

WORKSHOP PUBLIC MEETING

MAY 7, 2025

I. Salute to the Flag

II. Presiding Officer's Meeting Notice Statement

"I hereby call to order the Workshop Public Meeting of the Teaneck Board of Education, held on Wednesday, May 7, 2025, in person at Teaneck High School located at 100 Elizabeth Avenue, Teaneck, NJ 07666 and virtually via Zoom app located at the district website, at 7:00 PM. Adequate notice of this meeting has been sent to the Record and The Star Ledger, filed with the Municipal Clerk and posted on the school district website at www.teaneckschools.org, on January 9, 2025."

III. Roll Call

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
Dr. Gruber (David)		
Mrs. Hosein (Nadia)		
Dr. Kirshenbaum (Gerald)		
Mrs. Levy (Jennifer)		
Mrs. Reyes (Kassandra) - Vice President		
Mr. Rodriguez (Jonathan)		
Mrs. Williams (Clara)		
Mr. Wolff (James)		
Mr. Ha (Edward) - President		

IV. Reaffirmation of District Goals

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.

V. Superintendent's Report

1.
 - Preschool Updates (Lacey, Bryant, TELC)
1.
 - Preschool Updates (Lacey, Bryant, TELC)

VI. Agenda Items

- Policy
- Board Operations
- School Operations & Curriculum
- Finance & Budget
- Personnel

1. Policies & Regulations First Reading

THEREFORE BE IT RESOLVED the Teaneck Board of Education upon the recommendation of the Superintendent approves the **FIRST READING** of the following Board Policies and Regulations listed below. See pages 29-47.

Bylaw/Policy/Reg. No.	Topic
Policy 5200	Attendance – Students (M)
Regulation 5200	Attendance – Students (M)
Regulation 8420	Emergency and Non-Fire Evacuation Plan (M)

EXPLANATION: Agenda item submitted by Dr. Spencer

Policy Committee Legend - *Revisions/Recommendations:

Strauss Esmay - Red Text
Policy Committee – Blue Text
Attorney – Black Text

2. Policy Second Reading

THEREFORE BE IT RESOLVED the Teaneck Board of Education upon the recommendation of the Superintendent approves the **SECOND READING** of the following Board Policies and Regulations listed below. See pages 48-55.

Bylaw/Policy/Reg. No.	Topic
Policy 0141	<ul style="list-style-type: none">• Board Member Number and Term• (Version 1) –No changes
Policy 0169.02	<ul style="list-style-type: none">· Board Member use of Social Networks· (Version 1) –No changes
Policy 3282	Use Of Social Networking Sites -Teaching Staff Members (Revised)
Policy 4282	Use Of Social Networking Sites - Support Staff Members (Revised)

EXPLANATION: *Agenda item submitted by Dr. Spencer*

*Policy Committee Legend: *Revisions/Recommendations:*

Strauss Esmay - **Red Text**

Policy Committee – **Blue Text**

Attorney – **BlackText**

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

1. April 09, 2025 Workshop Public Meeting
2. April 09, 2025 Executive Session
3. April 23, 2025 Regular Public Meeting
4. April 23, 2025 Executive Session

EXPLANATION: Agenda item submitted by Dr. Anaya

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.
5. Campus Case Numbers listed below.

School	HIB Case #	Founded/Unfounded
Thomas Jefferson Middle School	291221-TJM-04032025	Founded not for all
Lowell Elementary School	292278-LE-04252025	Founded
Whittier Elementary School	291653-WE-04092025	Unfounded
Whittier Elementary School	291560-WE-04092025	Unfounded
Whittier Elementary School	291559-WE-04092025	Unfounded

EXPLANATION: Agenda item submitted by Dr. Spencer

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 period of April 2, 2025 - May 1, 2025.

<u>Fund</u>	<u>Amount</u>
General Fund	\$4,903,663.70
Capital Outlay	\$755.10
Special Revenue	\$659,404.74
Enterprise Funds	\$6,980.89
Food Service	\$296,488.54
Total Payments	\$5,867,292.97

EXPLANATION: Agenda item submitted by Dr. Anaya

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the payroll for the period of April 1, 2025 - April 30, 2025.

<u>Fund</u>	<u>Amount</u>
Fund 11	\$4,625,304.43
Fund 20	\$310,754.60
Fund 60	\$74,119.81
Fund 61	\$8,235.76
Total Payments	\$5,018,414.60

EXPLANATION: Agenda item submitted by Dr. Anaya

3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, has received and accepts the financial reports of the **Treasurer of School Monies** for the month ending April 2025 and certifies that the reports indicate that no major account or fund is over expended in violation of N.J.A.C. 6:20-2.13 and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

EXPLANATION: Agenda item submitted by Dr. Anaya

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, has received and accepts the financial reports of the **Board Secretary** for the month ending April 2025 and certifies that the reports indicate that no major account or fund is over expended in violation of N.J.A.C. 6:20-2.13 and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

EXPLANATION: Agenda item submitted by Dr. Anaya

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

THEREFORE BE IT RESOLVED, that the Teaneck Board of Education, upon recommendation of the Superintendent, approves the line item transfers for the month of April 2025. See page 56.

EXPLANATION: Agenda item submitted by Dr. Anaya

6. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the contract with Bergen Day Early Childhood Learning Center for 2025-2026 school year to provide two (2) classrooms totaling 30 students, at \$18,246 per pupil amount for a total of \$547,380 as per the approved State Preschool Expansion Aid (PEA) One Year Plan. PEA Grant 20-218-200-321-00-000-000.

EXPLANATION: Agenda item submitted by Dr. Anaya

7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the renewal of leasing the Christ Episcopal Church located on 480 Warwick Ave., Teaneck, New Jersey in the amount of \$59,940 per year including utilities for the 2025-2026 school year. Original agreement is approved for 2024-2028 SYs.
The payments are made from the PEA grant account# 20-218-200-440-00-000-000.

EXPLANATION: Agenda item submitted by Dr. Anaya

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the **renewal of the Food Service Management contract with Maschio's Food Services Inc., the Food Service Management Company ("FSMC")**, for the 2025-2026 school year projected total cost to be \$1,734,658, as found on the Response and Projected Operating Statement (Form 23); and

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

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

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

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

BE IT FURTHER RESOLVED, that the FSMC guarantees the district the breakeven return from the Food Service Program for the school year 2025-2026.

EXPLANATION: Agenda item submitted by Dr. Anaya

9. **WHEREAS**, the Board authorizes participation by the Teaneck Public Schools in the (NSLP) National School Lunch and Breakfast Programs for the 2025-2026 school year under the terms and conditions of the "Agreement for Child Nutrition Programs" and approves the 2025-2026 Price List as follows if the district chooses to participate in the National School Lunch Program:

2025-2026 School Meal Price:

	24-25	25-26
Breakfast –Elementary School (PAID)	\$2.00	\$2.00
Breakfast –Middle/High School (PAID)	\$2.25	\$2.25
Breakfast All Schools– (Reduced)	\$0.30	\$0.30
Lunch –Elementary School (PAID)	\$3.50	\$3.50
Lunch –Middle School (PAID)	\$3.75	\$3.75
Lunch -High School (PAID)	\$4.00	\$4.00
Lunch –All Schools (Reduced)	\$0.40	\$0.40
Lunch –Elementary School (Adult)	\$5.00	\$5.00
Lunch Middle School (Adult)	\$5.00	\$5.00
Lunch – High School (Adult)	\$5.00	\$5.00
Milk – All Schools	\$0.80	\$0.80

THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the lunch prices for the 2025-2026 school year.

EXPLANATION: Agenda item submitted by Dr. Anaya

10. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves continued membership, participation, and the purchase of goods and services through the **Bergen Bids Cooperative** for the **2025-2026** school year.

EXPLANATION: Agenda item submitted by Dr. Anaya

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves renewing the following agreements/contracts for the Teaneck School District's 2025-2026 school year with the estimated amounts listed.

- Computer Solutions Inc. (Budgetary System) - \$30,712.00
- FrontLine (IEP Direct) - \$27,533
- FrontLine Placement (Absence & Substitute Management) \$29,875
- FrontLine (Professional Growth) - \$25,135
- FrontLine (Applitrack) - \$10,000
- White Rock Cyber Security (IT) - \$43,700
- Incident IQ (work orders) - \$22,500
- Raptor (Visitor Management) - \$15,800

EXPLANATION: Agenda item submitted by Dr. Anaya

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

THEREFORE BE IT RESOLVED that the Teaneck Board of Education upon the recommendation of the Superintendent approves the emergency bus drills completed in the month of March 2025 for all the schools listed below and submit the approval to the Executive County Superintendent per the NJDOE requirement.

<u>SCHOOL</u>	<u>LOCATION</u>	<u>DATE AND TIME OF DRILL</u>	<u>STAFF PRESENT</u>	<u>BUS ROUTES</u>
Theodora Lacey School	Edgemont Terrace-Lacey School Parking Lot	March 27, 2025 @ 8:25 am	Leslie King, Anna Fernandez, Emily Smith, Justin Mills, Fernando Vasquez, Peter Antonakis	3A, 3B, V3A, V3B
Bryant Elementary	1 E. Tryon Ave	March 13, 2025 @ 8:20 am	David Deubel, Kim Thomas Santangelo	BV1, BV2, BV3, BV4, BV5 Buses D&E
Hawthorne Elementary	Lucy Avenue for big buses, Fycke Lane for vans	March 25, 2025 @ 8:15 am	Emilio Jennette,	Route #5 Buses A, B, C and Vans:HV1, HV2 & HV3
Lowell Elementary	Parking Lot at Lowell 1025 Lincoln Place front and back	March 14, 2025 @ 8:45 am	Pedro Valdes, Dasom Kim, Maureen Pafford, Dominika Kaczynski, Lisa Sgambati, Karelia Rodriguez,	Route 7 Buses A, B, C, D, E and Vans LV1, LV2, LV4 & LOW1L
Whittier Elementary	West Englewood Avenue (Buses) & Essex Road (Vans)	April 03, 2025 @ 7:45 am to	Debra Nussbaum	Route 4 Buses A, B, C, D, E, F; Vans WV1, WV2, WV3 & WV4
Benjamin Franklin Middle School	1315 Taft Road	March 18, 2025 @ 3:00 PM – 3:15 PM	Marina Williams	Vans BF2, BF3, BF4, BF5,
Thomas Jefferson Middle School	Fycke Lane Parking Lot	March 25, 2025 @ 3:20 pm	Ramon Ortiz, Jahari Jacobs	TJ1 TJ2 TJ3
Teaneck High School	100 Elizabeth Avenue	March 25, 2025 @ 8:02 AM	Gabriel Tavarez, Elzbeita Biernacka, Reggie McKinney	Vans THS1, THS2, THS3, THS1L

EXPLANATION: Agenda item submitted by Dr. Anaya

13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves The 4Green Group for Darul Islah Crescent Academy Non-Public school staff to attend in person Professional Development on Classroom Management on Thursday, June 19, 2025, in the amount not to exceed \$3,000.00. Funded from the Title IIA Non-Public allocation #20-270-200-320-92-609-000.

EXPLANATION: Agenda item submitted by Dr. Anaya

14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent desires to enter into a Joint Purchasing Agreement and will continue to participate as a full member of the Bergen County Region V Council for Special Education for the 2025-2026 school year; does hereby accept, adopt and agree to comply with the Region V Bylaws and; designates the district Superintendent of schools as its representative to Region V; and empowers (him/her) to cast all votes and take all other actions necessary to represent its interest in Region V.

BE IT FURTHER RESOLVED that the Board approves the joint transportation agreements for the 2025-2026 school year for all out of district (OOD) students who are transported through Region V; and the Board further approves the joint bidding and/or shared services agreement; including but not limited to student evaluations, student therapies and other student support services; The Board further approves the joint bidding and/or shared services for non-public school services; and the Board further approves the joint bidding and/or shared services for other services as requested to be provided by Region V component districts on an as needed basis. Costs for these services will be provided in the near future, but this resolution authorizes Region V to act in good faith for Special Education student needs.

EXPLANATION: Agenda item submitted by Dr. Anaya

15. This is an Addendum to an Agreement between ESS Northeast, LLC, a Delaware limited liability company (the "Company") and the Teaneck Public Schools (hereinafter referred to as "LEA" for Local Education Agency).

Whereas, the LEA and the Company entered into an Agreement whereby Company is to provide substitute staffing to fill positions at the request of the District for a period ending June 30, 2025;

Whereas, LEA and Company are desirous of extending the term of the Agreement through June 30, 2026 with the provisions set forth below;

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

1. The Term of the Agreement, as reflected in Paragraph 7, is hereby extended from July 1, 2025 through June 30, 2026;
2. Effective July 1, 2025, Addendum "A" to the Agreement, Pricing, is amended as per the attached revised Addendum "A";
3. This Agreement will automatically renew for additional one (1) year periods unless either party provides written notice of termination at least ninety days prior to the end of the fiscal school year.
4. Except as specifically and explicitly set forth herein, all other terms of the Agreement shall remain in full force and effect.

NOW THEREFORE BE IT FURTHER RESOLVED the Teaneck Board of Education upon the recommendation of the Superintendent approves the addendum with ESS Northeast, LLC for the 2025-2026 school year. See page 58.

EXPLANATION: Agenda item submitted by Dr. Anaya

16. **WHEREAS**, the Board authorizes the 2025 Board Trustees and the Central Office Administrators Cabinet Team members to attend the three (3) days annual New Jersey School Boards Association Workshop to be held Monday, October 20, 2025 through Thursday, October 23, 2025 and receive reimbursement in accordance with the Board Policy #6471 (School District Travel), and N.J.A.C. 6A:23A-7 et esq.

THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the attendance of the Board Trustees and the Cabinet Team members at the Annual New Jersey School Board Association workshop in October 20-23, 2025.

EXPLANATION: Agenda item submitted by Dr. Anaya

17. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent approves the purchase of a 2026 Thomas C2 54 Passenger School Bus from H.A. DeHart Son, Inc. with a principal address 311 Crown Point Road, Thorofare, NJ 08086. Cooperative Purchasing under HCESC Award for Bus Bid #HCESC-VEH-22-10. The total amount of this purchase is \$163,197.82. This will be funded from the 2025-2026 SY budget. See page 62.

EXPLANATION: Agenda item submitted by Dr. Anaya

18. **WHEREAS**, the Bergenfield School District has two sibling students that has been deemed homeless under the McKinney Vento law;

WHEREAS the family's current district of residence is Teaneck, NJ and;

THEREFORE BE IT RESOLVED the Teaneck Board of Education upon the recommendation of the Superintendent, approves the tuition agreement with the Bergenfield School District, for student id# 1654859740 and student id#9574210648 in the amount of \$9,581.50 and \$9,988.00 respectively and \$5,667.84 for transportation for the period of March 7, 2025 through June 23, 2025. The total amount of the tuition contract including transportation for both students for the period of March 7 – June 23, 2025 is \$25,237.34

EXPLANATION: Agenda item submitted b Dr. Anaya

19. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent approves the upgrade of the Auditorium Audio system at Teaneck High School with Keyboard Consultants located at 6 Kingsbridge Road in Fairfield, New Jersey. The contract info HCESC Co-Op NJ State Approved #34HUNCCP. EDS Bid#12297 titled MSRP Tech/AV/Computer/Interactive whiteboards. The total amount of the upgrade is \$179,601. This purchase will be made from the 2025-2026 SY budget. See page 65.

EXPLANATION: Agenda item submitted by Mr. D'Angelo

20. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the purchase of a 2025 Ford Super Duty F-250 at the price of \$61,775.55 with a quote dated April 23, 2025 from Nielsen Ford of Morristown located at 170 Ridgedale Ave., Morristown, NJ 07936. MCCPC Morris County CO-OP Contract 15-C item #9. This purchase will be made from the 2025-2026 SY budget. See page 67.

EXPLANATION: Agenda item submitted by Mr. D'Angelo

21. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the purchase of Food Service Equipment at the following schools listed below. These equipment will be purchased from MAP Restaurant Supplies located at 358-360 South Street, Newark, NJ 07105. Pricing for this quotation is approved through the Food Service Supplies and Equipment Bid #HCEC-Cat-22-08. Co-op #34HUNCCP. The grand total for **a l l** schools is **\$180,898.74**. This purchase will be funded by the food service account.

The breakdown is as follows:

<u>SCHOOL</u>	<u>EQUIPMENT</u>	<u>AMOUNT</u>
Bryant	Reach In Refrigerator, Heated Holding Proofing Cabinet	\$8,742.42
Hawthorne	Reach In Refrigerator, Heated Holding Proofing Cabinet	\$8,742.42
Lowell	Reach In Freezer	\$4,811.82
Whittier	Reach In Freezer, Heated Holding Proofing Cabinet	\$10,368.06
Ben Franklin	Convection Ovens	\$22,250.00
Thomas Jefferson	Hot Well Replacements & Installation	10,465.00
Thomas Jefferson	Reach In Refrigerators, Convection Steamer	\$43,960.34
Thomas Jefferson	Food Storage Shelving	\$11,948.18
Teaneck HS	Serving Counter with Hot Wells, Cash Register Stand, Cold Open Display Merchandiser, Hot Open Display Merchandiser	\$53,869.54
Teaneck HS	Misc. Small Wares	\$5,740.96
TOTAL		\$180,898.74

EXPLANATION: Agenda item submitted by Mr. D'Angelo

22. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the attendance of staff members at the **Professional Development and Conferences** listed on the attached summary costing **\$4,199.55** (District Funded \$2,219.55; Title II \$1,980. See page 70).

EXPLANATION: Agenda item submitted by Dr. Scott

23. **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 **\$24,672.68** (District Funded \$1,485; Parent Funded: \$11,761; PTA Funded: \$8,667; FORUM Funded: \$2,759.68. See page 72.

EXPLANATION: Agenda item submitted by Dr. Scott

24. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education upon the recommendation of the Superintendent approves the tuition and the transportation services to Bernards Township Board of Education for providing instruction and bussing to and from the Residential Facility for student ID#2703242 for the period of September 5, 2024 – November 4, 2024 at a total cost of \$4,965.33. (Tuition \$4,795.18 and Bussing \$170.15).

EXPLANATION: Agenda item submitted by Dr. Scott

25. **THEREFORE, BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves an agreement with Mr. Brian Chevalier of Respect Tour/Mindfulness to present an assembly for Hawthorne School students on May 2, 2025, at 9:30 a.m. This program supports district initiatives to promote student well-being through mindfulness practices. The total cost shall not exceed \$800 and will be funded by the Title I grant to advance social-emotional learning and climate/culture goals.

EXPLANATION: Agenda item submitted by Dr. Scott

26. **THEREFORE, BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, hereby approves a two-year contract with Faria Education Group - Rubicon Atlas for curriculum management, mapping, lesson planning and reporting services and software in a total amount not to exceed \$38,290 for the 2025-2026SY. See page 76.

EXPLANATION: Agenda item submitted by Dr. Scott

27. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves contracts with clinicians and agencies to provide homebound bedside instruction for students receiving medical services for the 2024 -2025 school year.

Student ID	Agency	Duration	Amount
102232	Silvergate Prep	Two Weeks	\$1000.00
108107	Learn Well	Five Weeks	\$3037.50

EXPLANATION: Agenda item submitted by Dr. Scott

28. **WHEREAS** Teaneck Public Schools annually receives funds in the amount of \$340,810 from the New Jersey Department of Children & Families through the School Based Youth Services Grant for The FORUM. The grant provides mental health, academic support, recreation and employment services to Teaneck residents aged 13 through 19 years old and;

THEREFORE BE IT RESOLVED that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves and accept the annual grant funds from the New Jersey Department of Children and Families, Division of Family and Community Partnerships under the SchoolBased Youth Services Grant, for the FORUM for the period July 1, 2025 through June 30, 2026.

EXPLANATION: Agenda item submitted by Dr. Scott

29. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the tuition contract between the Teaneck Community Charter School and the Forum School for Student ID# 1165858455 during the 2024-2025 school year, effective February 3, 2025, through June 30, 2025, at a prorated tuition amount of \$39,818.00.

EXPLANATION: Agenda item submitted by Dr. Scott

30. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the tuition and aide contract between the Teaneck Community Charter School and the Teaneck School District for Student ID# 4150823162 for the 2024-2025 school year, for the period of May 1, 2025, through June 30, 2025, at a prorated tuition and aide amount of \$7,266.70.

EXPLANATION: Agenda item submitted by Dr. Scott

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

Original Board Approval	ID#	Placement	Tuition Not to Exceed	Start Date	Amendment
8/21/2024		Hillmar, LLC	\$35,000	7/01/2024	\$60,000 Additional funds (eff. 4/01/2025)
8/21/2024	105206	Ridgefield BOE Tuition 2024-2025	\$50,715	7/01/2024	\$18,600 Additional funds 1:1Aide (added 3/03/2025)

EXPLANATION: Agenda items submitted by Dr. Scott

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

Staff Name	Position	Location	Effective Date	Position Control	Years of Service
Manuel Castellanos	Safety Officer	District	05/09/2025	CIO	5
Jamal Gause	Safety Officer	District	05/02/2025	CLQ	1

EXPLANATION: Agenda item submitted by Ms. Jones

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.

Staff Name	Position/PCN#	Location	Guide/Step	Salary	Effective Dates	Notes
Luis Penalillo	Behaviorist	Special Services	MA, Step 32	\$92,750.00	09/01/2025-06/30/2025	Replacement

Employees may begin their assignment sooner than noted, pending clearance.

All salaries are prorated from date of hire.

**Hired pending issuance of NJDOE certification*

EXPLANATION: Agenda item submitted by Ms. Jones

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

Staff Name	Position/PCN	Location	Amount	Effective Dates	Notes
Craig Furlani	Safety Officer/CMM	District	\$26.80 per hour	05/15/2025-06/30/2025	Replacement
Darius Wilson	Safety Officer/CLU	District	\$26.80 per hour	05/15/2025-06/30/2025	Replacement
Issac Holmes	Safety Officer/CLQ	District	\$26.80 per hour	05/15/2025-06/30/2025	Replacement

EXPLANATION: Agenda item submitted by Ms. Jones

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the Appointment of Dr. Victor Anaya as the School Business Administrator/Board Secretary effective April 1, 2025 - June 30, 2025 at a prorated salary of \$205,000.00. The employment agreement was approved by the Bergen County Superintendent of Schools on May 1, 2025. See page 80.

EXPLANATION: Agenda item submitted by Ms. Jones

5. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the **Reappointment of TAAS Administrative Staff** for the **2025-2026** school year. See page 89.

