

A Regular Public Meeting of the Board of Education of the Township of Teaneck, County of Bergen, New Jersey, was held in the 3rd Floor Cheryl Miller-Porter Student Center at Teaneck High School, 100 Elizabeth Avenue, Teaneck, New Jersey, on Wednesday, December 10, 2014 at 8:00 p.m. Dr. Ardie D. Walser, President of the Board, presided.

PRESIDING OFFICER'S MEETING NOTICE STATEMENT

"I hereby call to order the Regular Public Meeting of the Teaneck Board of Education, held on Wednesday, December 10, 2014, in the 3rd Floor Cheryl Miller-Porter Student Center at Teaneck High School, 100 Elizabeth Avenue, Teaneck, New Jersey. Adequate notice of this meeting has been sent to The Record, The Suburbanite, filed with the Municipal Clerk of the Township of Teaneck and posted inside the Teaneck Board of Education, One Merrison Street, on Friday, December 5, 2014."

ROLL CALL

Board Members Present: Dr. David Diuguid
Dr. David Gruber
Mrs. Sarah Rappoport
Mrs. Gervonn Rice
Mr. Sebastian Rodriguez
Mr. Howard Rose
Dr. Ardie Walser
Mrs. Clara Williams

Absent: Ms. Shelley Worrell

Others Present: Ms. Barbara Pinsak, Superintendent of Schools
Mr. Robert Finger, Business Administrator/Board Secretary
Mr. Vincent McHale, Assistant Superintendent of Schools for Curriculum & Instruction

Teaneck Public Schools

Goals for 2014-2015

GOAL 1: Students attending the Teaneck Public Schools will acquire the skills, knowledge and understanding to be successful in the twenty first century.

GOAL 2: Teachers and administrators in the Teaneck Public Schools will acquire the skills, knowledge and understanding necessary to support student achievement.

GOAL 3: The environment in the Teaneck Public Schools will be safe and respectful, with students and adults appreciative of the unique contributions of members of the community.

GOAL 4: The Teaneck Public Schools will communicate effectively with parents and with the community.

GOAL 5: The Teaneck Public Schools will provide funding for Goals 1-4 and sustain school facilities while respecting community resources.

**Teaneck Public Schools
Superintendent's Report
December 10, 2014**

Presentation by Hawthorne School
Report from Teaneck High School

Our Bryant kindergarten class was featured again on the Meredith Vieira Show. Yesterday, students in Mrs. Ram's class helped Ms. Vieira illustrate good toy choices. At the end of the segment, the students were surprised to hear that they would receive the toys themselves. The expressions on their faces were priceless. It was great to know that toys would also be donated, from the show, to children in the New York area.

The Title I After School Literacy and Math Program started on Tuesday, December 9, 2014 for students in grades 3 -8. Enrollment numbers as of the first day:

TJMS: 97 / 100
BFMS: 89/100
Hawthorne: 40/50
Lowell: 34/50
Whittier: 43/50

Thanks to our administrators, teachers and guidance counselors for their outreach to parents. Efforts are continuing to bring all enrollment numbers to capacity. If you have been contacted by the school to offer your child a position in the program and haven't yet responded, please enroll your student this week.

This week is national Computer Science Education Week. At Hawthorne School, in preparation for the week, Mrs. Warren-Givens invited her son, Mr. Travis Warren, to her 4th grade class to discuss the importance of understanding technology and learning more about computer science. Travis is a Teaneck High School graduate who participated in the T.E.A.M.S. Academy offered at the high school. He continued on to graduate from Temple University earning a BS in Information Science and Technology. Currently, Travis is a Service Now-Technical Consultant. The students enjoyed having a discussion with Travis as he shared his educational journey, described how he uses and creates technology, and answered questions about pursuing a career in computer science.

A number of students at Benjamin Franklin Middle School are participating in the Hour of Code project this week. The Hour of Code is a global movement reaching tens of millions of students in 180+ countries. Students are learning the basics of computer code through one hour tutorials, during which they can learn to program a game like angry birds and work with java script.

Last week, Thomas Jefferson Middle School students collected new or gently used books for pre-school to sixth grade students in Kenya. The drive was called "Give the Gift of Reading" and informed the community that 500 books make a library. We can be very proud of the generous spirit of our Thomas Jefferson students and community.

Have a healthy and rewarding New Year!

