

Minutes of the proceedings of the **PUBLIC WORK MEETING** held on Wednesday, October 9, 2024, in person at Teaneck High School located at 100 Elizabeth Avenue, Teaneck, NJ 07666 and virtually via Zoom app located at the district website, at 8:00 PM. *Clara Williams, Board President, presided.*

I. Salute to the Flag

II. Presiding Officer's Meeting Notice Statement

"I hereby call to order the Public Work Session Meeting of the Teaneck Board of Education, held on Wednesday, October 9, 2024, in person at Teaneck High School located at 100 Elizabeth Avenue, Teaneck, NJ 07666 and virtually via Zoom app located at the district website, at 8:00 PM. Adequate notice of this meeting has been sent to the Record and The Star Ledger, filed with the Municipal Clerk and posted on the school district website at www.teaneckschools.org, on January 23, 2024."

III. Roll Call

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

IV. Reaffirmation of District Goals

V. Superintendent's Report

Please click on the link below to view the Superintendent's report:

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

VI. Public Comment I (Agenda Items Only)

Please click on the link below to view the Public comments Session I:

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

VII. Agenda Items

Please click on the link below to view the agenda:

<https://www.eduvision.tv/I?RLOOOOt>

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

Please click on the link below to view the Public Comment Session II:

<https://www.eduvision.tv/I?RLgygDe>

IX. New and Old Business

Please click on the link below to view the New and Old Business:

<https://www.eduvision.tv/I?RLOOOgm>

X. Executive Session

Ms. Reyes motioned to adjourn the regular public session and convene into the Executive session at 11:21 pm. Said motion was seconded by Mr. Rodriguez and carried by a unanimous vote.

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

Ms. Reyes motioned to adjourn the Executive session and convene back into the public session at 12:06 am. Said motion was seconded by Ms. Fisher and carried by a unanimous vote.

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

Mr. Wolff (James)	x			
Mrs. Williams (Clara) - President	x			

1.

XI. Adjournment

Ms. Reyes motioned to adjourn the regular public session at 12:06 am. Said motion was seconded by Mr. Rodriguez and carried by a unanimous vote.

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

Respectfully submitted,

Aneesa Baig, Acting Board Secretary

Teaneck Public Schools

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

Vision: The Teaneck Advantage: Educational Excellence for All

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** the Teaneck Board of Education upon the recommendation of the Superintendent approves the **FIRST READING** of the following Board Policies and Regulations listed below. See page 36-now 37.

RED: Strauss Esmay; BLUE: Policy Committee; BLACK: Attorney

Bylaw/Policy/Reg. No.	Topic
Policy 1140	Educational Equity Policies
Policy 1523	Comprehensive Equity Plan
Policy 1530	Equal Employment Opportunities
Regulation 1530	Equal Employment Opportunity Complaint Procedure
Policy 2260	Equity in School and Classroom Practices
Regulation 2260	Equity in School and Classroom Practices Complaint Procedure
Policy 5520	Demonstrations

Motion to table POLICY #5520 for First Reading by Mrs. Reyes and Seconded by Mr. Rodriguez and carried by a unanimous vote.

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

1. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the minutes from the following meeting:
 1. September 11, 2024 - Workshop Public Meeting
 2. September 11, 2024 - Executive Session
 3. September 17, 2024 - Regular Public Meeting

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

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

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

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

1. **THEREFORE BE IT RESOLVED** the Teaneck Board of Education, upon the recommendation of the Superintendent, approves Benjamin Franklin Middle Schools' Parents Cafe Parent Workshop, in partnership with the Division of Child Care Resources, led by Maria Garcia, Family Engagement Specialist on October 30, 2024 at 6:15pm. No cost associated with this event.
2. **THEREFORE BE IT RESOLVED** the Teaneck Board of Education, upon the recommendation of the Superintendent, approves Benjamin Franklin Middle School and Thomas Jefferson Middle School to participate in the 2024-2025 Student-to Adult Relationship Mapping Initiative sponsored by Harvard University for up to 12 teachers and 1 School Champion, Mrs. Jacobs. Initiative to begin on September 30, 2024. No cost associated with this event.

3. **WHEREAS**, Holy Name Medical Center is sponsoring a Resource Fair to empower individuals to take charge of their overall health;

WHEREAS, this Fair will provide information on various medical conditions as well as health insurance information to Hawthorne families;

THEREFORE BE IT RESOLVED that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the Holy Name Medical Center's "The Healthy Minds, Healthy Bodies Resource Fair" to be held on Saturday, November 2, 2024 from 10am-12noon at Hawthorne Elementary School. No cost associated with this event.

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the annual observance of the Week of Respect, October 7-11, 2024 and School Violence Awareness Week, October 14 - 18, 2024. The designation of observances is required by the New Jersey Department of Education.

5. **WHEREAS**, the Teaneck School District seeks to establish a cooperative swimming sports program with the Hackensack Board of Education to establish a joint competitive boys and girls swim team and to provide for the use of the Hackensack High School pool;

THEREFORE BE IT RESOLVED that the Teaneck Board of Education upon the recommendation of the Superintendent, approves an agreement with the Hackensack Board of Education for the 2024-2025 school year. See page 68.

6. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves Healing Space, to conduct workshops on healthy relationships, internet safety and prevention of human trafficking to middle school and high school students enrolled in the PASS (Police/Parents and Student/School Partnership) program on Tuesday, October 29th and Wednesday October 30th, 2024. No cost associated with this event.

7. **WHEREAS**, Bryant Elementary School was awarded a partnership with Colgate Bright Smiles, Bright Futures program, for an educational initiative on dental health for elementary students;

THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the agreement between Bryant Elementary School and the Colgate Bright Smiles, Bright Futures Community Program, allowing the implementation of free dental health education to Bryant School students. No cost to the District. See page 72.

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

Fund	Amount
General Fund	\$7,492,471.39
Capital Outlay	\$889,343.65
Special Revenue	\$572,744.82
Community Education	\$12,673.51
Food Service	\$42,190.26
Total Payments	\$9,009,423.63

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the attendance of staff members at a **Professional Development and Conference \$3,846.30** (Title II Funded:\$1,262.69; Title III:\$2,237.57; PEA Grant: \$346.06). See page 76.
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 **\$9,422.26** (District Funded: \$500; Parent Funded:\$3,989; Lacey PTA Funded: \$500; PASS Grant: \$4,433.26) See page 81.
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 86.
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 **2024-2025** school year in the amount of \$468,582.20. See [page 90](#).
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 **2024-2025** school year. See page 91.
7. **THEREFORE BE IT RESOLVED** the Teaneck Board of Education, upon the recommendation of the Superintendent, approves agreements with Rohin Beach, The Sneaker Preacher, to present two (2) 50-minute assemblies on the topic of emotional regulation and decision-making for Benjamin Franklin Middle School students on October 22, 2024. Cost: \$ 2,000. Title 1 funded account code: #20-231-200-320-00-060-000.

8. **THEREFORE BE IT RESOLVED** the Teaneck Board of Education, upon the recommendation of the Superintendent, approves agreements with Faith Alpher to present two (2) 50-minutes assemblies on the topic of Social-Emotional Skills, Empower, Uplift, and Encourage for Benjamin Franklin Middle School students on November 12, 2024 in a cost not to exceed \$2,200. Title 1 funded account code: #20-231-200-320-00-060-000.
9. **WHEREAS**, the Teaneck School district is receiving an Out of District middle school student;
WHEREAS, the family's district of residence is Bogota, NJ and;
THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the tuition agreement from the Bogota School District, for student ID# 29223. The 2024 -2025 tuition amount to be received from the Bogota School district is \$54,956.
10. **WHEREAS**, the Teaneck School district has an elementary school student that has been deemed homeless under the McKinney Vento law;
WHEREAS, the family's last district of residence is Hackensack, NJ and;
THEREFORE BE IT RESOLVED that the Teaneck Board of Education upon the recommendation of the Superintendent approves the tuition agreement from the Hackensack School District for student ID#2110635254; the 2024-2025 tuition amount to be received from the Hackensack School District is \$18,317.
11. **WHEREAS**, the Teaneck School district has an elementary school student that has been deemed homeless under the McKinney Vento law;
WHEREAS, the family's last district of residence is Hackensack, NJ and;
THEREFORE BE IT RESOLVED that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the tuition agreement from the Hackensack School District for student ID#7176856488; the 2024-2025 tuition amount to be received from the Hackensack School District is \$18,317.
12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves bedside instruction payments to LearnWell in the amount of \$60.75 per hour, 10 hour sessions per week, for student ID#103889; Services will commence 9/18/2024 through 11/1/2024. Not to exceed \$4,252.50 (7 weeks).
13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves bedside instruction payments to LearnWell in the amount of \$60.75 per hour, 10 hour sessions per week, for student ID#107824. Services will commence 9/20/2024 through 10/18/2024. Not to exceed \$2,430.00 (4 weeks).

14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the agreement with Empowerment Matters, LLC to provide a customized Restorative Practices for Educators (RPE) Action Plan training for the staff of Hawthorne Elementary School during the 2024-2025 school year (specific dates and times to be determined.) Costs not to exceed \$7,500 (6 Tier II sessions, 3 on-site coaching days, on-demand) Funded by Hawthorne Elementary School's 2024-2025 Title I allocation.
15. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the agreement with Suzie O'Toole to provide Tier 2 mathematics instruction to select students of Hawthorne Elementary School during the 2024-2025 school year (specific dates and times to be determined). Costs not to exceed not to exceed \$8,500. Funded by Hawthorne Elementary School's 2024-2025 Title I allocation #20-231-200-300-00-110-000
16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with Harlem Magic Masters for two (2) 45 minute programs on the topic of anti-bullying prevention on February 28, 2025 for 326 Hawthorne students in an amount not exceed \$2100 .Grant funded: Title IV: 20-280 100-300-000-00-000
17. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with Jim Vagias from Education Productions for a 35 to 45 minute program on the topic of kindness and generosity towards others taking place on November 20, 2024 for 326 Hawthorne students in an amount not exceed \$1,590. Grant funded: Title IV: 20-280 100-300-000-00-000
18. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the Emergency repair of the Boiler in the Whittier Elementary School. The work will be done by Combustion Service Corp located at 429 Rockaway Valley Road, Suite 100, Boonton Township, NJ 07005 with the Ed Data contract# 12191 titled as Boiler Inspection, Cleaning and Repair. The total cost of this repair is \$67,735.00 (materials: \$33,925; Labor: \$33,810). See page 92.

19. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following Project Change Order at Benjamin Franklin Middle School Cafeteria HVAC Upgrade. See page 93.

PROJECT NO.: 4002

ARCHITECT: Di Cara Rubino

PROJECT: Cafeteria HVAC upgrade at Benjamin Franklin

CONTRACTOR: T.M. Brennan Services Inc.

<u>CHANGE ORDER #</u>	<u>DESCRIPTION</u>	<u>CREDIT AMOUNT</u>	<u>ORIGINAL CONTRACT AMOUNT</u>	<u>ADJUSTED CONTRACT AMOUNT</u>
GC-02	Credit of Unused Allowance to Closeout Balance	(\$26,722.34)	\$414,000	\$387,277.66
	TOTAL	(\$26,722.34)	\$414,000	\$387,277.66

20. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following Project Change Order at Thomas Jefferson Middle School Cafeteria HVAC Upgrade. See page 95.

PROJECT NO.: 4002

ARCHITECT: Di Cara Rubino

PROJECT: Cafeteria HVAC upgrade at Thomas Jefferson

CONTRACTOR: T.M. Brennan Services Inc.

<u>CHANGE ORDER #</u>	<u>DESCRIPTION</u>	<u>CREDIT AMOUNT</u>	<u>ORIGINAL CONTRACT AMOUNT</u>	<u>ADJUSTED CONTRACT AMOUNT</u>
GC-03	Credit of Unused Allowance to Closeout Balance	(\$13,398.98)	\$895,000	\$881,601.02
	TOTAL	(\$13,398.98)	\$895,000	\$881,601.02

21. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following Project Change Order (pre-k classroom renovation at Bryant School. See page 97.

PROJECT NO.: 4313

ARCHITECT: Di Cara Rubino

PROJECT: Pre-k classroom renovation at Bryant School

CONTRACTOR: Catcord Construction Company, Inc.

<u>CHANGE ORDER#</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>	<u>ALLOWANCE</u>	<u>BALANCE OF ALLOWANCE</u>
GC-01	Labor and material to install LVT in lieu of VCT as requested by the school	\$6,300.28		
GC-02	Infill existing entry mat recesses = \$758.54 + Replace existing door & hardware to the Toilet = \$2,687.75 for a total = \$3,446.29	\$3,446.29		
GC-03	Install new telecom setup in room 20B = \$713.73 + Install new thermostat and sensor in Room 20A = \$3,960 for a total of \$4,673.73	\$4,673.73		
	TOTAL	\$14,420.30	\$30,000	\$15,579.70

<u>CHANGE ORDER #</u>	<u>DESCRIPTION</u>	<u>CREDIT AMOUNT</u>	<u>ORIGINAL CONTRACT AMOUNT</u>	<u>ADJUSTED CONTRACT AMOUNT</u>
GC-04	Credit of Unused Allowance to Closeout Balance	(\$15,579.70)	\$309,000	\$293,420.30
	TOTAL	(\$15,579.70)	\$309,000	\$293,420.30

22. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with Team Makers, to conduct a workshop on team building to middle school students enrolled in the PASS (Police/Parents and Student/School Partnership) program on Tuesday, November 7, 2024 in an amount not to exceed \$300. Funded by the Juvenile Justice grant would fund this program. Account # 20-009-100-300-00-00-00 FORUM/J. Justice Purchase Ed. Services

23. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with Plethora Media Group to presenting four sessions of the "Picture of Success," the basic principles of photography workshop to middle and high school students enrolled in the PASS (Police/Parents and Student/School Partnership) program on 11/11/24, 11/25/24, 12/5/24, and 12/10/24 at a rate of \$400 per session; funded by the FORUM Juvenile Justice grant; Not to exceed \$1,600. Account # 20-009-100-300-00-00-00 FORUM/J. Justice Purchase Ed. Services
24. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with JHasHeart for presenting one workshop on SEL(social emotional learning) competencies to middle school students enrolled in the PASS (Police/Parents and Student/School Partnership) program on Thursday November 19th, 2024 at a rate of \$300 per session; funded by the FORUM Juvenile Justice grant; Not to exceed \$1,600. Account # 20-009-100-300-00-00-00 FORUM/J. Justice Purchase Ed. Services
25. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the agreement with Steven Anthony King to conduct two workshops titled "Success Principles for Life" on October 22, 2024 and November 11, 2024 for Middle school and High School Students enrolled in the FORUM Parents and Students/School Partnership Program in an amount of \$400 per session not to exceed \$800. Account # 20-009-100-300-00-00-00 FORUM/J. Justice Purchase Ed. Services
26. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the agreement with Bridging Hearts LLC to conduct two workshops on Yoga and Mindfulness on November 6, 2024 and December 3, 2024 for Middle school and High School Students enrolled in the FORUM Parents and Students/School Partnership Program in an amount of \$300 per session not to exceed \$600. Account # 20-009-100-300-00-00-00 FORUM/J. Justice Purchase Ed. Services

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

Item	Estimated Value	Donor	On Behalf Of
Financial Contribution / Check	\$235	Jewish Federation of Northern New Jersey	Gift to fund the Jamie Fitterman Collection in the Teaneck High School Library.
Financial Contribution / Check	\$295	Jewish Federation of Northern New Jersey	Gift to fund the Gil King Collection in the Teaneck High School Library.