EXPLANATION: Agenda item submitted by Ms. Jones

6. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the **Reappointment of TTEA Staff** for the **2025-2026** school year. See page 90.

EXPLANATION: Agenda item submitted by Ms. Jones

7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the **Reappointment of Teamsters Staff** for the **2025-2026** school year. See page 99.

EXPLANATION: Agenda item submitted by Ms. Jones

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following individuals to work the **Teaneck Community Education Center's Summer Camp Program, Camp Kookooskoos**.

Staff Name	Position	Stipend Amount	Date of Program
Alexandra Cavallo	Director	\$9,700.00	06/30/2025-08/08/2025
Sheila Garcia	Assistant Director	\$7,250.00	06/30/2025-08/08/2025
Daniel Olender	Special Events & Prod Manager	\$6,800.00	06/30/2025-08/08/2025
Monique Brown	Office Manager	\$3,400.00	06/30/2025-08/08/2025
Shahida Bano	Lunch Aide AM/PM Care	\$3,566.00	06/30/2025-08/08/2025
Florence Hadnot	PM Care Manager	\$1,275.00	06/30/2025-08/08/2025
Kyjah Harris	PM Care Aide	\$940.00	06/30/2025-08/08/2025

Georgia Jacquette	Cooking Specialist	\$3,600.00	06/30/2025-08/08/2025
Dana Butler	Dance Specialist	\$3,600.00	06/30/2025-08/08/2025
Jonathan Manzano	Sports I Specialist	\$3,600.00	06/30/2025-08/08/2025
Zana Godoy	Sports II Specialist	\$3,600.00	06/30/2025-08/08/2025
Jennifer Smith	Arts & Crafts Specialist	\$3,600.00	06/30/2025-08/08/2025
Theodore Cosmas	Science Specialist	\$3,600.00	06/30/2025-08/08/2025
Erica Fierstein	Multimedia Specialist	\$3,600.00	06/30/2025-08/08/2025
Sam Jiatz	Drama Specialist + PM Care	\$4,345.00	06/30/2025-08/08/2025
Christal Terry	Games Specialist	\$3,600.00	06/30/2025-08/08/2025
Yadira Bustamante	Nurse	\$50.00 per hour	06/30/2025-08/08/2025
Selena Bracho	Lifeguard/Counselor	\$17.00 per hour	06/30/2025-08/08/2025
Alexander Cabrero	Student Worker Counselor	\$17.00 per hour	06/30/2024-08/08/2025
Kara Gibson	Student Worker Counselor	\$17.00 per hour	06/30/2024-08/08/2025
Angel Anderson	Student Worker Counselor	\$15.49 per hour	06/30/2024-08/08/2025
Alyssa Fernandez	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Tahj Francois	Student Worker Counselor	\$15.49 per hour	06/30/2024-08/08/2025
Esa Gadson	Student Worker Counselor	\$15.49 per hour	06/30/2024-08/08/2025
Tia Gadson	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Ryan Lee	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Erik Lemmermann	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025

Francinette Peralta	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Katianna Perez	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Sukena Safdar	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Jyovanni Sepulveda	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Alexandra Ulloa	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Chelsea Ruff	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Gabby Guerrero	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Muntaha Ali	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Aaliyah Charles	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Kayla Collins	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Benjamin Roberts	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Kayla Pettaway	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Sebastian Morales Reyes	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Ty Carnegie	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Alexander Alvarado	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Kennedy Jarvis	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
AnnMarie Concepcion	Student Worker Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Will Odige, Jr.	Alt/Substitute Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Kenniha Foster	Alt/Substitute Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Alexander England	Alt/Substitute Counselor	\$15.49 per hour	06/30/2025-08/08/2025

Perter Nomhwange	Alt/Substitute Counselor	\$15.49 per hour	06/30/2025-08/08/2025
Marsha Gachette	Alt/Substitute Counselor	\$15.49 per hour	06/30/2024-08/08/2025
Amaris Davis	Alt/Substitute Lifeguard	\$17.00 per hour	06/30/2024-08/08/2025

EXPLANATION: Agenda item submitted by Ms. Jones

9. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Teaneck Athletic Event Staff** positions for the 2024-2025 SY at Teaneck High School:

Staff Name	Position	Stipend Amount
Susie Cipriano	Event Staff-Volleyball Games	\$60 per Varsity Volleyball Game/\$85 per hour JV Varsity Volleyballs games

EXPLANATION: Agenda items submitted by Ms. Jones

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

Staff Name	Position	Stipend Amount	Dates of Activity
Jamie Boyle	Chaperone	\$50.00 per hour	08/01/2025-06/30/2025
Sameera Baig	Chaperone	\$50.00 per hour	05/15/2025-06/30/2025
Kharisma Bettits	Chaperone	\$50.00 per hour	05/15/2025-06/30/2025
Shanieka Smith	Chaperone	\$50.00 per hour	05/15/2025-06/30/2025
Andres Munoz	Chaperone	\$50.00 per hour	05/15/2025-06/30/2025
Summer Pirro	Chaperone	\$50.00 per hour	05/15/2025-06/30/2025
Centryll Scott	Chaperone	\$50.00 per hour	05/15/2025-06/30/2025

EXPLANATION: Agenda item submitted by Ms. Jones

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following certificated staff for **Extra Work, Extra Pay** at Hawthorne Elementary Title I Math and ELA Program. The program will be funded with the 25-26 School Year Title I money.(Title I Funds Account #20-231-100-101-00-110-000)

Staff Name	Position	Date and time of Program	Stipend Amount
Jennifer Cortez	Instructor	07/07/2025-07/31/2025	\$50.00 per hour x 71 hours (Not to exceed \$3,550.00)
Tara Costa	Instructor	07/07/2025-07/31/2025	\$50.00 per hour x 71 hours (Not to exceed \$3,550.00)
Jennifer Domingues	Instructor	07/07/2025-07/31/2025	\$50.00 per hour x 71 hours (Not to exceed \$3,550.00)
Zara Matragas	Instructor	07/07/2025-07/31/2025	\$50.00 per hour x 71 hours (Not to exceed \$3,550.00)
Samuel Griffin	Instructor	07/07/2025-07/31/2025	\$50.00 per hour x 71 hours (Not to exceed \$3,550.00)
Felix Mejia	Instructor	07/07/2025-07/31/2025	\$50.00 per hour x 71 hours (Not to exceed \$3,550.00)
Kara Linder	Instructor	07/07/2025-07/31/2025	\$50.00 per hour x 71 hours (Not to exceed \$3,550.00)

EXPLANATION: Agenda item submitted by Ms. Jones

12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following certificated staff for **Extra Work, Extra Pay** at Whittier Elementary School for Family Literacy Math Night. (Title I Funds Account #20-231-100-101-00-150-100)

Staff Name	Position	Date and time of Program	Stipend Amount	Notes
Unju Choi	Teacher-Literacy Night	04/22/2025	\$50.00 per hour x 2 hours (Not to exceed \$100.00)	(Tuesday only) 6:30 pm-8:00 pm)
Ann Delaney	Teacher-Literacy Night	04/22/2025	\$50.00 per hour x 2 hours (Not to exceed \$100.00)	(Tuesday only) 6:30 pm-8:00 pm)
Christine Taylor	Teacher-Literacy Night	04/22/2025	\$50.00 per hour x 2 hours (Not to exceed \$100.00)	(Tuesday only) 6:30 pm-8:00 pm)
Camille Silverman	Teacher-Literacy Night	04/22/2025	\$50.00 per hour x 2 hours (Not to exceed \$100.00)	(Tuesday only) 6:30 pm-8:00 pm)
Diana Sanchez	Teacher-Literacy Night	04/22/2025	\$50.00 per hour x 2 hours (Not to exceed \$100.00)	(Tuesday only) 6:30 pm-8:00 pm)

EXPLANATION: Agenda item submitted by Ms. Jones

13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following certificated staff for the **Extended School Year Program**.

Staff Name	Position	Date and time of Program	Stipend Amount	Notes
Iris Hernandez	ESY Lead Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$9,000.00)	8:00 am-12:00 pm
William Mazorolle	ESY Lead Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$9,000.00)	8:00 am-12:00 pm

Monica Bagan	ESY Lead Teacher Substitute	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$9,000.00)	8:00 am-12:00 pm
Meilinh La-Mui	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Mickell Taylor	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Megan McBryde	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Vatrell Graves	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Cekun James	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Dana Orner	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
James Belluzzi	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Elzbieta Biernacka	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Jennie Brolweicz	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Stephanie Davis	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Patrick Delaney	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm

			\$6,000.00)	
JaQwaysia Edge	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Spencer Jones	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Thelca Jones	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Timothy Perillo	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Claudette Peterkin	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Keryann Rose	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Alyssa Salgaso	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Tawana Smith	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Lorena Valer	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Antoinette Vincenti	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Tyler Williams	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
			\$50.00 per	

Kelly Walsh	ESY Teacher	07/27/2025-08/08/2025	hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Filiz Zebek	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Amy Morales	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Asha Jagadeesh	ESY Teacher	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Esin Sasmaz	ESY Summer Substitutes	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Karelia Rodriguez	ESY Summer Substitutes	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Monique Frazier-Ellington	ESY Summer Nursing Staff	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Johanna Reyes	ESY Summer Nursing Staff	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Felicia Vinpa	ESY Summer Speech Staff	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm
Nicole Weiss	ESY Summer Speech Staff	07/27/2025-08/08/2025	\$50.00 per hour (Not to exceed \$6,000.00)	8:00 am-12:00 pm

EXPLANATION: Agenda item submitted by Ms. Jones

14. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education upon the recommendation of the Superintendent, approves **vacation day payouts** for the employee(s) listed below pursuant to their respective Employment Agreement.

Name	Position	Vacation Day(s)	Per Diem Rate	Total Payment
Piero LoGiudice	Principal	5	\$715.50	\$3,577.52
Concepcion Le'	Director	5	\$554.16	\$2,770.83

EXPLANATION: Agenda item submitted by Ms. Jones

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

Staff Name	Job Title/Location/PCN	Salary	Guide/Degree	Effective Dates	Notes
Marlgorzata Downes	Teacher of Elementary Kindergarten/Whittier Elementary/AQC	\$80,200.00 (prorated)	MA, Step 10	04/01/2025- 06/30/2025	Correct salary amount
Scott Rogers	Groundsman I/CHY	\$50,000.00 (prorated)	-	04/28/2025 -06/30/2025	Change in date
Raina Warren	Open Gym Supervisor	90 hours x \$50.00 per hour (Not to exceed \$4,500.00)	-	10/21/2024-05/21/2025	Change in amount
Belkis Petrus	Special Education Teacher	Benjamin Franklin Middle School	-	07/01/2025	Update retirement date
Julia Pena	Secretary C	Benjamin Franklin Middle School	-	07/25/2016	Change in Hire Date

EXPLANATION: Agenda item submitted by Ms. Jones

VII. Public Comment Session II (open discussion)

Thank you all for being here tonight. This portion of the meeting is open to residents for comment. Residents are to state their name, the town they live in, and subject matter. Comments are limited to three minutes per person. This Public Comment session will last for thirty-minutes. The Public Comment session II is open to comments on other matters of public concern. Individuals may not give their time to another individual. Groups speaking on the same topic should combine their message into one. Members of the public are discouraged from speaking negatively about an employee or a student. Do not call an employee or student by name, otherwise the conversation will be discontinued. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. The Superintendent may respond to some questions at the conclusion of the public comment session. If you have a question or comment that requires a direct response, we encourage you to put your questions in an email to the Board secretary. All meetings are recorded and, therefore, statements made during public participation cannot be altered or amended and shall be included in the minutes as presented.

Motion to Open the Public Comment Session II:

Motion by Board Member_____, seconded by Board Member_____, Opened at _____P.M.

Motion to Close the Public Comment Session II:

Motion by Board Member_____, seconded By Board Member_____, Closed at _____P.M.

VIII. New and Old Business

IX. Executive Session

X. Adjournment

District Policy

5200 - ATTENDANCE (M)

Section: Students Date Created: March 2012 Date Edited: April 2023

M

In accordance with the provisions of N.J.S.A. 18A:38-25, every parent or other person having control and custody of a child between the ages of six and sixteen shall cause the child to regularly attend school. The Board of Education requires students enrolled in the school district attend school regularly in accordance with the laws of the State.

For the purpose of this Policy and Regulation 5200, “parent” means the natural parent(s), adoptive parent(s), legal guardian(s), resource family parent(s), or surrogate parent(s) of a student. When parents are separated or divorced, “parent” means the person or agency who has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, “excused” and “unexcused” student absences, for the purpose of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit is a Board decision outlined in N.J.A.C. 6A:16-7.6 and Policy and Regulation 5200. In accordance with the provisions of N.J.A.C. 6A:16-7.6 and for the purposes of Policy and Regulation 5200, a student’s absence from school will either be excused or unexcused. Unexcused absences will count toward truancy.

A parent or adult student shall provide advance notice to the school prior to the student being absent from school. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if the reason for the student’s absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student’s parent to notify the parent of the absence and determine the reason for the absence.

Students that are absent from school for any reason are responsible for the completion of assignments missed because of their absence. In accordance with N.J.S.A. 18A:36-14, a student who is absent from school for observing a religious holiday shall not be deprived of any award, eligibility, or opportunity to compete for any award, or deprived of the right to take an alternate test or examination that was missed because of the absence provided there is a written excuse of such absence signed by the parent.

Prolonged or repeated absences, excused or unexcused, from school or from class, deprive students of the educational and classroom experiences deemed essential to learning and may result in retention at grade level or loss of credit or removal from a course that would count toward the high school diploma in accordance with policies of this Board.

Students shall be subjected to the school district's response for unexcused absences that count toward truancy during the school year as outlined in N.J.A.C. 6A:16-7.6(a)4. and Regulation 5200.

Unexcused absences from school or from classes within the school day may subject a student to consequences that may include the denial of a student's participation in co-curricular activities and/or athletic competition. Repeated absences from school interfere with efforts of the Board and its staff in the maintenance of good order and the continuity of classroom instruction and such absences may result in the removal of the student from a class or course of study.

The Superintendent shall calculate and monitor the average daily attendance rate for the district and for each school in the district. Whenever the average daily attendance rate does not meet the New Jersey Department of Education requirements the Superintendent or designee shall develop a district improvement plan to improve student attendance pursuant to N.J.A.C. 6A:30-5.2.

N.J.S.A. 18A:36-14; 18A:36-25.6; 18A:38-25; 18A:38-25.1;
18A:38-25.2; 18A:38-26
N.J.S.A. 34:2-21.1 et seq.
N.J.A.C. 6A:16-7.6; 6A:30-5.2; 6A:32-8; 6A:32-13

Adopted: 14 March 2012
Revised: 12 November 2014
Revised: 10 November 2021

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M

R 5200 ATTENDANCE

A. Attendance Recording

1. School Register – ~~(N.J.A.C. 6A:32-8.1)~~

- a. The Board of Education shall carefully and accurately track enrollment and attendance of all students in a manual school register format or in an electronic format of the school district's choosing.
- b. The Commissioner **of Education** will issue and publish on the **New Jersey** Department **of Education's (NJDOE)** website guidance for recording student attendance in all public schools of the State operated by district Boards ~~of Education~~, except adult high schools.
- c. Student attendance shall be recorded in the school register during school hours on each day in session, pursuant to N.J.A.C. 6A:32-8.3. An employee designated by the Superintendent shall keep in the school register, attendance of all students, and shall maintain the attendance records in accordance with N.J.A.C. 6A:32-8 and the guidance **issued by the Commissioner in accordance with** ~~at~~ N.J.A.C. 6A:32-8.1(c) and A.1.b. above.
- d. A student who has been placed on home instruction shall have their attendance status recorded on the regular register for the program in which the student is enrolled. The student shall be marked absent for the period beginning the first day the student is unable to attend school and ending the day before the first instructional day at the student's place of confinement. Absences shall not be recorded for the student while on home instruction, provided the hours of instruction are no less than required by N.J.A.C. 6A:14-4.8 and 4.9 and **N.J.A.C.** 6A:16-10.1 and 10.2. The number of possible days in membership for a student on home instruction shall be the same as for other students in the program in which the student is enrolled.



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- (1) “Days in membership” means the number of school days in session in which a student is enrolled **in accordance with N.J.A.C. 6A:32-2.1**. A student’s membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.
2. Day in Session – ~~(N.J.A.C. 6A:32-8.3)~~
 - a. A day in session shall be a day on which the school is scheduled to provide instruction and students are under the guidance and direction of a teacher(s) engaged in the teaching process. A day on which school is closed for reasons such as holidays and teachers’ institutes, or inclement weather not under conditions set forth at N.J.A.C. 6A:32-13, shall not be considered a day in session.
 - b. A day in session shall consist of not less than four hours, exclusive of recess and lunch periods, except that one continuous session of two and one-half hours may be considered a full day in Kindergarten.
3. Student Attendance – ~~(N.J.A.C. 6A:32-8.4)~~
 - a. For all State attendance submissions, a student shall be recorded as present, absent, or excused for a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below, on every day the school is in session after the student enrolls until the date the student is transferred to another school or officially leaves the school district.
 - b. A record of attendance of all students shall be kept in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above. The employee designated by the Superintendent shall keep the attendance records according to N.J.A.C. 6A:32-8 and the guidance issued by the Commissioner in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above.



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- c. A student enrolled in a school shall be recorded in the school register as present if the student participates in instruction or instruction-related activities for at least half a day in session whether the student is physically on school grounds, at an approved off-grounds location, or in a virtual or remote instruction setting, pursuant to N.J.A.C. 6A:32-13.
 - d. A student enrolled in a school who is not participating in instruction or instruction-related activities pursuant to N.J.A.C. 6A:32-8.4(c) and A.3.c. above shall be recorded in the school register as absent, unless the student is recorded as a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below.
- 4. Average Daily Attendance – ~~(N.J.A.C. 6A:32-8.5)~~

The average daily attendance rate in a district school or program of instruction for a school year shall be the total number of the days present of all enrolled students, divided by the number of days in membership of all enrolled students. The student average daily attendance means the total number of days that a student is present in the school divided by the total possible number of days in session.
- 5. Absentee and Chronic Absenteeism Rates – ~~(N.J.A.C. 6A:32-8.6)~~
 - a. A student's absentee rate shall be determined by subtracting the student's total number of days present from the student's days in membership and dividing the result by the student's days in membership.
 - (1) State-excused absences shall not be included in a student's days in membership for purposes of calculating a student's absentee rate.
 - b. If a student's absentee rate is equal to or greater than ten percent, the student shall be identified as chronically absent.
 - c. Each school with ten percent or more of its enrolled students identified as chronically absent shall develop a



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corrective action plan to improve absenteeism rates. In accordance with N.J.S.A. 18A:38-25.1, the school will annually review and revise the corrective action plan and present the revisions to the Board, until the percentage of students who are chronically absent is less than ten percent

B. State-Excused Absences

“An excused absence” is a student’s absence from school for a full day or a portion of a day for the observance of a religious holiday pursuant to N.J.S.A. 18A:36-14 through 16, or any absence for the reasons listed below:

State-excused absences shall be as follows:

- (1) Religious observance, pursuant to N.J.S.A. 18A:36-14, 15, and 16.
 - (a) The Commissioner, with approval of the State Board of Education, shall annually prescribe a list of religious holidays on which it shall be mandatory to excuse students for religious observance upon the written request signed by the parent, guardian, or person standing in loco parentis;
- (2) Participation in observance of Veterans Day, pursuant to N.J.S.A. 18A:36-13.2;
- (3) Participation in district board of election membership activities, pursuant to N.J.S.A. 18A:36-33;
- (4) Take Our Children to Work Day;
- (5) College visit(s), up to three days per school year for students in grades eleven and twelve; ~~and~~



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- (6) Closure of a busing school district that prevents a student from having transportation to the receiving school; **and-**
- (7) **Attendance at a civic event, one day per school year for students in grades six through twelve, pursuant to N.J.S.A. 18A:36-33.2.**
 - (a) **“Civic event” means an event sponsored by a government entity, a community-based organization, or a nonprofit organization that incorporates elements of service learning whereby students learn and develop through organized service. A civic event shall address an issue of public concern such as community health and safety or environmental, economic, or community well-being in accordance with N.J.S.A. 18A:36-33.1.**
 - (b) **The parent or guardian of a student shall provide a signed written notice of an intended excused absence to attend a civic event at least two school days in advance of the intended excused absence and such other documentation as the Superintendent deems necessary to prove that the student meets the requirements for an excused absence pursuant to N.J.S.A. 18A:36-33.2.b.**

C. Locally Unexcused Absences

For absences that do not meet the criteria at N.J.A.C. 6A:32-8.4(e) and A.3.e. above, the Board may adopt policies that establish locally approved or excused absences consistent with N.J.A.C. 6A:16-7.6 for the purposes of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit. However, an absence designated as excused by the Board pursuant to N.J.A.C. 6A:16-7.6 shall be considered as an absence in the



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submission to the State for the purpose of chronic absenteeism reporting, as set forth at N.J.A.C. 6A:32-8.6.

1. Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, “excused” and “unexcused” student absences for the purpose of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit is a Board decision outlined in Policy 5200 – **Attendance** and this Regulation.
2. N.J.A.C. 6A:16-7.6(a)3 requires the Board ~~of Education~~ policies and procedures contain, at a minimum, a definition of unexcused absence that counts toward truancy, student conduct, promotion, retention, and the award of course credit.
 - a. “An unexcused absence that counts toward truancy” is a student’s absence from school for a full or a portion of a day for any reason that is not an “excused absence” as defined in C.2.b. below.
 - b. A locally unexcused absence is defined as follows:
 1. The student’s illness supported by notification to the school by the student’s parent or guardian;
 2. The student’s required attendance in court;
 3. Where appropriate, when consistent with Individualized Education Programs, the Individuals with Disabilities Act, accommodation plans under 29 U.S.C. §§794 and 705(20), and individualized health care plans;
 4. The student’s suspension from school;



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5. Family illness or death supported by notification to the school by the student's parent or guardian;
6. College visit(s), up to 3 days per school year for students in grades eleven and twelve;
7. Interviews with a prospective employer or with an admissions officer of an institution of higher education;
8. Examination for a driver's license;
9. Necessary and unavoidable medical or dental appointments that cannot be scheduled at a time other than the school day;
10. An absence for a reason not listed above, but deemed excused by the Principal and/or Superintendent upon a written request by the student's parent or guardian stating the reason for the absence and requesting permission for the absence to be an excused absence;

D. Notice to School of a Student's Absence

1. The parent, guardian, or adult student shall notify the school office before the school day when the student will not be in school. **However, notice for attendance at a civic event shall be provided in accordance with the procedure set forth in N.J.S.A. 18A:36-33.2.b. and A.3.e.(7)(b) above.**
2. The parent or guardian of the student or an adult student who will attend the morning session, but will not attend the afternoon session shall provide notice to the school office before the start of the afternoon session.
3. The parent or guardian of a student or an adult student shall notify the school office of a future absence if the absence is foreseeable.
4. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if



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the reason for the student's absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student's parent or guardian to notify the parent or guardian of the absence and determine the reason for the absence.

