carded Oficial</b>		
Outdoor Track and Field	\$70.00	
<b>Chain Crew (Football)</b>		
Chain Maker	\$70.00	



### BFMS - BFAST Program Stipends

First Name	Last Name	Position	Stipend
Jean	McVerry	Lead Teacher	\$700.00
Zain	Conteh	Math	\$500.00
Josephine	Cinnella	Math	\$500.00
Claudia	Califano*	Math/Science	\$1,100.00
Shanice	Wright	ELA	\$500.00
Tasja	Hans	Science	\$500.00
Paula	Fischkelta	ELA	\$500.00
Kimberly	Rossy	Math	\$500.00
Roberta	Weiss	Math	\$500.00
Tiffany	Torres	ELA/ELL	\$500.00
Jonathan	Manzano	Math	\$500.00
Sean	Gordon	Math/Science	\$500.00
Victor	Stanic	Enrichment	\$500.00
Amanda	Detrick	ELA/Math/Sci/SS	\$1,100.00
<b>Cost Not to Exceed</b>			<b>\$8,400.00</b>