28. **WHEREAS**, under P.L.2023, c.295, to receive a high school diploma, a student in the graduating class of 2025, 2026, or 2027 must, complete the Free Application for Federal Student Aid (FAFSA) or the New Jersey Alternative Financial Aid Application, or be exempted from the requirement in accordance with procedures outlined in the law;

THEREFORE BE IT RESOLVED that the Teaneck Board of Education upon the recommendation of the Superintendent approves the following data sharing agreement with The Higher Education Student Assistance Authority (HESAA) to verify submission status of families in order to address the New Jersey Financial Aid Application graduation requirement. See page 104.

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

Organization Purpose	Facilities Use Request	Date(s) Time	Fees
THS Girls' Soccer Pancake Breakfast Ms. Cavallo, Head Girls' Soccer Coach	Thomas Jefferson Middle School Cafeteria	November 3, 2024 8:00 am – 12:00 pm	No Charge - Teaneck Public Schools' Student Booster Club
Teaneck Teen Idol Teaneck Community Chorus Mr. Kinter, President	Teaneck High School Auditorium, classrooms, media Center	November 13, 14, 2024 January 2, 7, 9, 11, 2025 February 1, 2, 2025 May 17, 18, 2025	All rental and custodial fees waived except for the days listed below. Custodians would be provided by the district at N/C for all dates requested. Security (3 days charged fees but security will be provided for all dates by district) - \$422.10 Student workers fee total: \$793.00 Stage Crew Advisor fee total: \$1,050

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

Name	Position	Location	Effective Date	Position Control	Years of Service
Sara Del Donna	Teacher	Lowell Elementary School	11/04/2024	ASJ	2
Moses Poyser	Custodian	Thomas Jefferson	10/31/2024	AZR	11
Sarah Soto	Long Term-Substitute	Hawthorne	09/13/2024	-	0
Michelle Phoenyx	Teacher	Bryant Elementary School	09/25/2024	-	0
Yennifer Nunez	Secretary D	Theodora Smiley Lacey School	10/31/2024	CLX	3
Ashley Barnes	Special Education Teacher	Teaneck High School	12/02/2024	ACI	5

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

Name	Position	Location	Guide/Step	Salary	Effective Dates	PCN	Notes
Helene NGuessan	Teacher of Elementary-Grade 6	Thomas Jefferson Middle School	BA, Step 13	\$83,000	09/13/2024 - 06/30/2025	BIU	Replacement

3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the Appointment of the following **Long-Term and Leave Replacements Teacher(s)** assigned to a non-tenure track position, effective as indicated.

Name	Position	Location	Amount	Effective Dates	Benefits
Noesterlin Quintana	Long-Term Substitute Teacher	Bryant Elementary School	\$200.00 per day	09/11/2024-TBD	N/A
Cinthia Rivera	Certified Long-term Teacher	Teaneck High School	\$260.00 per day	10/07/2024-11/25/2024	N/A
Nina Odood	Leave Replacement Teacher	Thomas Jefferson	\$200.00 per day	09/01/2024 - 06/30/2025 Full Year	Eligible

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

Name	Position	Location	Amount	Effective Dates	Notes
Joanne Clemons	Substitute Secretary	Benjamin Franklin Middle School	\$15.50 per hour	10/16/2024 - 6/30/2025 As Needed	
Chardall Bradley	Substitute Custodian	Operations & Maintenance	\$21.22 per hour	10/16/2024 - 6/30/2025 As Needed	
Yesmin Hernandez	Bus Driver	Transportation	\$41,375.00	10/01/2024-06/30/2025	Replacement
Akim Mack	School Safety Officer	Teaneck High School	\$26.28 per hour	10/16/2024 -06/30/2025	Replacement

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

Staff ID#	Type	Dates of Paid Leave	Days Used	Dates of Unpaid Leave	Days Used	Return Day
5152	Maternity Leave	N/A	N/A	09/01/2024-10/31/2024	38	11/01/2024
1917	Medical Leave	04/23/2024 - 06/14/2024	38 sick days	N/A	N/A	09/01/2024
1510	Medical/Maternity	03/28/2024-06/14/2024	48 Sick Days	01/06/2025-03/28/2025	107	04/03/2025
5246	Maternity	10/17/2024-11/14/2024	18 sick days	11/15/2024-02/21/2025	58	02/24/2025
5131	Maternity	10/07/2024-12/13/2024	43 sick days	12/16/2023-03/21/2025	59	03/24/2025
2378	Maternity	09/01/2024-10/16/2024	30 Sick Days	10/17/2024-01/17/2025	41	01/25/2025
5631	Maternity	10/21/2024-11/12/2024	13 sick days	11/13/2024-2/21/2025	0	02/24/2025
5825	Maternity	N/A	N/A	09/01/2024-10/14/2024	28	10/15/2024
5820	Maternity	11/11/2024-12/10/2024	20 Sick Days	12/11/2024-03/10/2025	55	03/11/2025
5343	Medical	10/08/2024-11/29/2024	33 Sick Days	N/A	N/A	12/01/2024
0415	Medical	09/25/2024-11/25/2024	41 Sick Days	N/A	NA	12/02/2024
0591	Medical	09/30/2024-11/11/2024	20.4 Sick Day and 3 personal Days	N/A	N/A	11/12/2024

6. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, approves the following teachers serving as **Teacher Mentors to Provisionally Certified Novice Teachers** as required under the New Jersey Department of Education Provisional Teaching Process effective for the 2024-2025 school year. Novice teachers are required to complete a minimum of 30 weeks of formal mentoring.

Novice Teacher	Mentor Teacher	Certification	Mentor Fee
Radeyyah Hossain	Sharon Bellin	CE	\$1,000
Susan Fanaras	Dana Orner	CE	\$1,000
Natalie Goris	Munyiva Munguti	CE	\$1,000
Lena Guttman	TBA	CEAS	\$550
Alyssa Jackson	Munyiva Munguti	CE	\$1,000
Helene NGussan	Brandon Vargas	CE	\$1,000
Candice Robertson	Rena San George	CEAS	\$550
Devin Davis	Matthew Green	CEAS	\$550
Marisol Vargas	Maria Constano	CE	\$1,000
Susie Kim	Rochelle Yaros	CEAS	\$330.00 (pro-rated)
Christina Aviles	Jennifer Connolly	CEAS	\$550

7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves **Salary Reclassifications** for eligible TTEA staff upon completion of qualifying graduate-level coursework or attainment of a degree effective September 1, 2024 - June 30, 2025.

Last Name	First Name	Position	Current Guide	Step	Salary	New Guide	Step	Salary
Jacobs	Heather	Teacher	BA	11	\$75,412	MA	11	\$84,200
Short	Luke	Teacher	BA	10	\$72,750	MA	10	\$80,200
Nowak	Ilona	Teacher	MA	9	\$78,000	MA+32	9	\$87,200
Ramirez	Melinka	Teacher	BA	8	\$65,000	MA	8	\$75,200
Andreala-Marra	Ashley	Teacher	MA	13	\$92,200	MA+32	13	\$104,700
Pirro	Summer	Teacher	MA	7	\$72,200	MA+32	7	\$79,200
Batog	Joanna	Teacher	MA	5	\$67,200	MA+32	5	\$75,700
Singer	Samantha	Teacher	MA	8	\$75,200	MA+32	8	\$83,200
Gordon	Sean	Teacher	MA+32	11	\$95,800	PHD	11	\$113,800
Detrick	Amanda	Teacher	MA	7	\$72,200	MA+32	7	\$79,200
Venezia	Luigi	Teacher	MA	12	\$88,700	MA+32	12	\$101,200

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education approve payments to the following individual(s) for **unused vacation, sick** and/or personal business days in accordance with their appropriate collective bargaining agreement or employment contract. See page 113.

Name	Position	Total Amount	Separation Date
Antoine Green	Principal	\$38,575.19	07/01/2024
Haquisha Taylor	School Business Administrator/Board Secretary	\$1,188.46	08/20/2024

9. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the stipend positions for the **Teaneck Community Education Centers School Aged Child Care (SACC)** Staff effective September 5, 2024 - June 23, 2025.

Name	Position	Hourly Amount
Monique Brown	Site Supervisor	\$25.00 per hour
Jada Alson	Aide	\$18.50 per hour
Julitt Bills	Aide	\$18.50 per hour
Luthfa Shamin	Aide	\$18.50 per hour
Uzma Jamal	Student Aide	\$15.13 per hour
Alfred Faison	Aide	\$18.50 per hour
Massiel Batista	Aide	\$18.50 per hour

10. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves payment to the following staff members for sixth period compensation the 2024-2025 school year; total cost not to exceed 2% of base salary.

Name	Course	2024-2025 Salary	Stipend Amount
Kerrie Viray	AP Environmental Science	\$119,507.00	\$2,390.14
Eileen Glassey	AP Chemistry	\$119,507.00	\$2,390.14
Brenda Cierech	AP Biology (Period 1)	\$115,350.00	\$2,307.00
Brenda Cierech	AP Biology (Period 5)	\$115,350.00	\$2,307.00
Alexis Morales	Algebra I	\$72,200.00	\$1,444.00

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the payment to the following staff members, for assuming temporary **Sixth-Period Assignments** as negotiated contractual per class rates effective September 5, 2024. Staff members will receive payment upon submission of appropriate payroll bill form for each pay date, and will receive their payment on the subsequent pay date:

Name	Class	Amount	Location
Jean Uwisayve	French	\$70.00 (MA)	High School
Matthew Green	(ACE) Health	\$80.00 (MA+32)	TJMS
George Prespis	(BDF) Health	\$80.00 (MA+32)	TJMS
Ashley Alcott	Google Maps Course	\$70.00 (MA)	TJMS
Spencer Jones	Breakfast Club	\$70.00 (MA)	TJMS

12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the payment to work the **Breakfast Program at Benjamin Franklin Middle School** from 7:30 a.m. to 8:20 a.m.

Name	Date	School	Amount
Victor Stanic	09/04/2024-06/23/2025	Benjamin Franklin Middle School	\$1,400.00
William Mazerolle (Substitute)	09/04/2024-06/23/2025	Benjamin Franklin Middle School	As Needed
Lawrence Heart (Substitute)	09/04/2024-06/23/2025	Benjamin Franklin School	As Needed
Jean McVerry (Substitute)	09/04/2024-06/23/2025	Benjamin Franklin School	As Needed

13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the **Breakfast Program** stipend positions at Whittier Elementary School.

Staff Name	Location	Dates of Program	Amount
Willa Rudy	Whittier Elementary School	10/07/2024-06/23/2025	\$1,400.00

14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the stipend positions for the **Strive Program**.

Name	Position	Location	Amount
Andres Munoz	Site Supervisor	Teaneck High School	\$50.00 per hour x 120 hours (Not to exceed \$6,000.00)
Summer Pirro	Site Supervisor	Teaneck High School	\$50.00 per hours x 120 hours (Not to exceed \$6,000.00)
Shanieka Smith	Site Supervisor	Teaneck High School	\$50.00 per hour x 120 hours (Not to exceed \$6,000.00)

15. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following stipends for a Saturday and Sunday Training on the **International Baccalaureate Program** for Whittier Elementary School District Funded.

Staff Name	Position	Amount
Debra Nussabaum	Whittier Principal	\$700.00
Alicia Lyle	Supervisor of Mathematics	\$700.00
Patricia Dent	Director of Innovation, English, ESL & Counseling	\$700.00

16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following District Instructional Coaches to participated in 6 hours of **Professional Development** on August 22, 2024, District Funded

Staff Name	Position	Amount
Gillian Iappelli	Middle School Instructional Coach-Language Arts	\$50 per hour x 6 hours (Not to exceed \$300.00)
Jemara Blount	Elementary Instructional Coach-Language Arts	\$50 per hour x 6 hours (Not to exceed \$300.00)
Stephanie McKee	Elementary Instructional Coach-Language Arts	\$50 per hour x 6 hours (Not to exceed \$300.00)
Zain Conteh	Middle School Instructional Coach-Math	\$50 per hour x 6 hours (Not to exceed \$300.00)
Kim Sillivan	Elementary Instructional Coach-Math	\$50 per hour x 6 hours (Not to exceed \$300.00)

17. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following Annual Auto Allowances for the 2024-2025 school year, payable in 20 equal installments, for the period of September 2024 through June 2025. See page 114.

18. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following stipend at **Hawthorne Elementary Schools Before and After School STEM Program**. To be funded with 24-25 Hawthorne Elementary Title 1 Funds (20-231-100-101-00-110-000).

Name	Position	Salary	Effective Dates	Notes
Daniel Bassett	STEM Teacher	\$50.00 per hour	11/6/24 - 4/9/25 A total of 12 weeks - one day a week	Not to exceed \$3,000 Before & After School Program

19. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the stipend positions for the **Open Gym Supervisor**.

Name	Position	Location	Amount
Raina Warren	Supervisor	Teaneck High School	\$4,000.00

20. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the **Extra Work, for Extra Pay** stipends for the 2024-2025 school year, at Hawthorne Elementary School, in accordance with the TTEA Contract:

Staff Member Name	Activity	Stipend Amount
Jennifer Cortez	Breakfast Club	\$700.00
Maria Garcia Iglesias	Breakfast Club	\$700.00
Amber Halpern	Safety Patrol	\$1,000.00
Dawn Santamaria	School Treasurer	\$1,100.00

Breakfast Club Total Stipend \$1,400.00 split between 2 staff members

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

Staff Member Name	Activity	Location	Stipend Amount
Muniya Munguti	Student Council	Benjamin Franklin Middle School	\$2,000.00
Javalda Powell	Student Council	Benjamin Franklin Middle School	\$2,000.00
Victor Stanic	BFMS Robotics/Steam	Benjamin Franklin Middle School	\$2,100.00
Hanifah Stephenson	National Junior Honor Society	Benjamin Franklin Middle School	\$2,000.00
Jean Uwisavye	French Club	Benjamin Franklin Middle	\$1,000.00

		School	
Jennifer Henry	Book/Supply Room	Benjamin Franklin Middle School	\$4,000.00
Linda Lamadrid	Yearbook Advisor	Benjamin Franklin Middle School	\$2,500.00
Eileen Mursch	Bridge Club	Benjamin Franklin Middle School	\$1,000.00
Samantha Singer	Intramurals	Benjamin Franklin Middle School	\$1,500.00
Patrick O'Connor	Intramurals	Benjamin Franklin Middle School	\$1,500.00
Jokeldy Hernandez	Intramurals	Benjamin Franklin Middle School	\$1,500.00
Latasha Holley-Garcia	Intramurals	Benjamin Franklin Middle School	\$1,500.00
Barbara Fienkelstien	Newspaper	Benjamin Franklin Middle School	\$1,125.00
TBD	Newspaper	Benjamin Franklin Middle School	\$1,125.00
Kltt Blessing	Drama Club Director	Benjamin Franklin Middle School	\$2,100.00
Jessica Bergen	Drama Assistant Director	Benjamin Franklin Middle School	\$1,000.00
Reginald Pittman	Chorus 5/6	Benjamin Franklin Middle School	\$2,100.00
Reginald Pittman	Chorus 7/8	Benjamin Franklin Middle School	\$2,100.00
		Benjamin	

Jessica Bergen	Band 5/6	Franklin Middle School	\$2,100.00
Jessica Bergen	Jazz Band	Benjamin Franklin Middle School	\$2,100.00
Joe Hochesang	Jazz Band	Benjamin Franklin Middle School	\$1,050.00
Joe Hoechesang	Stings 5/6	Benjamin Franklin Middle School	\$2,100.00
Shanice Wright	Dreams	Benjamin Franklin Middle School	\$2,200.00
TBD	Gay Straight Alliance	Benjamin Franklin Middle School	\$1,000.00
Tiffany Torres	Mock Trail	Benjamin Franklin Middle School	\$1,500.00
Javalda Powell	Student Services (ITeam)	Benjamin Franklin Middle School	\$1,000.00
TBD	Environmental Club	Benjamin Franklin Middle School	\$1,000.00
Mickell Taylor	Film Critics/Photography	Benjamin Franklin Middle School	\$1,000.00
TBD	Botony	Benjamin Franklin Middle School	\$1,000.00
TBD	Math Club	Benjamin Franklin Middle School	\$1,000.00
Tanja Hans	Chess Club	Benjamin Franklin Middle School	\$1,000.00
Anthony Bruno	Library Council	Benjamin Franklin Middle School	\$1,000.00
		Benjamin	

Dana Butler	Visual Arts/Dance	Franklin Middle School	\$1,050.00
Alyssa Jackson	Visual Arts/Dance	Benjamin Franklin Middle School	\$1,050.00
Mickell Taylor	Athletic Director	Benjamin Franklin Middle School	\$5,000.00
Sean Gordon	BF Achievers	Benjamin Franklin Middle School	\$2,200.00
Tiffany Torres	Spanish Club	Benjamin Franklin Middle School	\$1,000.00

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

Staff Name	Title of Stipend	Amount
*Jessica Bergen	Marching Band Director	\$9,600.00
*Joey Hochgesang	Marching Band Assistant	\$6,300.00
Federico Perez Tasante*	Marching Band Drill	\$4,000.00
Mitsael Trinidad	Marching Band Drill (Camp Specialist)	\$1,000.00
Logan Schaefer	Marching Band Drill	\$1,300.00
Douglas Book	Be All You	\$1,100.00
Jennifer Joyce	FCCLA/Culinary	\$1,800.00
Karen Mullaly*	Gaming	\$1,100.00

**Changes from the June 18, 2024 Human Resources Agenda*

23. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the **Extra Work Extra Pay Stipend Positions** for the 2024-2025 School Year at Thomas Jefferson Middle School.