E. Readmission to School After an Absence

1. A student returning from an absence of three (3) consecutive school days ~~any length of time~~ (x ~~may~~ will) ~~be required to must~~ provide a written statement to the Principal or designee that is dated and signed by the parent, guardian, or adult student listing the reason for the absence.
2. A student who has been absent by reason of having or being suspected of having a communicable disease may be required to present to the school nurse written evidence of being free of a communicable disease.
3. The Superintendent of Schools or designee may require a student who has been absent from school due to a suspension or other reason concerning the student's conduct to receive a medical examination by a physician regarding the student's physical and/or mental fitness to return to school.
 - a. The Superintendent or designee will notify the student's parent or guardian of the specific requirements of the medical examination prior to the student's return to school.

F. Instruction

1. Teachers will cooperate in the preparation of home assignments for students who anticipate an absence of three (3) school days duration.
2. Students absent for any reason are expected to make up the work missed. The parent/guardian or student is responsible for requesting missed assignments and any assistance required. Teachers will provide make-up assignments as necessary.
3. In general, students will be allowed a reasonable amount of time as determined by the teacher to make up the work missed.



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4. A student who missed a test or an exam shall be offered an opportunity to take the test, exam, or an appropriate alternate test.
 5. A student who anticipates an absence due to a temporary or chronic health condition may be eligible for home instruction in accordance with Policy 2412 – **Home Instruction Due to Health Condition**. The parent or guardian must request home instruction.
- G. Denial of Course Credit
1. The teacher will determine the credit to be awarded a student for make-up work. Where class participation is a factor in the learning process, the teacher may consider a student's absence in determining a final grade, except absences for the observance of a religious holiday or absence for a student's suspension from school will not adversely affect the student's grade. The teacher may record an incomplete grade for a student who has not had a full opportunity to make up missed work.
- H. School District Response To Unexcused Absences During the School Year That Count Toward Truancy – (N.J.A.C. 6A:16-7.6(a)4.)
1. For up to four cumulative unexcused absences that count toward truancy, the Principal or designee shall:
 - a. Make a reasonable attempt to notify the student's parents or guardians of each unexcused absence prior to the start of the following school day;
 - b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s) or guardians;
 - c. Identify, in consultation with the student's parents or guardians, needed action designed to address patterns of unexcused absences, if any, and to have the child return to school and maintain regular attendance;
 - d. Proceed in accordance with the provisions of N.J.S.A. 9:6-1



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et seq. and N.J.A.C. 6A:16-11, if a potential missing or
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abused child situation is detected; and

e. Cooperate with law enforcement and other authorities and agencies, as appropriate;

2. For between five and nine cumulative unexcused absences that count toward truancy, the Principal or designee shall:

a. Make a reasonable attempt to notify the student's parent(s) or guardians of each unexcused absence prior to the start of the following school day;

b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s) or guardians;

c. Evaluate the appropriateness of action taken pursuant to N.J.A.C. 6A:16-7.6(a)4.i.(3) and G.1.c. above;

d. Develop an action plan to establish outcomes based upon the student's patterns of unexcused absences and to specify the interventions for supporting the student's return to school and regular attendance, which may include any or all of the following:

(1) Refer or consult with the building's Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;

(2) Conduct testing, assessments, or evaluations of the student's academic, behavioral, and health needs;

(3) Consider an alternate educational placement;

(4) Make a referral to or coordinate with a community-based social and health provider agency or other community resource;

(5) Refer to a court or court program pursuant to N.J.A.C. 6A:16-7.6(a)4.iv. and G.4. below;



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- (6) Proceed in accordance with N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-11, if a potential missing or abused child situation is detected; and
 - (7) Engage the student's family.
 - e. Cooperate with law enforcement and other authorities and agencies, as appropriate.
- 3. For cumulative unexcused absences of ten or more that count toward truancy, a student between the ages of six and sixteen is truant, pursuant to N.J.S.A. 18A:38-25, and the Principal or designee shall:
 - a. Make a determination regarding the need for a court referral for the truancy, per N.J.A.C. 6A:16-7.6(a)4.iv. and G.4. below;
 - b. Continue to consult with the parent or guardian and the involved agencies to support the student's return to school and regular attendance;
 - c. Cooperate with law enforcement and other authorities and agencies, as appropriate; and
 - d. Proceed in accordance with N.J.S.A. 18A:38-28 through 31, Article 3B, Compelling Attendance at School, and other applicable State and Federal statutes, as required; and
- 4. A court referral may be made as follows:
 - a. When unexcused absences that count toward truancy are determined by school officials to be violations of the compulsory education law, pursuant to N.J.S.A. 18A:38-25, and the Board's ~~of Education's~~ policies, in accordance with N.J.A.C. 6A:16-7.6(a), the parent or guardian may be referred to Municipal Court;



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- (1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Municipal Court; or
- b. When there is evidence of a juvenile-family crisis, pursuant to N.J.S.A. 2A:4A-22.g., the student may be referred to Superior Court, Chancery Division, Family Part;
 - (1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Juvenile-Family Crisis Intervention Unit.
5. For a student with a disability, the attendance plan and its punitive and remedial procedures shall be applied, where applicable, in accordance with the student's Individual Education Program (IEP), pursuant to 20 U.S.C. §§1400 et seq., the Individuals with Disabilities Education Act; the procedural protections set forth in N.J.A.C. 6A:14; accommodation plan under 29 U.S.C. §§794 and 705(20); and individualized healthcare plan and individualized emergency healthcare plan, pursuant to N.J.A.C. 6A:16-2.3(b)3.xii, [or a 504 Plan](#).
6. All receiving schools pursuant to N.J.A.C. 6A:14-7.1(a), shall act in accordance with N.J.A.C. 6A:16-7.6(a)4.i. and G.1. above for each student with up to four cumulative unexcused absences that count toward truancy.
 - a. For each student attending a receiving school with five or more cumulative unexcused absences that count toward truancy, the absences shall be reported to the sending school district.
 - (1) The sending school district shall proceed in accordance with the Board's of Education's policies and procedures pursuant to N.J.A.C. 6A:16-7.6(a) and the provisions of N.J.A.C. 6A:16-7.6(a)4.ii. through iv. and G.2. through G.4. above and



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N.J.A.C. 6A:16-7.6(b) and G.5. above, as appropriate.

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I. Discipline

All discipline regarding the attendance of students shall be consistent with Board Policy 5600 Student Discipline/Code of Conduct and the code of student conduct. Consequences for absences may include:

- a) Students may be denied participation in co-curricular activities if their attendance fails to meet the standards set forth herein;
 - b) Students may be denied participation in athletic competition if their attendance fails to meet the standards set forth herein;
 - c) Loss of partial or total course credit;
 - d) Detention or suspension.
- 1. Students may be denied participation in co-curricular activities and/or athletic competition if the Board establishes attendance standards for participation.
 - 2. No student who is absent from school for observance of a religious holiday may be deprived of any award or of eligibility for or opportunity to compete for any award because of the absence.

J. Recording Attendance

- 1. Teachers must accurately record the students present, tardy, or absent each day in each session or each class. Attendance records must also record students' attendance at out-of-school curricular events such as field trips.
- 2. A record shall be maintained of each excused absence and each unexcused absence that counts toward truancy as defined in Policy 5200 – **Attendance** and this Regulation.



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3. A student's absence for observance of a religious holiday will not be recorded as such on any transcript or application or employment form.

K. Appeal

1. Students may be subject to appropriate discipline for their school attendance record.
2. A **parent or guardian of a student or an adult student** who has been retained at grade level for excessive absences may appeal that action in accordance with Policy 5410 – **Promotion and Retention**.
3. A **parent or guardian of a student or an adult student** who has been dropped from a course and/or denied course credit for excessive absences may appeal that action in accordance with the following procedures:
 - a. ~~The student shall file Aa~~ written appeal **shall be filed with** ~~to~~ the Principal or designee within five school days of receiving notice of the action. The appeal should state the reasons for each absence, any documentation that may support reducing the number of absences for the purposes of course credit, and reasons why the student should either continue to be enrolled in the course or receive course credit for a class the student completed.
 - b. The Principal or designee will respond in writing no later than seven school days after receiving the **written student's** appeal.
 - c. If the **parent/guardian or adult** student is not satisfied, the **parent or adult** student may submit a written request to the Principal for consideration by an Attendance Review Committee.
 - d. **In response to On a student's** request for consideration by an Attendance Review Committee, the Principal shall convene an Attendance Review Committee. The Attendance Review Committee shall meet informally to



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hear the ~~student's~~ appeal. The student's parent or guardian, the ~~student~~, and teacher(s) may attend the meeting.

- e. The Attendance Review Committee shall decide the appeal and inform the parent/guardian and student in writing within seven school days of the meeting.
- f. The parent/guardian or adult student may appeal an adverse decision of the Attendance Review Committee to the Superintendent, the Board ~~of Education~~, and the Commissioner ~~of Education~~ in accordance with Policy 5710 – Student Grievance and N.J.S.A. 18A. An appeal to the Attendance Review Committee shall be considered to have exhausted the first two steps of the grievance procedure outlined in Policy 5710.

L. Attendance Records

- 1. Attendance records for the school district and each school will be maintained and attendance rates will be calculated as required by the ~~NJDOE New Jersey Department of Education~~. The school district will comply with all attendance requirements and any improvement plans as required by the ~~NJDOE Department of Education~~.

Adopted: 14 March 2012
Revised: 22 January 2025



DISTRICT REGULATION

Teaneck School District

Section: Operations

8420. EMERGENCY AND NON-FIRE EVACUATION PLAN (M)

Date Created: March 2012

Date Edited: April 2025

8420. EMERGENCY AND NON-FIRE EVACUATION PLAN (M)

M

The need for orderly and safe evacuation during certain situations is critical to the safety of the occupants of a school building. If such a threat is deemed immediate, credible, and reasonable, the Principal or designee may order a non-fire building evacuation. In the event the Principal or designee believes a threat does not exist or immediate evacuation is not required, the Principal or designee shall review the situation with the Superintendent of Schools, who may consult with local law enforcement officials to review the threat risk.

A. Procedures in the Event it is Determined a Non-Fire Evacuation is Warranted

1. The Principal or designee will immediately order a non-fire evacuation of the school building. The notification process may be the school's fire alarm system, a notice over the school's public address system, or any other method deemed appropriate by the Principal or designee to inform building occupants to evacuate the school building. The evacuation may be an entire or partial building evacuation depending on the circumstances.
2. The Principal or designee will:
 - a. Immediately call local law enforcement officials;
 - b. Immediately call the Superintendent of Schools;
 - c. Ensure any school buses enroute to the school or other vehicles entering the school grounds are redirected to a designated alternative location pending further instructions from law enforcement officials;
 - d. Notify and maintain contact with the Superintendent of Schools regarding the communication to be released to parents, community and media; and
 - e. Allow local enforcement officials to control the scene upon their arrival.
3. School staff members, upon receiving notice the school needs to be evacuated, will:
 - a. Direct pupils to gather personal belongings in the classroom or within their immediate area;

b. Assist pupils with disabilities in accordance with the student's written safety plan including use of necessary accommodations such as specialized equipment, alternate routes, or additional personnel;

- c. Instruct pupils not to use any electronic communication device until instructed otherwise;
- d. Close the windows and doors of their vacated rooms and turn off any light or electrical switch;
- e. Take the pupil roster and the day's attendance;
- f. Lead their class or the pupils under their supervision upon receiving the evacuation notice to the evacuation area;
- g. Take attendance when arriving at the evacuation area and report any additional pupils or missing pupils to the Principal or designee;
- h. Not allow any pupil to re-enter the building, leave the evacuation area, or be dismissed from school unless authorized by the Principal or designee or law enforcement officials; and
- i. Not speak to the media or permit media to interview any pupil.

B. Procedures After it is Determined the School Building Can be Reoccupied

- 1. The Principal or designee, upon a determination by school and law enforcement officials that the threat or risk is concluded, will direct the reoccupation of the building.
- 2. If it is determined the building is not safe to re-enter, the Principal or designee will notify school officials of the situation at the evacuation assembly locations. If it is determined pupils will be released for the day, the Principal or designee, in consultation with the Superintendent of Schools, will coordinate pupil dismissal procedures from the evacuation assembly areas and family notification and reunification protocols.
- 3. The school district will provide school district staff and other school district crisis response team members to provide counseling and support as needed.

Critical Incident Response Procedures for School Administrators, Faculty and Staff – The New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education - 2010

Adopted: 14 March 2012

Revised:

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BYLAWS

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Board Member Number and Term

June 24

0141 BOARD MEMBER NUMBER AND TERM

The Board of Education shall consist of 9 members.

The term of a Board member shall be 3 years, ~~except vacancies in the membership of the Board shall be filled in accordance with the provisions of N.J.S.A. 18A:12-15. Each Board member appointed to fill a vacancy shall serve until the organizational meeting following the next annual election unless the Board member is appointed to fill a vacancy occurring within the sixty days immediately preceding such election if the annual election is held in April, or occurring after the third Monday in July if the election is held in November, to fill a term extending beyond such election, in which case the Board member shall serve until the organizational meeting following the second annual election next succeeding the occurrence of the vacancy, and any vacancy for the remainder of the term shall be filled at the annual election or the second annual election next succeeding the occurrence of the vacancy, as the case may be.~~

~~The term of a Board member appointed to fill a vacancy shall be from the member's appointment to the organizational meeting following the next annual election. Any vacancy for the remainder of the term shall be filled at the next annual school election, except that~~

- ~~1. A Board member appointed to fill a vacancy occurring within sixty days immediately preceding an annual election occurring in April, to fill a term extending beyond the next election, shall serve until the organizational meeting following the second annual election next succeeding the occurrence of the vacancy; or~~
- ~~2. A Board member appointed to fill a vacancy occurring after the third Monday in July for an annual election occurring in November, to fill a term extending beyond the next election, shall serve until the organizational meeting following the second annual election next succeeding the occurrence of the vacancy.~~



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Board Member Number and Term

~~Any vacancy for the remainder of a term shall be filled at the annual election or the second annual election next succeeding the occurrence of a vacancy, as the case may be.~~

N.J.S.A. 18A:12-6; 18A:12-9; 18A:12-11; 18A:12-15

N.J.S.A. 18A:13-8 et seq. [regional districts]

N.J.S.A. 18A:54-16 et seq. [vocational districts]

Adopted:



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District Policy

0169.02 - BOARD MEMBER USE OF SOCIAL NETWORKS

Section: Bylaws Date Created: May 2019 Date Edited: May 2019

In accordance with the School Ethics Act - N.J.S.A. 18A:12-21 et seq., Board of Education members must avoid conduct which is in violation of the public trust or which creates a justifiable impression among the public that such trust is being violated. To avoid conduct that may be in violation or perceived to be in violation of the School Ethics Act, the Board of Education adopts this Policy to provide guidance to Board members in their use of social networks.

For the purposes of this Policy, “social network(s)” shall include, but not be limited to: Internet blogs, electronic bulletin boards, emails, social networking websites, text messages, or any other online platform where people may post or communicate interests, opinions, or any other information that may be viewed by others with or without permission from the person making such post or re-publishing such post. “Social networks” also means an Internet-based service that allows individuals to: construct a public or semi-public profile within a bounded system created by the service; create a list of other users with whom they share a connection within the system; and view and navigate their list of connections and those made by others within the system.

For the purposes of this Policy, “use of a social network” shall include, but not be limited to: posting to a social network, reposting another person’s post to a social network, messaging, or any other publication of material on a social network.

Nothing in this Policy prevents a Board of Education member from using a social network. However, a Board member must avoid conduct on a social network that would violate the School Ethics Act – N.J.S.A. 18A:12-21 et seq., which includes the Code of Ethics for Board Members. Board members should be advised communications, publications, photographs, and any other information posted by the Board member or reposted by the Board member on a social network could violate the School Ethics Act and be cause for sanctions in accordance with the law.

While this Policy respects the right of Board members to use social networks, Board members shall recognize they are held to a higher standard than the general public with regard to standards of conduct and ethics. A Board member’s use of social networks shall not damage the reputation of the school district, employees, students, or their families. Board members who use social networks shall ensure their conduct is appropriate for a Board of Education member. Board members should exercise care in setting appropriate boundaries between their personal and public online behavior, understanding what is private in the digital world often has the possibility of becoming public, even without their knowledge or consent.

Board members should carefully review the privacy settings on social networks they use and exercise care and good judgment when posting content and information. When using social networks, Board members are advised to:

1. Not post anything that would violate any of the district's policies for Board members;
2. Uphold the district's value of respect for any individual(s) and avoid making defamatory statements about the Board of Education, the school district, employees, students, or their families;
3. Not disclose any confidential information about the school district or confidential information obtained as a result of being a Board member, about any individual(s) or organization, including students and/or their families;
4. Not use or refer to their Board of Education title or position when soliciting for a business organization that he or she or any immediate family member has an interest in, as well as posting or referencing any confidential information regarding the Board of Education or the school district obtained through their Board membership, unless authorized by law;
5. Refrain from having communications through social networks with other Board members regarding any Board of Education business to avoid any potential violation of the New Jersey Open Public Meetings Act;
6. Not respond to any postings regarding Board of Education or school district business or respond to any question or inquiry posted to the Board member or posted on any social network regarding Board of Education or school district business and shall refer any such questions or inquiries to the Superintendent of Schools to address, as appropriate; or
7. Not post any information on a social network determined by the New Jersey School Ethics Commission to be a violation of the New Jersey School Ethics Act.

A Board member shall comply with all Board policies regarding acceptable use of computers and computer networks whenever a Board member is using a Board of Education electronic device.

If the Board or Superintendent believes a Board member's activity on any social network may violate the Board's policies or the New Jersey School Ethics Act, the Board or Superintendent may request the Board member cease such activity.

This Policy has been developed and adopted by this Board to provide guidance and direction to a Board member to avoid actual and/or a perceived appearance of inappropriate conduct or conduct prohibited by the School Ethics Act while using social networks.

N.J.S.A. 18A:12-21 et seq.
N.J.S.A. 10:4-6 et seq.

Adopted: 15 May 2019

Teaneck Board of Education

District Policy

3282 - USE OF SOCIAL NETWORKING SITES

Section: Teaching Staff Members

Date Created: December 2012

Date Edited: December 2012

The Board of Education has a strong commitment to quality education and the well-being of all pupils, as well as the preservation of the school district's reputation. The Board believes staff members must establish and maintain public trust and confidence and be committed to protecting all pupils attending the school district. In support of the Board's strong commitment to the public's trust and confidence, the Board holds all staff members to the highest level of professional responsibility.

The Commissioner of Education has determined inappropriate conduct outside a staff member's professional responsibilities may determine them as unfit to discharge the duties and functions of their position. Staff members should be advised communications, publications, photographs, and other information appearing on social networking sites deemed inappropriate by the Board could be cause for dismissal of a non-tenured staff member or to certify tenure charges against a tenured staff member to the Commissioner of Education.

Staff members are advised to be concerned and aware such conduct deemed inappropriate may include, but is not limited to, communications and/or publications using e-mails, text-messaging, social networking sites, or any other form of electronic communication that is directed and/or available to pupils or for public display or publication.

When using personal social networking sites, school staff members:

- 1. Should not make statements that would violate any of the district's policies, including its policies concerning discrimination or harassment;**
- 2. Must uphold the district's value of respect for the individual and avoid making defamatory statements about the school district, employees, students, or their families;**
- 3. May not disclose any confidential information about the school district or confidential information obtained during the course of**

his/her employment, about any individual(s) or organization, including students and/or their families;

4. Shall not use social networking sites to post any materials of a sexually graphic nature;
5. Shall not use social networking sites to post any materials which promote violence;
6. Shall not use social networking sites which would be detrimental to the mission and function of the district;
7. Shall not post updates to their status on any social networking sites during ~~normal working hours~~ instructional or supervision time including posting of statements or comments on the social networking sites of others during school time unless it involves a school project. Employees must seek approval from the Superintendent of Schools for such use; and
8. Shall not post or publish any information the Commissioner of Education would deem to be inappropriate conduct by a school staff member.

The Policy of this district is to maintain a level of professionalism both during and after the school day. Any publication through any means of electronic communication which negatively targets students, families, or community members ~~is potentially adverse to the operation, morale, or efficiency of the district,~~ will be deemed a violation of this Policy. If the Board or Superintendent believes that a staff member's activity on any social networking site violates the district's policies, the Board or Superintendent may request that the employee cease such activity. Depending on the severity of the incident, the staff member may be subject to disciplinary action.

This Policy has been developed and adopted by this Board to provide guidance and direction to staff members on how to avoid actual and/or the appearance of inappropriate conduct toward students and/or the community while using social networking sites.

Adopted: 12 December 2012

Teaneck Board of Education

District Policy

4282 - USE OF SOCIAL NETWORKING SITES

Section: Support Staff

Date Created: December 2012

Date Edited: December 2012

The Board of Education has a strong commitment to quality education and the well-being of all pupils, as well as the preservation of the school district's reputation. The Board believes staff members must establish and maintain public trust and confidence and be committed to protecting all pupils attending the school district. In support of the Board's strong commitment to the public's trust and confidence, the Board holds all staff members to the highest level of professional responsibility.

The Commissioner of Education has determined inappropriate conduct outside a staff member's professional responsibilities may determine them as unfit to discharge the duties and functions of their position. Staff members should be advised communications, publications, photographs, and other information appearing on social networking sites deemed inappropriate by the Board could be cause for dismissal of a non-tenured staff member or to certify tenure charges against a tenured staff member to the Commissioner of Education.

Staff members are advised to be concerned and aware such conduct deemed inappropriate may include, but is not limited to, communications and/or publications using e-mails, text-messaging, social networking sites, or any other form of electronic communication that is directed and/or available to pupils or for public display or publication.