Board of Education Liaison Report December

**Jasmin Senior
Lorraine Rosado
Anthony Phillips
Maya Hanan**

*Thanksgiving Pep Rally was postponed due to severe weather. The rescheduled pep rally will be held on Friday, Dec. 12 during the day. No bonfire
The twirlers, cheerleaders, homecoming court and winter teams will be recognized

*1st marking period had ended-report cards on line for the first time
Principal's Honor Roll
Gold Honor Roll
Silver Roll

*Student organized and led walk out protesting against police brutality on Wednesday Nov. 26th

*Student Council led Holiday Toy Drive to support New Jersey Community Development Corporation (NJCDC) in Paterson. All the clubs and sports teams are encouraged to have their members donate a toy.

*School Play and auditions for the spring musical
Every Friday will be Blue and White Day/Teaneck Gear-All grades sold Teaneck gear and Project Graduation

*Fashion Show tryouts will be held this week

*Winter sports have begun

Alumni Corner
Dr. Maneet Malek

PRESENTATION - Hawthorne School students.

PUBLIC PARTICIPATION ON MEETING AGENDA

The public hearing commenced at 8:37 p.m. No one wished to address the Board on any agenda matters and the hearing was closed.

BUSINESS AGENDA

The Board took the following indicated actions on the business agenda items for this meeting.

Motion made by Dr. Diuguid seconded by Mr. Rose;

9. the Board approved **SECOND READING** of the following Board Policies:

5305 - Health Services Personnel	(Revised)	RECOMMENDED
5306 – Health Services to Nonpublic Schools	(Revised)	MANDATED
5308 – Student Health Records	(Revised)	MANDATED
5310 – Health Services	(Revised)	MANDATED
5339 – Screening for Dyslexia	(New)	MANDATED
5530 – Substance Abuse	(Revised)	MANDATED
5600 – Student Discipline/Code of Conduct	(Revised)	MANDATED
8505 – Wellness Policy/Nutrient Standards for Meals and Other Foods	(Revised)	MANDATED

Roll call on Board Policy Motion #9; Motion approved 8-0.

Motion made by Dr. Diuguid seconded by Mr. Rose;

5. the Board **approved** the following **Minutes** for the November 5, 2014 Workshop Meeting and the November 12, 2014 Regular Public Meeting.
6. the Board accepted and approved the results of the **2014-2015 Board Self-Evaluation**.

Roll call on Board Operations Motion #5-6; Motion approved 8-0.

Motion made by Dr. Diuguid seconded by Mr. Rose;

51. the Board affirmed the decisions of the Superintendent of Schools regarding **Harassment, Intimidation & Bullying (HIB)** incidents reported to the Board in Executive Session at the November 5, 2014 and November 12, 2014 meeting.

52. the Board approved remuneration to **Lexia** to conduct professional development on for the Title I After School Support Program, in an amount not to exceed \$2,250. Title I funds this professional development workshop.
Account # 20-231-200-320-22-58-I-4; # 20-231-200-320-22-58-I-5;
20-231-200-320-22-58-I-7; #20-231-200-320-22-58-I-F; #20-231-200-320-22-58-I-J

53. the Board approved the **curricula addenda** be added to the following curricula, to meet the requirements of N.J.A.C. 6A:9:3.1:

K-12

Family Life
 Physical Education
 Adaptive Physical Education
 Wellness/Health/Driver Education
 Career Infusion
 English as a Second Language (ESL) Bi-Lingual
 Academically Gifted: Humanities/Mathematics
 Substance Awareness

Grade Pre-K - 4

Pre-Kindergarten
 Full-Day Kindergarten
 Language Arts
 Literacy Intervention
 Social Studies
 Science
 Mathematics
 General Music
 Instrumental Music (Grade 4)
 Dance within Physical Education
 Art K-4
 World Language(s) (Grades 1-4)

Middle Schools

Grades 5 - 6 (Elementary Classrooms - not departmental)

Language Arts
 Literacy Intervention
 READ 180
 Social Studies

Middle Schools

Grades 5 - 6 (Elementary Classrooms - not departmental)

Mathematics
Advanced Mathematics Seminar 5 and 6
World Languages
Science
General Music 5/6
Band 5/6
Art
Instrumental Music Lessons

Grade 7

Language Arts 7
READ 180
Social Studies 7
Science 7
Math 7
Advanced Math Seminar 7
Art 7
French 7
Spanish 7
Instrumental Music/Chorus/Band 7/8/Strings Ensemble 7/8
Dance 7/8
Theater 7/8
Creative Writing
Music Through Technology
NJASK 7/Language Arts Literacy Preparation
Humanities
Computer Applications
Literature & Cinema

Grade 8

Language Arts 8
READ 180
Social Studies 8
Algebra I (AMS) 8
Math 8
Science 8
Art 8
French 8
Spanish 8
Instrumental Music/Chorus/Band 7/8/Strings Ensemble 7/8
Dance 7/8
Theater 7/ 8
Forensic Science
Public Speaking/Practical Law