Staff Member Name	Activity	Location	Stipend Amount
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Mitsael Trinidad	Band 5th & 6th Grade	Thomas Jefferson Middle School	\$2,100.00
Joey Hochesang	Orchestra	Thomas Jefferson Middle School	\$2,100.00
Gina Geronimo	Book & Supply Room	Thomas Jefferson Middle School	\$2,000.00
Brandon Vargas	Bridge Club	Thomas Jefferson Middle School	\$1,000.00
Molly Neff	Chorus 5th & 6th Grade	Thomas Jefferson Middle School	\$2,100.00
Molly Neff	Chorus 7th & 8th Grade	Thomas Jefferson Middle School	\$2,100.00
Kelley Blessing	Drama Director	Thomas Jefferson Middle School	\$2,100.00
Valerie Johnson	Assistant Drama Director	Thomas Jefferson Middle School	\$1,000.00
Antoinette Bush	Environmental/Science Club	Thomas Jefferson Middle School	\$1,000.00
Misael Trinidad	Jazz Band	Thomas Jefferson Middle School	\$2,100.00
Brandon Jacobs	Math Club I	Thomas Jefferson Middle School	\$500.00
Heather Jacobs	Mentor for Boys	Thomas Jefferson Middle School	\$500.00
Brandon Vargas	Mentor for Boys	Thomas Jefferson Middle School	\$2,200.00
Marisol Urena	Mentor for Girls 1	Thomas Jefferson Middle School	\$1,100.00
Gina Geronimo	Mentor for Girls 2	Thomas Jefferson Middle School	\$1,100.00
Lydia Deruiter	National Junior Honor Society 1	Thomas Jefferson Middle School	\$1,100.00
Lindsey Fisher	National Junior Honor Society 2	Thomas Jefferson Middle School	\$1,000.00

Lindsey Fisher	Newspapers	Thomas Jefferson Middle School	\$2,500.00
George Prepis	Physical Education Intramurals (Girls)	Thomas Jefferson Middle School	\$2,250.00
Matthew Green	Physical Education Intramurals (Boys)	Thomas Jefferson Middle School	\$2,250.00
Sue Luckman-Jacobs	STEM Club	Thomas Jefferson Middle School	\$2,100.00
Rena SanGeorge	Student Council	Thomas Jefferson Middle School	\$1,333.00
Sauda Charaf	Student Council	Thomas Jefferson Middle School	\$1,333.00
Monica Bagan	Student Council	Thomas Jefferson Middle School	\$1,333.00
Brittany Eisele	Visual Arts	Thomas Jefferson Middle School	\$2,100.00
D'Aisha Smith	Yearbook	Thomas Jefferson Middle School	\$1,250.00
Brandon Vargas	Yearbook	Thomas Jefferson Middle School	\$1,250.00
Jaclyn Kiely	French Club I	Thomas Jefferson Middle School	\$1,000.00
Paul Maute	Film Critics	Thomas Jefferson Middle School	\$1,000.00
Marisol Urena	Spanish Club	Thomas Jefferson Middle School	\$1,000.00
Kelley Blessing	Gay-Straight Alliance	Thomas Jefferson Middle School	\$1,000.00
James Pruden	Mock Trial 1	Thomas Jefferson Middle School	\$1,500.00
Gina Geronimo	Treasurer	Thomas Jefferson Middle School	\$2,200.00
Mark Martinez	Chess Club	Thomas Jefferson Middle School	\$1,000.00

D'Aisha Smith	Gymnastics Club	Thomas Jefferson Middle School	\$1,000.00
Brandon Vargas	Student Service	Thomas Jefferson Middle School	\$500.00
D'Aisha Smith	Student Service	Thomas Jefferson Middle School	\$500.00

24. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the stipend positions for the **Lead School Counselor**.

Name	Position	Location	Dates	Amount
Jennifer Taylor	Lead School Counselor (Grades 9-12)	Teaneck High School	10/16/2024-06/30/2025	Not to exceed \$12,000.00 (pro-rated differential above base salary)

25. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following staff member as the **Multisensory Reading Teacher Certification Initiative- Student Coordinator** for the 2024-2025 school year.

Staff Name	Job Title	Stipend Amount
Megan McBryde	Student Coordinator	\$50.00 per hour (Not to exceed \$2,000.00)

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

Staff Name	Job Title	Stipend Amount
Marisol Urena	Home Instructor	\$50.00 per hour
Timothy Perillo	Home Instructor	\$50.00 per hour
Abdoulaye Diallo	Home Instructor	\$50.00 per hour
Alexandra Cavallo	Home Instructor	\$50.00 per hour
Andres Munoz	Home Instructor	\$50.00 per hour
Barbara Finkelstein	Home Instructor	\$50.00 per hour
Elizbieta Biernacka	Home Instructor	\$50.00 per hour
Gorki Marcelo	Home Instructor	\$50.00 per hour
Adriana Lagomarsino	Home Instructor	\$50.00 per hour
James Lagomarsino	Home Instructor	\$50.00 per hour
John Dean	Home Instructor	\$50.00 per hour
Katierose Augustine	Home Instructor	\$50.00 per hour
Kelly Williams	Home Instructor	\$50.00 per hour
Kerrie Viray	Home Instructor	\$50.00 per hour
Kiera Skerritt	Home Instructor	\$50.00 per hour
Maryem GobjiHaouari	Home Instructor	\$50.00 per hour
Paul Sheppard	Home Instructor	\$50.00 per hour
Sean Holland	Home Instructor	\$50.00 per hour
Yvete Ortega-Ulubay	Home Instructor	\$50.00 per hour
Joseph Laborde	Home Instructor	\$50.00 per hour

27. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the **Middle School Winter Coaches** stipend positions.

Winter Sport	Location	Staff Name	Position	Amount
Girls Basketball	Thomas Jefferson Middle School	TBA	Head Coach	\$3,000.00
Boys Basketball	Thomas Jefferson Middle School	TBA	Head Coach	\$3,000.00
Girls Basketball	Benjamin Franklin Middle School	Angelina Cusack	Head Coach	\$3,000.00

28. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Winter Coach** stipend positions at Teaneck High School.

Staff Name	Position	Winter Sport	Amount
Damon Wright	Head Coach	Boys Basketball	\$8,165.00
Alteriq Taylor	Assistant Coach	Boys Basketball	\$5,831.00
Jaden Pinkett	Assistant Coach	Boys Basketball	\$5,831.00
Kevin Gibbs	Assistant Coach	Boys Basketball	\$5,831.00
Vance Steinbergin	Volunteer	Boys Basketball	\$0.00
Anthony Eleby	Volunteer	Boys Basketball	\$0.00
Jamal Gause	Volunteer	Boys Basketball	\$0.00
Bradley Allen	Head Coach	Girls Basketball	\$8,165.00
Raina Warren	Assistant Coach	Girls Basketball	\$5,831.00

Ashley Warren	Assistant Basketball	Girls Basketball	\$5,831.00
Matt Green	Head Coach	Boys/Girls Bowling	\$4,665.00
Brian Walker	Head Coach	Boys/Girls Indoor Track	\$6,999.00
Hadeel Alshujaieh	Assistant Coach	Boys/Girls Indoor Track	\$4,665.00
Jamil Jacobs	Assistant Coach	Boys/Girls Indoor Track	\$4,665.00
Lawrence Athil	Assistant Coach	Boys/Girls Indoor Track	\$4,665.00
Phil Hogan	Volunteer	Boys/Girls Indoor Track	\$0.00
Brian Doyle	Head Coach	Boys/Girls Swim	\$8,165.00
Marissa London	Assistant Coach	Boys/Girls Swim	\$5,831.00
Atyana James	Head Coach	Boys/Girls Winter Cheerleading	\$4,483.00
Stephanie Abatayo	Head Coach	Boys Fencing	\$6,999.00
TBA	Assistant Coach	Boys Fencing	\$4,665.00
Sara P. Duffy-Lawrence	Head Coach	Girls Fencing	\$6,999.00
Danielle Jones	Assistant Coach	Girls Fencing	\$4,665.00
Krystal Jones	Volunteer	Girls Fencing	\$0.00
James Nonas	Head Coach	Boys/Girls Wrestling	\$8,165.00
Patrick Delaney	Assistant Coach	Boys/Girls Wrestling	\$5,831.00
Dylan Toro	Volunteer	Boys/Girls Wrestling	\$0.00

Justin Cokran	Volunteer	Boys/Girls Wrestling	\$0.00
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29. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon recommendation of the Superintendent, approves the following teachers to coordinate, train and lead the **Teaneck High School Writing Center** for the 2024-2025 School Year.

Account: 20-231-100-101-00-050-000

Staff Name	Position	Stipend Amount
Jared Meli	Writing Center Lead Teacher	\$4,000
Richard Rodda	Writing Center Lead Teacher	\$4,000
Maryem Goji- Haouari	Writing Center Teacher	\$3,000
Keira Skerritt	Writing Center Teacher	\$3,000

30. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves paid administrative leave for employee #0531, pending an investigation.

31. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Amendments for the Record**:

Name	Position	Guide/Step	Salary	Effective Date	PCN
*Kelly Porter	Leave Replacement Teacher (MD)	BA, Step 1	\$56,750.00	09/01/2024-06/30/2025	-
Devin Davis	Teacher of Health & Physical Education	BA, Step 5	\$60,750.00	10/28/2024-06/30/2025	BGN
*Dr. Claudette Peterkin	Special Education Teacher (MD)	PHD, Step 10	\$111,200.00	10/01/2024-06/30/2025	CMZ
Sara Soto	Long-term Substitute Teacher	-	\$200.00 p/d	09/01/2024 - 09/13/2025	-
Natalie Govis	Leave Replacement Teacher	-	\$260.00 p/d	10/01/2024 - TBD	
Vladimir Pedroza	Long-term Substitute Teacher	-	\$260.00 p/d	09/26/2024-TBD	
Theclas Jones	Long-term Substitute Teacher	-	\$260.00 p/d	09/29/2024 – TBD	

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Educational Equity Policies/Affirmative

Action Program

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1140 **EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION PROGRAM**

The Board of Education shall adopt and implement written educational ~~equality~~ **and** equity policies in accordance with the provisions of N.J.A.C. 6A:7 – Managing ~~fFor Equality And Equity iIn~~ Education.

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

The **educational equity policies** ~~affirmative-action-program~~ will ~~also~~ promote **equitable** ~~equal~~ educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon **the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)2 race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status in the policies, programs, and practices of the Board of Education.**

The Board shall inform the school community ~~it serves~~ of these policies in a manner including, but not limited to, the district's customary methods of information dissemination **pursuant to N.J.A.C. 6A:7-1.4(b).** ~~The Board shall develop a Comprehensive Equity Plan once every three years, which shall identify and correct all discriminatory and inequitable educational and hiring policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.~~

~~The Board shall assess the district's needs for achieving equality and equity in educational programs based on an analysis of student performance data such as: National Assessment of Educational Progress and State assessment results, Pre-Kindergarten through grade twelve promotion/retention data, Pre-Kindergarten through grade twelve completion rates; re-examination and re-evaluation of~~



POLICY GUIDE

~~classification and placement of students in special education programs if there is~~

ADMINISTRATION

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Educational Equity Policies/Affirmative Action Program

~~an overrepresentation within certain groups; staffing practices; student demographic and behavioral data; quality of program data; and stakeholder satisfaction data prior to developing the Comprehensive Equity Plan. The purpose of the needs assessment is to identify and eliminate discriminatory practices and other barriers in achieving equality and equity in educational programs.~~

Pursuant to N.J.A.C. 6A:7-1.5, t~~The~~ Board **annually** shall ~~annually~~ designate a member of its staff as the Affirmative Action Officer and form an Affirmative Action Team, ~~of whom the Affirmative Action Officer is a member,~~ to coordinate and implement the requirements of N.J.A.C. 6A:7 – Managing ~~f~~**For Equality And Equity in Education**. The Board shall **ensure** ~~assure~~ that all stakeholders know who the Affirmative Action Officer is and how to **contact the Affirmative Action Officer** ~~access him or her.~~

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

In accordance with N.J.A.C. 6A:7-1.5(a)4., t~~The~~ Affirmative Action Team shall: **include, to the extent possible, members who represent the diversity of the school district's student population;** develop the Comprehensive Equity Plan (**CEP**) pursuant to N.J.A.C. 6A:7-1.4(c); oversee the implementation of the **school** district's **CEP** ~~Comprehensive Equity Plan~~ pursuant to N.J.A.C. 6A:7-1.4(c); collaborate ~~with the Affirmative Action Officer~~ on coordination of the required professional development training for **all personnel** ~~certificated and non-certificated staff~~ pursuant to N.J.A.C. 6A:7-1.6; monitor the implementation of the **CEP** ~~Comprehensive Equity Plan~~; and conduct the annual district internal



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monitoring to ensure continuing compliance with State and Federal statutes governing educational equality and equity, pursuant to N.J.A.C. 6A:7-1.4(d).

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**Educational Equity Policies/Affirmative
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In accordance with N.J.A.C. 6A:7-1.6, the Board shall provide, on a continuing basis, professional development training for to all school personnel certificated and non-certificated school staff members on a continuing basis to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. The professional development training shall be differentiated based on staff position type and shall be based on the analysis of data conducted pursuant to N.J.A.C. 6A:7-1.4(c)1. All new certificated and non-certificated staff members shall be provided with professional development training on educational equality and equity issues within the first year of employment. The district shall ensure that pParents and other community members are aware of shall be invited to participate in the professional development training provided to school district personnel regarding topics around equity. The district shall ensure all new personnel are provided within the first ninety days of employment with professional development training on educational equity issues.