When using personal social networking sites, school staff members:

- 1. Should not make statements that would violate any of the district's policies, including its policies concerning discrimination or harassment;**
- 2. Must uphold the district's value of respect for the individual and avoid making defamatory statements about the school district, employees, students, or their families;**
- 3. May not disclose any confidential information about the school district or confidential information obtained during the course of**

his/her employment, about any individual(s) or organization, including students and/or their families;

4. Shall not use social networking sites to post any materials of a sexually graphic nature;
5. Shall not use social networking sites to post any materials which promote violence;
6. Shall not use social networking sites which would be detrimental to the mission and function of the district;
7. Shall not post updates to their status on any social networking sites during ~~normal working hours~~ instructional or supervision time including posting of statements or comments on the social networking sites of others during school time unless it involves a school project. Employees must seek approval from the Superintendent of Schools for such use; and
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The Policy of this district is to maintain a level of professionalism both during and after the school day. Any publication through any means of electronic communication which negatively targets students, families, or community members ~~is potentially adverse to the operation, morale, or efficiency of the district,~~ will be deemed a violation of this Policy. If the Board or Superintendent believes that a staff member's activity on any social networking site violates the district's policies, the Board or Superintendent may request that the employee cease such activity. Depending on the severity of the incident, the staff member may be subject to disciplinary action.

This Policy has been developed and adopted by this Board to provide guidance and direction to staff members on how to avoid actual and/or the appearance of inappropriate conduct toward students and/or the community while using social networking sites.

Adopted: 12 December 2012

Line	Budget Category	Account	(col 1)	(col 2)	(col 3)	(col 4)	(col 5)	(col 6)	(col 7)	(col 8)
			Original Budget	Revenues Allowed NJAC - 6A: 23A-13.3(d)	Original Budget For 10% Calc	Maximum Transfer Amount	YTD Net Transfers to / (from)	% Change of Transfers YTD	Remaining Allowable Balance From	Remaining Allowable Balance To
			Data	Data	Col1+Col2	Col3 * .1	4/30/2025 + or - Data	Col5/Col3	Col4+Col5	Col4-Col5
03200	TOTAL REGULAR PROGRAMS - INSTRUCTION	11-1XX-100-XXX	24,505,289	44,604	24,549,894	2,454,989	50,023	0.20%	2,505,012	2,404,966
10300 11160	Total Special Education - Instruction, Total Basic	11-2XX-100-XXX	15,582,286	6,415	15,588,701	1,558,870	(1,084,542)	-6.96%	474,328	2,643,412
12160 40580	Skills/Remedial – Instruct., Total Bilingual Education –	11-000-216, 217								
41080	Instruction, Total Undistributed Expend – Speech, OT,, Total Undist. Expend. – Other Supp. Serv									
15180	TOTAL VOCATIONAL PROGRAMS	11-3XX-100-XXX	0	0	0	0	0	0.00%	0	0
17100 17600	Total School-Sponsored Co/Extra Curricul, Total	11-4XX-X00-XXX	1,106,919	6,300	1,113,219	111,322	(28,477)	-2.56%	82,845	139,799
19620 20620	School-Sponsored Athletics – Instr, Total Before/After School									
21620 22620	Programs, Total Summer School, Total Instructional									
23620 25100	Alternative Educatio, Total Other Supplemental/At-Risk									
	Program, Total Other Alternative Education Progra, Total Other									
	Instructional Programs - Ins									
27100	Total Community Services Programs/Operat	11-800-330-XXX	0	0	0	0	0	0.00%	0	0
29180	Total Undistributed Expenditures - Instr	11-000-100-XXX	15,800,420	7,707	15,808,127	1,580,813	(1,888,228)	-11.94%	(307,416)	3,469,041
29680 30620	Total Undistributed Expenditures – Atten, Total Undistributed	11-000-211, 213,	7,644,781	28,917	7,673,698	767,370	(75,834)	-0.99%	691,535	843,204
41660 42200	Expenditures – Healt, Total Undist. Expend. – Guidance, Total	218, 219, 222								
43620	Undist. Expend. – Child Study Team, Total Undist. Expend. –									
	Edu. Media Serv.									
43200 44180	Total Undist. Expend. – Improvement of I, Total Undist.	11-000-221, 223	1,558,484	2,757	1,561,241	156,124	(214,185)	-13.72%	(58,061)	370,309
	Expend. – Instructional St									
45300	Support Serv. - General Admin	11-000-230-XXX	1,687,156	583	1,687,739	168,774	300,539	17.81%	469,313	(131,765)
46160	Support Serv. - School Admin	11-000-240-XXX	3,752,514	550	3,753,064	375,306	(307,446)	-8.19%	67,860	682,753
47200 47620	Total Undist. Expend. – Central Services, Total Undist.	11-000-25X-XXX	1,578,920	18,466	1,597,386	159,739	2,601,017	162.83%	2,760,755	(2,441,278)
	Expend. – Admin. Info. Tec									
51120	Total Undist. Expend. – Oper. & Maint. O	11-000-26X-XXX	9,764,173	136,705	9,900,878	990,088	(370,031)	-3.74%	620,057	1,360,119
52480	Total Undist. Expend. – Student Transpor	11-000-270-XXX	9,926,788	0	9,926,788	992,679	(1,040,470)	-10.48%	(47,791)	2,033,148
71260	TOTAL PERSONNEL SERVICES –EMPLOYEE	11-XXX-XXX-2XX	16,314,570	56,577	16,371,146	1,637,115	169,994	1.04%	1,807,108	1,467,121
72020	Total Undistributed Expenditures – Food	11-000-310-XXX	0	0	0	0	0	0.00%	0	0
72120	Transfer of Property Sale Proceeds Res.	11-000-520-934	0	0	0	0	0	0.00%	0	0
72160	Increase in Sale/Lease-back Reserve	10-605	0	0	0	0	0	0.00%	0	0
72180	Interest Earned on Maintenance Reserve	10-606	0	0	0	0	0	0.00%	0	0
72200	Increase in Maintenance Reserve	10-606	0	0	0	0	0	0.00%	0	0
72220	Increase in Current Expense Emergency Re	10-607	0	0	0	0	0	0.00%	0	0
72240 72245	Interest Earned on Current Exp. Emergenc, Increase in Bus	10-607	0	0	0	0	0	0.00%	0	0
72246 72247	Adv. Res. for Fuel Costs, Increase in IMPACT Aid Reserve									
	(General), Increase in IMPACT Aid Reserve (Capital)									
72260	TOTAL GENERAL CURRENT EXPENSE		109,222,301	309,581	109,531,882	10,953,188	(1,887,641)	-1.72%	9,065,547	12,840,829

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

Page 2 of 2

Month / Year: **Apr 30, 2025****05/01/25**

Line	Budget Category	Account	(col 1)	(col 2)	(col 3)	(col 4)	(col 5)	(col 6)	(col 7)	(col 8)
			Original Budget	Revenues Allowed NJAC - 6A: 23A-13.3(d)	Original Budget For 10% Calc	Maximum Transfer Amount	YTD Net Transfers to / (from)	% Change of Transfers YTD	Remaining Allowable Balance From	Remaining Allowable Balance To
			Data	Data	Col1+Col2	Col3 * .1	4/30/2025 + or - Data	Col5/Col3	Col4+Col5	Col4-Col5
75880	TOTAL EQUIPMENT	12-XXX-XXX-73X	11,486	3,865	15,351	1,535	90,628	590.35%	92,163	(89,093)
76260	Total Facilities Acquisition and Constr	12-000-4XX-XXX	1,040,962	1,540,014	2,580,976	258,098	232,286	9.00%	490,384	25,812
76320	Capital Reserve – Transfer to Capital Pr	12-000-4XX-931	0	0	0	0	0	0.00%	0	0
76340	Capital Reserve – Transfer to Debt Servi	12-000-4XX-933	0	0	0	0	0	0.00%	0	0
76360	Increase in Capital Reserve	10-604	0	0	0	0	0	0.00%	0	0
76380 76385	Interest Deposit to Capital Reserve, IMPACT Aid Reserve (Cap) Tr to Cap Proj	10-604	0	0	0	0	0	0.00%	0	0
76400	TOTAL CAPITAL OUTLAY		1,052,448	1,543,879	2,596,327	259,633	322,914	12.44%	582,546	(63,281)
83080	TOTAL SPECIAL SCHOOLS	13-XXX-XXX-XXX	0	0	0	0	0	0.00%	0	0
84000 84005	Transfer of Funds to Charter Schools, Transfer of Funds to Renaiss Schools	10-000-100-56X	8,679,907	0	8,679,907	867,991	(266,821)	-3.07%	601,170	1,134,812
84020	General Fund Contrib. to School-based Bu	10-000-520-930	0	0	0	0	0	0.00%	0	0
84060	GENERAL FUND GRAND TOTAL		118,954,656	1,853,460	120,808,116	12,080,812	(1,831,548)	-1.52%	10,249,263	13,912,360

*Victor J. Anaya***School Business Administrator Signature**5/1/25**Date**

ADDENDUM TO EXTEND AGREEMENT

This is an Addendum to an Agreement between **ESS Northeast, LLC**, a Delaware limited liability company (the “Company”) and the **Teaneck Public Schools** (hereinafter referred to as “LEA” for Local Education Agency).

Whereas, the LEA and the Company entered into an Agreement whereby Company is to provide substitute staffing to fill positions at the request of the District for a period ending June 30, 2025;

Whereas, LEA and Company are desirous of extending the term of the Agreement through June 30, 2026 with the provisions set forth below;

Now, Therefore, be it agreed between the parties, as follows:

1. The Term of the Agreement, as reflected in Paragraph 7, is hereby extended from July 1, 2025 through June 30, 2026;
2. Effective July 1, 2025, Addendum “A” to the Agreement, Pricing, is amended as per the attached revised Addendum “A”;
3. This Agreement will automatically renew for additional one (1) year periods unless either party provides written notice of termination at least ninety days prior to the end of the fiscal school year.
4. Except as specifically and explicitly set forth herein, all other terms of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first set forth below.

Teaneck Public Schools

By _____
Signature

Name and Title

Date _____

ESS Northeast, LLC

By _____
W. Andrew Hall, Executive V.P

EXHIBIT A
Pricing Page

<u>Position</u>	<u>Pay Rate</u>	<u>Bill Rate</u>	<u>Rule</u>
Full Day - Building Based Substitute Teacher	\$175.00	\$222.23	
Half Day - Building Based Substitute Teacher	\$87.50	\$111.12	
Full Day - Substitute Teacher with a NJ Substitute Certificate	\$130.00	\$165.09	
Half Day - Substitute Teacher with a NJ Substitute Certificate	\$65.00	\$82.54	
Full Day - Substitute Teacher with a NJ Teacher Certificate	\$175.00	\$222.23	
Half Day - Substitute Teacher with a NJ Teacher Certificate	\$87.50	\$111.12	
Full Day Long Term Substitute Teacher	\$200.00	\$254.00	To be used at the discretion of Teaneck Public Schools - Requires HR Office approval, and requires NJDOE Educator License (CE, CEAS, or Standard)
Half Day Long Term Substitute Teacher	\$100.00	\$127.00	To be used at the discretion of Teaneck Public Schools - Requires HR Office approval, and requires NJDOE Educator License (CE, CEAS, or Standard)
Full Day Long Term Substitute Teacher I	\$225.00	\$285.75	To be used at the discretion of Teaneck Public Schools - Requires HR Office approval, and requires NJDOE Educator License (CE, CEAS, or Standard)
Half Day Long Term Substitute Teacher I	\$112.50	\$142.88	To be used at the discretion of Teaneck Public Schools - Requires HR Office

approval, and requires NJDOE Educator License (CE, CEAS, or Standard)

Full Day - ABA/Behavior Instructional Aide	\$175.00	\$222.23
Half Day - ABA/Behavior Instructional Aide	\$87.50	\$111.12

Full Day - IEP Instructional Paraprofessional	\$125.00	\$158.74
Half Day - IEP Instructional Paraprofessional	\$62.50	\$79.37

Full Day - Preschool Instructional Aide	\$150.00	\$190.50
Half Day - Preschool Instructional Aide	\$75.00	\$95.25

Full Day - Braille Paraprofessional with Specialized Training in Braille	\$175.00	\$222.23
Half Day - Braille Paraprofessional with Specialized Training in Braille	\$87.50	\$111.12

Per Diem Lunch Aide	\$46.47	\$59.02
Per Diem Lunch Aide	NJ Minimum Wage	NJ Min Wage * 27% markup

Effective 1/1/2026 Pay rate will adjust as needed with NJ Min Wage

Full Day - Job Coach	\$160.00	\$203.18
Half Day - Job Coach	\$80.00	\$101.59

Full Day - In School Suspension Support	\$150.00	\$190.49
Half Day - In School Suspension Support	\$75.00	\$95.24

Hourly After Care Paraprofessional	\$20.00	\$25.40
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Per Diem Extended School Year Paraprofessional (ESY)	\$80.00	\$101.59
--	---------	----------

To be used at the discretion of Teaneck Public Schools

Hourly Bus Aide	\$17.00	\$21.59	
Per Diem Lunch Coverage Stipend	\$25.00	\$31.75	To be used at the discretion of Teaneck Public Schools

Company will comply with state law requiring paid leave. LEA will reimburse Company for paid leave days taken by Company staff for a district assignment per the service rate set forth in the pricing exhibit.

H.A. DeHart Son, Inc.

311 Crown Point Road, Thorofare, NJ 08086

Phone: 800-222-0271 - Fax: 856-845-2461

BUS PROPOSAL / ORDER CONFIRMATION

Date: 1/3/2025	Year: 2026
Customer: Teaneck Board of Education	Make: Thomas
Address: 651 Teaneck Road	Model: C2
City/State/Zip: Teaneck, NJ 07666	Pass. Capacity: 54
Contact Name: Wladimir Romain	Quantity: 1
Phone: 201-833-5505	Availability: Based on order date
Cell:	FOB Location:
Finance Source:	Purchase Order #:
Chassis Make: Freightliner	Engine: Cummins B6.7L
Chassis Model: B106	Brakes: Hydraulic
Chassis Year:	Wheelbase: 259"



Additional Body Equipment:

SEE ATTACHED LISTING OF ADDITIONAL EQUIPMENT AS PER HCESC AWARD FOR BUS BID HCESC-VEH-22-10

Additional Chassis Equipment:

This proposal includes a supplemental listing of additional equipment.

Selling Price:	\$ 134,529.62
Market Pricing Adjustment:	\$ (2,000.00)
Subtotal:	\$ 132,529.62
Optional Equipment:	\$ 30,668.20
Unit Total:	\$ 163,197.82
Multiple Order Total:	\$ 163,197.82

Deposit Required? (If yes, amount below)
PO Required

Prepared By: Brandon Lewis
Date:

Acceptance Authorization:

Date:

DeHart Approval/Acceptance:

Date:

SUPPLEMENTAL LISTING

ITEM #	DESCRIPTION	QTY	LIST PRICE	DISC. PRICE
B610000097	ORANGE DRIVER SEAT BELT	1	\$ 84.00	\$ 67.20
B620000077	BARRIER STORAGE POUCH	1	\$ 40.00	\$ 32.00
D102200000	REFLECTIVE TAPE, REAR PERIMETER	1	\$ 61.00	\$ 48.80
D103400310	REFLECTIVE TAPE, 2" FLOOR LINE	1	\$ 164.00	\$ 131.20
D106400001	DRIVER SIDE WINDOW VISOR	1	\$ 45.00	\$ 36.00
D106600003	EXTERNAL PA SPEAKER	1	\$ 149.00	\$ 119.20
D106900003	RADIO-AM/FM W/CD & PAGE	1	\$ 594.00	\$ 475.20
D108700000	PAINTED SERVICE HANDLE	1	\$ 5.00	\$ 4.00
D110024NJY	NJ FIRST AID KIT	1	\$ 71.00	\$ 56.80
D110100000	BODY FLUID CLEAN UP KIT	1	\$ 27.00	\$ 21.60
D110300000	X-ARM DEACTIVATION FUNCTION	1	\$ 89.00	\$ 71.20
D110500000	EXTERNAL SERVICE STEP	1	\$ -	\$ -
D112403008	F&R BULKHEAD A/C SYSTEMS	1	\$ 13,732.00	\$ 10,985.60
D301100001	CELL PHONE POWER OUTLET	1	\$ 59.00	\$ 47.20
D302000000	FRONT & REAR DOOR VANDALOCKS	1	\$ 149.00	\$ 119.20
D304000002	ENTRANCE DOOR EXT. PULL HANDLE	1	\$ 9.00	\$ 7.20
D309001000	LOCKING STORAGE COMPARTMENT	1	\$ 19.00	\$ 15.20
D400400002	LED DRIVER DOME LIGHT	1	\$ 42.00	\$ 33.60
D400702310	LED PASSENGER AREA DOME LIGHTS	1	\$ 214.00	\$ 171.20
D400900002	SPLIT FRONT-REAR DOME SWITCHING	1	\$ 31.00	\$ 24.80
D402200002	LED PUDDLE LIGHT	1	\$ 164.00	\$ 131.20
D402500002	LED STEPWELL LIGHT	1	\$ -	\$ -
D402801003	LED STOP/TURN/TAIL LIGHTS	1	\$ -	\$ -
D403000001	SLEEPING CHILD CHECK SYSTEM	1	\$ 203.00	\$ 162.40
D404200000	VANDALOCK STATUS PILOT LIGHT	1	\$ 13.00	\$ 10.40
D406000002	LED MARKER, ID, SIDE TURN LIGHTS PIN	1	\$ -	\$ -
D408300021	LED STROBE LIGHT	1	\$ 132.00	\$ 105.60
D408901000	LED LOW MOUNT 4" STOP LIGHTS	1	\$ -	\$ -
D409400001	NOISE SUPPRESSION FUNCTION	1	\$ 62.00	\$ 49.60
D416400000	CUSTOMER ACCESS FUSE BLOCK	1	\$ -	\$ -
D423100000	MOBILEYE COLLISION AVOIDANCE SYS	1	\$ -	\$ -
D500030000	HEATED-REMOTE REARVIEW MIRRORS	1	\$ 896.00	\$ 716.80
D500301000	HEATED CROSSVIEW MIRRORS	1	\$ 274.00	\$ 219.20
D505302310	UNDERGUARD H.D. UNDERCOATING	1	\$ 918.00	\$ 734.40
D50601F310	WHITE PAINTED ROOF	1	\$ 737.00	\$ 589.60
D506347000	BLACK PAINTED GUARD RAILS	4	\$ 388.00	\$ 310.40
D507400001	LOCKING FUEL, DEF, BATTERY DOORS	1	\$ 53.00	\$ 42.40
D508200001	R/S LUGGAGE BOX 100"	1	\$ 1,517.00	\$ 1,213.60
D512800000	CORROSION PROOF STEPWELL COAT	1	\$ 469.00	\$ 375.20
D601100007	ACOUSTIC DRIVER AREA CEILING	1	\$ 142.00	\$ 113.60
D601513310	GREY FLOOR COVERING	1	\$ 589.00	\$ 471.20
D601701310	MARINE GRADE SUBFLOOR	1	\$ 491.00	\$ 392.80
D602001310	INTERIOR SPEAKERS	1	\$ 389.00	\$ 311.20
D604209084	84K BTU REAR HEATER	1	\$ 600.00	\$ 480.00
D6047091BS	BLUE STRIPE HEATER HOSE	1	\$ -	\$ -
D604800000	STEPWELL HEATER	1	\$ 557.00	\$ 445.60
D605200001	CONSTANT TORQUE HOSE CLAMPS	1	\$ 92.00	\$ 73.60
D610403310	ACOUSTIC PASSENGER AREA CEILING	1	\$ 708.00	\$ 566.40
D620600000	HOLDER-STORAGE, CLIP BOARD	1	\$ 92.00	\$ 73.60
D621100000	REAR HEATER SHUT OFF VALVE	1	\$ 39.00	\$ 31.20

D700600L01	TINTED TEMPERED GLASS	1	\$ 532.00	\$ 425.60
D900104001	BLACK HEATED DRIVER SEAT	1	\$ 179.00	\$ 143.20
D900302003	DRIVER SEAT ARM REST, RIGHT SIDE	1	\$ 41.00	\$ 32.80
D900503002	ADJUSTABLE DRIVER SEAT PEDESTAL	1	\$ 169.00	\$ 135.20
D901030001	RIGHT SIDE MODESTY PANEL	1	\$ 15.00	\$ 12.00
FL1012N3	CUMMINS 220HP/600TQ ENGINE	1	\$ 1,705.00	\$ 1,364.00
FL120011	COOLANT FILTER	1	\$ 134.00	\$ 107.20
FL122081	HEATED FUEL/WATER SEPARATOR	1	\$ 447.00	\$ 357.60
FL1241CC	270AMP ALTERNATOR	1	\$ 964.00	\$ 771.20
FL128076	CUMMINS INTEGRAL EXHAUST BRAKE	1	\$ 125.00	\$ 100.00
FL138010	PHILLIPS 750W/115V BLOCK HEATER	1	\$ 111.00	\$ 88.80
FL140039	BLOCK HEATER BUMPER MOUNT	1	\$ 48.00	\$ 38.40
FL149013	CRUISE CONTROL	1	\$ 48.00	\$ 38.40
FL170052	STAINLESS STEEL HEATER MANIFOLD	1	\$ 269.00	\$ 215.20
FL171007	GATES BLUE STRIPE COOLANT HOSE	1	\$ -	\$ -
FL174002	COOLANT BOOSTER PUMP	1	\$ 239.00	\$ 191.20
FL185108	DRIVER ADJUSTABLE PEDALS	1	\$ 1,763.00	\$ 1,410.40
FL230003	100 GALLON FUEL TANK	1	\$ 966.00	\$ 772.80
FL270011	STAINLESS STEEL LOWER RAD. PIPING	1	\$ 387.00	\$ 309.60
FL273037	ELECTRO-MAGNETIC FAN CLUTCH	1	\$ 189.00	\$ 151.20
FL2921D7	TRIPLE GROUP 31 BATTERIES (2775CCA)	1	\$ 177.00	\$ 141.60
FL312088	LED HEADLAMPS	1	\$ 1,172.00	\$ 937.60
FL3421T6	ALLISON 2350 TRANSMISSION W/PARK	1	\$ 777.00	\$ 621.60
FL4001A3	10,000 FRONT AXLE AND SPRINGS	1	\$ 612.00	\$ 489.60
FL419028	PERFORMANCE FRICTION FRT BRAKES	1	\$ 417.00	\$ 333.60
FL451028	PERFORMANCE FRICTION REAR BRAKES	1	\$ 593.00	\$ 474.40
FL469018	ENGINE COMPARTMENT WORKLIGHT	1	\$ 131.00	\$ 104.80
FL532002	FULLY ADJUSTABLE STEERING COLUMN	1	\$ 464.00	\$ 371.20
FL587003	REAR TOW HOOKS	1	\$ 159.00	\$ 127.20
FL646023	CHROME GRILL	1	\$ 220.00	\$ 176.00
FL647001	WHITE WINTERFRONT	1	\$ 64.00	\$ 51.20
FL65X003	CHROME AIR INLET	1	\$ 170.00	\$ 136.00
FL700002	FACTORY IN-DASH AIR	1	\$ -	\$ -
FL721021	SELF-ADJUSTING BACKUP ALARM	1	\$ 108.00	\$ 86.40
FL742007	(2) CUPHOLDERS, LH & RH DASH	1	\$ -	\$ -
			\$ 38,504.00	
	MSRP OPTION TOT. AFTER 20% DISC			\$ 30,803.20
	AFTERMARKET OPTIONS:			
	3YR BUMPER TO BUMPER WARRANTY	1		\$0.00
	CUMMINS ENGINE TARIFF	1		\$945.00
	AFTER TREATMENT WAR CREDIT	1	\$ (1,440.00)	\$ (1,080.00)