Grade 8

Multimedia Production
Music Through Technology
NJASK 8/Language Arts Literacy Preparation
Humanities
Creative Writing
Literature & Cinema

Teaneck High School

All courses are listed in the **2014-15** Course Selection Guide and High School Course Registration Form

54. the Board **amended** School Operations & Curriculum Motion #26 of the October 8, 2014 Minutes in the contract between **Bergen County Special Services School District, Educational Enterprises Divisions** and Teaneck Public Schools to add an additional 18 hours of training services during the 2014-2015 school year on Alternate Assessment Proficiency (APA) and Dynamic Learning Maps (DLM) at the rate of \$135/hr., in an amount not to exceed \$2,430.
55. the Board **adopted and approved** the following curricula as aligned to the current State Board adopted standards:
- Grade 7 Language Arts
 - Grade 8 Language Arts
 - Grade 11 American Literature
 - Grade 12 World Literature
 - Grade 3 Writer's Workshop
 - Grade 4 Writer's Workshop
56. the Board accepted a **donation** to **Benjamin Franklin Middle School** from **Mr. Frank Mineo**, graduate of the **Class of 1961** (first class to graduate from BFMS), in the amount of \$2,500.

Roll call on School Operations & Curriculum Motion #51 - 56; Motion approved 8-0.

Motion made by Dr. Diuguid seconded by Mr. Rose;

82. the Board approved payment of the following **2014-15 bills and payroll**, as detailed in lists **attached** to the Minutes of this meeting, including adjustments to previously approved bill payments, and that the Business Administrator/Board Secretary be hereby authorized to release the warrants in payments of these bills:
OCTOBER 1, 2014 through OCTOBER 31, 2014

Fund 10	\$7,715,306.78
Fund 20	196,285.44
Fund 60	31,593.66
Fund 61	154,724.30
Total of Approved Payments	\$8,097,910.18

83. the Board approved **2014-2015** budget appropriation **transfers**, previously approved by a member of the Finance Committee, which are **attached** and a part of the official record.

84. the Board approved the following resolution:

WHEREAS, the Board of Education has received the **Report of the Board Secretary** and the **Report of the Treasurer of School Monies** for the month of **October 2014** and determined that both reports are in agreement, and

WHEREAS, in compliance with N.J.A.C. 6A:23A.16-10(c)3 the secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of Education except as noted now, therefore, be it

RESOLVED, that in compliance with N.J.A.C.6A:23A-16.10 (c)4, the Board of Education certifies that, after review of the secretary’s monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been overexpended in violation of N.J.A.C.6A:23A-16.10(c)4, and that sufficient funds are available to meet the district’s financial obligations for the remainder of the year (which would become a part of the Minutes of this meeting) be it further,

RESOLVED, that pursuant to P.L. 2004 Ch. 73(S-1701), the Board certifies that after a review of the Secretary’s Monthly Financial Report and upon consultation with the appropriate district officials, that there are no budgetary transfers that cumulatively exceed 10% that would require the approval of the Commissioner of Education.

85. the Board approved the **attached** list of **Travel and Conferences** for the staff indicated for professional improvement or development, as approved and recommended by the Superintendent.

86. the Board approved the **attached** list of **Student Field Trips**, as approved and recommended by the Superintendent.
87. the Board approved compensation to those **clinicians** and agencies on the attached list who would provide related services and / or independent evaluations during the **2014-2015** school year. The total amount for this motion is \$63,500.
88. the Board approved payment of **tuition** for **out-of-district** students who would require a special education program during the **2014-2015** school year, as per the **attached list**. These tuitions would be pro-rated based on effective dates of attendance. The total amount of current invoices for this motion for tuition is \$305,559.25 and \$163,829.25 for extraordinary expenses.
89. the Board approved the amendments to the **Chapter 192/193** Non-Public Services grant to reflect additional funding as per the funding statement appended to and made a part of the Minutes.
90. the Board approved payment of **tuition** for **out-of-district** students who would require a special education program during **Summer 2014** school year, as per the **attached list**. These tuitions would be pro-rated based on effective dates of attendance. The total amount of current invoices for this motion for tuition is \$8,151.60.
91. the Board acknowledged the receipt and acceptance of the **Comprehensive Annual Financial Report** and **Auditor's Management Report** on Administrative Findings for the fiscal year ending **June 30, 2014**, prepared by the firm of Holman, Frenia & Allison, Freehold, New Jersey. Furthermore, that the Board will publicly review the Audit Synopsis, auditor's recommendations and the Corrective Action Plan submitted by the School Business Administrator that are appended to and made a part of the Minutes.
92. the Board approved the submission of the **District Performance Reviews** for **NJQSAC** monitoring to the Bergen County Executive County Superintendent of Schools.
93. the Board approved an agreement for **Colonial Life** to offer a voluntary contributory **Short-Term Disability** insurance plan to all district employees effective January 1, 2015.
94. the Board, upon the recommendation of the Superintendent and Board Attorney, approved the Settlement Agreement and General Release with employees, ID# 3163 and ID# 2706 as discussed during the Executive Session held on December 3, 2014.