The Commissioner or his/her designee shall provide technical assistance to local school districts for the development of policy guidelines, procedures, and in-service training for Affirmative Action Officers so as to aid in the elimination of prejudice on the basis of **the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.**

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



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1523 COMPREHENSIVE EQUITY PLAN

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

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

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

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



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Comprehensive Equity Plan

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

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

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



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Comprehensive Equity Plan

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

~~The A Comprehensive Equity Plan shall be written every three years and the Board of Education shall implement initiate the CEP Comprehensive Equity Plan within sixty days of the Executive County Superintendent's certification of completion its approval and shall implement the plan in accordance with the timelines approved by the New Jersey Department of Education.~~

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

N.J.A.C. **6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.79; 6A:7-1.8**

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1530 EQUAL EMPLOYMENT OPPORTUNITIES

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

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

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

The Board will use equitable **hiring** practices that **correct prevent** imbalance and isolation based on **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability** among the district's ~~certificated and non-certificated~~ staff and within every category of employment, including administration. Promotions and transfers will be monitored to ensure non-discrimination.

The Board shall not assign, transfer, promote, or retain staff, or fail to assign, transfer, promote, or retain staff, on the sole basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, color, creed, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability or socioeconomic status, pursuant to N.J.A.C. 6A:7-1.1.**



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

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The Board shall not enter into ~~or maintain a~~ contracts with ~~a persons, agencies agency,~~ or organizations that discriminates in employment ~~practices~~ or in the provision of benefits or services, on the basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability,~~ either in employment practices or in the provision of benefits or services to students or employees; ~~pursuant to N.J.A.C. 6A:7-1.1.~~

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

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

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

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

N.J.A.C. 6A:7-1.1 ~~et seq;~~ **6A:7-1.3 6A:7-1.8**



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R 1530 EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE

A. Purpose and Application

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



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B. Definitions

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

C. Procedure

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



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



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

- 87.** The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
- a. The original complaint;;
 - b. The response to the complaint;;
 - c. The Superintendent's decision;;
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented;; and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
- 98.** A copy of the appeal to the Board must be given to the staff member, if any, charged with a discriminatory act.
- 109.** The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
- 1110.** The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
- 1211.** The complainant will be informed of **their his/her** right to appeal the Board's decision to the:



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- a. Commissioner of Education
New Jersey State Department of Education
P.O. Box 500
Trenton, New Jersey 08625-0500 **or the**
~~Telephone: (877) 900-6960 or the~~
- b. New Jersey Division on Civil Rights
~~Central Trenton~~ Regional Office
Office of the Attorney General
140 East Front Street – 6th Floor
Trenton, New Jersey 08625-0090
~~Telephone: (609) 292-4605~~

D. Record

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

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Equity in Affirmative Action Program for School
and Classroom Practices

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

2260 **EQUITY IN AFFIRMATIVE ACTION PROGRAM FOR SCHOOL** **AND CLASSROOM PRACTICES**

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

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



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5. Ensuring ~~that~~ support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all students; and

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

- a. **If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.**

Pursuant to N.J.A.C. 6A:7-1.7(b), t~~The Board of Education~~ shall ensure ~~that~~ the district's curriculum and instruction are aligned to the **New Jersey Student Learning Standards (NJSLS)**. ~~State's Core Curriculum Content Standards and The Board also shall ensure its curriculum and instruction~~ address the elimination of discrimination by narrowing the achievement **and opportunity** gaps, by providing equity in educational **activities and** programs, and by providing opportunities for students to interact positively with others regardless of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status,~~ by:

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;~~
2. Ensuring courses shall not be offered separately on the basis of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or~~



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~~sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;~~

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- a. Portions of classes ~~that which~~ deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions **based on gender identity for male and female students**, provided that the course content for such separately conducted sessions is the same.
3. **Ensuring Increasing and promoting equitable representation** ~~Reducing or preventing the underrepresentation of all minority, female, and male~~ students in all classes and programs ~~including gifted and talented, accelerated, and advanced classes;~~
4. Ensuring ~~that~~ schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and **ensuring that** students understand the basic tenet of multiculturalism;
5. Ensuring **the Amistad Commission Curriculum** ~~that African American history, as well as the history of other cultures,~~ is **infused** into the curriculum and **is** taught ~~as part of the history of the United States, pursuant to N.J.S.A. 18A:35-1 and the New Jersey Core Curriculum Content Standards; and~~
6. Ensuring **the Commission that instruction on the Holocaust and Genocide education curriculum** ~~Education curriculum and other acts of genocide~~ is infused into the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28; ~~and-~~
7. **Ensuring all curricular requirements pursuant to N.J.A.C. 6A:8 and the NJSLS are taught, including any curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).**



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~~The Board of Education shall ensure all students have access to adequate and appropriate counseling services. When informing students about possible careers, professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of race, creed, color, national origin,~~

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~~ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. The district will not use tests, guidance, or counseling materials which are biased or stereotyped on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.~~

The Board of Education shall ensure that the district's physical education ~~program and its athletic programs are~~ **is in a** equitable, co-educational **setting that is developmentally appropriate**, and ~~does~~ **do** not discriminate on the basis of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status,~~ as follows:

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable;
2. ~~The A-school within the school~~ district may choose to operate separate teams **based on sex for both genders** in one or more sports or single teams open competitively to members of **all sexes both genders, as so** long as the athletic program as a whole provides equal opportunities for students of **all sexes both genders** to participate in sports at comparable levels of difficulty and competency; and
3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

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



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

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

2260 **EQUITY IN AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES**

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

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



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5. Ensuring ~~that~~ support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all students; and

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

- a. **If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.**

Pursuant to N.J.A.C. 6A:7-1.7(b), t~~The Board of Education~~ shall ensure ~~that~~ the district's curriculum and instruction are aligned to the **New Jersey Student Learning Standards (NJSLS)**. ~~State's Core Curriculum Content Standards and~~ **The Board also shall ensure its curriculum and instruction** address the elimination of discrimination by narrowing the achievement **and opportunity** gaps, by providing equity in educational **activities and** programs, and by providing opportunities for students to interact positively with others regardless of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status,~~ by:

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;~~
2. Ensuring courses shall not be offered separately on the basis of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or~~



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~~sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;~~

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**Equity in Affirmative Action Program for School
and Classroom Practices**

- a. Portions of classes ~~that which~~ deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions **based on gender identity for male and female students**, provided that the course content for such separately conducted sessions is the same.
3. **Ensuring Increasing and promoting equitable representation** ~~Reducing or preventing the underrepresentation of all minority, female, and male~~ students in all classes and programs ~~including gifted and talented, accelerated, and advanced classes;~~
4. Ensuring ~~that~~ schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and **ensuring that** students understand the basic tenet of multiculturalism;
5. Ensuring **the Amistad Commission Curriculum** ~~that African American history, as well as the history of other cultures,~~ is **infused** into the curriculum and **is** taught ~~as part of the history of the United States, pursuant to N.J.S.A. 18A:35-1 and the New Jersey Core Curriculum Content Standards; and~~
6. Ensuring **the Commission that instruction on the Holocaust and Genocide education curriculum** ~~Education curriculum and other acts of genocide~~ is infused into the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28; ~~and-~~
7. **Ensuring all curricular requirements pursuant to N.J.A.C. 6A:8 and the NJSLS are taught, including any curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).**



POLICY GUIDE

~~The Board of Education shall ensure all students have access to adequate and appropriate counseling services. When informing students about possible careers, professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of race, creed, color, national origin,~~

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Equity in Affirmative Action Program for School and Classroom Practices

~~ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. The district will not use tests, guidance, or counseling materials which are biased or stereotyped on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.~~

The Board of Education shall ensure that the district's physical education ~~program and its athletic programs are~~ **is in a** equitable, co-educational **setting that is developmentally appropriate**, and ~~does~~ **do** not discriminate on the basis of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status,~~ as follows:

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable;
2. ~~The A-school within the school~~ district may choose to operate separate teams **based on sex for both genders** in one or more sports or single teams open competitively to members of **all sexes both genders, as so** long as the athletic program as a whole provides equal opportunities for students of **all sexes both genders** to participate in sports at comparable levels of difficulty and competency; and
3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

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



POLICY GUIDE

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

Adopted:



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~~Equity in Affirmative Action Program for~~ School
and Classroom Practices Complaint Procedure

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R 2260 ~~EQUITY IN AFFIRMATIVE ACTION PROGRAM FOR SCHOOL~~
AND CLASSROOM PRACTICES COMPLAINT PROCEDURE

A. Purpose and Application

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

B. Definitions

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



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

C. Procedure

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



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- b. The specific failure to act **of which that** the complainant complains **of;**

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- c. The school employee, if any, responsible for the alleged violation of the Affirmative Action Plan;**;**
- d. The results of discussions conducted in accordance with **paragraph C.1. above;** and
- e. The reasons why **the these** results **of the discussions were** **are** not satisfactory **to the complainant.**

43. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the **written** complaint **filed in accordance with C.2. above.** A copy of the complaint and the response will be forwarded to the Superintendent.

54. The **response-of-the** Affirmative Action Officer's **written response** may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have violated the Affirmative Action Plan.

65. On **their his/her** timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with violation of the Affirmative Action Plan and any other person with knowledge of the violation **complained-of.**

76. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties and to the Board.



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Equity in Affirmative Action Program for School
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- 87.** The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
- a. The original complaint;
 - b. The response to the complaint;
 - c. The Superintendent's decision;
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented; and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
- 98.** A copy of the appeal to the Board must be given to the staff member, if any, charged with a violation of the Affirmative Action Plan.
- 109.** The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
- 1140.** The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
- 1211.** The complainant will be informed of **their** ~~his/her~~ right to appeal the Board's decision to the Commissioner of Education or to the New Jersey Division on Civil Rights.



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Equity in Affirmative Action Program for School
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D. Record

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



**COOPERATIVE SPORTS PROGRAM AGREEMENT (SWIMMING)
BETWEEN HACKENSACK PUBLIC SCHOOLS BOARD OF EDUCATION AND
THE TEANECK BOARD OF EDUCATION**

This Agreement is made by and between the Board of Education of the Teaneck Public Schools, with principal offices located at 651 Teaneck Road Teaneck, NJ 07666 ("Teaneck") and the Hackensack Board of Education, with its principal offices located at 191 Second Street, Hackensack, NJ 07601 (when referred to collectively herein, referred to as "Districts");

WHEREAS, the New Jersey State Interscholastic Athletic Association (hereinafter referred to as "NJSIAA") permits cooperative sports programs between two cooperating member schools where one or both of those schools has an insufficient number of students to participate in a sport; and

WHEREAS, the NJSIAA's rules and regulations require an agreement between the cooperating schools whereby one of the two schools shall have the complete responsibility as the Local Education Agency (hereinafter referred to as "LEA") for the conduct of the specific sport, which will be available to the students at both schools; and

WHEREAS, the parties to this Agreement seek to establish a cooperative sports program in swimming with one another for eligible students in their respective high schools in accordance with the terms set forth herein;

NOW THEREFORE, based on the promises and premises set forth herein and for other good and valuable consideration, the receipt of which is hereby acknowledged, the parties agree as follows:

1. **Term.** The term of this Agreement shall be from July 1, 2024 through June 30, 2025 ("Term"). This Agreement shall be deemed automatically renewed unless terminated in writing by either or both parties hereto. Either party may provide 90 days' written notice termination of this Agreement to the other party.
2. **Name.** The Teaneck team(s) shall be referred to as "Teaneck" over the public address system at home and away games or meets, in cheers, and in press releases and news stories/articles. Each party shall work collaboratively with the other to identify and implement a symbolic logo and/or signage representing the two (2) schools.
3. **Eligibility.** Each party is responsible for confirming both the medical and academic eligibility of participants from its own high school district. Each party shall provide the other party with a current copy of its policy regarding athletic eligibility for purposes of

transparency and mutual understanding and cooperation. The student- athletes shall be subject to NJSIAA eligibility rules as well as the eligibility rules of both schools, and where the rules are at variance, the more stringent rules will be in effect.

4. **Recognitions.** With the exception of "scholar-athlete" awards, all special honors to be received by participants related to athletic performance shall be based solely on ability and performance. Such honors include all-league, all-county, all-state, and other similar awards. When award ceremonies are held in either school district regarding the cooperative sports team, players from both districts shall be invited to each such ceremony.
5. **Schedules for Meets/Games and Practice Location/Facility.** Schedules for meets and games shall be developed by and through the cooperative and collaborative efforts of the Athletic Directors from each of the Districts. It is understood that Hackensack will be the "home site" for swim meets. It is also understood that Hackensack shall host practice each week at the swimming pool located at Hackensack High School.
6. **Communications.** If the Athletic Director of either of the Districts becomes aware of any issue affecting or in connection with the cooperative sports program (or any of them), he or she shall notify the Athletic Director of the other District immediately upon receipt of such information.
7. **Transportation.** (a) For swimming practices and "home" meets, transportation shall be furnished as follows: Teaneck shall furnish such buses as may be required for Teaneck swimmers from Teaneck to Hackensack. At the conclusion of practice, Teaneck shall furnish such busses as may be required to bring Teaneck swimmers back to the designated location(s) at the Teaneck campus for drop off. (b) For "away" meets, the teams from the Districts will travel jointly via bus provided by Teaneck. Teaneck shall provide a bus to pick up Hackensack athletes at a designated pick up location at Hackensack and transport to the "away" site.
8. **Insurance.** Each party shall maintain, in full force and effect, liability and student accident insurance in appropriate limits of liability for the Term of this Agreement and for any and all renewal Terms. The Teaneck Board assumes all liability for, and agrees to indemnify and hold the Hackensack Board and its agents, servants, employees, students, guests, licenses, and invitees, harmless from and against any and all claims, losses, damages, injuries, and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by the Teaneck Board, its agents, servants, or employees related to the performance of Teaneck Board's obligations under the terms of this Agreement. Likewise, the Hackensack Board assumes all liability for, and agrees to indemnify and hold Teaneck Board and its agents, servants, and employees, harmless from and against any and all claims, losses, damages, injuries, and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Hackensack Board, its agents, servants, employees, or students related to the performance of Hackensack Board's obligations under the terms of this Agreement.