6 Kingsbridge Road
Fairfield, NJ 07004
www.keyconsult.com
Phone: (973) 882-0063
Fax: (973) 882-0071

Please submit purchase orders to: LauraCarbone@keyconsult.com

SALES QUOTE
Date: 7/16/2024
Quote: TEANECK-07162024
Quote Description: Teaneck HS Auditorium
Client: Teaneck Public Schools
Attn: Ramon Medina
Address: 100 Elizabeth Avenue
Teaneck NJ
Phone:
E-mail: rmedina@teaneckschools.org

Qty.	Item/SKU	Description	Price (USD)	Extension (USD)
Teaneck High School: Auditorium Audio Upgrade				
1	KCI-PT	Professional Services: Scope of work for the Performance Audio Upgrade at Teaneck High School in accordance with enclosed bill-of-materials See following pages for BOM and Terms & Conditions	\$ 179,601.00	179,601.00
			Total Investment	\$179,601.00

Prepared by: Tyler Copeland
(973) 882-0063 ext:211
tylercopeland@keyconsult.com
Please submit purchase orders to: LauraCarbone@keyconsult.com

Notes: 30% Cancellation Fee

Contract Info:
EDS Bid # 12297 titled MSRP Tech/AV/Computer/Interactive Whitebds through November 2024 – Vendor #6346

HCESC Co-Op NJ State Approved #34HUNCCP
Interactive Technology for Classrooms & Meeting Rooms
#HCESC-CAT-23-07 April 2023 to April 2025

Teaneck High School - Auditorium Audio

System Bill of Materials

Manufacturer	Item #	Description	Quantity
Audio AMPS			
K-Array	KA104	Kommander-KA104, Class D, 2U-rack amplifier with DSP and remote control (4x2500W @ 4 D)	1
K-Array	KA14 I	Kommander-KA14 I, Class D, 2U rack amplifier with DSP and remote control (4x300W @ 4ohm)	1
Power Distro			
Legrand	PDX-920R	NEXSYS™ 9 Outlet, 20 Amp Rackmount Power with Multi-Stage Surge Protection	2
Audio System			
K-Array	KP102 I	Python-KP102 I, 100cm-long, variable beam stainless steel line array element with 12x3" cones-BLK (connecting hardware NOT included) EN54 compliant(*)	4
K-Array	K-FLY3	Steel fly bar to suspend Kobra, Python, Kayman, KU26, KU44	2
K-Array	K-JOINT3	Joining hardware to connect, fly, affix Kobras, Pythons, Kaymans, KU44, KU26, KU210, KF26 or KF210	4
K-Array	GS218	Passive 2x18" Subwoofer 1500W RMS 4Ω Plywood Black Color IP43	1
KGEAR	GH4	Passive 4" High Performance Stainless Steel Full Range Speaker / Mini Array Element 140W Black Color IP64	8
KGEAR	GH4-FLY	Fly Bar For GH4 Speakers Stainless Steel Black Color	2
KGEAR	GH4-JOINT	Adjustable Hardware Kit To Join GH4 Speakers Stainless Steel Black Color	12
KGEAR	KAN200+	Anakonda-KAN200+, Flexible, 2m-long array speaker 32Ω 300W – BLACK and WHITE covers included	3
K-Array	Comm/Tuning	Commissioning/Tuning - On Site	1
Legrand	CG40059	6ft PRO-AUDIO XLR MALE TO FEMALE CBL	6
Services/Misc.			
		Shipping and Handling	1
		Training (hrs)	8
		Commissioning/programming/engineering (hrs)	40
		Cables and low voltage wiring (ft)	3000
Electrical Labor			
Labor for the above scope of work to consist of: installation of equipment, new low voltage wiring, terminations, electrical materials, deliveries, misc. materials, lift rental, disposal and site clean-up. Mounting and connections for stage lighting fixtures specified above are included. All electrical and low voltage work will meet NEC code compliance and professional workmanship standards.			

Notes:

1. Any equipment not specified above is not included.
2. Shipping to client is included. Equipment is subject to manufacturer lead times.
3. Anything out of scope of proposal is not included; PE drawings and any other services not specified above are not included.
4. System components may be changed during submittals phase for the purpose of accommodating system functionality.
5. A 25% payment is due upon submission of engineered submittals and design.



NIELSEN FORD

170 Ridgedale Ave.
Morristown, NJ 07960

Quote

To: <p style="text-align: center;"><u>TEANECK BOE</u></p>	From: Barbara Karle Phone/Fax: (973) 319-7007 Vehicle Pick Up Location <p style="text-align: center;">Nielsen Fleet 31 Williams Parkway East Hanover, NJ 07936</p>
---	--

2025 Ford Super Duty F-250 SRW (F2B) XL 4WD Reg Cab 8' Box
MCCPC Co-Op
Contract 15-C Item #9

Mechanical

Engine: 6.8L 2V DEVCT NA PFI V8 Gas (STD)
Transmission: TorqShift-G 10-Speed Automatic -inc: SelectShift and
selectable drive modes: normal, eco, slippery roads, tow/haul and off-road
(STD)
3.73 Axle Ratio (STD)

GVWR: 10,000 lb Payload Package
50-State Emissions System
Transmission w/Oil Cooler
Electronic Transfer Case

Part-Time Four-Wheel Drive

68-Amp/Hr 750CCA Maintenance-Free Battery w/Run Down Protection
160 Amp Alternator
Class V Towing Equipment -inc: Hitch and Trailer Sway Control
Trailer Wiring Harness
3814# Maximum Payload
HD Shock Absorbers
Front Anti-Roll Bar
Firm Suspension
Hydraulic Power-Assist Steering

34 Gal. Fuel Tank
Single Stainless Steel Exhaust
Auto Locking Hubs
Front Suspension w/Coil Springs

Solid Axle Rear Suspension w/Leaf Springs
4-Wheel Disc Brakes w/4-Wheel ABS, Front And Rear Vented Discs, Brake
Assist and Hill Hold Control

Exterior

Wheels: 17" Argent Painted Steel -inc: painted hub covers/center ornaments
(STD)
Tires: LT245/75Rx17E BSW A/S -inc: Spare may not be the same as road tire
(STD)
Regular Box Style

Exterior cont.

Steel Spare Wheel

Full-Size Spare Tire Stored Underbody w/Crankdown
Clearcoat Paint

Black Front Bumper w/Black Rub Strip/Fascia Accent and 2 Tow Hooks
Black Rear Step Bumper
Black Side Windows Trim and Black Front Windshield Trim
Black Door Handles
Black Power Heated Side Mirrors w/Convex Spotter, Manual Folding and Turn
Signal Indicator

Manual Extendable Trailer Style Mirrors
Fixed Rear Window
Light Tinted Glass
Variable Intermittent Wipers
Aluminum Panels
Black Grille
Tailgate Rear Cargo Access
Tailgate/Rear Door Lock Included w/Power Door Locks
Boxside Steps
Autolamp Auto On/Off Reflector Halogen Daytime Running Lights Preference
Setting Headlamps w/Delay-Off
Cargo Lamp w/High Mount Stop Light
Perimeter/Approach Lights

Entertainment

Radio w/Seek-Scan, Clock and Speed Compensated Volume Control

Radio: AM/FM Stereo w/MP3 Player -inc: 4 speakers
Fixed Antenna

SYNC 4 -inc: 8" LCD capacitive touchscreen w/swipe capability, wireless
phone connection, cloud connected, AppLink w/app catalog, 911 Assist,
Apple CarPlay and Android Auto compatibility and digital owner's manual

2 LCD Monitors In The Front

Interior

4-Way Driver Seat -inc: Manual Recline and Fore/Aft Movement

4-Way Passenger Seat -inc: Manual Recline and Fore/Aft Movement

Manual Tilt/Telescoping Steering Column

Gauges -inc: Speedometer, Odometer, Oil Pressure, Engine Coolant Temp, Tachometer, Transmission Fluid Temp, Engine Hour Meter, Trip Odometer and Trip Computer

FordPass Connect 5G Mobile Hotspot Internet Access

Compass

Remote Keyless Entry w/Integrated Key Transmitter, Illuminated Entry and Panic Button

Cruise Control w/Steering Wheel Controls

Manual Air Conditioning

Illuminated Locking Glove Box

Interior Trim -inc: Chrome Interior Accents

Full Cloth Headliner

Urethane Gear Shifter Material

HD Vinyl 40/20/40 Split Bench Seat -inc: center armrest, cupholder, storage and driver's side manual lumbar

Day-Night Rearview Mirror

Passenger Visor Vanity Mirror

Full Overhead Console w/Storage and 2 12V DC Power Outlets

Front Map Lights

Fade-To-Off Interior Lighting

Full Vinyl/Rubber Floor Covering

Pickup Cargo Box Lights

Smart Device Remote Engine Start

Instrument Panel Covered Bin and Dashboard Storage

Power 1st Row Windows w/Driver And Passenger 1-Touch Up/Down

Interior cont.

Delayed Accessory Power

Power Door Locks w/Autolock Feature

Driver Information Center

Trip Computer

Outside Temp Gauge

Digital/Analog Appearance

Seats w/Vinyl Back Material

Manual Adjustable Front Head Restraints

Perimeter Alarm

Securilock Anti-Theft Ignition (pats) Immobilizer

2 12V DC Power Outlets

Air Filtration

Safety-Mechanical

AdvanceTrac w/Roll Stability Control Electronic Stability Control (ESC) And Roll Stability Control (RSC)

ABS And Driveline Traction Control

Safety-Exterior

Side Impact Beams

Safety-Interior

Dual Stage Driver And Passenger Seat-Mounted Side Airbags

Tire Specific Low Tire Pressure Warning

Dual Stage Driver And Passenger Front Airbags w/Passenger Off Switch

Safety Canopy System Curtain 1st Row Airbags

Outboard Front Lap And Shoulder Safety Belts -inc: Height Adjusters

Back-Up Camera



NIELSEN FORD

170 Ridgedale Ave.
Morristown, NJ 07960

Quote

2025 Ford Super Duty F-250 SRW (F2B) XL 4WD Reg Cab 8' Box
MCCPC Co-Op
Contract 15-C Item #9

Base Price \$ 45,386.00

Factory Options			
Item			Price
	Exterior Color: Blue		
AS	Medium Dark Slate, HD Vinyl 40/20/40 Split Bench Seat	\$	-
592	LED Roof Clearance Lights	\$	-
473	Snow Plow Prep Package	\$	-
66S	Upfitter Switches (6) -inc: Located in overhead console	\$	-
18B	Platform Running Boards	\$	-
61S	Front Splash Guards/Mud Flaps	\$	-
62S	Rear Splash Guards/Mud Flaps	\$	-
85S	Tough Bed Spray-In Bedliner	\$	-
X3E	Electronic-Locking w/3.73 Axle Ratio	\$	430.00
TBM	Tires: LT245/75Rx17E BSW A/T	\$	165.00
17X	FX4 Off-Road Package -inc: Hill Descent Control, Off-Road Specifically Tuned Shock Absorbers, front/rear, Transfer Case & Fuel Tank Skid Plates, Unique FX4 Off-Road Box Decal	\$	495.00
67B	410 Amp Dual Alternators -inc: 250 Amp + 160 Amp	\$	115.00
68M	Dual 68 AH/65 AGM Batteries	\$	210.00
	Factory Option	\$	1,415.00
	MCCPC 3% Off Options	\$	(42.45)
	Option Total	\$	1,372.55

Additional Options			
	Timbrens in Front	\$	495.00
	Trailer Plug Installed	\$	225.00
	Western 8' Pro Plus Snow Plow	\$	6,995.00
	Back Up Alarm	\$	-
	Vehicle Undercoating	\$	795.00
	Dome Light	\$	190.00
	Back Rack	\$	505.00
	Amber Strobe Light Mounted to Back Rack	\$	445.00
	(2) LED Scene/Work Lights Mounted to Back Rack	\$	595.00
	(2) LED Scene/Work Lights Mounted Under Rear Bumper	\$	595.00
	(4) Corner Amber LEDs	\$	995.00
	2" Ball and Pintle	\$	385.00
	DOT Safety Kit, 1st Aid Kit, Fire Extinguisher & Safety Triangles	\$	295.00
	Continental Exclusionary New Wrap Extended Warranty 6 year/85K miles \$0 Deduct	\$	2,502.00
	Option Total	\$	15,017.00

Date: 4/23/2025

Total \$ 61,775.55

To accept this quotation, sign here and return: _____

TERMS: Net 30 Days

Plates and Registration are the responsibility of the customer

Multiple vehicle purchases require payment per vehicle delivered. Individual payments required regardless of status of remaining vehicles.

Professional Development

District Funded – \$1,994.55 Title II Grant Funded - \$1,980. Total Cost: \$3,974.55

Name: Simone Pugsley

School or Department: Central Office

Conference/Seminar/Workshop: NJPSA/FEA – Multi-Tiered Systems of Support

Location: Monroe Township, NJ

Dates: May 16, 2025

Estimated Cost: \$220.59 (District funded)

Explanation: Participants will discuss MTSS practices and challenges as well as implementation to meet the diverse needs of students at each stage of their educational journey.

Name: Dr. Marshall Scott III

School or Department: Central Office

Conference/Seminar/Workshop: NJASA School Administrators Residency Program

Location: Virtual

Dates: 9/26/2024, 2/18/2025, and 4/09/2025

Estimated Cost: \$1,750.00 (District funded)

Explanation: SARP is a state mandated program that ensures that participants are well prepared to take on the complex responsibilities of district leadership.

Name: Matthew Lynskey, Paul Sheppard

School or Department: Teaneck High School

Conference/Seminar/Workshop: Bergen County AP English Workshop

Location: Pascack Valley High School

Dates: 5/28/2025

Estimated Cost: \$23.96 (District funded)

Explanation: To stay apprised of the latest development, trends and practices using AI in the AP Language and Comp.

AMEND

Name: Mark Abbadessa, Lisa Sgambati, Christina Aviles, Karelia Rodriguez, Vatrell Graves, Colleen Pagan

School or Department: Whittier Elementary School, Lowell School, Benjamin Franklin Middle School

Conference/Seminar/Workshop: Foundations Training Level 1

Location: Virtual

Dates: May 22, 2025 Date Updated

Estimated Cost: \$1980.00 – (Title II funded)

Explanation: Training on phonics principles, word study, vocabulary, high frequency words, fluency and comprehension strategies.

PROFESSIONAL DEVELOPMENT

District Funded - \$225.00

NAME: Nancy Loiacono**School/Department:** Business Office - ABA**Conference/Seminar/Workshop:** NJASBO Payroll 101**Location:** Virtually**Date(s):** May – June 2025**Estimated Cost:** \$225 (District funded)**Explanation:** This is a three part professional development on payroll basics sessions in order for the district ABA to support the payroll department

FIELD TRIPS

District Funded - \$1,485.00
Parent Funded - \$11,761.00

FORUM Grant - \$2,759.68
Grand Total - \$24,672.68

PTA Funded - \$8,667.00

Trip Leader(s): Jamie Boyle

School or Department: Teaneck High School

Trip Planned: Papermill Playhouse

Location: Millburn, New Jersey

Number of Students: 15

Date(s): May 16, 2025

Estimated Cost: \$660.00 (District funded)

Substitute Required

EXPLANATION: Theatre students will undertake a backstage tour and acquire knowledge about technical theatre at a professional level.

Trip Leader(s): Jean-Gratien Uwisavve, Josephine Cinella, Melinka Ramirez, Victor Stanic, Stephanie Paz
 Lauren Mattiace, One Parent Chaperone

School or Department: Lowell Elementary School

Trip Planned: Patisserie Florentine

Location: Closter, New Jersey

Number of Students: 77

Date(s): June 9, 2025

Estimated Cost: \$1925.00 (Parent funded)

Substitute Required

EXPLANATION: Students in the seventh and eighth grades will take part in a hands-on baking demonstration and kitchen tour led by a chef.

Trip Leader(s): Jennifer Connolly, Abigail Aleska, Dennis Hiel, Christina Aviles, Karelia Rodriguez,
 Monique Frazier-Ellington, Seven Paraprofessionals, 13 Parent Chaperones

School or Department: Lowell Elementary School

Trip Planned: Liberty Science Center

Location: Jersey City, New Jersey

Number of Students: 83

Date(s): June 3, 2025

Estimated Cost: \$2378.00 - \$600.00 (PTO funded), \$1778.00 (Parent funded)

No Substitute Required

EXPLANATION: This trip aligns with the first grade science curriculum.

Trip Leader(s): Tawana Smith, Sandra Warren-Givens, Kristen Ferriera, Samuel Griffin, Colette Brantley
 Nicola Richardson, JaQwaysia Edge, 10 Parent Chaperones

School or Department: Hawthorne Elementary School

Trip Planned: The Funplex

Location: East Hanover, New Jersey

Number of Students: 70

Date(s): June 5, 2025

Estimated Cost: \$4484.00 (PTA funded)

No Substitute Required

EXPLANATION: This trip offers team-building and social and emotional interactions. The scheduled activities will continue to teach students how to interact with their peers as they transition to middle school.

FIELD TRIPS

Trip Leader(s): Sharmaine Joseph, Natalia Drelich, Dominika Kaczynski, Brandi Lewis, Marisel Lopez, Lisa Sgambati, Monique Frazier-Ellington, Six Paraprofessionals, 9 Parent Chaperones

School or Department: Lowell Elementary School

Trip Planned: Liberty Science Center

Location: Jersey City, New Jersey

Number of Students: 78

Date(s): June 11, 2025

Estimated Cost: \$2345.00 - \$700.00 (PTO funded), \$1645.00 (Parent funded)

No Substitute Required

EXPLANATION: This trip offers a hands-on and interactive learning experience for third graders.

Trip Leader(s): Colette Brantley, Ghazal Khouri, Jane Kang

School or Department: Hawthorne Elementary School

Trip Planned: Bergen County Justice Center/Bowler City

Location: Hackensack, New Jersey

Number of Students: 14

Date(s): June 12, 2025

Estimated Cost: \$175.00 (PTA funded)

No Substitute Required

EXPLANATION: Fourth-grade peer mediators will meet a judge, take a tour of the courthouse, and learn important facts about mediation as it relates to the judicial system. Following their tour of the courts, students will be taken to Bowler City for team-building activities.

Trip Leader(s): Emmanuel Viray, James Pruden, Christina Chopra, Amanda Zoran, KerryAnn Rose, Antoinette Bush, Mark Martinez, Brielle Feorenzo, Ashley Alcott, Kelly Walsh, Robert Davis, Saah Hali, Monica Bagan, 20 Parent Chaperones

School or Department: Thomas Jefferson Middle School

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

Location: Teaneck, New Jersey

Number of Students: 214

Date(s): May 29, 2025

Rain Date: May 30, 2025

Estimated Cost: (No cost to the district)

Substitute Required

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

Trip Leader(s): Destiny Harmon, Amber Halpern, Alexis Ryerson, Estefany Gallardo. Cekuan James
Nine Teaneck Police Officers

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

Trip Planned: Teaneck Swim Club

Location: Teaneck, New Jersey

Number of Students: 82

Date(s): June 9, 2025

Rain Date: June 12, 2025

Estimated Cost: \$400.00 (PTO funded)

Substitute Required

EXPLANATION: This trip is a collaboration between the Teaneck Police Department and fourth-grade safety patrol members.

FIELD TRIPS

Trip Leader(s): Danielle Bromley, Ashley Davis, Willa Rudy, Mindy Marcus, Gerald Henry, Yadira Bustamante, Eight Parent Chaperones

School or Department: Whittier Elementary School

Trip Planned: The Funplex

Location: East Hanover, New Jersey

Number of Students: 76

Date(s): June 10, 2025

Estimated Cost: \$2308.00 (PTO funded)

No Substitute Required

EXPLANATION: This is an end-of-year trip to commemorate fourth-grade students transitioning to middle school.

Trip Leader(s): Debra Nussbaum, Ashley Davis, Willa Rudy, Gerald Henry, Mindy Marcus, Mark Abbadessa, Erica Owens, Two Paraprofessionals

School or Department: Whittier Elementary School

Trip Planned: Benjamin Franklin Middle School

Location: Teaneck, New Jersey

Number of Students:

Date(s): 76

Estimated Cost: (No cost to the district)

No Substitute Required

EXPLANATION: Annual Moving Up Ceremony

Trip Leader(s): Christine Mayers, Kimberly Pitre, Kharisma Bettis

School or Department: Teaneck High School

Trip Planned: American Museum of Natural History

Location: New York, New York

Number of Students: 25

Date(s): June 4, 2025

Estimated Cost: \$776.00 (\$440.00 District funded), (\$336.00 Parent funded)

Substitute Required

EXPLANATION: Students can explore how African heritage and culture have been shaped by both the environment and history, fostering a deeper appreciation of African American history as part of the global human experience.

OVERNIGHT FIELD TRIP

Trip Leader(s): Jamie Boyle

School or Department: Teaneck High School

Trip Planned: International Thespian Festival

Location: Bloomington, Indiana

Number of Students: 4

Date(s): June 21, 2025 – June 29, 2025

Estimated Cost: \$6077.00 (Parent funded)

Substitute Required

EXPLANATION: Advanced Tech Theater students qualified for the Thespian National Honor Society Competition.

FIELD TRIPS

Trip Leader(s): Gianni Jaramillo, Nicholas Campestre, Jessica Murphy

School or Department: Teaneck High School

Trip Planned: Six Flags Great Adventure

Location: Jackson, New Jersey

Number of Students: 30

Date(s): June 18, 2025

Rain Date: June 20, 2025

Estimated Cost: \$2759.68 (FORUM Grant)

No Substitute Required

EXPLANATION: This trip rewards students for their participation in Studio 2B throughout the school year.