Roll Call on Finance & Budget Motion #82-94; Motion approved 8-0.

Motion made by Dr. Diuguid seconded by Mr. Rose; Mr. Rose asked to separate Motion #137.

133. the Board approved the following **leave of absence** request for the reason(s) and as of the effective date(s) listed:

NAME	ASSIGNMENT/ LOCATION	REASON EFFECTIVE DATE
Perez, Krysten	Special Education Whittier	revised Child Rearing Leave 2/23/15 – <u>2/27/15</u>
Brown, Jessica	Grade 3 Whittier	Family Medical Leave 1/23/15 – 4/16/15 Child Rearing Leave 4/17/15 – 4/30/15

134. the Board accepted the following **resignations** for the reasons and as of the effective dates listed:

NAME	ASSIGNMENT/ LOCATION	REASON EFFECTIVE DATE
Benedetti, Theresa	Kindergarten Lowell	Retirement 2/1/15
Edwards, Maureen	Director, Special Services EF	Retirement 5/1/15
Freedman, Michael	Mathematics Whittier	Retirement 2/1/15
Finger, Robert	School Business Admin/Bd Secy EF	Retirement 2/1/15
Daniels, Susan	Literacy Lowell	Retirement 7/1/15
Scro, Donna	Grade 1 Hawthorne	Retirement 7/1/15
Lancewell, Lawrence	Custodian Whittier	Retirement 1/1/15
Williams, Owen	Custodian THS	Retirement TBA
McCalla, Jervis	Custodian Lowell	Retirement TBA

135. the Board approved the following individual(s) be **employed** in the capacity and at the annual salary listed, pending receipt of appropriate credentials on/before start date:

NAME	ASSIGNMENT/ LOCATION	ANNUAL SALARY	
EMPLOYMENT PERIOD			
Distler, Linda 12/8/14 - 6/30/15	School Psychologist TJMS	Replacement TE 3 - 12	\$102,750
Hammoud, Nisrene 12/22/14 – 6/30/15	Kindergarten Bryant	Replacement TE 1 - 1	\$52,000
Bergen, Kelley TBD - 6/30/15	LDT/C TBA	Replacement TE 2 - 8	\$71,000

136. the Board approved the **2013-2014** and **2014-2015** retroactive salary payments and salary guide placement for employees covered by and in accordance with the collective bargaining agreement with the **Teaneck Township Education Association** (TTEA) as per the lists appended to and made a part of the minutes.

Motion made by Dr. Diuguid seconded by Mr. Rodriguez;

137. the Board approved the following resolution:

CUSTODIAL REDUCTION-IN-FORCE

WHEREAS, budgetary constraints and fiscal responsibility have made necessary reduction in operating costs, including a reorganization of custodial operations and a corresponding Reduction-In-Force;

NOW, THEREFORE, BE IT RESOLVED that the Teaneck Board of Education amends and revises the night custodial shift within the district by the reduction of 22 Custodial positions and;

BE IT FURTHER RESOLVED that the employment of the following employees herewith is terminated pursuant to the above described Reduction-In-Force:

<u>Last Name</u>	<u>First Name</u>	<u>Last Name</u>	<u>First Name</u>
Bridgemohan	Dontage	Lawrence	Lancewell
Emery	Todd	McCalla	Jervis
Emile	Egbert	Mitchell	Vermateen
Fass	Nicholas	Rainford	Carol
Findlay	Boswell	Reid	Charles
Gilligan	Michael	Scazafave	Joseph
Guzman	Adolfo	Shepherd	Carlos
Guzman	Evelio	Shepherd	Clifford
Henry	Arthur	Shepherd	Clyde
Hunter	Matthew	Shepherd	Murtland
Hunter	Tyreek	Tondreau	Ernst
Lassiter	Carlton		

BE IT FURTHER RESOLVED that the Superintendent of Schools, in coordination with the office of the Business Administrator/Board Secretary, is authorized to give notice to the above named employees of their termination and to provide such employees with notice and such other termination benefits as required by statutory, regulatory and contractual provisions; and

BE IT FURTHER RESOLVED that the provisions of this Resolution be and herewith are effective with the close of business on December 31, 2014 and;

BE IT FURTHER RESOLVED that the district’s administrative staff shall take any and all actions necessary to effectuate the purposes of this Resolution.