8. **Team Captains.** If Team Captains are selected, at least one (1) shall be from each high school. This provision may be waived with the joint agreement of the Athletic Director for each of the Districts.
9. **Sharing of Costs.** The parties shall share the following costs evenly: uniforms; supplies; reconditioning costs; tournament fees; and bussing for away swim meets. Other costs, namely, registration of students and uniforms, shall be borne by each of the parties for their own student swimmers.
10. The _____ Board shall have the complete responsibility as the LEA for the conduct of the Swim Program, which will be available to the students at both schools. This shall include the employment of all certificated staff responsible for the administration of the Swim Program and the supervision of students from both schools. In addition, the _____ shall be responsible for all personnel necessary for home meets such as officials, scorekeepers, and timekeepers. _____ Board shall be responsible for all the services of the Athletic Trainer for each contest. The overall care and treatment of each student-athlete will be the responsibility of the Athletic Trainer at their school. For example, the Hackensack Athletic Trainer would be responsible for any injury that happens on site during a contest, but any necessary, regular maintenance of that injury would be the responsibility of the home school's Athletic Trainer. Both schools' athletic trainers will be in communication and aware of the responsibilities.
- 11.
12. **Coaches.** (a) In the event of a vacancy for the position of Head Coach for the cooperative team, the Athletic Directors from both districts, in collaboration with the respective Superintendents from each District, shall form an interview committee with equal representation from each of the Districts to evaluate applications and interview candidates. (b) The interview committee shall be comprised of representatives of district and school administration, the Board of Education, district employee(s) and such others as determined to be appropriate for the task by the Superintendent of each respective District. (b) At the conclusion of the interview committee process, and using the input of the interview committee and the departing head coach, the Hackensack Athletic Director shall provide his or her recommendation to the Hackensack Schools Superintendent who, in turn, shall make a final decision and recommendation to the Hackensack Board of Education. (c) Hackensack shall be responsible for the salary of the Head Coach. (d) Hackensack shall appoint at least one (1) assistant coach with the input of the Hackensack Athletic Director and the Head Coach, it shall be responsible to select and pay for the salary and benefits (if any) based on the provisions of the Hackensack Educational Association collectively negotiated agreement; (e) if the parties have any dispute regarding any of the coaches selected, Hackensack, as the paying district, will have the final say as to the individual(s) selected for the position(s).
13. **Amendment to Agreement.** Any amendment or modification to this Agreement shall be in writing signed by both parties.

14. **Authorized Representatives.** Each party hereby represents that the individual executing this Agreement is of full age and authorized by the governing body of each entity to execute this Agreement as the word and deed of each respective party.

HACKENSACK BOARD OF EDUCATION

By: _____

Name and Title

Dated: _____

**BOARD OF EDUCATION OF THE TEANECK
SCHOOL DISTRICT**

By: _____

Name and Title

Dated: _____

	
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COLGATE BRIGHT SMILES BRIGHT FUTURES® COMMUNITY PROGRAM AGREEMENT

THIS AGREEMENT (this “Agreement”), effective as **OCTOBER 16, 2024**, is entered into between **COLGATE-PALMOLIVE COMPANY**, a Delaware corporation (“Colgate”), with offices at 300 Park Avenue, New York, New York 1002 and **BRYANT ELEMENTARY SCHOOL at NEW JERSEY–PARTNERSHIP** (“Partner”), having its principal location at **1 E TRYON Ave, TEANECK, NJ 07666** on behalf of itself and its affiliates. Colgate and Partner are each referred to in this Agreement as a “Party” and collectively the “Parties.”

WHEREAS, Colgate established its Bright Smiles, Bright Futures® (“BSBF”) program in 1991, and wishes to help improve health and wellbeing for children, families and communities served by BSBF.

WHEREAS, Partner desires to work with Colgate’s BSBF program to conduct an event relating to oral health and wellness initiatives (the “Event”), as described below;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

1. **BSBF Program.** Colgate’s BSBF program (“Program”) will provide the following at Partner during the Event, on a mutually agreed day/time, in exchange for Partner’s provision of the activities/obligations set forth in Section 3:

- a. **Partner Program/Curriculum.** BSBF will provide participating individuals with free, fun and engaging educational kits containing tools to teach children healthy practices for oral health care. The BSBF website, www.colgatebsbf.com, contains intra-sites for parents, teachers and kids. Many valuable educational tools can be easily downloaded from this website.
- b. **BSBF Mobile Van Program.** BSBF will provide participants in the Program who obtain written consent of their parent or guardian the opportunity to receive free dental screenings and oral health education aboard the mobile van unit (screenings based on availability and number of students that obtain required consents).
- c. **Community Awareness Programs.** BSBF mobile vans and staff participate in community events with a focus on raising awareness on oral health care.

2. **Partner Responsibilities.** In exchange for Colgate performing the Program-related activities set forth in Section 1, Partner will do the following:

- a. Distribute and gather all Colgate required forms, including the parent/guardian consent forms, provided by Colgate;
- b. Post flyers and other promotional material announcing the scheduled dental screenings or virtual visits;
- c. Provide a list of site contacts at the Partner;



- d. Provide a list of eligible participants to receive dental screenings;
- e. Provide a mutually acceptable, safe place to allow Colgate or its agents to park the Colgate BSBF mobile van unit to provide participants with the dental screenings (van dimensions are 36 ft. L x 15 ft. H x 14 ft. W); and
- f. Assist in identifying staff and/or parents to help as liaisons/volunteers during the Colgate BSBF mobile van visit at the agreed upon site.

3. Compliance with Laws and Colgate Policies.

- a. Both Parties shall comply with applicable state and federal law in performing their respective obligations under this Agreement. Each Party shall obtain, provide and maintain all governmental, regulatory or local approvals, notices, permits, licenses or similar requirements that are necessary for the applicable Party to commence and perform its obligations under this Agreement.
- b. Partner represents and warrants that it is in compliance with Colgate-Palmolive Company's Anti-Bribery Policy as of the Effective Date and shall remain in compliance throughout the term of this Agreement with such policy and any amendments to such policy in the form: (i) provided by Colgate to Partner throughout the term of this Agreement or (ii) updated throughout the term of this Agreement at <https://www.colgatepalmolive.com/en-us/core-values/our-policies/anti-bribery-policy>.
- c. Partner represents and warrants that it is in compliance with Colgate-Palmolive Company's Third Party Code of Conduct as of the Effective Date and shall remain in compliance throughout the term of this Agreement with Colgate-Palmolive Company's Third Party Code of Conduct and any subsequent amendments thereto in the form (i) provided by Colgate to Partner throughout the term of this Agreement or (ii) updated throughout the term of this Agreement at <https://www.colgatepalmolive.com/en/us/corp/about/governance/third-party-code-of-conduct>, including the requirement of strict compliance with the letter and spirit of applicable environmental laws and regulations and the public policies they represent.
- d. Partner will not process personal data in connection with this Agreement or its activities related thereto.

4. Indemnification. Colgate and Partner each agree it shall defend, indemnify and hold harmless the other Party, its affiliates and their respective officers, directors, employees and agents, from and against any and all third party losses, liabilities, damages, actions, judgments, suits, demands or claims (including, without limitation, amounts paid in settlement and reasonable costs of investigation and reasonable attorneys' fees and disbursements) (collectively, "Claims") to the extent arising out of or resulting from the gross negligence or willful misconduct of the indemnifying party in connection with the Event; provided, however, that any Claims arising out of the negligence, gross negligence or willful misconduct of the indemnified party are specifically excluded from the foregoing indemnity. The indemnifying party shall have the right to defend itself in any such action or proceeding with attorneys of its own selection.



5. Insurance. Partner shall maintain at all times during the term of this Agreement, and at its sole expense, such policy or policies of insurance, including a general liability, worker's compensation or equivalent state plan and employers liability, as are necessary to cover all loss, destruction or damage for which Partner has assumed responsibility under the terms of this Agreement, and shall name Colgate as an additional insured with respect to the general liability policy. Partner shall cause its insurance policies to provide a waiver of subrogation in favor of Colgate. The policies shall be with at least a Standard & Poor's A+ rated company providing limits of appropriate amount. Such limits can be satisfied with a primary policy or a combination of a primary and excess / umbrella policies. Partner shall promptly furnish upon request certificates of insurance to Colgate evidencing that the insurance required by this paragraph is in full force and effect.

6. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of New York.

7. Term. The term of this Agreement shall commence on the effective date set forth above and continue in effect for one (1) year.

8. Miscellaneous.

- a. This Agreement shall be governed by and interpreted and enforced in accordance with the laws of the State of New York, USA applicable to agreements entered into and to be wholly performed therein.
- b. Colgate may perform its obligations under this Agreement through one or more subcontractors. Each Party is responsible for its use of subcontractors hereunder, including any wrongful act or omission of such subcontractor(s).
- c. Nothing in this Agreement is intended to or shall be construed to constitute or establish any endorsement, joint venture, partnership or fiduciary relationship between the Parties and no Party shall have the right or authority to act for or on behalf of the other Party.
- d. This Agreement, including all exhibits attached hereto, each of which are incorporated herein by reference, sets forth the entire understanding between the Parties related to the subject matter hereof, and supersedes any and all prior or contemporaneous negotiations, understandings, agreements, representations, warranties, inducements or similar communications between the Parties.
- e. Any provision of this Agreement which by its express terms or by its nature is intended to survive the expiration or termination of this Agreement shall survive any such expiration or termination of this Agreement.
- f. This Agreement may not be modified except by a writing signed by a duly authorized signatory of each Party.
- g. Neither Party shall assign any right or any obligation under this Agreement without the prior written consent of the other Party.



IN WITNESS WHEREOF, the parties acknowledge their agreement to the foregoing by the due execution of this Agreement by their respective authorized representatives.

COLGATE-PALMOLIVE COMPANY	BRYANT ELEMENTARY SCHOOL
By: _____ Name: Robert Wilson Title: SVP, Professional Engagement & Public Health.	By: _____ Name: _____ Title: _____

Professional Development

District Funded – \$0.00**Title II Funded - \$1,262.69****PEA Grant Funded - \$346.06****Title III - \$2,237.57****Total Cost: \$3,846.30**

Name: Theresa Avella**School or Department:** Bryant Elementary**Conference/Seminar/Workshop:** Q-Interactive Essentials/Pearson**Location:** Virtual**Dates:** 9/27/2024**Estimated Cost:** \$0.00**Explanation:** The participant will gain enhanced assessment skills, improved student outcomes, and access to resources to improve the quality of care he/she provides.

Name: Iris Hernandez**School or Department:** Whittier Elementary - Special Services**Conference/Seminar/Workshop:** Handle With Care Trainer Training**Location:** Region V, Oradell, NJ**Dates:** 10/28/2024**Estimated Cost:** \$0.00**Explanation:** This training equips educators with practical tools and insights to navigate challenging situations more confidently and compassionately.

Name: Jennifer Kim**School or Department:** Bryant Elementary School**Conference/Seminar/Workshop:** Preschool Instructional Coach Seminar**Location:** North Brunswick Public Schools Preschool Instructional Coaches Seminar**Dates:** Jan 27, 2025, Jan. 28, 2025, Jan. 30, 2025, Jan 31, 2025,**Estimated Cost:** \$346.04 (PEA - Grant Funded) - **Substitute Not Required****Explanation:** The Preschool Instructional Coach Seminar provides educators with strategies and tools to enhance teaching practices, support early childhood development, and foster a collaborative learning environment.

Name: Ashley Sularz**School or Department:** Curriculum and Instruction**Conference/Seminar/Workshop:** New Jersey Council for History Education**Location:** Princeton University, Princeton, New Jersey**Dates:** January 22, 2024**Estimated Cost:** \$175.16 (Title II - Grant Funded) - **Substitute Not Required****Explanation:** The 29th Annual History Conference at Princeton University brings together scholars and students to explore significant historical themes and current research across diverse fields of study.

Name: Terrie Roberts
School or Department: Teaneck High School
Conference/Seminar/Workshop: Bergen Passaic Association of School Librarians
Location: Bergen County, New Jersey
Dates: October 23, 2024
Estimated Cost: No Cost to District - ***Substitute Not Required***
Explanation: The Bergen Passaic Association of School Librarians meeting offers school librarians a platform to share resources, collaborate on best practices, and discuss trends in library science and education.

Name: Gabriel Tavaréz
School or Department: Teaneck High School
Conference/Seminar/Workshop: NJPSA Conference
Location: Ocean Casino Resort, Atlantic City, NJ
Dates: Oct. 16, 2024
Estimated Cost: \$309.36 (Title II - Grant Funded) - ***Substitute Not Required***
Explanation: The New Jersey Principals and Supervisors Association conference offers valuable professional learning experiences and workshops specifically designed for school administrators.

Name: Beth Fleischer
School or Department:
Conference/Seminar/Workshop: HESAA School Counselor Workshop
Location: Seton Hall University, South Orange, NJ
Dates: November 22, 2024
Estimated Cost: No Cost to District - ***Substitute Not Required***
Explanation: The Higher Education Student Assistance Authority school counselor workshop plays a crucial role in equipping school counselors with the knowledge and skills necessary to guide students through the financial aid process.

Name: Jennifer Cortez
School or Department: Hawthorne/Lowell
Conference/Seminar/Workshop: Using AI Tools to Increase the Success of English Language
Location: Virtual
Dates: November 26, 2024
Estimated Cost: \$295.00 (Title III - Grant Funded) - ***Substitute Required***
Explanation: Using AI tools to support multilingual learners (MLLs) in their English language development and enhance teacher productivity offers a range of educational benefits.

Name: Jennifer Cortez
School or Department: Hawthorne/Lowell
Conference/Seminar/Workshop: NJTesor Conference:
Location: Hyatt Regency Hotel, 2 Albany st, New Brunswick, NJ
Dates: May 22, 2025
Estimated Cost: \$380.63 **(Title III - Grant Funded) - Substitute Required**
Explanation: The NJTESOL conference serves as a vital forum for educators to engage with the concept of intersectionality, shaping their understanding of the diverse experiences of ELLs and creating opportunities for their academic success. By focusing on these themes, the conference empowers educators to foster more inclusive, equitable, and effective learning environments.

Name: Yuby Figueroa, Clarissa Danlasky, Joanna Batog, Carolina Alvarez, Erika Nussbaum, Janette Razmologov
School or Department: Bryant Elementary School
Conference/Seminar/Workshop: Tools of the Mind - Year 3 Launching Tools
Location: Virtual
Dates: January 28, 2025
Estimated Cost: No Cost to the District - **Substitute Required**
Explanation: The Tools of the Mind - Year 2 Launching Tools professional development is a learning session that is designed to help teachers promote self-regulation, literacy, and cognitive development in young children through structured activities and guided play. Teachers in this training are in their third year of development for the Tools of the Mind program.

Name: Kelly Potter, Melanie Vergara Glickman
School or Department: Bryant Elementary School
Conference/Seminar/Workshop: Tools of the Mind - Year 1 Launching Tools
Location: Virtual
Dates: January 21, 2025 & March 19, 2025 - **Substitute Required**
Estimated Cost: No Cost to the District
Explanation: The Tools of the Mind - Year 1 Introduction professional development is a learning session that is designed to help year one teachers promote self-regulation, literacy, and cognitive development in young children through structured activities and guided play. Teachers in this training are in their first year of development for the Tools of the Mind program.

Name: Diandra Leiland
School or Department: Bryant Elementary School
Conference/Seminar/Workshop: Tools of the Mind - Year 2 Launching Tools
Location: Virtual
Dates: December 11, 2024, March 6, 2025
Estimated Cost: No Cost to the District - **Substitute Required**
Explanation: The Tools of the Mind - Year 2 Launching Tools professional development is a learning session that is designed to help year two teachers promote self-regulation, literacy, and cognitive development in young children through structured activities and guided play. Teachers in this training are in their second year of development for the Tools of the Mind program.

Name: John Paladino, Susie Cipriano
School or Department: Teaneck High School
Conference/Seminar/Workshop: NJAPHERD Driver's Education Conference
Location: 152 Cedar Grove, Somerset, New Jersey
Dates: November 11, 2024
Estimated Cost: \$250.00 (Title II - Grant Funded) - *Substitute Required*
Explanation: The NJAHPERD Driver's Education will provide educators with the latest strategies, resources, and best practices for effectively teaching safe driving and traffic safety in schools

Name: Eric Akselrad
School or Department: Teaneck High School
Conference/Seminar/Workshop: Rutgers Seminar Series for Educators
Location: Rutgers University, 10 Seminary Pl., New Brunswick, NJ 08901
Dates: February 7, 2025 and April 11, 2025
Estimated Cost: \$193.22 (Title II - Grant Funded) - *Substitute Required*
Explanation: These seminars will provide a deep understanding of historical movements in preparation for teaching units to secondary students.