Trip Leader(s): Lisa Sgambati, Marisel Lopez, Monique Frazier-Ellington, Six Paraprofessionals

School or Department: Lowell Elementary School

Trip Planned: Teaneck Cinemas

Location: Teaneck, New Jersey

Number of Students: 16

Date(s): June 5, 2025

Estimated Cost: \$385.00 (District funded)

No Substitute Required


EXPLANATION: This field trip is designed to support structured community outings and activities that align with the curriculum and are directly connected to IEP-driven goals.



Mailing Address

Rubicon West LLC
121 SW Salmon Street
Suite 1200
Portland, OR 97204

Telephone

 +1 503 223 7600

Email

hello@onatlas.com

Tax ID Information

93-0987275

Payment Method

Check, Purchase Order (P.O.),
Bank Transfer or Credit Card

Quotation

Teaneck Public Schools
651 Teaneck Road
Teaneck, New Jersey 07666
United States

Dear Patricia Dent,
Thank you for your interest in Atlas. Please take a moment to review the formal quotation below.

Sincerely yours,
Jeannie Oliver
April 7, 2025

Recurring Services (July 1, 2025 – June 30, 2026)	Students	Annual Fee (USD)
Atlas Subscription	3700	16,095
Atlas - Premium Support		650
Atlas – Public Site		550
Professional Services Curriculum Data Load Year 1 – Complimentary 100 Hours		0
Training Virtual (Sessions) Unlimited Planning & Implementation, System Configuration & Technical Training for Core Team		0.00
Services Subtotal		17,295
Recurring Services Total		17,295
Professional Services Total		0.00
Total Year 1 Services and Professional Services (July 1, 2025 – June 30, 2026)		17,295

Services Start Date: July 1, 2025

The annual fee is all-inclusive and covers the software service, hosting and online training. There are no other charges. Unless withdrawn or superseded, this quotation ("the Quotation") is an offer, valid through May 31, 2025. Your signed acceptance must be received before this date, to complete the contract.

Schools are solely responsible for any and all duties, taxes, levies or fees (including any sales, use of withholding taxes) imposed on or in connection with payment for Service provided by Rubicon West LLC.

The Services provided to the School under this Quotation are subject to the Services Agreement signed between Rubicon West LLC and the School, which is governed by the Terms & Policies including those available at <https://www.onatlas.com/terms>.

By signing below, the School agrees to be bound by all terms referenced herein:

Bernard Merkel
VP, Americas
Rubicon West LLC
Date:


Patricia Dent
Director of School Innovation, English, ESL
and School Counseling
Teaneck Public Schools
Date:



Mailing Address

Rubicon West LLC
121 SW Salmon Street
Suite 1200
Portland, OR 97204

Telephone

 +1 503 223 7600

Email

hello@onatlas.com

Tax ID Information

93-0987275

Payment Method

Check, Purchase Order (P.O.),
Bank Transfer or Credit Card

Quotation

Teaneck Public Schools
651 Teaneck Road
Teaneck, New Jersey 07666
United States

Dear Patricia Dent,
Thank you for your interest in Atlas. Please take a moment to review the formal quotation below.

Sincerely yours,
Jeannie Oliver
April 7, 2025

Recurring Services

(July 1, 2026 – June 30, 2027)

	Students	Annual Fee (USD)
Atlas Subscription	3700	16,095
Atlas - Premium Support		650
Atlas – Public Site		550
Atlas – Lesson Plan		3700
Recurring Services Subtotal		20,995

Total Year 2 Services 20,995

Services Start Date: July 1, 2026

The annual fee is all-inclusive and covers the software service, hosting and online training. There are no other charges. Unless withdrawn or superseded, this quotation ("the Quotation") is an offer, valid through May 31, 2025. Your signed acceptance must be received before this date, to complete the contract.

The Services provided to the School under this Quotation are subject to the Services Agreement signed between Rubicon West LLC and the School, which is governed by the Terms & Policies including those available at <https://www.onatlas.com/terms>.

By signing below, the School agrees to be bound by all terms referenced herein:

Bernard Merkel

VP, Americas
Rubicon West LLC
Date:

Patricia Dent

Director of School Innovation, English, ESL
and School Counseling
Teaneck Public Schools
Date:

Schools are solely responsible for any and all duties, taxes, levies or fees (including any sales, use of withholding taxes) imposed on or in connection with payment for Service provided by Rubicon West LLC.

This Services Agreement is entered into on May 15, 2025 by and between Rubicon West LLC ("**Atlas**") a Delaware limited liability company with its registered address at Suite 1200, 121 SW Salmon Street, Portland, OR 97204 USA and Teaneck Public Schools located at 615 Teaneck Road, Teaneck, New Jersey 07666, United States (the "**School**") and is governed by the Atlas terms and policies including the Terms of Service, Terms of Use, Privacy Policy including Privacy and Data Protection Addendum, Child Protection Policy, Service Level Agreement and Data Privacy Framework notice which are made available at

- <https://www.managebac.com/terms>,
 - <https://www.openapply.com/terms>,
 - <https://www.onatlas.com/terms>,
 - <https://www.schoolsbuddy.com/terms>,
 - <https://www.pamojaeducation.com/terms> and
 - <https://www.minipd.com/terms> (together the "**Terms & Policies**").
1. Upon signing this Services Agreement, the School intends to use Services provided by Atlas ("Services") in accordance with the Terms & Policies for an Initial Term of 2 years which will be automatically renewed for successive periods equal to 1 year, (each a "Renewal Term").
 2. The Services, Services Start Date and associated Fees are set out in a written quotation ("Quotation") provided to the School by Atlas, which the School must sign to accept.
 3. The use of Services accepted by the School through a signed Quotation will be governed by any specific additional terms included as part of the Quotation, this Services Agreement and the Terms & Policies.

Bernard Merkel
VP, Americas
Rubicon West LLC
Date:

Patricia Dent
Director of School Innovation, English, ESL and School
Counseling
Teaneck Public Schools
Date:



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
BERGEN COUNTY OFFICE
ONE BERGEN COUNTY PLAZA, SUITE 350
HACKENSACK, NJ 07601-7076
201-336-6875
FAX 201-336-6880

PHILIP D. MURPHY, GOVERNOR
TAHESHA L. WAY, LT. GOVERNOR

KEVIN DEHMER, COMMISSIONER
PATRICK J. FLETCHER, EXECUTIVE COUNTY SUPERINTENDENT

May 1, 2025

Ms. Glasshebra Jones
Human Resources
Teaneck Public School District
651 Teaneck Road
Teaneck, NJ 07666

Re: Business Administrator/Board Secretary Employment Contract

Dear Ms. Jones:

In accordance with N.J.A.C. 6A:23A-3.1 and N.J.S.A. 18A:7-8(j), I have reviewed the employment contract for Victor Anaya, Business Administrator/Board Secretary, Teaneck Public School District. The provisions of this contract are in compliance with the regulations. This contract is approved retroactive to April 1, 2025, through June 30, 2025.

If there are any changes to the terms of this contract, you will need to submit it to the Executive County Superintendent for review and approval prior to the required public notice and hearing of such changes. *When the "approved" contract is fully executed, please provide a copy to the County Office with a copy of the Board Resolution approving the contract.*

Please be advised that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

Sincerely,

A blue ink signature of Patrick J. Fletcher, written in a cursive style.

Patrick J. Fletcher
Executive County Superintendent

PJF/jag

c: Dr. Andre Spencer, Superintendent
Board President (Letter ONLY)
Board Attorney



**EMPLOYMENT CONTRACT
BETWEEN
TEANECK BOARD OF EDUCATION
AND
TEANECK
BUSINESS ADMINISTRATOR/BOARD SECRETARY**

THIS AGREEMENT is entered on ____ day of ____, 2025 by and between the **TEANECK BOARD OF EDUCATION** with offices at 651 Teaneck Road, Teaneck, NJ 07666 (hereinafter "Board") and **DR. VICTOR ANAYA** (hereinafter "School Business Administrator" or "Employee" or "Dr. Anaya") residing in the State of New Jersey.

WHEREAS, the Board and the School Business Administrator are desirous of entering into an Employment Agreement which sets forth the terms and conditions of employment for the position of **School Business Administrator/Board Secretary**; and

NOW, THEREFORE, in consideration of the foregoing premises and mutual promises and covenants hereinafter set forth, the parties agree that the following paragraphs shall constitute the terms and conditions of the Employment Agreement.

1. EMPLOYMENT TERM

The Board hereby employs, and the School Business Administrator hereby accepts employment in the position of School Business Administrator/Board Secretary for the period beginning on **April 1, 2025** and ending on **June 30, 2025**.

2. COMPENSATION

The Board shall pay the School Business Administrator an annual salary of two hundred and five thousand dollars (\$205,000.00). The School Business Administrator's salary shall be paid in accordance with the schedule of salary payments in effect for other employees but not less frequently than semi-monthly installments. The School Business Administrator's annual salary shall be prorated for any partial year worked. A day's salary is defined as 1/260th of the annual salary.

3. PROFESSIONAL CERTIFICATION AND RESPONSIBILITIES

The School Business Administrator shall hold a valid, duly registered certificate issued by the State of New Jersey, Department of Education, qualifying him to act as School Business Administrator for the duration of this Employment Agreement.

The parties hereto agree that in the event the School Business Administrator's certification is permanently revoked, all provisions of this Employment Agreement shall be null and void as of the date of the revocation and if the School Business Administrator is lawfully precluded from performing his duties by a Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the School Business Administrator's employment shall cease.



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TEANECK
BUSINESS ADMINISTRATOR/BOARD SECRETARY**

Dr. Anaya agrees to faithfully perform the duties and responsibilities as set forth in the job description and in accordance with all applicable laws, regulations, policies and directives of the State of New Jersey. The School Business Administrator/Board Secretary shall attend all workshop, regular and special Board Meetings. When the School Business Administrator/Board Secretary is the subject under consideration of such a meeting, his attendance at meetings of the Board will be in accordance with his rights and duties under New Jersey Statutes and Administrative Code.

4. PROFESSIONAL GROWTH

The Board encourages the continuing professional growth of the School Business Administrator/Board Secretary. The Board shall pay dues for memberships including but not limited to the New Jersey Association of School Business Officials (NJASBO), the Bergen County Association of School Business Officials (BCASBO), Association of School Business Officials (ASBO) International, and the New Jersey School Buildings & Grounds Association (NJSBGA) and New Jersey School Boards.

The Board shall pay for registration, travel, and reasonable expenses for Board approved seminars, conferences, and conventions. Travel will be consistent with OMB Circulars, State and Federal Travel Regulations, and Board Policy.

5. EVALUATION

The Superintendent shall evaluate and assess, in writing, the performance of the School Business Administrator at least once during the term of this Employment Agreement. The evaluation and assessment shall be related to the job description for the position of School Business Administrator/Board Secretary and related to the goals and objectives of the Board and Superintendent. A copy of the evaluation shall be provided to Dr. Anaya. The Superintendent and Dr. Anaya shall meet to discuss the evaluation.

6. VACATION DAYS

The School Business Administrator shall be entitled to twenty-five (25) vacation days per school year. The School Business Administrator's vacation days shall be prorated for any partial year worked. If the School Business Administrator is unable to use their vacation leave in a given year due to business demands, up to ten (10) unused vacation days may be carried over into the next year consistent with N.J.S.A. 18A:30-9. Annual payout of unused vacation leave is not permitted. Upon retirement or other separation from employment, Dr. Anaya shall be compensated for all accumulated and unused vacation days. The Board shall make the payment within sixty (60) days of Dr. Anaya's last day of employment. Vacation days are compensated at the daily rate of pay at time of severance and said calculation shall be based upon a 260-day work year (1/260th). Said days shall be paid to Dr. Anaya's estate or beneficiaries in the event of their death prior to separation.



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7. SICK DAYS

Dr. Anaya shall be entitled to sick leave with full pay for twelve (12) days annually. At the end of the school year, any unused allowance of sick days shall be cumulative in accordance with the provisions of N.J.S.A. 18A:30-3 and 18A:30-3.5.

At the time of his retirement, following ten (10) years of consecutive service, under the rules and regulations of the Teachers' Pension and Annuity Fund, Dr. Anaya shall be entitled to payment of a sum equal to seventy-five percent (75%) of the total number of credited cumulative sick leave days as of his date of retirement, not to exceed one hundred (100) days. No payment for unused accumulated sick days shall be made by the Board under this provision except in the case of retirement. The retirement sick leave payout will be equal to the number of days (75% of balance of sick days with a maximum of 100) multiplied by the per diem rate of base salary. The amount of payment for accumulated unused sick leave pursuant to the Ch. 92, P.L. 2007 (N.J.S.A. 43, Pensions and Retirement and Unemployment Compensation) cap on unused sick leave, shall not exceed fifteen thousand dollars (\$15,000.00).

8. HOLIDAYS AND LEAVES OF ABSENCE

Dr. Anaya shall receive fifteen (15) paid holidays per year consistent with the District calendar developed by the Superintendent and approved by the Board of Education each year.

Dr. Anaya may apply for a leave of absence without pay. Leaves of absence are subject to the review and approval of the Superintendent of Schools and the Teaneck Board of Education. Said leaves shall be in accordance with State and Federal laws, as applicable.

9. PERSONAL DAYS

Dr. Anaya shall be entitled to four (4) personal days, without loss of salary, per contract year. Whenever possible, Dr. Anaya should advise the Superintendent of the need for such personal day(s) in advance. Unused personal days shall convert to sick days on July 1 of each year.

10. BEREAVEMENT AND CRITICAL ILLNESS DAYS

Dr. Anaya shall be entitled to, without loss of salary, up to five (5) bereavement days for each death 1) of a member of his household, 2) of members of his immediate family, and 3) members of the immediate family of a spouse. The term "immediate family" means: wife, husband, parent, child, grandparent, grandchild, brother, sister, and others who are permanent members of the employee's household. Bereavement days are not accumulated from year to year.

In case of the death of a relative other than those defined above, Dr. Anaya shall be entitled to up to three



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(3) bereavement days, without loss of salary. In the case of a relative not defined as an immediate family member, employee with the approval of the Superintendent may be granted one (1) working day leave of absence without loss of pay to attend the funeral. Employee may be granted (1) working day a year leave of absence to attend a death other than a relative.

The Business Administrator/Board Secretary shall be entitled to, without loss of salary, up to three (3) critical illness days for each critical illness of an immediate family member. Critical illness is defined as a life threatening or serious illness that has caused a member of the School Business Administrator/Board Secretary's immediate family to be hospitalized.

11. HEALTH INSURANCE

The Board shall provide and pay for Medical and Hospitalization, Prescription, and Dental Insurance for the School Business Administrator and his eligible dependents consistent with other employees in the school district.

The School Business Administrator shall contribute toward medical and prescription insurance premiums as required by N.J.S.A. 18A:16-17.1 and according to Ch. 78, P.L. 2011, as may be amended during the term of the Employment Agreement, or any other law that may be enacted. Employee contributions shall be deducted from Dr. Anaya's salary in equal installments, in accordance with the payroll schedule for other professional staff.

The School Business Administrator may choose to opt out of his Board provided health and/or prescription benefits and will receive a waiver payment of twenty-five percent (25%) of the annual Board paid portion of the premium or five thousand dollars (\$5,000.00), whichever is less.

12. PROFESSIONAL LIABILITY

The Board agrees that it shall defend, hold harmless, and indemnify the School Business Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the School Business Administrator in his individual capacity or in his official capacity as agent and/or employee of the Board, provided that the incident arose while the School Business Administrator was acting within the scope of his employment, and where such liability coverage is within the authority of the Board to provide under state law.

13. MILEAGE REIMBURSEMENT

Dr. Anaya shall be required to use his personal vehicle for Board of Education business. The Board shall reimburse Dr. Anaya for mileage at the State rate, pursuant to OMB travel regulations, for all travel, which requires the School Business Administrator to use his personal vehicle in the performance of his duties under this Employment Agreement, exclusive of commutation costs. Dr. Anaya will provide the Board with appropriate records and receipts. Reimbursement for such expenses shall be made in



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accordance with Board policies, N.J.S.A. 18A:11-12, and the State's regulations regarding travel covered under Circular Letter 08-13-OMB, and any subsequent circular letters which may be issued by the State Office of Management and Budget.

14. EMPLOYMENT EQUIPMENT/DEVICES

The Board shall provide a laptop computer, cellular phone, and mobile internet connectivity which shall be primarily utilized for the business of the Board, but which may be employed for limited, incidental personal use. The laptop computer, cellular phone, and mobile internet connectivity device shall remain the property of the Board and shall be returned to the Board upon the School Business Administrator's separation from employment.

15. TERMINATION

Either party may terminate this contract by giving sixty (60) days written notice. Any notice to resign or retire from the School Business Administrator shall be in writing to the Board President and the Superintendent at the address set forth for the Board in this Employment Contract.

16. SEVERABILITY

It is agreed that if any provision of this Employment Contract shall be determined to be void by any court of competent jurisdiction or the Commissioner of Education, then such determination shall not affect any other provision of this Employment Contract, all of which other provisions shall remain in full force and effect. It is the intention of the parties hereto that if any provision of this Employment Contract is capable of two constructions, one which would render the provision void and the other which would render the provision valid, then the provision shall be construed with the meaning which renders it valid.

17. MODIFICATION OF CONTRACT EMPLOYMENT TERMS

The terms and conditions of this Employment Contract shall not be modified except by the written consent of both parties hereto and consent of the County Executive Superintendent. Any amendments to this Employment Agreement shall not create a new agreement or agreement term but shall only constitute an amendment to the existing Employment Agreement. Further, the terms and conditions of this Employment Contract shall encompass the base terms of any future employment contract which shall not be modified except by the written consent of both parties hereto.



**EMPLOYMENT CONTRACT
BETWEEN
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AND
TEANECK
BUSINESS ADMINISTRATOR/BOARD SECRETARY**

WHEREAS, the Board and School Business Administrator have approved the terms and conditions of this Employment Agreement; and

IN WITNESS WHEREOF, they set their hands and seals to this Employment Agreement effective on the day and year first above written.



Dr. Victor Anaya, (Sign & Date)
School Business Administrator/Board Secretary

Edward Ha (Sign & Date)
Board President

Witness: _____
Dr. Andre Spencer, Superintendent of Schools (Sign & Date)

Copy: Personnel File

APPROVED

Record Ty...	 Endorsement Title	Endorsement Code	 Type	 Status	Date Issued	Expirat
Certificate	Business: Comprehensive Business	1300	CE	Active	Mar 1, 2009	
e	School Business Administrator	0109	CE	Active	Mar 1, 2008	
Certificate	Elementary School Teacher in Grades K - 6	1001	CE	Active	Sep 1, 2009	
e	School Business Administrator	0109	Standard	Active	Feb 1, 2021	
e	School Business Administrator	0109	CE	Inactive	Jan 1, 2020	Jul 30, 2

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ctor J Anaya

Business Administrator/Asst. Superintendent

Detailed Statement of Contract Costs

District: TEANECK PUBLIC SCHOOLS			
Name/Title: DR. VICTOR ANAYA, SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY			
Date BOE Authorized Submission to County Office	4/23/2025		
District Grade Span	PRE-K		
On Roll Students as of 10-15	3915		
Yrs. in District as BA/Ast.Supt. <u>0</u> Total Years Exp. In Postion <u>5</u>			
Contract Term:	2024-2025	Dif.	% dif
<u>Salary</u>			
Salary	\$ 205,000		
Longevity	\$ -		
Shared Service	\$ -		
Total Annual Salary	\$ 205,000		
<u>Additional Salary</u>			
Quantitative Merit Goals	\$ -		
Qualitative Merit Goals	\$ -		
Total Additional Salary	\$ -	\$ -	
Total Annual Salary plus Additional Salary	\$ 205,000	\$ -	
<u>Board Contribution for Cost of Premiums for:</u>			
Health Insurance	\$ -		
Prescription Insurance	\$ -		
Dental Insurance	\$ -		
Vision Insurance	\$ -		
Disability Insurance	\$ -		
Long-term Care Insurance	\$ -		
Life Insurance	\$ -		
Other Insurance - Describe:	\$ -		
Waiver of Benefits	\$ 5,000		
Section 125 Plan Reimbursements - Describe:	\$ -		
Board Contribution for Cost of Premiums	\$ 5,000	\$ -	
Employee contribution to health benefits as per law	\$ -	\$ -	
Total Health Benefit Compensation	\$ 5,000	\$ -	#REF!
<u>Other Compensation</u>			
Travel and Expense Reimbursement (Estimated Annual Cost)	\$ 4,000		
Professional Development (Capped Amount or Estimated Annual Cost)	\$ 2,000		
Tuition Reimbursement	\$ 5,000		
Mentoring Expenses - Describe:	\$ 2,500		
National/State/County/Local/Other Dues	\$ -		
Subscriptions	\$ -		
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ 1,800		
Computer for Home use, including supplies, maintenance, internet	\$ 1,500		
Other - Describe:	\$ -		
Total Other Compensation	\$ 16,800	\$ -	
<u>Sick and Vacation Compensation</u>			
Max Paid for Unused Sick Leave Upon Retirement	\$ 15,000		
Max Paid for Unused Vacation Leave - Retirement or Separation	\$ 21,354		
Total Sick and Vacation Compensation	\$ 36,354	\$ -	
TOTAL CONTRACT COSTS	\$ 263,154	\$ -	
Tot. Vac.. Days <u>25</u> Holidays <u>15</u> Personal <u>4</u> - Total <u>44</u>			