Roll call on Motion #137; Motion approved 5-2. Mr. Rose and Mrs. Williams voted NO, Mrs. Rappoport abstained.

138. the Board **amended** Personnel Motion #80 of the October 8, 2014 Minutes and Personnel Motion #131 of the November 12, 2014 Minutes to add start dates and update salaries:

NAME	ASSIGNMENT/ EMPLOYMENT PERIOD	LOCATION	ANNUAL SALARY
Szalay, Paulette	11/24/14 – 6/30/15	Science TJMS	Replacement TE 3 - 8 \$81,583
Regal, Mai	12/1/14 – 6/30/15	Special Education BFMS	Replacement TE 1 - 2 \$52,500

139. the Board appointed **Mattea Field** as **Interim Payroll Assistant** at the rate of \$50.00 per hour, not to exceed \$3,000, to assist the payroll staff with the preparation of retroactive increases for employees covered by the Teaneck Township Education Association (TTEA) collective bargaining agreement and other payroll related duties as assigned by the Business Administrator. Account # 11-000-251-100-83-10-0-D

140. the Board approved the appointment of **Dr. Emilio Marinaro** as **Interim Director of Special Services** for Teaneck Public Schools effective December 4, 2014, at the rate of \$600 per diem.

141. the Board approved the following **substitute(s)** be employed on a per Diem basis, as needed, during the 2014 - 2015 school year:

Teacher: Roney, Andrew Daniels, Khalid Matthews, Richard

142. the Board approved remuneration to the following teachers (pending student enrollment) for conducting an **After-School Reading & Mathematics Support Program** (Grades 3 through 8) from December 2014 through February 2015, one hour each Tuesday and Thursday. Teachers would receive up to (4) hours of professional development training at the rate of \$58/hr. (working without students) and conduct the program for (22.5) hours at the rate of \$62/hr. (working with students). Lead Teachers would receive up to (30) hours for administrative duties at the rate of \$58/hr. (working without students). Title I funds this program.

Account #20-231-100-101-22-15-I-4; Account #20-231-200-100-22-15-I-4
Account #20-231-100-101-22-15-I-5; Account #20-231-200-100-22-15-I-5
Account #20-231-100-101-22-15-I-7; Account #20-231-200-100-22-15-I-7
Account #20-231-100-101-22-15-I-F; Account #20-231-200-100-22-15-I-F
Account #20-231-100-101-22-15-I-J; Account #20-231-200-100-22-15-I-J
Account #20-232-100-101-22-15-I-4; Account #20-232-200-100-22-15-I-4
Account #20-232-100-101-22-15-I-5; Account #20-232-200-100-22-15-I-5
Account #20-232-100-101-22-15-I-7; Account #20-232-200-100-22-15-I-7
Account #20-232-100-101-22-15-I-F; Account #20-232-200-100-22-15-I-F
Account #20-232-100-101-22-15-I-J; Account #20-232-200-100-22-15-I-J

Name	Hours	Maximum Remuneration
Lowell		
Dennis Hiel – Lead	34.0	1,972
Jennifer Ahearn	26.5	1,627
Scott Bushoven	26.5	1,627
Sandy Joseph	26.5	1,627
Lea Ann Richards	26.5	1,627
Whittier		
Annie Matesic – Lead	34.0	1,972
Jay Friedman	26.5	1,627
Holly Koehler	26.5	1,627
Maria Martinez	26.5	1,627
Keith Orapello	26.5	1,627
Hawthorne		
Stephanie McKee – Lead	34.0	1,972
Jemara Blount	26.5	1,627
Janet Bus	26.5	1,627
Michelle Cardone	26.5	1,627
Shena Thomas	26.5	1,627
Benjamin Franklin		
Marina Williams-Lead	34.0	1,972
Sonia Apreda	26.5	1,627
Zain Conteh	26.5	1,627
Kathy Crimmins	26.5	1,627
Claudia Grassi	26.5	1,627
Bill Mazerolle	26.5	1,627
Stephanie Paz	26.5	1,627
Karen Permuy	26.5	1,627
Paula Zanchelli	26.5	1,627
Thomas Jefferson		
Horacio Patrisso-Lead	34.0	1,972
Valerie Beavers	26.5	1,627
Suada Charaf	26.5	1,627
Dena Grushkin	26.5	1,627
Frederica Ogletree	26.5	1,627
Ramon Ortiz	26.5	1,627
Rena SanGeorge	26.5	1,627
Joanne Zahn	26.5	1,627
Total:		\$53,789

Subs/Paras/Teachers pending student enrollment:
Frederica Olgetree

143. the Board approved the collaboration between the Teaneck Public Schools and Fordham Universities, School of Social Work, for the services of the following **social work intern** for the 2014-2015 school year:

Oliveri, Laurena M. Fordham University Whittier

144. the Board approved the following **volunteers/interns** to work within the school district during the 2014-2015 school year.