Name: Adrienne Williams
School or Department: Fall Conference NJ School Counselors
Conference/Seminar/Workshop: New Jersey School Counselor Association
Location: Pin Manor, Edison NJ
Dates: October 11, 2024
Estimated Cost: \$230.19 (Title II - Grant Funded) - *Substitute Required*
Explanation: The Fall Conference for New Jersey School Counselors is designed to provide professional development, networking opportunities, and the latest resources to support school counselors in their critical roles. This conference focuses on current trends, best practices, and challenges in school counseling, aiming to enhance the skills and knowledge of attendees.

Name: Adrienne Williams
School or Department: SNAP conference
Conference/Seminar/Workshop: Bergen County Persecutors
Location: Bergen County Prosecutors Office
Dates: October 17, 2024
Estimated Cost: \$9.76 (Title II - Grant Funded) - *Substitute Required*
Explanation: The SNAP Conference on Protecting Our Youth focuses on improving the well-being of young people in education, mental health, and community involvement. It brings together educators, mental health professionals, policymakers, and advocates to share strategies for supporting and protecting youth.

Name: Frank Piccinnni

School or Department: Thomas Jefferson Middle School

Conference/Seminar/Workshop: New Jersey Council for History Education

Location: Princeton University, Princeton, New Jersey

Dates: November 22, 2024

Estimated Cost: \$95.00 (Title II - Grant Funded) - *Substitute Required*

Explanation: The New Jersey Council for History Education conference offers educators insights, resources, and strategies to enhance history teaching and promote historical understanding in K-12 classrooms.

Name: Sulety Diaz

School or Department: Lowell Elementary School

Conference/Seminar/Workshop: WIDA Instructional Design Conference

Location: Washington, DC

Dates: October 24th - October 25th

Estimated Cost: \$1561.94 (Title III - Grant Funded) - *Substitute Required*

Explanation: The Multilingual Learner Conference - Instructional Design Conference provides educators and professionals with multilingual learning strategies, tools, and best practices for designing effective, learner-centered educational experiences.

FIELD TRIP

District Funded - \$500.**Parent Funded - \$3,989.****Lacey PTA Funded - \$500.****PASS Grant Funded - \$4,433.26****Grand Total: \$9,422.26****Trip Leader(s):** Colleen Pagan, Vatrell Graves**School/Department:** Benjamin Franklin Middle School**Trip Planned:** Teaneck Farmer's Market**Destination:** Teaneck, NJ**Date(s):** 10/31/2024 and 4/24/2025**Estimated Cost:** \$.00

Explanation: This field trip will support IEP target goals and create a rich learning environment that supports hands-on learning, social skills development, sensory experiences, and life skills.

Trip Leader(s): Colleen Pagan, Vatrell Graves**School/Department:** Benjamin Franklin Middle School**Trip Planned:** Teaneck Creek Conservancy**Destination:** Teaneck, NJ**Date(s):** 11/22/2024 and 4/04/2025**Estimated Cost:** \$.00

Explanation: This field trip will support IEP target goals and create a rich learning environment that supports hands-on learning, social skills development, sensory experiences, and life skills.

Trip Leader(s): Gianni Jaramillo and Jessica Murphy**School/Department:** Teaneck High School FORUM**Trip Planned:** High Exposure Rock Climbing**Destination:** Northvale, NJ**Date(s):** 11/13/2024**Estimated Cost:** \$692.00 (PASS Grant Funded)

Explanation: Students attend the trips as an incentive for participation as well as practicing positive socialization in the community.

Trip Leader(s): Gianni Jaramillo and Jessica Murphy**School/Department:** Teaneck High School FORUM**Trip Planned:** Monster Mini-Golf**Destination:** Paramus, NJ**Date(s):** 11/20/2024**Estimated Cost:** \$440.00 (PASS Grant Funded)

Explanation: Students attend the trips as an incentive for participation as well as practicing positive socialization in the community.

FIELD TRIP

Trip Leader(s): Gianni Jaramillo and Jessica Murphy

School/Department: Teaneck High School FORUM

Trip Planned: Maggiano's Little Italy

Destination: Hackensack, NJ

Date(s): 12/11/2024

Estimated Cost: \$845.64 (PASS Grant Funded)

Explanation: Students attend the trips as an incentive for participation as well as practicing positive socialization in the community.

Trip Leader(s): Gianni Jaramillo and Jessica Murphy

School/Department: Teaneck High School FORUM

Trip Planned: Dave & Buster's

Destination: Wayne, NJ

Date(s): 12/18/2024

Estimated Cost: \$458.82 (PASS Grant Funded)

Explanation: Students attend the trips as an incentive for participation as well as practicing positive socialization in the community.

Trip Leader(s): Nick Campestre and Javalda Powell

School/Department: Teaneck High School FORUM

Trip Planned: High Exposure Rock Climbing

Destination: Northvale, NJ

Date(s): 11/14/2024

Estimated Cost: \$692.00 (PASS Grant Funded)

Explanation: Students attend the trips as an incentive for participation as well as practicing positive socialization in the community.

Trip Leader(s): Nick Campestre and Javalda Powell

School/Department: Teaneck High School FORUM

Trip Planned: Monster Mini-Golf

Destination: Paramus, NJ

Date(s): 11/26/2024

Estimated Cost: \$440.00 (PASS Grant Funded)

Explanation: Students attend the trips as an incentive for participation as well as practicing positive socialization in the community.

FIELD TRIP

Trip Leader(s): Nick Campestre and Javalda Powell

School/Department: Teaneck High School FORUM

Trip Planned: Maggiano's Little Italy

Destination: Hackensack, NJ

Date(s): 12/12/2024

Estimated Cost: \$845.64 (PASS Grant Funded)

Explanation: Students attend the trips as an incentive for participation as well as practicing positive socialization in the community.

Trip Leader(s): Nick Campestre and Javalda Powell

School/Department: Teaneck High School FORUM

Trip Planned: Dave & Buster's

Destination: Wayne, NJ

Date(s): 12/19/2024

Estimated Cost: \$458.82 (PASS Grant Funded)

Explanation: Students attend the trips as an incentive for participation as well as practicing positive socialization in the community.

Trip Leader(s): Emily Smith

School/Department: Theodora Smiley-Lacey School

Trip Planned: Wightman Farms

Destination: Morristown, NJ

Date(s): 10/22/2024

Estimated Cost: \$2,050. (\$500.District Funded/ \$500. Lacey PTA/ \$1,050. Parent funded)

Explanation: Students will experience hand-on learning, environmental awareness, life skills, and a connection to food. This farm visit will enrich education by combining fun with valuable life lessons.

Trip Leader(s): Aknaris Diaz, Kharisma Bettis, Sheila Moore

School or Department: Teaneck High School

Trip Planned: Montclair State University

Location: Montclair, New Jersey

Number of Students: 40

Date(s): November 15, 2024

Estimated Cost: \$0.00

Substitute Required

EXPLANATION: Attending a college fair offers students valuable opportunities to explore diverse schools, connect with admissions representatives, and gather information to make informed decisions about their future.

FIELD TRIP

Trip Leader(s): Christine Mayers, Kharisma Bettis

School or Department: Teaneck High School – Black Youth Organization

Trip Planned: Kean University (HBCU Fair)

Location: Union, New Jersey

Number of Students: 30

Date(s): November 21, 2024

Estimated Cost:

Substitute Required

EXPLANATION: Attending an HBCU college fair provides valuable insights, networking opportunities, and access to scholarships tailored for students of color.

Trip Leader(s): Jamie Boyle, Linea Rondael, Ari Hiller

School or Department: Teaneck High School - Advance Tech Theatre

Trip Planned: Thespian Festival, Washington Township High School

Location: Sewell, New Jersey

Number of Students: 15

Date(s): January 18-19, 2025

Estimated Cost: \$0.00

No Substitute Required

EXPLANATION: Students in grades 10-12 will compete individually and in groups, watch performances and attend various workshops.

Trip Leader(s): Jessica Bergen, Joseph Hochgesang, Christine Mayers, Ivalisse Padilla, Angela King, Frederico Perez Trasante. Logan Schaefer, Rhea Williams

School or Department: Teaneck High School

Trip Planned: Midland Park High School

Location: Midland Park, New Jersey

Number of Students: 122

Date(s): October 13, 2024

Estimated Cost: \$.00

No Substitute Required

EXPLANATION: Teaneck High School marching band will perform as well as observe the performances of other participating high schools.

Trip Leader(s): Allison Norris, Kristen, Nunez, Shena Mallery, Antoinette Vincenti, Jaqwaysia Edge, Ellen Beuchel, Eleven Parent Chaperones

School or Department: Hawthorne Elementary School

Trip Planned: Liberty Science Center

Location: Jersey City, New Jersey

Number of Students: 73

Date(s): November 13, 2024

Estimated Cost: \$2939.00 (Parent Funded)

Substitute Required

EXPLANATION: Together with STEM/STEAM activities, students will be introduced to a variety of scientific phenomena.

Trip Leader(s): Kelley Blessings, Robert Davis, and Molly Neff
School/Department: Thomas Jefferson Middle School
Trip Planned: Teaneck High School
Destination: Teaneck, NJ
Date(s): 11/12/2024
Rain date: 11/14/2024
Estimated Cost: \$0.00

Explanation: Middle school students will attend various high school level workshops to gain a stronger understanding of the theatrical process with the high school Theatre Department.

Fundraising Activities by School

School or Department: Teaneck High School

Activity: **Vocal Music Concerts Ticket Sales**

Sponsoring Organization: Vocal Music Department

Name of Sponsors: Linea Rondael, Staff Member

Participants: Junior Student Council Class to Tournament participants and patrons.

Date(s): December 2024 - June 2025

Location: Teaneck High School in December 2024 and May 2025.

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to offset cost of supplemental services and resources, support end of year festivities, and student scholarships.

School or Department: Teaneck High School

Activity: **Bake Sale**

Sponsoring Organization: Interfaith Cookbook Club

Name of Sponsors: Beth Fleischer, staff member

Participants: Club Members would sell to students and staff

Date(s): October 2024 – May 2025

Location: THS 2ND Floor lobby

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for meeting refreshments, supplies, and printing materials for cookbooks.

School or Department: Teaneck High School

Activity: **Bake Sale**

Sponsoring Organization: Fashion Club

Name of Sponsors: James Bermudez, staff member

Participants: Club Members would sell to students and staff

Date(s): October 16, 2024 – June 15, 2025

Location: THS Lobby

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for supplies for the Fashion Show.

Fundraising Activities by School

School or Department: Teaneck High School

Activity: **Bake Sale**

Sponsoring Organization: Spectrum Club

Name of Sponsors: James Bermudez, staff member

Participants: Club Members would sell to students and staff

Date(s): October 16, 2024 – June 15, 2025

Location: THS Lobby

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for supplies for Pride Month Celebrations, field trips, and speakers.

School or Department: Teaneck High School

Activity: **Bake Sale**

Sponsoring Organization: Art Club

Name of Sponsors: Marissa London, staff member

Participants: Club Members would sell to students and staff

Date(s): October 16, 2024 – June 15, 2025

Location: THS Lobby

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for the Art Club annual field trip, and consumable art supplies.

School or Department: Teaneck High School

Activity: **SNAP Fundraiser**

Sponsoring Organization: Boys' Tennis

Name of Sponsors: John Paladino, staff member

Participants: Student athletes would sell to students and staff

Date(s): March – June 2025

Location: THS Lobby after school

Estimated funds to be raised by this activity: \$300 - \$3,000

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for equipment, end of year celebration, and senior day.

Fundraising Activities by School

School or Department: Teaneck High School

Activity: **Bake Sale**

Sponsoring Organization: Boys' Tennis

Name of Sponsors: John Paladino, staff member

Participants: Student athletes would sell to students and staff

Date(s): March – June 2025

Location: THS Lobby after school

Estimated funds to be raised by this activity: \$100 - \$700

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for equipment, end of year celebration, and senior day.

School or Department: Teaneck High School

Activity: **Custom Ink Merchandise (shirts/hoodies)**

Sponsoring Organization: BYO (Black Youth Organization)

Name of Sponsors: Christine Mayers, staff member

Participants: BYO Members would sell to the community

Date(s): February 10 – 24, 2025

Location: Online from February 7 – 21, 2025

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to offset the cost of sashes, and scholarships.

School or Department: Teaneck High School

Activity: **Bake Sale**

Sponsoring Organization: BYO (Black Youth Organization)

Name of Sponsors: Christine Mayers, staff member

Participants: BYO Members would sell to students

Date(s): October 16, 2024 – June 13, 2025

Location: THS Lobby

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

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for field trips and scholarships.

Fundraising Activities by School

School or Department: Thomas Jefferson Middle School

Activity: **Honor Roll Celebration Fundraiser**

Sponsoring Organization: Thomas Jefferson Middle School Administration

Name of Sponsors: Nina Odatalla, Principal

Participants: Faculty/Parents to faculty, students, and parents

Date(s): December 13, 2024 – January 10, 2025

Location: TJMS

Estimated funds to be raised by this activity: \$1,200

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to supplement Principal's Honors Breakfast each marking period as recognition and celebration for scholars exceeding academic expectations.

Student ID#	Placement	Tuition	Start Date	1:1 Aide
100222	The Holmstead School	\$67,748.40	9/17/2024	N/A
95415	The Career Center of SCESC	\$82,088.00	9/5/2024	40626
104905	The Career Center of SCESC	\$82,088.00	9/5/2024	N/A
103203	Bogota Board of Education (Sending District)	\$28,187.00	9/16/2024	N/A
106802	Cornerstone Day School	\$104,005.00	9/12/2024	N/A
104829	High Point School of Bergen County	\$63,839.80	10/1/2024	N/A
	Sub-totals	\$427,956.20		\$40,626.00
	Grand Totals	\$468,582.20		

<u>Student ID#</u>	<u>Placement</u>	<u>Discipline/Rate</u>	<u>NOT TO EXCEED</u>
95241	OT for Kids	INDIVIDUAL TREATMENT SESSIONS: Treatment for Sensory Integration/Gross and Fine Motor Gym (\$41.20 per 15-minute unit). Feeding/SOS Picky Eatint Treatment Session (\$51.50 per 15-minute unit; 1 hour minimum). Telehealth Sessions via Zoom, Facetime or similar platform (prorated \$41.20 per 15-minute unit). Treatment Session at Child/Student's On-Site Home or School (\$150.00 per 45-minute session). EVALUATIONS: Brief Evaluation/Screening, Low Complexity (\$250.00). Brief Evaluation, Low Complexity with Written Summary (\$350.00). Standard Evaluation, Moderate Complexity (\$750.00). Comprehensive Evaluation, High Complexity (\$950.00). CONSULTATIONS & OBSERVATIONS: Consultation to determine need for OT assessment (FREE initial 10-minute call). Follow-up consultation/visits/conference calls (\$40.00 per 15-minute unit, prorated; minimum 60-minute for on-site visits). School/class Observation (\$160.00/hour). OTHER: Requested Extensive Reports (\$50.00 and up, depending on the complexity). On-Site Participation at IEP Meeting (\$50.00 per 15-minute unit). Remote Participation at IEP Meeting (\$40.00 pere 15-mniute unit). Professional Development (\$160.00/hour).	\$24,000.00

COMBUSTION SERVICE CORP.