**TEANECK BOARD OF EDUCATION ANNUAL REAPPOINTMENT LIST - MAY 7, 2025 WORKSHOP MEETING
TAAS CERTIFICATED STAFF**

TENURED ADMINISTRATORS

LAST NAME	FIRST NAME	CAT. NAME	TITLE	SCHOOL NAME	SALARY	STEP	EFFECTIVE DATES
DENT	PATRICIA	ADMINISTRATORS	DIRECTOR OF SCHOOL INNOVATION, ENG., ESL & SCHOOL COUNSEL	CENTRAL OFFICES	\$172,978.00	17.0	July 1, 2025 - June 30, 2026
DEUBEL	DAVID	ADMINISTRATORS	PRINCIPAL	BRYANT	\$163,188.00	08.0	July 1, 2025 - June 30, 2026
JENNETTE	EMILIO	ADMINISTRATORS	PRINCIPAL	HAWTHORNE	\$152,340.00	04.0	July 1, 2025 - June 30, 2026
KING	LESLIE	ADMINISTRATORS	PRINCIPAL	THEODORA LACEY	\$186,361.00	17.0	July 1, 2025 - June 30, 2026
KLIMEK	EDWARD A	ADMINISTRATORS	ATHLETIC DIRECTOR	TEANECK HIGH SCHOOL	\$139,993.00	07.0	July 1, 2025 - June 30, 2026
LO GIUDICE	PIERO	ADMINISTRATORS	PRINCIPAL	TEANECK HIGH SCHOOL	\$193,372.00	13.0	July 1, 2025 - June 30, 2026
MIRANDER	SHELLIAN	ADMINISTRATORS	DIRECTOR OF SPECIAL EDUCATION	CENTRAL OFFICES	\$146,592.00	06.0	July 1, 2025 - June 30, 2026
MURO	SANDRA	ADMINISTRATOR NON-CERTIFICATED	COORDINATOR OF INFORMATION SYSTEM	CENTRAL OFFICES	\$121,420.00	05.0	July 1, 2025 - June 30, 2026
ODATALLA	NINA	ADMINISTRATORS	PRINCIPAL	THOMAS JEFFERSON	\$170,283.00	08.0	July 1, 2025 - June 30, 2026
ORTIZ JR	RAMON	ADMINISTRATORS	ASSISTANT PRINCIPAL	THOMAS JEFFERSON	\$146,920.00	05.0	July 1, 2025 - June 30, 2026
THOMAS	TONY	ADMINISTRATORS	SUPERVISOR OF SCIENCE	CENTRAL OFFICES	\$132,470.00	04.0	July 1, 2025 - June 30, 2026
TODMAN-MACK	MARGOT	ADMINISTRATORS	ASSISTANT PRINCIPAL	TEANECK HIGH SCHOOL	\$158,044.00	08.0	July 1, 2025 - June 30, 2026
VALDES III	PEDRO H.	ADMINISTRATORS	PRINCIPAL	LOWELL	\$195,269.00	14.0	July 1, 2025 - June 30, 2026
WILLIAMS	MARINA	ADMINISTRATORS	ASSISTANT PRINCIPAL	BENJAMIN FRANKLIN	\$148,296.00	06.0	July 1, 2025 - June 30, 2026
WILLIAMS	TERRENCE	ADMINISTRATORS	PRINCIPAL	BENJAMIN FRANKLIN	\$170,283.00	08.0	July 1, 2025 - June 30, 2026
ZUCKER	LISA	ADMINISTRATORS	SUPERVISOR OF EARLY CHILDHOOD	CENTRAL OFFICES	\$148,000.00	11.0	July 1, 2025 - June 30, 2026

NON-TENURED ADMINISTRATORS

LAST NAME	FIRST NAME	CAT. NAME	TITLE	SCHOOL NAME	SALARY	STEP	EFFECTIVE DATES
JACOBS	JAHARI	ADMINISTRATORS	ASSISTANT PRINCIPAL	BENJAMIN FRANKLIN	\$146,920.00	05.0	July 1, 2025 - June 30, 2026
LYLE	ALICIA	ADMINISTRATORS	SUPERVISOR MATHEMATIC	CENTRAL OFFICES	\$128,513.00	02.0	July 1, 2025 - June 30, 2026
MEDINA	RAMON	ADMINISTRATORS	SUPERVISOR OF VISUAL & PERFORMAING ARTS	CENTRAL OFFICES	\$132,470.00	04.0	July 1, 2025 - June 30, 2026
NUSSBAUM	DEBRA	ADMINISTRATORS	PRINCIPAL	WHITTIER	\$149,861.00	03.0	July 1, 2025 - June 30, 2026
PUGSLEY	SIMONE	ADMINISTRATORS	DIRECTOR OF SPECIAL EDUCATION	CENTRAL OFFICES	\$142,405.00	04.0	July 1, 2025 - June 30, 2026
SULARZ	ASHLEY	ADMINISTRATORS	SUPERVISOR OF SOCIAL STUDIES	CENTRAL OFFICES	\$132,470.00	04.0	July 1, 2025 - June 30, 2026
TAVAREZ	GABRIEL	ADMINISTRATORS	ASSISTANT PRINCIPAL	TEANECK HIGH SCHOOL	\$139,501.00	01.0	July 1, 2025 - June 30, 2026

**TEANECK BOARD OF EDUCATION ANNUAL REAPPOINTMENT LIST - MAY 7, 2025 WORKSHOP MEETING
TTEA STAFF**

TENURED SUPPORT STAFF

LAST NAME	FIRST NAME	TITLE	SCHOOL NAME	SALARY	STEP	EFFECTIVE DATES
12-MONTH						
BOGERT	NA'IMAH	SECRETARY A	CENTRAL OFFICE	\$80,077.00	08.0	JULY 1, 2025 - JUNE 30, 2026
CAMBRIDGE	KELLY	SECRETARY D	THEODORA LACEY	\$56,301.00	06.0	JULY 1, 2025 - JUNE 30, 2026
CASTRO	GREGORY	SECRETARY B	TEANECK HIGH SCHOOL	\$71,951.00	06.0	JULY 1, 2025 - JUNE 30, 2026
FERNANDEZ	YAMILE	SECRETARY D	BRYANT	\$62,551.00	08.0	JULY 1, 2025 - JUNE 30, 2026
FREEMANTLE	MICHAELA	SECRETARY B	TEANECK HIGH SCHOOL	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
GERONIMO	GINA	SECRETARY B	THOMAS JEFFERSON	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
HENRY	JENNIFER	SECRETARY C	BENJAMIN FRANKLIN	\$74,077.00	08.0	JULY 1, 2025 - JUNE 30, 2026
HUBER	PAULA	SECRETARY B	CENTRAL OFFICE	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
KHAN	GULSHIR	SECRETARY B	BENJAMIN FRANKLIN	\$74,451.00	07.0	JULY 1, 2025 - JUNE 30, 2026
MC CLAIN	LEEANN	SECRETARY B	CENTRAL OFFICE	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
MC DUFFIE	CHANON	SECRETARY B	THEODORA LACEY	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
MOORE	SHEILA	SECRETARY B	TEANECK HIGH SCHOOL	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
MUNOZ	KAREN	SECRETARY B	LOWELL	\$71,951.00	06.0	JULY 1, 2025 - JUNE 30, 2026
PENA	JULIA	SECRETARY C	BENJAMIN FRANKLIN	\$74,077.00	08.0	JULY 1, 2025 - JUNE 30, 2026
POMALES LOPEZ	DELIA	SECRETARY B	CENTRAL OFFICE	\$80,000.00	08.0	JULY 1, 2025 - JUNE 30, 2026
REID	JASMINE	SECRETARY B	CENTRAL OFFICE	\$71,951.00	06.0	JULY 1, 2025 - JUNE 30, 2026
REYES	YESSICA	SECRETARY B	CENTRAL OFFICE	\$69,951.00	05.0	JULY 1, 2025 - JUNE 30, 2026
SANTAMARIA	DAWN	SECRETARY B	HAWTHORNE	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
SOOHOO - BUCKINGHAM	REBECCA L.	SEC -ACCOUNTS PAYABLE/ACCOU	CENTRAL OFFICE	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
STRAND	TRACEY	SECRETARY B	WHITTIER	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
TAVAREZ	MILAGRO	SECRETARY B	TEANECK HIGH SCHOOL	\$78,577.00	08.0	JULY 1, 2025 - JUNE 30, 2026
WATT STCLAIR	VENESSA	SECRETARY D	BRYANT	\$62,551.00	08.0	JULY 1, 2025 - JUNE 30, 2026
10-MONTH						
AHEARN	RUTHANNE	SECRETARY D	LOWELL	\$52,126.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BALL	BETTY J.	SECRETARY D	WHITTIER	\$52,126.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GRATENEAU	SHANTELLE	SECRETARY C	TEANECK HIGH SCHOOL	\$59,023.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JENNER	BARBARA	SECRETARY D	HAWTHORNE	\$52,126.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

NON-TENURED SUPPORT STAFF

LAST NAME	FIRST NAME	TITLE	SCHOOL NAME	SALARY	STEP	EFFECTIVE DATES
12-MONTH						
FERNANDEZ	NICOLE	SECRETARY C	THOMAS JEFFERSON	\$74,077.00	08.0	JULY 1, 2025 - JUNE 30, 2026
FERNANDINI	ANTONELLA	SECRETARY C	TEANECK HIGH SCHOOL	\$59,327.00	01.0	JULY 1, 2025 - JUNE 30, 2026
GOMEZ	LEIDY	SECRETARY C	THOMAS JEFFERSON	\$66,077.00	04.0	JULY 1, 2025 - JUNE 30, 2026
MURPHY	JESSICA	SECRETARY D	TEANECK HIGH SCHOOL	\$54,455.00	Off Guide	JULY 1, 2025 - JUNE 30, 2026
PINETTI	ALICIA	DATA SUPPORT SPECIALISTS	CURRICULUM & INSTRUCTION	\$72,200.00	10.0	JULY 1, 2025 - JUNE 30, 2026
POMALES	KEARRA	SECRETARY B	CENTRAL OFFICES	\$63,951.00	02.0	JULY 1, 2025 - JUNE 30, 2026
RAHMER ONIEL	BLEIDY	SECRETARY B	OPERATIONS & MAINTENANCE	\$69,951.00	05.0	JULY 1, 2025 - JUNE 30, 2026
SANCHEZ	LEONOR	SECRETARY C	TEANECK HIGH SCHOOL	\$63,627.00	03.0	JULY 1, 2025 - JUNE 30, 2026
TYRE	MICHAELLE	SECRETARY B	CENTRAL OFFICES	\$69,951.00	05.0	JULY 1, 2025 - JUNE 30, 2026
BOOTH	JOSHUA	PARAPROFESSIONAL	TEANECK HIGH SCHOOL	\$42,305.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HERNANDEZ	ANTONIA	SECRETARY B	BRYANT	\$74,451.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JOHNSON	ERIC	PARAPROFESSIONAL	WHITTIER	\$47,055.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ROSEGREN	MARIE	PARAPROFESSIONAL	HAWTHORNE	\$47,495.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SANDVIG	MARY	PARAPROFESSIONAL	LOWELL	\$47,055.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

TENURED CERTIFICATED STAFF						
LAST NAME	FIRST NAME	TITLE	SCHOOL NAME	SALARY	STEP	EFFECTIVE DATES
AGUERO	AMIS	SCHOOL NURSE	THEODORA LACEY	\$88,700.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
AKSELRAD	ERIC	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ALCOTT	ASHLEY	TEACHER	THOMAS JEFFERSON	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
AMATO	DANIELLE	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ANDREALA-MARA	ASHLEY	TEACHER	BENJAMIN FRANKLIN	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ANNUNZIATA	DANIELLE	TEACHER	THEODORA LACEY	\$75,412.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ANTONAKIS	PETER	TEACHER	THEODORA LACEY	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
APREDA	SONIA	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ARIAS	PAOLA	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
AUGUSTINE	KATIEROSE	TEACHER	TEANECK HIGH SCHOOL	\$92,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
AUGUSTO	KATE	TEACHER	LOWELL	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
AUMACK	SEAN	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
AVERY-DEVLUGT	ANGELA	TEACHER	BENJAMIN FRANKLIN	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BAIG	SAMEERA	TEACHER	TEANECK HIGH SCHOOL	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BANKER	JENAA	TEACHER	BRYANT	\$79,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BARBOSA	LEANA	CST SPEECH	BENJAMIN FRANKLIN	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BARNES	ASHLEY	TEACHER	TEANECK HIGH SCHOOL	\$87,200.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BARRETT	LARA	TEACHER	BRYANT	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BASSETT	DANIEL	TEACHER	HAWTHORNE	\$79,450.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BAUMONT	JACLYN	TEACHER	THOMAS JEFFERSON	\$61,750.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BECKFORD	SANDRA	CST SOCIAL WORKER	THEODORA LACEY	\$126,641.00	0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BELL	JENNIFER	TEACHER	BRYANT	\$88,700.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BELLIN	ANDREW	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BELLIN	SHARON	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BELLUZZI	JAMES	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BERGEN	JESSICA	TEACHER	BENJAMIN FRANKLIN	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BIAL	ALEXANDRA	TEACHER	THEODORA LACEY	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BIERNACKA	ELZBIETA	TEACHER	TEANECK HIGH SCHOOL	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BLAKE-ARROYO	ARETHA	TEACHER	LOWELL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BLESSING	KELLY	TEACHER	BENJAMIN FRANKLIN	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BLOUNT	JEMARA	TEACHER	HAWTHORNE	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BROLEWICZ	JENNIE	TEACHER	THOMAS JEFFERSON	\$65,000.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BROWN	LISA Y.	TEACHER	HAWTHORNE	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BUSH	ANTOINETTE	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BUSHOVEN	SCOTT	TEACHER	LOWELL	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BUTLER	BRITTANY A.	TEACHER	WHITTIER	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CALELLO	MARC	TEACHER	TEANECK HIGH SCHOOL	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CALIFANO	CLAUDIA	TEACHER	BENJAMIN FRANKLIN	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CANNAO	KATHERINE	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CARDONA	DANIELLE	CST SPEECH	LOWELL	\$92,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CARDONA-RUIZ	ELOISA	SCHOOL NURSE	TEANECK HIGH SCHOOL	\$72,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CATA	DANIELLE	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CAVALLO	ALEXANDRA	TEACHER	TEANECK HIGH SCHOOL	\$83,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CHAN	CECILIA	SCHOOL NURSE	THOMAS JEFFERSON	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CHARAF	SUADA	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CHO	GYU HO	TEACHER	TEANECK HIGH SCHOOL	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CHOI	UNJU	TEACHER	WHITTIER	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CHOI	ESTHER	TEACHER	TEANECK HIGH SCHOOL	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CHOPRA	CHRISTINA	TEACHER	THOMAS JEFFERSON	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CHUNG	KEN R.	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CIERECH	BRENDA	TEACHER	TEANECK HIGH SCHOOL	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

CINNELLA	GIUSEPPINA	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CIPRIANO	SUSIE	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CLAVELO	CARIDAD	TEACHER	TEANECK HIGH SCHOOL	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CONIL	CARMEN	TEACHER	THOMAS JEFFERSON	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CONNOLLY	JENNIFER	TEACHER	LOWELL	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CONNORS	DELORES	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CONTEH	ZAINABU	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
COOPER	GREGORY	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CORTEZ	JENNIFER M.	TEACHER	LOWELL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
COSTA	TARA	TEACHER	HAWTHORNE	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
COSTON	DANNETTE	TEACHER	WHITTIER	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CURLEY	SHANNON	CST LDTC	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CUSACK	ANGELINA	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DADE	BREDA	CST SPEECH	WHITTIER	\$88,700.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DANLASKY	CLARISA	TEACHER	BRYANT	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DAVIS	STEPHANIE	TEACHER	BRYANT	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DAVIS	ASHLEY	TEACHER	WHITTIER	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DAVIS	ROBERT	SCHOOL COUNSELOR	THOMAS JEFFERSON	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DE AVILA	MICHAEL	TEACHER	TEANECK HIGH SCHOOL	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DEAN	JOHN	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DEBLOCK	ANDREW	TEACHER	THOMAS JEFFERSON	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DELANEY	ANN	TEACHER	WHITTIER	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DELANEY	PATRICK	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DEMONCADA	KATHLEEN	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DETRICK	AMANDA	TEACHER	BENJAMIN FRANKLIN	\$79,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DOMINGUES	JENNIFER	TEACHER	HAWTHORNE	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DONARGO	LILIANA	TEACHER	BRYANT	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DOONAN	MICHELLE	TEACHER	TEANECK HIGH SCHOOL	\$72,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DRELICH	NATALIA	TEACHER	LOWELL	\$72,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
EBERT	JOANNA E.	TEACHER	BENJAMIN FRANKLIN	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ECHAVARRIA	TIFFANY	TEACHER	LOWELL	\$65,000.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
EISELE	BRITTANY	TEACHER	THOMAS JEFFERSON	\$79,450.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ESTEVEZ	AMANDA	TEACHER	THEODORA LACEY	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FEORENZO	BRIELLE	TEACHER	THOMAS JEFFERSON	\$79,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FERREIRA	KRISTEN	TEACHER	HAWTHORNE	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FERREIRA	EMILY	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FISCHKELTA	PAULA	TEACHER	BENJAMIN FRANKLIN	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FISHER	LINDSAY	TEACHER	THOMAS JEFFERSON	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FLEISCHER	BETH	SCHOOL COUNSELOR	TEANECK HIGH SCHOOL	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FLIEGELMAN MARCUS	MINDY	TEACHER	WHITTIER	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FRAZIER-ELLINGTON	MONIQUE	SCHOOL NURSE	LOWELL	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GALLARDO	ESTEFANY	TEACHER	LOWELL	\$68,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GALLIGAN	VICTORIA	TEACHER	TEANECK HIGH SCHOOL	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GARCIA	LILLIAN	SCHOOL COUNSELOR	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GARCIA-IGLESIAS	MARIA	TEACHER	HAWTHORNE	\$62,750.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GARCIA-TRAVIESO	BEATRIZ	TEACHER	HAWTHORNE	\$75,412.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GARERI	DANNY	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GERMINARIO	MICHAEL	TEACHER	TEANECK HIGH SCHOOL	\$68,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GIANNIKOS	ANITHA	TEACHER	LOWELL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GLANTON	LEVETTE	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GLASSEY	EILEEN	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GOBJI-HAOUARI	MARYEM	TEACHER	TEANECK HIGH SCHOOL	\$79,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GOERG	ALISON	TEACHER	WHITTIER	\$95,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GONZALEZ	ALLEN F.	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GORDON	SEAN	TEACHER	BENJAMIN FRANKLIN	\$113,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GRAVES	VATRELL	TEACHER	BENJAMIN FRANKLIN	\$101,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

GREEN	MATTHEW P	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GREEN	NATASHA	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GRIFFIN	SAMUEL	TEACHER	HAWTHORNE	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GUYDEN	LISA	TEACHER	LOWELL	\$88,700.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HAFAEEZ	NISHAT	TEACHER	LOWELL	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HALI	SAAH	TEACHER	THOMAS JEFFERSON	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HALPERN	AMBER	TEACHER	HAWTHORNE	\$101,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HANNON	KEVIN	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HARMON	DESTINY	TEACHER	WHITTIER	\$65,000.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HART	LAWRENCE	TEACHER	BENJAMIN FRANKLIN	\$62,750.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HENRY	GERALD A.	TEACHER	WHITTIER	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HENRY	DANIEL F.	TEACHER	TEANECK HIGH SCHOOL	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HERNANDEZ	IRIS	CST LDTC	BENJAMIN FRANKLIN	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HERNANDEZ	CHRIS E.	TEACHER	LOWELL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HERNANDEZ	VICTOR	TEACHER	HAWTHORNE	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HERNANDEZ	JOKELDY	TEACHER	BENJAMIN FRANKLIN	\$60,750.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HOCHGESANG	JOSEPH	TEACHER	BENJAMIN FRANKLIN	\$65,000.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HOFSAES	MICHAEL	TEACHER	TEANECK HIGH SCHOOL	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HOLLAND	SEAN	TEACHER	TEANECK HIGH SCHOOL	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HOXHA	ANILA	TEACHER	TEANECK HIGH SCHOOL	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
IAPPELLI	GILLIAN M.	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JANKOWSKI	SAMANTHA	TEACHER	WHITTIER	\$65,000.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JEON	HYO YOUN	TEACHER	BRYANT	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JOHNSON	VALERIE	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JONES	SPENCER	TEACHER	THOMAS JEFFERSON	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JOSEPH	SHARMAINE	TEACHER	LOWELL	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JOYCE	JENNIFER	TEACHER	TEANECK HIGH SCHOOL	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KILGORE	BARBARA	CST SOCIAL WORKER	LOWELL	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KIM	JENNIFER	TEACHER	BRYANT	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KIM	DASOM	TEACHER	LOWELL	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KOEHLER	HOLLY	TEACHER	WHITTIER	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LA-MUI	MEI LINH	TEACHER	THEODORA LACEY	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LABORDE	JOSEPH	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LAGOMARSINO	JAMES	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LAGOMARSINO	ADRIANA	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LALIKER	SAMANTHA	TEACHER	THOMAS JEFFERSON	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LAMADRID	LINDA	TEACHER	BENJAMIN FRANKLIN	\$95,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LAQUI	MARY J.	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LAWLER	JANINE	TEACHER	WHITTIER	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LEFKOWITZ	ADINA	TEACHER	TEANECK HIGH SCHOOL	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LINDNER	KARA	TEACHER	HAWTHORNE	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LOSPALLUTO	VANESSA	TEACHER	TEANECK HIGH SCHOOL	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LUCKMAN JACOBS	SUE	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LUSCOMBE	JOSHUA	TEACHER	TEANECK HIGH SCHOOL	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LYNSKEY	MATTHEW	TEACHER	TEANECK HIGH SCHOOL	\$101,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MALINA	YONIT	CST SOCIAL WORKER	TEANECK HIGH SCHOOL	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MALLERY	SHENA	TEACHER	HAWTHORNE	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MANNING	MARIA	TEACHER	HAWTHORNE	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MARCELO	GORKI	TEACHER	TEANECK HIGH SCHOOL	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MARITSCH	MATTHEW	TEACHER	TEANECK HIGH SCHOOL	\$84,578.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MARTINEZ	MARIA	TEACHER	WHITTIER	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MARTINEZ	MARK	TEACHER	THOMAS JEFFERSON	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MARTINO	MEREDITH	SCHOOL COUNSELOR	THOMAS JEFFERSON	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MATARAZZO	MERIN	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MATESIC	ANNIE	TEACHER	WHITTIER	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MATTIACE	LAUREN	SCHOOL NURSE	BENJAMIN FRANKLIN	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