Student Teaching

Echavarria, Tiffany	WPU	1/26/15-5/1/15	Whittier
Tunnell, Christopher	WPU	1/26/15-5/1/15	THS
Paulino, Ester	FDU	1/26/15-5/1/15	THS
Samra, Christian	MSU	3/23/15-5/15/15	THS

145. the Board amended Personnel Motion #101 of the October 8, 2014 Minutes to include the following personnel assigned to district “**Extra Work/Extra Pay**” services for the **2014 - 2015** school year with remuneration pursuant to the terms of **Schedule C** as indicated:

<u>ASSIGNMENT</u>	<u>NAME</u>	<u>REMUNERATION</u>
<u>High School: Account #11-401-100-100-29-15-H-H</u>		
Dance Ensemble	Joy Locke	\$2,479.00
HEAL - Volunteer	Olivia Betances	\$ 0
Spectrum	Amy Moran	\$1,098.00
Student Council Sponsor	Natasha Green	\$4,971.00
<u>Thomas Jefferson: Account #11-401-100-100-29-15-H-J</u>		
Phys. Ed. Intramurals		
Girls	Tracy Wells	\$1,758.80
	Danielle Lawlor	\$1,758.80
Boys	Matthew Green	\$1,758.80
	Roger Davis	\$1,758.80
	Lance Parham	\$1,758.80

146. the Board approved the following individual(s) be included on the list of **Home Instructors** to be employed, on an as-needed basis, at the rate of \$45/hr., during the **2014-2015** school year:

Benitez, Debra Laqui, Mary Joyce

147. the Board approved **remuneration** to substitute teacher, Barbara Metzler, for travel expenses in connection with home instruction for Student #100484 during the **2014-2015** school year, in an amount not to exceed \$39.

148. the Board approved **additional compensation** to substitute teacher, Barbara Metzler, for Child Study Team Summer 2014 cases, 20 hours at the rate of \$58/hr. (working w/o students), in an amount not to exceed \$1,160.

149. the Board approved the following individual be remunerated for the **coaching** assignment indicated with remuneration pursuant to the terms of **Schedule B** of the 2011-2016 negotiated agreement. Account #11-402-100-100-26-15-H-H

	ASSIGNMENT	NAME	REMUNERATION
add	Wrestling - Volunteer	John Paladino	\$0
add		Jason Juxon-Smith	\$0
add	Girls Basketball - Volunteer	Raina Warren	\$0

150. the Board approved the following **resignation** for the reason and as of the effective date listed:

<u>Name</u>	<u>Assignment Location</u>	<u>Reason Effective Date</u>
Mayra Vega-Hernandez	Case Manager Teaneck Women Train and Work	Personal 12/23/14

151. the Board approved compensation to the following individual for the period of January 1, 2015 through March 31, 2015, for services provided to the **Teaneck Women Train and Work program**:

Name	Title	Account Number	Maximum Remuneration
Claire Scarano (P)	Director	20-043-200-100-56-12-P-W	\$19,055
Lindsey Russo	Case Mgr	20-043-200-100-56-11-P-W	\$ 3,528
Theresa Danese	Clerical	20-043-200-100-56-13-P-W	\$ 5,833
Christine Flanagan	Clerical	20-043-200-100-56-13-P-W	\$ 1,000
Debbie Thompson	Clerical	20-043-200-100-56-13-P-W	\$ 100
*Theresa Danese	Office Mgr	20-043-200-100-56-13-P-W	\$ 1,729

*This individual is employed at TW2. Due to reconfigured staffing she would receive training in new responsibilities during the spring semester of 2015. She would also provide temporary assistance as TW2 trains a new case manager.