Industrial/Commercial · Gas/Oil Burner Sales and Service
Mechanical Contractor

“For maximum boiler efficiency”

Tel: 973-334-2200
Fax: 973-334-2238

429 Rockaway Valley Road, Suite 100
Boonton Township, NJ 07005

Teaneck BOE
651 Teaneck Rd.
Teaneck, NJ 07666

September 25, 2024

Attn: Mr. Anthony D’Angelo

Re: Replace boiler sections

Our quotation is as follows:

Whittier ES:

- 1) Remove four (4) plain intermediate cast iron sections from the boiler room.
- 2) Supply and install four (4) new plain intermediate cast iron boiler sections complete with necessary gaskets and seals.
- 3) Reassemble the boiler.
- 4) Fill and leak test same.
- 5) Fire and test the boiler.

Our price for this is sixty-seven thousand seven hundred thirty-five dollars, \$67,735.00. (Material: \$33,925.00. Labor: \$33,810.00). Work will be scheduled during regular working hours, Monday through Friday, 7:00 AM to 3:30 PM, however, rigging the boiler sections in/out of the school shall be completed on Saturday or outside of regular working hours.

TERMS: Net 30 days.

Our Ed Data Contract # is 12191 titled Boiler Inspection, Cleaning and Repair.

Please contact this office with any questions you have regarding this quote.

Respectfully,

Donnell K. Sanders
Combustion Service Corp.

CHANGE
ORDER

AIA DOCUMENT G701



OWNER ☐
ARCHITECT ☐
CONTRACTOR ☐
FIELD ☐
OTHER ☐

PROJECT: Cafeteria HVAC Upgrade at Ben Franklin Middle School
CHANGE ORDER NUMBER: GC-02
DATE: 9/30/2024
ARCHITECT'S PROJECT NO.: 4002
CONTRACT DATE: 12/19/22
CONTRACT FOR: General Construction

TO CONTRACTOR: TM Brennan Service, Inc.
3505 Route 94
Hamburg NJ 07419

The Contract is changed as follows:
The following item shall be CREDITED back to the original contract sum from the remaining balance from Allowance #1
Remaining balance of Allowance #1 before this credit is \$26,722.34

Total cost for this Change Order #2: **-\$26,722.34**

ALLOWANCE REMAINING BALANCE:		
Allowance #1	\$0.00	Unforeseen Conditions

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

The original Contract Sum was \$414,000.00
Net change by previously authorized Change orders \$0.00
The Contract Sum prior to this Change order was \$414,000.00
The Contract Sum will be increased by this Change Order in the amount of (\$26,722.34)
The new Contract Sum including this Change order will be \$387,277.66

The Contract Time will be changed by (0) days
The date of Substantial Completion as of the date of this Change Order therefore is:

Di Cara | Rubino Architects
ARCHITECT
35 Waterview Blvd., Suite 303
Address
Parsippany, New Jersey 07054
BY *Forberto Siguero*
DATE 9/30/2024

TM Brennan Service, Inc.
CONTRACTOR
3505 Route 94
Address
Hamburg, NJ 07419
BY
DATE

Teaneck Board of Education
OWNER
651 Teaneck Road
Address
Teaneck, NJ 07666
BY
DATE

TM Brennan Service, Inc.

3505 Route 94
Hamburg, NJ 07419
Phone: (973) 500-2501
Fax: (973) 209-1018

Request For Change Order

To: Teaneck Board of Education
651 Teaneck Road
Teaneck, NJ 07666
Project: Cafeteria Upgrade Ben Franklin

RFC No: 003
Date: 9/27/2024
Description: Credit of Remaining Allowance

The above work is subject to the same conditions as specified in the original contract unless otherwise stipulated.

Upon approval the sum of \$-26,722.34 will be deducted from the contract price.

Original Contract	\$414,000.00
Other Approved Change Orders	\$0.00
Total Contract to Date	\$414,000.00
This Request	\$-26,722.34
Other Pending Requests	\$0.00
Total Contract plus Pending RFCs	\$387,277.66

Authorized Signature: _____ Date: _____
TM Brennan Service, Inc.

Authorized Signature: _____ Date: _____
Teaneck Board of Education

CHANGE
ORDER

AIA DOCUMENT G701



OWNER ☐
ARCHITECT ☐
CONTRACTOR ☐
FIELD ☐
OTHER ☐

PROJECT: Cafeteria HVAC Upgrade at Thomas Jefferson Middle School
CHANGE ORDER NUMBER: GC-03
DATE: 9/30/2024
ARCHITECT'S PROJECT NO.: 4002
TO CONTRACTOR: TM Brennan Service, Inc.
3505 Route 94
Hamburg NJ 07419
CONTRACT DATE: 12/19/22
CONTRACT FOR: General Construction

The Contract is changed as follows:
The following item shall be CREDITED back to the original contract sum from the remaining balance from Allowance #1
Remaining balance of Allowance #1 before this credit is \$13,398.98

Total cost for this Change Order #3: **-\$13,398.98**

ALLOWANCE REMAINING BALANCE:		
Allowance #1	\$0.00	Unforeseen Conditions

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

The original Contract Sum was \$895,000.00
Net change by previously authorized Change orders \$0.00
The Contract Sum prior to this Change order was \$895,000.00
The Contract Sum will be increased by this Change Order in the amount of **(\$13,398.98)**
The new Contract Sum including this Change order will be \$881,601.02

The Contract Time will be changed by (0) days
The date of Substantial Completion as of the date of this Change Order therefore is:

Di Cara | Rubino Architects
ARCHITECT
35 Waterview Blvd., Suite 303
Address
Parsippany, New Jersey 07054
BY *Forberto Siguero*
DATE 9/30/2024

TM Brennan Service, Inc.
CONTRACTOR
3505 Route 94
Address
Hamburg, NJ 07419
BY
DATE

Teaneck Board of Education
OWNER
651 Teaneck Road
Address
Teaneck, NJ 07666
BY
DATE

TM Brennan Service, Inc.

3505 Route 94
Hamburg, NJ 07419
Phone: (973) 500-2501
Fax: (973) 209-1018

Request For Change Order

To: Teaneck Board of Education
651 Teaneck Road
Teaneck, NJ 07666
Project: Cafeteria Upgrades Tom Jeff

RFC No: 004
Date: 9/27/2024
Description: Credit of Remaining Allowance

The above work is subject to the same conditions as specified in the original contract unless otherwise stipulated.

Upon approval the sum of \$-13,398.98 will be deducted from the contract price.

Original Contract	\$895,000.00
Other Approved Change Orders	\$0.00
Total Contract to Date	\$895,000.00
This Request	\$-13,398.98
Other Pending Requests	\$0.00
Total Contract plus Pending RFCs	\$881,601.02

Authorized Signature: _____ Date: _____
TM Brennan Service, Inc.

Authorized Signature: _____ Date: _____
Teaneck Board of Education

CHANGE
ORDER

AIA DOCUMENT G701



OWNER ☐
ARCHITECT ☐
CONTRACTOR ☐
FIELD ☐
OTHER ☐

PROJECT: Pre-K Classroom Renovation at Bryant School

CHANGE ORDER NUMBER: GC-01

DATE: 6/17/2024

TO CONTRACTOR: Catcord Construction Company, Inc.
17 North Fairview Ave
Paramus, NJ 07652

ARCHITECT'S PROJECT NO.: 4313

CONTRACT DATE: 05/29/24

CONTRACT FOR: General Construction

The Contract is changed as follows:

The following item shall be deducted from Allowance #1 (actual balance of Allowance #1 before this deduction is \$30,000.00):

1. Labor and material to install LVT in lieu of VCT as requested by the school in the amount of **\$6,300.28** (Proposal 001 from Catcord).

Total cost for this Change Order #1: \$6,300.28

ALLOWANCE REMAINING BALANCE:		
Allowance #1	\$ 23,699.72	Unforeseen Conditions

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

The original Contract Sum was	\$309,000.00
Net change by previously authorized Change orders	\$0.00
The Contract Sum prior to this Change order was	\$309,000.00
The Contract Sum will be increased by this Change Order in the amount of	\$0.00
The new Contract Sum including this Change order will be	\$309,000.00

The Contract Time will be changed by (0) days

The date of Substantial Completion as of the date of this Change Order therefore is:

Di Cara | Rubino Architects
ARCHITECT
30 Galesi Drive
Address
Wayne, New Jersey 07470

BY

DATE 6/17/2024

Catcord Construction Company, Inc.
CONTRACTOR
17 North Fairview Ave.
Address
Paramus, NJ 07652

BY

DATE 6/18/24

Teaneck Board of Education
OWNER
651 Teaneck Road
Address
Teaneck, NJ 07666

BY

DATE



6/10/2024

Norberto Figueroa
DiCara Rubino Architects

RE: Change Order Proposal #1

- Below are the added costs to change from VCT to LVT.

Gillespie Group Proposal	\$	6,300.28
Total Change Order Proposal	\$	6,300.28
Schedule Impact: TBD		

Signed:

Agreed & Accepted:

Michael Sibbald Date

Date

CHANGE
ORDER

AIA DOCUMENT G701



OWNER ☐
ARCHITECT ☐
CONTRACTOR ☐
FIELD ☐
OTHER ☐

PROJECT: Pre-K Classroom Renovation at Bryant School

CHANGE ORDER NUMBER: GC-02
DATE: 6/28/2024

TO CONTRACTOR: Catcord Construction Company, Inc.
17 North Fairview Ave
Paramus, NJ 07652

ARCHITECT'S PROJECT NO.: 4313
CONTRACT DATE: 05/29/24
CONTRACT FOR: General Construction

The Contract is changed as follows:

The following item shall be deducted from Allowance #1 (actual balance of Allowance #1 before this deduction is \$23,699.72):

1. Labor and material to demo existing floor mat frame and infill/level for installation of new flooring over it in the amount of \$758.54 (Proposal 002 from Catcord).
1. Labor and material to remove existing toilet door and hardware and replace with new as requested by the school in the amount of \$2,687.75 (Proposal 003 from Catcord).

Total cost for this Change Order #2: \$3,446.29

ALLOWANCE REMAINING BALANCE:		
Allowance #1	\$ 20,253.43	Unforeseen Conditions

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

The original Contract Sum was	\$309,000.00
Net change by previously authorized Change orders	\$0.00
The Contract Sum prior to this Change order was	\$309,000.00
The Contract Sum will be increased by this Change Order in the amount of	\$0.00
The new Contract Sum including this Change order will be	\$309,000.00

The Contract Time will be changed by (0) days

The date of Substantial Completion as of the date of this Change Order therefore is:

Di Cara | Rubino Architects
ARCHITECT
30 Galesi Drive
Address
Wayne, New Jersey 07470
BY
DATE 6/28/2024

Catcord Construction Company, Inc.
CONTRACTOR
17 North Fairview Ave.
Address
Paramus, NJ 07652
BY
DATE 6/28/24

Teaneck Board of Education
OWNER
651 Teaneck Road
Address
Teaneck, NJ 07666
BY
DATE

CHANGE
ORDER

AIA DOCUMENT G701



OWNER ☐
ARCHITECT ☐
CONTRACTOR ☐
FIELD ☐
OTHER ☐

PROJECT: Pre-K Classroom Renovation at Bryant School
CHANGE ORDER NUMBER: GC-03
DATE: 9/6/2024
TO CONTRACTOR: Catcord Construction Company, Inc.
17 North Fairview Ave
Paramus, NJ 07652
ARCHITECT'S PROJECT NO.: 4313
CONTRACT DATE: 05/29/24
CONTRACT FOR: General Construction

The Contract is changed as follows:
The following item shall be deducted from Allowance #1 (actual balance of Allowance #1 before this deduction is \$20,253.43) :
1. Labor and material to install new telecom setup for room 20B in the amount of \$713.73 (Proposal 003 from Catcord).
2. Labor and material to install new thermonsta and sensor and program the same in the amount of \$3,960.00 (Proposal 004 from Catcord).

Total cost for this Change Order #3: \$4,673.73

ALLOWANCE REMAINING BALANCE:		
Allowance #1	\$ 15,579.70	Unforeseen Conditions

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

The original Contract Sum was \$309,000.00
Net change by previously authorized Change orders \$0.00
The Contract Sum prior to this Change order was \$309,000.00
The Contract Sum will be increased by this Change Order in the amount of \$0.00
The new Contract Sum including this Change order will be \$309,000.00

The Contract Time will be changed by (0) days
The date of Substantial Completion as of the date of this Change Order therefore is:

Di Cara | Rubino Architects
ARCHITECT
35 Waterview Blvd., Suite 303
Address
Parsippany, New Jersey 07054
BY
DATE 6/28/2024

Catcord Construction Company, Inc.
CONTRACTOR
17 North Fairview Ave.
Address
Paramus, NJ 07652
BY
DATE

Teaneck Board of Education
OWNER
651 Teaneck Road
Address
Teaneck, NJ 07666
BY
DATE



8/22/2024

Norberto Figueroa
DiCara Rubino Architects

RE: Change Order Proposal #5

- Below are the added costs to install an additional Thermostat and room sensor. Also to program the new thermostat and room sensor.

**Pennetta Proposal- New Additional t-stat and
Program t-stat and room sensor.**

Revise Graphic floorplan to reflect	\$	4,560.00
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Credit Back for relocation of 2 thermostats	\$	(600.00)
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Total Change Order Proposal	\$	3,960.00
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Schedule Impact: TBD

Signed:

Agreed & Accepted:

Michael Sibbald Date

Date



7/24/2024

Norberto Figueroa
DiCara Rubino Architects

RE: Change Order Proposal #4

- Below are the added costs of installing a new Telecom setup for room 20B.

Bingham Communications proposal- New drop in speaker for room 20A & 20B with new call button and wireless clock	\$	3,900.00
Credit Back for the Scope to be completed	\$	(3,186.27)
Total Change Order Proposal	\$	713.73

Schedule Impact: TBD

Signed:

Agreed & Accepted:

Michael Sibbald Date

Date

CHANGE
ORDER

AIA DOCUMENT G701



OWNER ☐
ARCHITECT ☐
CONTRACTOR ☐
FIELD ☐
OTHER ☐

PROJECT: Pre-K Classroom Renovation at Bryant School
CHANGE ORDER NUMBER: GC-04
DATE: 9/6/2024
TO CONTRACTOR: Catcord Construction Company, Inc.
17 North Fairview Ave
Paramus, NJ 07652
ARCHITECT'S PROJECT NO.: 4313
CONTRACT DATE: 05/29/24
CONTRACT FOR: General Construction

The Contract is changed as follows:
The following item shall be CREDITED back to the original contract sum from the remaining balance from Allowance #1
Remaining balance of Allowance #1 before this credit is \$15,579.70

Total cost for this Change Order #4: **-\$15,579.70**

ALLOWANCE REMAINING BALANCE:		
Allowance #1	\$0.00	Unforeseen Conditions

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

The original Contract Sum was \$309,000.00
Net change by previously authorized Change orders \$0.00
The Contract Sum prior to this Change order was \$309,000.00
The Contract Sum will be increased by this Change Order in the amount of (\$15,579.70)
The new Contract Sum including this Change order will be \$293,420.30

The Contract Time will be changed by (0) days
The date of Substantial Completion as of the date of this Change Order therefore is:

Di Cara Rubino Architects	Catcord Construction Company, Inc.	Teaneck Board of Education
ARCHITECT	CONTRACTOR	OWNER
35 Waterview Blvd., Suite 303	17 North Fairview Ave.	651 Teaneck Road
Address	Address	Address
Parsippany, New Jersey 07054	Paramus, NJ 07652	Teaneck, NJ 07666
BY <i>forberto sigerson</i>	BY	BY
DATE 6/28/2024	DATE	DATE

**DATA USE & SECURITY AGREEMENT
BETWEEN**

School District

(Hereinafter called "*the District*")

AND

THE HIGHER EDUCATION STUDENT ASSISTANCE AUTHORITY (HESAA)
(Collectively the "Parties")

RECITALS

WHEREAS, students are required to file a Free Application for Federal Student Aid (FAFSA) to receive access to Title IV student aid programs such as the Federal Pell Grant and Federal student loans. The FAFSA or the New Jersey Alternative Application for Financial Aid is also used by colleges and universities in awarding most state-based or other higher education, institutional-based aid;

WHEREAS, under the FAFSA Completion Initiative the U.S. Department of Education (the "Department") has authorized State Grant Agencies, including HESAA, to provide limited Free Application for Federal Student Aid (FAFSA) information to local educational agencies (LEAs) and secondary schools when the LEA and/or secondary school has an Established Relationship with a student FAFSA applicant. HESAA is participating in the FAFSA Completion Initiative in order to promote students' access to financial aid that can help increase college enrollment and completion;

WHEREAS, in the case of an LEA, an Established Relationship exists where the student FAFSA applicant is enrolled in a secondary school under the legal authority of the LEA or the LEA otherwise is providing services to the FAFSA applicant. In the case of a secondary school, an Established Relationship exists where the student FAFSA applicant is enrolled in the secondary school itself or the secondary school otherwise is providing services to the FAFSA applicant;

WHEREAS, the District desires HESAA to provide such limited FAFSA Filing Status Information so as to assist students in completing the FAFSA; and

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants contained herein, the District and HESAA hereby agree as follows:

1. Incorporation of Recitals

The matters recited above are hereby incorporated into and made part of this Agreement.