MAUTE	PAUL	TEACHER	THOMAS JEFFERSON	\$72,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MAYERS	CHRISTINE	TEACHER	TEANECK HIGH SCHOOL	\$95,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MAZEROLLE	WILLIAM	TEACHER	BENJAMIN FRANKLIN	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MC DONALD	JASON K.	TEACHER	THEODORA LACEY	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MC VERRY	JEAN E.	TEACHER	BENJAMIN FRANKLIN	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MCBRYDE	MEGAN	TEACHER	THOMAS JEFFERSON	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MCKEE	STEPHANIE L.	TEACHER	HAWTHORNE	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MEJIA	FELIX	TEACHER	HAWTHORNE	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MELI	JARED	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MELLER	AMANDA	TEACHER	HAWTHORNE	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MENEELY	BONNIE	TEACHER	BRYANT	\$75,412.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MESA	YANETH	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MILLETT	BREANNE	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MINKOWITZ	GOLDIE	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MISOL-KULIG	KELLY	TEACHER	BENJAMIN FRANKLIN	\$88,700.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MIUCCIO	MICHAEL	TEACHER	TEANECK HIGH SCHOOL	\$67,200.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MOLDOVAN	MICHAEL	TEACHER	TEANECK HIGH SCHOOL	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MONROE	MARC	TEACHER	TEANECK HIGH SCHOOL	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MORALES	AMY	TEACHER	BRYANT	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MORAN	AMY M	TEACHER	BENJAMIN FRANKLIN	\$123,750.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MORIK	AMY	CST SOCIAL WORKER	SPECIAL SERVICES	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MORRISON	EVAN	CST SOCIAL WORKER	THOMAS JEFFERSON	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MORTON	SUSAN E.	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MUHEISEN	MARIAM	TEACHER	BENJAMIN FRANKLIN	\$65,000.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MUNGUTI	MUNYIVA	TEACHER	BENJAMIN FRANKLIN	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MUNOZ	ANDRES	TEACHER	TEANECK HIGH SCHOOL	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MURPHY	JOSEPH	TEACHER	THOMAS JEFFERSON	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MURPHY	TODD	TEACHER	TEANECK HIGH SCHOOL	\$101,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MURSCH	EILEEN	TEACHER	BENJAMIN FRANKLIN	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
NAGPAL	ASHA	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
NEFF	MOLLY	TEACHER	THOMAS JEFFERSON	\$95,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
NONAS	JAMES	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
NORRIS	ALLISON E	TEACHER	HAWTHORNE	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
NUNEZ	KRISTIN	TEACHER	HAWTHORNE	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
O'CONNOR	PATRICK	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
OCCHIOGROSSO	JOHN	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
OLENDER	DANIEL	TEACHER	TEANECK HIGH SCHOOL	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ORAPELLO	KEITH W.	TEACHER	WHITTIER	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ORIOLO	MARY	TEACHER	THOMAS JEFFERSON	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ORNER	DANA	TEACHER	BRYANT	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ORTEGA-ULUBAY	YVETTE	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PAFFORD ORLETTI	MAUREEN	TEACHER	THEODORA LACEY	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PAGAN	COLLEEN	TEACHER	BENJAMIN FRANKLIN	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PALADINO	JOHN	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PANEPINTO	JOSEPH C.	CST SOCIAL WORKER	LOWELL	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PARHAM	LANCE P.	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PAZ	STEPHANIE	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PETERKIN	CLAUDETTE	TEACHER	HAWTHORNE	\$111,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PETIT-BIELEN	CAROLE	TEACHER	TEANECK HIGH SCHOOL	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PETROSI-HIGGINS	GINA	TEACHER	TEANECK HIGH SCHOOL	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PICCININNI	FRANK S.	TEACHER	THOMAS JEFFERSON	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PIRRO	KIMBERLY	CST PSYCHOLOGIST	LOWELL	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PIRRO	SUMMER	TEACHER	TEANECK HIGH SCHOOL	\$79,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PITRE	KIMBERLY	TEACHER	TEANECK HIGH SCHOOL	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PITTMAN	REGINALD L.	TEACHER	BENJAMIN FRANKLIN	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
POWELL	JAVALDA	BEHAVIORIST	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

PREPIS	GEORGE	TEACHER	THOMAS JEFFERSON	\$92,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PREPIS	CHRISTIE	TEACHER	TEANECK HIGH SCHOOL	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PRUDEN	JAMES N.	TEACHER	THOMAS JEFFERSON	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RAMAGLI	MATTHEW	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RAMIREZ	MELINKA	TEACHER	BENJAMIN FRANKLIN	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
REESE	KELVIN	SCHOOL COUNSELOR	TEANECK HIGH SCHOOL	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
REILLY	SHAUN	TEACHER	TEANECK HIGH SCHOOL	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RICHARDSON	NICOLA	TEACHER	HAWTHORNE	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ROBERTS	TERRIE	MEDIA SPECIALIST	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RODDA	RICHARD	TEACHER	TEANECK HIGH SCHOOL	\$95,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RODRIGUEZ	KARELIA	TEACHER	LOWELL	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ROME	JENNIFER	TEACHER	WHITTIER	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RONDAEL	LINEA	TEACHER	TEANECK HIGH SCHOOL	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ROSE	KERRYANN	TEACHER	THOMAS JEFFERSON	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ROSEN	LISA	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ROSSY	KIMBERLY	TEACHER	BENJAMIN FRANKLIN	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RUDY	WILLA C.	TEACHER	WHITTIER	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RYERSON	ALEXIS	TEACHER	LOWELL	\$72,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SAN GEORGE	RENA C	TEACHER	THOMAS JEFFERSON	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SANCHEZ	DIANA	TEACHER	WHITTIER	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SASMAZ	ESIN	TEACHER	THOMAS JEFFERSON	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SGAMBATI	LISAMARIE	TEACHER	LOWELL	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SHENKIN	DEBORAH	TEACHER	BRYANT	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SHEPARD	BRITTANY	TEACHER	THEODORA LACEY	\$65,000.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SHEPPARD	PAUL	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SHERBINE	ROBERT	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SHORT	LUKE	TEACHER	THEODORA LACEY	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SILVERMAN	CAMILLE	TEACHER	WHITTIER	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SINCLAIR	JENNIFER A.	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SINGER	SAMANTHA	TEACHER	BENJAMIN FRANKLIN	\$83,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SKERRITT	KIERA	TEACHER	TEANECK HIGH SCHOOL	\$88,700.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SLOMINSKY	JEFFREY	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SMITH	TAWANA	TEACHER	HAWTHORNE	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SMITH	EMILY	TEACHER	THEODORA LACEY	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
STANIC	VICTOR	TEACHER	BENJAMIN FRANKLIN	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
STRIPLING	TATIANA	TEACHER	WHITTIER	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SULLIVAN	KIMBERLY A.	TEACHER	WHITTIER	\$80,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SZALAY	PAULETTE	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
TAYLOR	JENNIFER I	SCHOOL COUNSELOR	TEANECK HIGH SCHOOL	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
TAYLOR	MICKELL	TEACHER	BENJAMIN FRANKLIN	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
TAYLOR	CHRISTINE	TEACHER	WHITTIER	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
TEWEY	MARGARET	TEACHER	BENJAMIN FRANKLIN	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
THIELMAN	KRISTINE	CST PSYCHOLOGIST	TEANECK HIGH SCHOOL	\$123,750.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
THOMAS	VINOD	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
THOMAS-SANTANGELO	KIMBERLY	TEACHER	BRYANT	\$101,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
UWISAVYE	JEAN-GRATIE	TEACHER	BENJAMIN FRANKLIN	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VALERIANO	JAHAZIEL	TEACHER	TEANECK HIGH SCHOOL	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VENEZIA	LUIGI	TEACHER	TEANECK HIGH SCHOOL	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VINCENTI	ANTOINETTE	TEACHER	HAWTHORNE	\$60,750.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VINPA	FELICIA	CST SPEECH	BRYANT	\$88,700.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VIRAY	KERRIE L.	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VIRAY	EMMANUEL R.	TEACHER	THOMAS JEFFERSON	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VLAJIC-MURISIC	JOVANA	TEACHER	TEANECK HIGH SCHOOL	\$119,507.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VOVRA	NADIA	TEACHER	BRYANT	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VOVRA	ODETTE	TEACHER	WHITTIER	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

WALKER	ELAINE	TEACHER	THEODORA LACEY	\$72,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WALSH	KELLY	TEACHER	THOMAS JEFFERSON	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WARREN-GIVENS	SAUNDRA	TEACHER	HAWTHORNE	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WILLIAMS	KELLY	TEACHER	TEANECK HIGH SCHOOL	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WILLIAMS	TYLER	TEACHER	BENJAMIN FRANKLIN	\$63,200.00	02.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WILLIAMS	ADRIENNE	STUDENT ASSIT. & HIB COORDINATOR	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WOO	ELIZABETH	TEACHER	HAWTHORNE	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WRIGHT	SHANICE	TEACHER	BENJAMIN FRANKLIN	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
YAROS	ROCHELLE	TEACHER	LOWELL	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ZARRO	WILLIAM	TEACHER	TEANECK HIGH SCHOOL	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ZEYBEK	FILIZ	TEACHER	HAWTHORNE	\$123,750.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ZOPPI	DEREK	TEACHER	TEANECK HIGH SCHOOL	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ZORAN	AMANDA	TEACHER	THOMAS JEFFERSON	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

NON-TENURED CERTIFICATED STAFF

LAST NAME	FIRST NAME	TITLE	SCHOOL NAME	SALARY	STEP	EFFECTIVE DATES
ABBADESSA	MARK	TEACHER	WHITTIER	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ALEKSA	ABIGAIL	TEACHER	LOWELL	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ALI	SHIREEN	CST LDTC	LOWELL	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ALVAREZ	CAROLINA	TEACHER	BRYANT	\$62,750.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ARIAS	ARISLEIDA	CST PSYCHOLOGIST	THEODORA LACEY	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ARISTIMUNO	LEONARDO	TEACHER	TEANECK HIGH SCHOOL	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
AVILES	CHRISTINA	TEACHER	HAWTHORNE	\$60,750.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BAGAN	MONICA	TEACHER	THOMAS JEFFERSON	\$65,200.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BARBARINO	NICOLE	CST PSYCHOLOGIST	BRYANT	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BATOG	JOANNA	TEACHER	BRYANT	\$75,200.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BENALI	SOMIA	TEACHER	TEANECK HIGH SCHOOL	\$88,700.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BERMUDEZ	JAMES	TEACHER	TEANECK HIGH SCHOOL	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BOYLE	JAMIE	TEACHER	TEANECK HIGH SCHOOL	\$61,750.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BROWN	MAKAYLA	TEACHER	LOWELL	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BRUNO	ANTHONY	TEACHER	BENJAMIN FRANKLIN	\$95,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BUECHEL-STIMMEL	ELLEN	SCHOOL NURSE	HAWTHORNE	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BUSTAMANTE	YADIRA	SCHOOL NURSE	WHITTIER	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
BUTLER	DANA	TEACHER	BENJAMIN FRANKLIN	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CAROLA	MARIA	TEACHER	THEODORA LACEY	\$72,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CASTANO	MARIA	TEACHER	TEANECK HIGH SCHOOL	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CASTELBUONO	CHRISTINA	TEACHER	THOMAS JEFFERSON	\$57,750.00	02.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CONRAD	CODY	TEACHER	TEANECK HIGH SCHOOL	\$68,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
CRUMP III	SPENCER	TEACHER	BENJAMIN FRANKLIN	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DACEY	BRIGIT	TEACHER	BRYANT	\$60,750.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DAVIS	DEVIN	TEACHER	THOMAS JEFFERSON	\$60,750.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DE GOES	MELISSA	TEACHERS	TEANECK HIGH SCHOOL	\$56,750.00	01.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DIALLO	ABDOULAYE	TEACHER	TEANECK HIGH SCHOOL	\$79,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DIAZ	AKNARIS	SCHOOL COUNSELOR	TEANECK HIGH SCHOOL	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DIAZ	JESSICA	CST PSYCHOLOGIST	TEANECK HIGH SCHOOL	\$119,507.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DIAZ	SULETTY	TEACHER	THEODORA LACEY	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DOSTIE	BYDETTE	TEACHER	BENJAMIN FRANKLIN	\$115,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
DOWNES	MALGORZATA	TEACHERS	WHITTIER	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
EDGE	JAQWAYSIA	TEACHER	HAWTHORNE	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ELEISH	RAGWA	TEACHER	BENJAMIN FRANKLIN	\$58,750.00	03.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FANARAS	SUSAN	TEACHER	BRYANT	\$57,750.00	02.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
FIGUEROA-HERCULES	YUBY	TEACHER	BRYANT	\$62,750.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

GORIS	NATALIE	TEACHER	BENJAMIN FRANKLIN	\$56,750.00	01.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GREENWOOD	MICHELLE	TEACHER	TEANECK HIGH SCHOOL	\$87,200.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GUO	CAO HANG	TEACHER	BRYANT	\$68,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
GUTTMAN	LENA	TEACHER	LOWELL	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HANS	TASJA	TEACHER	BENJAMIN FRANKLIN	\$95,400.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HERNANDEZ	HANNAH	CST PSYCHOLOGIST	TEANECK HIGH SCHOOL	\$75,200.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HILLER	MARCY	CST SPEECH	HAWTHORNE	\$101,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HOLLEY	LATASHA	TEACHER	BENJAMIN FRANKLIN	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
HOSSAIN	RADEYYAH	TEACHER	TEANECK HIGH SCHOOL	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JAAFAR	DOUNIA	CST PSYCHOLOGIST	THOMAS JEFFERSON	\$79,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JACKSON	ALYSSA	TEACHER	BENJAMIN FRANKLIN	\$65,200.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JAGADEESH	ASHA	TEACHER	BRYANT	\$73,200.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JAMES	CEKUAN	TEACHER	WHITTIER	\$65,200.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JILLIAN	MARMO	CST SOCIAL WORKER	BENJAMIN FRANKLIN	\$119,507.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JONES	JESSICA	TEACHER	BENJAMIN FRANKLIN	\$57,750.00	02.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
JONES	THECLA	TEACHER	BENJAMIN FRANKLIN	\$75,412.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KACZYNSKI	DOMINIKA	TEACHER	LOWELL	\$64,200.00	03.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KANG	HEA	TEACHER	BRYANT	\$63,200.00	02.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KIM	SUSIE	TEACHER	LOWELL	\$63,200.00	02.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KOLB	JENNIFER	TEACHER	TEANECK HIGH SCHOOL	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
KOLLDANI	FLORENCA	TEACHER	TEANECK HIGH SCHOOL	\$79,450.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LELAIND	DIANDRA	TEACHER	BRYANT	\$72,750.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LEWIS	BRANDI	TEACHER	LOWELL	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LLEWELLYN	CHRISTINE	SPEECH THERAPIST	SPECIAL SERVICES	\$65,200.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LONDON	MARISSA	TEACHER	TEANECK HIGH SCHOOL	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
LOPEZ	MARISEL	TEACHER	LOWELL	\$95,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MANZANO	JONATHAN	TEACHER	BENJAMIN FRANKLIN	\$57,750.00	02.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MATRAGAS	ZARA	TEACHER	HAWTHORNE	\$95,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MILLER	MEREDITH	CST PSYCHOLOGIST	TEANECK HIGH SCHOOL	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MONTOYA	ALISHA	CST LDTC	BRYANT	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MOORE	AMY	CST PSYCHOLOGIST	BENJAMIN FRANKLIN	\$64,200.00	03.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MORALES	ALEXIS	TEACHER	TEANECK HIGH SCHOOL	\$72,200.00	07.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MULLALLY	KAREN	TEACHER	TEANECK HIGH SCHOOL	\$83,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
MUSA	NURDAN	TEACHER	TEANECK HIGH SCHOOL	\$101,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
NGUESSAN	HELENE	TEACHER	THOMAS JEFFERSON	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
NOWAK	ILONA	BEHAVIORIST	BENJAMIN FRANKLIN	\$87,200.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
NUSSBAUM	ERIKA	TEACHER	BRYANT	\$67,200.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
OWENS	ERICA	TEACHER	WHITTIER	\$84,200.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PERILLO	TIMOTHY	TEACHER	TEANECK HIGH SCHOOL	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PITRELLI	JENNIFER	TEACHER	LOWELL	\$104,700.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
PREETHY	SCARIAH	TEACHER	THOMAS JEFFERSON	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RAMOS	LUCY	CST SPEECH	BRYANT	\$95,800.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RAZMOLOGOV	JANETTE	TEACHER	BRYANT	\$60,750.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RENNA	MARIANA	CST PSYCHOLOGIST	WHITTIER	\$75,200.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RIVERA	NICOLE	TEACHER	THEODORA LACEY	\$67,200.00	05.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
ROBERTSON	CANDICE	TEACHER	THOMAS JEFFERSON	\$65,000.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
RODRIGUEZ-HARTMAN	JOANNA	CST SOCIAL WORKER	BRYANT	\$106,007.00	16.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SALGADO	ALYSSA	TEACHER	BRYANT	\$78,000.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SALIB	DIANA	CST LDTC	BENJAMIN FRANKLIN	\$109,088.00	14.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SEGAL	STELLA	TEACHER	BRYANT	\$65,200.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SMITH	SHANIEKA	TEACHER	TEANECK HIGH SCHOOL	\$101,350.00	15.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
SMITH	D'AISHA	TEACHER	THOMAS JEFFERSON	\$65,200.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
STANISLAUS	SHEENA	TEACHER	THOMAS JEFFERSON	\$92,200.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
STEPHENSON	HANIFAH	SCHOOL COUNSELOR	BENJAMIN FRANKLIN	\$80,200.00	10.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
TARDALO	ALEXIS	TEACHER	TEANECK HIGH SCHOOL	\$75,412.00	11.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

THOMAS	SARENE	ATHLETIC TRAINER	TEANECK HIGH SCHOOL	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
TORRES	TIFFANY	TEACHER	BENJAMIN FRANKLIN	\$87,200.00	09.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
TRINIDAD	MITSAEL	TEACHER	BENJAMIN FRANKLIN	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VALER	LORENA	TEACHER	HAWTHORNE	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VARGAS	BRANDON	TEACHER	THOMAS JEFFERSON	\$59,750.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VERGARA GLICKMAN	MELANIE	TEACHER	THEODORA LACEY	\$75,200.00	08.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
VILCHEZ	JOHANNA	SCHOOL NURSE	BRYANT	\$83,000.00	13.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WARFIELD	ADRIA	TEACHER	TEANECK HIGH SCHOOL	\$65,200.00	04.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WEISS	NICOLE	TEACHER	BRYANT	\$69,200.00	06.0	SEPTEMBER 1, 2025 - JUNE 30, 2026
WILLIAMS	MONIQUE	TEACHER	WHITTIER	\$101,200.00	12.0	SEPTEMBER 1, 2025 - JUNE 30, 2026

**TEANECK BOARD OF EDUCATION ANNUAL REAPPOINTMENT LIST - MAY 7, 2025 WORKSHOP MEETING
TEAMSTERS STAFF**

SUPPORT STAFF

LAST NAME	FIRST NAME	TITLE	SCHOOL NAME	SALARY	STEP	EFFECTIVE DATES
BURTON	ADAM	GENERAL MECHANIC I	OPERATIONS & MAINTENANCE	\$57,281.00	-	July 1, 2025 - June 30, 2026
BYNDLOSS	FITZROY	CUSTODIAN	BRYANT	\$41,524.00	-	July 1, 2025 - June 30, 2026
CLARKE	STEVE	CUSTODIAN	BENJAMIN FRANKLIN	\$79,439.00	-	July 1, 2025 - June 30, 2026
CLAVELO	CARLOS	GENERAL MECHANIC III	OPERATIONS & MAINTENANCE	\$76,491.00	-	July 1, 2025 - June 30, 2026
EDWARDS	DENNIS	GENERAL MECHANIC III	OPERATIONS & MAINTENANCE	\$78,556.00	-	July 1, 2025 - June 30, 2026
GARCIA SANTANA	JUAN	GROUNDSMAN I	OPERATIONS & MAINTENANCE	\$49,173.00	-	July 1, 2025 - June 30, 2026
HIDALGO	JANCEL	GENERAL MECHANIC II	OPERATIONS & MAINTENANCE	\$61,723.00	-	July 1, 2025 - June 30, 2026
HOURIGAN	BRIAN	GENERAL MECHANIC III	OPERATIONS & MAINTENANCE	\$92,882.00	-	July 1, 2025 - June 30, 2026
JONES	DEVAR	CUSTODIAN	THOMAS JEFFERSON	\$44,407.00	-	July 1, 2025 - June 30, 2026
JOSEPH	LINVAL	GROUNDSMAN I	OPERATIONS & MAINTENANCE	\$49,173.00	-	July 1, 2025 - June 30, 2026
LEACH	BYRON	GENERAL MECHANIC	OPERATIONS & MAINTENANCE	\$57,281.00	-	July 1, 2025 - June 30, 2026
MAYE	MILTON	CUSTODIAN	TEANECK HIGH SCHOOL	\$44,407.00	-	July 1, 2025 - June 30, 2026
OATES	MICHARD	CUSTODIAN	WHITTIER	\$38,000.00	-	July 1, 2025 - June 30, 2026
PLAGER	MICHAEL	GROUNDSMAN	OPERATIONS & MAINTENANCE	\$55,242.00	-	July 1, 2025 - June 30, 2026
POST	DOUGLAS	GROUNDSMAN III/FOREMAN	OPERATIONS & MAINTENANCE	\$75,000.00	-	July 1, 2025 - June 30, 2026
POWELL	ESTAVON	CUSTODIAN	TEANECK HIGH SCHOOL	\$38,000.00	-	July 1, 2025 - June 30, 2026
RAINFORD	CAROL	CUSTODIAN	THEODORA LACEY	\$44,052.00	-	July 1, 2025 - June 30, 2026
RAMIREZ	GIORIBEL	GENERAL MECHANIC I	OPERATIONS & MAINTENANCE	\$57,281.00	-	July 1, 2025 - June 30, 2026
REICHERT	GEOFFREY	GROUNDSMAN III	OPERATIONS & MAINTENANCE	\$74,909.00	-	July 1, 2025 - June 30, 2026
ROGERS	SCOTT	GROUNDS CREW	OPERATIONS & MAINTENANCE	\$50,000.00	-	July 1, 2025 - June 30, 2026
SHEPHERD	CARLOS S.	GROUNDSMAN I	OPERATIONS & MAINTENANCE	\$49,173.00	-	July 1, 2025 - June 30, 2026
SHEPHERD	CLIFFORD	GROUNDSMAN	OPERATIONS & MAINTENANCE	\$55,242.00	-	July 1, 2025 - June 30, 2026
SHEPHERD	MURLAND O.	CUSTODIAN	HAWTHORNE	\$77,343.00	-	July 1, 2025 - June 30, 2026
SMITH	TREVOR	CUSTODIAN	TEANECK HIGH SCHOOL	\$44,407.00	-	July 1, 2025 - June 30, 2026
TAYLOR	SOPHIA	CUSTODIAN	LOWELL	\$41,524.00	-	July 1, 2025 - June 30, 2026
SUBSTITUTE STAFF						
LAWRENCE	LANCEWELL	SUB CUSTODIANS	OPERATIONS & MAINTENANCE	\$21.22 PER HOUR	-	July 1, 2025 - June 30, 2026
RICHARDSON	ROBERT	SUB CUSTODIANS	OPERATIONS & MAINTENANCE	\$21.22 PER HOUR	-	July 1, 2025 - June 30, 2026