152. the Board approved compensation to **Stephanie McKee**, teacher, to conduct ten (10) hours of specialized tutoring, after school for Student #102858, during the 2014-2015 school year, at the rate of \$62/hr. (working with students), in an amount not to exceed \$620.
153. the Board amended Personnel Motion #100 of the October 8, 2014 Minutes to add the following staff member, at the contractual stipend of \$948, for participation on the district's **Intervention and Referral Services Committees** during the 2014 - 2015 school year:

THS	
Green, Sheree	
Total:	\$948

154. the Board approved the following teachers to serve on a **voluntary** basis as faculty advisors for the Teaneck high school clubs listed below:

Lisa Azria

Strings Arts Club

Students would learn to knit, crochet, cross-stitch, hook-rug etc.

Jared Meli

Fashion Club

Students would learn to style and design clothing investigate career in fashion, collaborate with school newspaper to develop fashion section; and bring in guest speakers to discuss different aspects of the fashion industry.

Roll call on Personnel Motion #133 – 154 except Motion #137 which was approved separately on page 15; Motion approved 8-0.

PUBLIC PARTICIPATION ON OTHER THAN MEETING AGENDA

The public hearing on matters other than those appearing on this meeting's business agenda commenced at 9:35 p.m. The following members of the public wished to address the Board.

Angela Taylor, Teaneck teacher – asked if other revenue sources being tapped. Would like list of grants applied for and why they were denied. Why don't we partner with businesses? Why don't we have shared services for administrators? Why do we pay for a Special Services Director and an Interim Director? Need new lockers at middle schools. Need smartboards not chalkboards. No savings from health deduction or STD. Why don't we ask Freeholders for funds? Why weren't teacher salaries put in escrow?

Nathaniel Waldman, Senior Class President – Student representation required on the Board, violation of bylaws, not supporting custodians is wrong. Board is hurting America.

Anthony Phillips, Student Representative – accused Board President, Dr. Ardie D. Walser, of having an attitude, does not want to be a Student Ambassador, decided not to continue to be a Student Representative.

Regina Melnyk, high school teacher – poor food service by Aramark, why hire them for custodians?

Anna Ben-Hur, high school teacher – filthy conditions in Chicago public schools managed by Aramark.

Tristan Anderson, high school student – why are custodians being fired? Part of their lives, always helping students.

Lindsay Dyer, high school student – in the building late for activities, fearful if custodians outsourced.

Jared Delancy, substitute teacher – proud of students that spoke earlier, reconsider outsourcing.

Olivia Betances, high school teacher – students were not manipulated by their teachers regarding outsourcing custodians.

Jasmine Senior, student ambassador – custodians should not be outsourced.

Tamir Bahar, high school student – do not outsource custodians.

Christopher Narvasi, high school student – custodians cleaned up the prank. Do not outsource, will there be different people each night?

Jason Guzman – does not want custodians outsourced.

Margot Mack, district teacher – taking disrespect of students personally. Worked in a district with Aramark, classrooms were dirty.

PUBLIC PARTICIPATION ON OTHER THAN MEETING AGENDA (cont'd.)

Laverne Lightbourne – community did not know about custodians being outsourced.

Liel Green, high school student – do not outsource custodians.

Darren Guzman, high school student – custodians deserve respect and teachers deserve respect. Student pride decreasing. Do not outsource custodians.

Resolution to enter into Executive Session

Motion made by Dr. Diuguid seconded by Mr. Rose;

BE IT RESOLVED by the Teaneck Board of Education that:

1. It does hereby determine that it is necessary to meet in Executive Session on Wednesday, December 10, 2014, to discuss matters of personnel, involving specific individuals, negotiations, anticipated litigation and/or alleged incidents of Harassment, Intimidation or Bullying.
2. These matters will be made public when the need for confidentiality no longer exists.
3. The time that the Board anticipates to be in Executive Session is 30 minutes.

Roll call approved 8-0

Time In: 10:50 PM

Time Out: 11:45 PM

School Operations & Curriculum #57

On a motion made by Dr. Diuguid seconded by Mr. Rose, the Board, by roll call vote of the members present, approved the following resolution:

the Board acknowledges the receipt of the findings and determinations of the Superintendent of Schools regarding Harassment, Intimidation and Bullying (HIB) incidents reported to the Board in Executive Session during the December 10, 2014 Board meeting.

Roll call on School Operations & Curriculum Motion #57. Motion approved 8-0.

LEGAL COUNSEL REPORT

None

REPORTS FROM BOARD COMMITTEES AND APPOINTED REPRESENTATIVES

None

UNFINISHED BUSINESS

None

NEW BUSINESS

None

ADJOURNMENT

On a motion made by Dr. Diuguid and seconded by Mr. Rose, the meeting adjourned at 11:46 p.m.