2. Scope of Services

- a. HESAA agrees to provide access to limited student FAFSA Filing Status Information through the New Jersey Financial Aid Management System (NJFAMS) to the District as set forth in EXHIBIT A ("Data Access"), in accordance with the terms and conditions of this agreement.

- b. In exchanges for the Data Access provided by HESAA to the District, the District shall use its best efforts to encourage its students to complete the FAFSA or New Jersey Alternate Application for Financial Aid.
 - c. The parties may, from time to time, request changes in the Scope of Services. Any such changes shall be documented by a written amendment to this Agreement signed by both parties. Such amendment must be consistent with the terms of HESAA's agreement with the Department and applicable law.
- 3. **Compensation**

Each party agrees to provide the services described in Section 2 ("Scope of Services") at no cost or at no reimbursement of expenses to the other party.
- 4. **Term and Termination**
 - a. **Term**

The initial term of the Agreement will begin as of the date of HESAA's notice to the District that this Agreement has been accepted and will end September 30, 2024. The agreement shall automatically renew on October 1, 2024 for a period of twelve (12) months and, thereafter renew annually on October 1st of each subsequent year, unless terminated earlier in accordance with this Agreement.
 - b. **Termination**
 - i. Termination for Convenience. Each Party may, at its sole discretion, terminate this Agreement upon ten (10) days' written notice to each other.
 - ii. Termination for Cause. Each Party may terminate this Agreement at any time, with cause, upon five (5) days' written notice to the other Party of the other Party's violation of its obligations herein that is not cured (if curable) within such five (5) day period. Each Party may further terminate this Agreement upon notice of any Breach.
 - iii. Change in Law/Interpretation. Each Party may terminate this Agreement immediately upon notice to the other in the event federal or state law is enacted, amended, or judicially interpreted so as to render continued fulfillment of the Agreement, on the part of the Party terminating the Agreement, wholly unreasonable or impossible. HESAA reserves the right, at its sole discretion, to amend this Agreement throughout the Agreement Term to incorporate any modifications necessary for compliance with all applicable state and federal laws, rules, regulations, requirements, and guidelines.
 - iv. Effect of Termination. Upon any termination, all provisions of this Agreement which by their nature should survive termination shall survive termination, including all indemnities, confidentiality, records retention, and right to audit, and will remain in full force and effect.

5. **Data Usage and Security**

- a. The District shall not disclose or use the FAFSA Filing Status Information it receives from HESAA except as provided for in this Agreement. The District must protect all Federal Student Aid Information from unauthorized disclosure or access and shall restrict access to the data provided or created under this Agreement to only those Authorized Personnel who need the data to perform their official duties in connection with the uses of the data authorized in this Agreement. The District shall advise all Authorized Personnel who have access to the data of the confidential nature of the data and the safeguards required to protect the data.
- b. The District shall not re-disclose or share the FAFSA Filing Status Information obtained from HESAA in personally identifiable form other than (1) to Authorized Personnel of the District, to the FAFSA applicant and to the FAFSA applicant's parents if the applicant is under age 18, to the applicant if the applicant is age 18 or older or enrolled in a postsecondary institution, or to any other party with the consent of the FAFSA applicant or the consent of the FAFSA applicant's parents if the FAFSA applicant is under the age of 18, or (2) if required to do so by law and if such use is consistent with all applicable privacy laws, including the privacy provisions of section 483(a)(3)(E) of the HEA, 20 U.S.C. 1090(a)(3)(E) and the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. 1232g).
- c. Data Ownership. The Parties retain all rights and interest to their own internal data. Each Party retains the right to utilize data resulting from this collaboration for internal use, provided that such use: (a) is not prohibited by this Agreement; and (b) is permitted by law, including but not limited to FERPA.
- d. Authorized Personnel are District employees who require access to the FAFSA Filing Status Information to determine the completion status of a student's FAFSA and facilitate providing assistance to such students in completing the FAFSA (e.g., high school counselors), including both paid and non-paid staff and authorized agents such as contractors, subcontractors, volunteers, or other parties to whom the District has outsourced any of its services or functions. All Authorized Personnel must be under the direct control of the District with respect to the use and maintenance of FAFSA Filing Status Information.

6. **Security Incidents:**

The District must report immediately to HESAA any security incidents, breaches, potential threats, or vulnerabilities involving the FAFSA Filing Status Information. If a Security Incident occurs, the District must immediately notify HESAA at: **(609)-588-6682**.

The District shall follow-the phone call with written notification sent immediately via overnight mail to HESAA the following address:

New Jersey Higher Education Student Assistance Authority
ATTENTION: Gregory Foster, Esq.
Chief Compliance Officer
4 Quakerbridge Plaza, P.O. Box 545, Trenton, New Jersey 08625

The report of any notice of a breach in data use to HESAA **must** contain:

1. The nature of the unauthorized use, disclosure, or re-disclosure; and
2. The ISIR data or FAFSA Filing Status Information used, disclosed, or re-disclosed; and
3. The person or entity, if known, who made the unauthorized use or received the unauthorized disclosure, or re-disclosure.

The package shall also provide the following information: nature and impact of the Security Incident; actions already taken by the District; the District's assessment of immediate risk; and corrective measures to be taken, evaluation of alternatives, and next steps.

The District shall continue providing (i) appropriate status reports to HESAA regarding the resolution of the Security Incident and prevention of future such Security Incidents, and (ii) cooperation, as reasonably requested by HESAA, in order to further investigate and resolve the Security Incident. HESAA may require that District's access to NJFAMS be suspended or terminated, or other appropriate action be taken pending such resolution.

In turn, HESAA will report to the Department details of the breach in data use reported by the District regarding:

1. What HESAA has done or will do to notify affected FAFSA applicants and to mitigate any deleterious effect of the unauthorized use, disclosure, or re- disclosure; and
2. What corrective action(s) HESAA has taken or will take to prevent future similar unauthorized use, disclosure, or re-disclosure.

In the event that HESAA requests additional information or action from the District concerning the unauthorized disclosures, the District shall exercise all reasonable efforts to comply with such requests.

7. **Audits**

The District shall maintain copies of this Agreement and make its Authorized Personnel aware of the terms of this Agreement. HESAA may, at its discretion, audit and monitor the District's records, processes, procedures, and electronic systems for compliance with the terms of this Agreement, including performance of onsite inspections of the schools in the District. If HESAA determines to conduct a site visit, then such audit will occur during reasonable business hours and with appropriate notice to the District.

8. **Confidentiality**

The District shall protect the confidentiality of FAFSA Filing Status Information so that unauthorized persons cannot retrieve any data by computer, remote terminal, or other means. Authorized Personnel of the District who plan to access FAFSA Filing Status Information data through NJFAMS will use standard NJFAMS security protocol to access these data after completion of an annual verification process conducted by HESAA. The District shall comply with FERPA and protect any confidential student information it receives or accesses that could make a student's identity traceable and well as any confidential data analysis or report.

9. **Miscellaneous**

- a. Applicable Law and Venue. This Agreement and any incorporated documents will be governed by and construed in accordance with the laws of the State of New Jersey. The exclusive venue of any suit brought concerning the Agreement and any incorporated documents is fixed in any Court of competent jurisdiction in Mercer County, New Jersey.
- b. Severability and Waiver. The invalidity, illegality, or unenforceability of any provisions of this Agreement will in no way affect the validity, legality, or enforceability of any other provisions. Each and every right granted to the Parties hereunder or under any other document delivered hereunder or in connection herewith, or allowed them by law or equity, will be cumulative and may be exercised from time to time. Failure by HESAA or the District at any time to require strict performance of any contractual provision or obligation contained herein will not constitute a waiver or diminish the rights of either party thereafter to demand strict compliance.
- c. Notwithstanding any provision of this Agreement to the contrary, as a New Jersey state agency, HESAA is subject to and will comply with the New Jersey Open Public Records Act (OPRA) (N.J.S.A 47:1A-1 et. seq.) as interpreted by judicial opinions and opinions of the Attorney General of the State of New Jersey. The District shall cooperate with HESAA in the production of documents responsive to any such requests under OPRA.
- d. To the extent permitted under the Constitution and laws of the State of New Jersey, the District will indemnify and hold harmless HESAA, its officers and employees for any claims for damages that arise from the disclosure by the District of information held by HESAA to which the District is allowed access under this Agreement.
- e. Excluded Parties List System. HESAA is federally mandated to adhere to the directions provided in the President's Executive Order 13224, Executive Order on Terrorist Financing -Blocking Property and Prohibiting Transactions With Persons Who Commit, Threaten to Commit, or Support Terrorism and any subsequent changes made to it. The District shall be in compliance with the State of New Jersey statutes and rules relating to procurement ensuring vendors are not listed on the federal government's terrorism watch list as described in Executive Order 13224.

- f. Compliance with Law. The District shall comply with all Federal, State and local laws, statutes, ordinances, rules and regulations and the orders and decrees of any court or administrative bodies or tribunals in any matter affecting the performance of this Agreement, including, if applicable, workers compensation laws, compensation statutes and regulations, and licensing laws and regulations. When requested to do so by HESAA, the District shall furnish HESAA with satisfactory proof of its compliance. The District shall provide all labor and equipment necessary to perform its services as envisioned under this Agreement. All employees of the District will be a minimum of 18 years of age and experienced in the type of work to be performed.
- g. Assignment, Delegation, or Subcontracting. No contractual rights, interests, or obligations assigned, delegated, or subcontracted by the District shall relieve the District of any obligation or responsibility under this Agreement.

10. **Notices**

All legal notices required under this Agreement shall be in writing and sent to the addresses and persons as set forth below. All notices shall be deemed received when (i) delivered personally, or (ii) sent by email (followed by the actual document), or (iii) one day after deposit with a commercial express courier specifying next day delivery, with written verification of receipt. Refusal to accept delivery has the same effect as receipt.

If to HESAA:

Marnie B. Grodman, Esquire
Director, Legal & Governmental Affairs
New Jersey Higher Education Student Assistance Authority
4 Quakerbridge Plaza
P.O. Box 545
Trenton, New Jersey 08625
Email: mgrodman@hesaa.org

If to the District

Name: _____

Title: _____

Name Of District: _____

Address: _____

Address: _____

Address: _____

Email: _____

11. Secondary Schools:

The secondary schools in the District are as follows:

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
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Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

Name of Secondary School	CEEB
Contact Person at school	Email

12. Entire Agreement.

This Agreement (including its Exhibits) contains the final, complete and exclusive understanding of the Parties, and supersedes all prior contemporaneous, oral or written understandings, representations, and negotiations between Parties relating to the subject matter of this Agreement. The Parties further agree that this Agreement may not in any way be explained or supplemented by a prior or existing course of dealings between the Parties, by usage of trade or custom, or by any prior performance between the Parties pursuant to this Agreement or otherwise.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives.

Name of District: _____

Signature: _____

Name: _____

Title: _____

Date: _____

New Jersey Higher Education Student Assistance Authority

Signature: _____

Name: Marnie B. Grodman

Title: Director, Legal & Governmental Affairs

To Submit Online, You Must Download and Open in Adobe

EXHIBIT A – Data Access Information

HESAA, via the New Jersey Financial Aid Management System (NJFAMS) may only disclose the following FAFSA Filing Status Information to the District:

1. Student first name;
2. Student last name;
3. Student date of birth;
4. Student zip code (not full address);
5. If filed, the date the FAFSA form was submitted to the Department;
6. The date the Department processed the FAFSA form, if applicable;
7. A Selected for Verification flag indicating the need for the FAFSA applicant to provide additional information, if applicable; and
8. A FAFSA completion status indicator, as determined by HESAA (i.e., FAFSA not submitted, FAFSA complete, or FAFSA incomplete).

HESAA is prohibited from disclosing the following FAFSA or Institutional Student Information Record (ISIR) information to the District:

1. Student Social Security Number;
2. Student and parent financial information; and
3. Any other information, except the FAFSA Filing Status Information list above.

Separation Pay Worksheet October 15, 2024 Regular BOE Meeting

Name of Employee: Haquisha Taylor

Separation Date: 08/20/2024

Date of Hire: 03/15/2023

Category Date: N/A

<u>Eligible Payout Days</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
VACATION DAYS	\$206,000.00	\$792.31	1.5	\$1,188.46
			Total PTO Amount	\$1,188.46
		Total Amount Due to Employee		\$1,188.46

Name of Employee: Antoine Green

Separation Date: 07/01/2024

Date of Hire: 01/02/2003

Category Date: N/A

<u>Eligible Payout Days</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
VACATION DAYS	\$188,631.00	\$725.50	50	\$36,275.19
PERSONAL DAYS		\$100.00	2	\$200.00
SICK DAYS		\$100.00	21	\$2,100.00
		Total Amount Due to Employee		\$38,575.19

2024-2025 SCHOOL YEAR AUTO ALLOWANCES 9/1/2024 - 06/30/2025			
IT Technicians & Instructional Coaches			
Last Name	First Name	Position	Amount
Bernard	Jessica	Technician Support Specialist I	\$457.00
Caines	Kiana	PT Support Specialist	\$457.00
Martinez-Torres	Omar	Technician Support Specialist	\$457.00
Pinetti	Alicia	Data Support Specialist	\$457.00
Rodriguez	Natacha	Technician Support Specialist	\$457.00
Tavares	Ernesto	Technician Support Specialist	\$457.00
Villar	Anthony	Technician Support Specialist	\$457.00
Carella	Robert	Technician Support Specialist 2	\$457.00
Diaz	Jose	Technology Support	\$457.00
Iappelli	Gillian	Literacy Coach	\$457.00
Blount	Jemara	Elementary Instrutional Coach-Laguage Arts	\$457.00
McKee	Stephanie	Elementary Instrutional Coach-Laguage Arts	\$457.00
Conteh	Zain	Middle School Instructional Coach-Math	\$457.00
Sullivan	Kim	Elementary Instrutional Coach-Math	\$457.00
			Total: \$6,398.00