Respectfully submitted,

Robert S. Finger, CFE, CGFM
Business Administrator/Board Secretary

5305 HEALTH SERVICES PERSONNEL

The Board of Education shall appoint at least one school physician pursuant to N.J.S.A. 18A:40-1. The Board may appoint a lead school physician to serve as health services director if more than one school physician is required. The school physician shall be currently licensed by the New Jersey Board of Medical Examiners in medicine or osteopathy whose training and scope of practice includes child and adolescent health and development. The school district shall conduct a criminal history background check on any physician before entering into an agreement for delivery of services.

The school physician shall provide, at a minimum, the following services:

1. Consultation in the development and implementation of school district policies, procedures, and mechanisms related to health, safety, and medical emergencies pursuant to N.J.A.C. 6A:16-2.1(a);
2. Consultation to school district medical staff regarding the delivery of school health services, which includes special health care needs of technology-supported and medically fragile children, including students covered by 20 U.S.C. § 1400 et seq., Individuals with Disabilities Education Improvement Act;
3. Physical examinations conducted in the school physician's office or other comparably equipped facility for students who do not have a medical home or whose parent has identified the school as the medical home for the purpose of a sports physical examination;
4. Provision of written notification to the parent stating approval or disapproval of the student's participation in athletics based upon the medical report;
5. Direction for professional duties of other medical staff;
6. Written standing orders that shall be reviewed and reissued before the beginning of each school year;
7. Establishment of standards of care for emergency situations and medically-related care involving students and school staff;

8. Assistance to the certified school nurse or non-certified nurse in conducting health screenings of students and staff and assistance with the delivery of school health services;
9. Review, as needed, of reports and orders from a student's medical home regarding student health concerns;
10. Authorization of tuberculin testing for conditions outlined in N.J.A.C. 6A:16-2.2(c);
11. Review, approval, or denial with reasons of a medical home determination of a student's anticipated confinement and resulting need for home instruction; and
12. Consultation with the school district certified school nurse(s) to obtain input for the development of the school nursing services plan pursuant to N.J.A.C. 6A:16-2.1(b).

The Board shall employ a certified school nurse to provide nursing services while school is in session pursuant to N.J.S.A. 18A:40-1 and 3.3. The certified school nurse shall work under the direction of the school physician and Superintendent of Schools.

The certified school nurse shall possess a standard educational certificate with a school nurse endorsement or school nurse/non-instructional endorsement pursuant to N.J.A.C. 6A:9-13.3 or 13.4. The certified school nurse shall possess a current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing; a bachelor's degree from a regionally accredited college or university; a current Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines.

The certified school nurse shall complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma, and Immunology.

The role of the certified school nurse shall include, but not be limited to:

1. Carrying out written orders of the medical home and standing orders of the school physician;

2. Conducting health screenings which include height, weight, blood pressure, hearing, vision, and scoliosis pursuant to N.J.A.C. 6A:16-2.2 and monitoring vital signs and general health status for emergent issues for students suspected of being under the influence of alcohol and controlled dangerous substances pursuant to N.J.S.A. 18A:40-4 and 12;
3. Maintaining student health records, pursuant to N.J.S.A. 18A:40-4 and N.J.A.C. 6A:16-2.4;
4. Recommending to the school Principal students who shall not be admitted to or retained in the school building based on a parent's failure to provide evidence of the child's immunization according to the schedules specified in N.J.A.C. 8:57-4;
5. Annually reviewing student immunization records to confirm with the medical home that the medical condition for the exemption from immunization continues to be applicable, pursuant to N.J.A.C. 8:57-4.3;
6. Recommending to the school Principal exclusion of students who show evidence of communicable disease, pursuant to N.J.S.A. 18A:40-7, 8, and 10;
7. Directing and supervising the emergency administration of epinephrine and glucagon, and training school staff designated to serve as delegates, pursuant to N.J.S.A. 18A:40-12.6 and 12.14;
8. Administering asthma medication through use of a nebulizer;
9. Directing and supervising the health services activities of any school staff to whom the certified school nurse has delegated a nursing task;
10. Providing classroom instruction in areas related to health pursuant to N.J.A.C. 6A:9-13.3;
11. Reviewing and summarizing available health and medical information regarding the student and transmitting a summary of relevant health and medical information to the Child Study Team for the meeting pursuant to N.J.A.C. 6A:14-3.4(h);

12. Writing and updating, at least annually, the individualized health care plan and the individualized emergency healthcare plan for students' medical needs and instructing staff as appropriate;
13. Writing and updating, at least annually, any written healthcare provisions required under Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794(a), for any student who requires them;
14. Assisting in the development of and implementing healthcare procedures for students in the event of an emergency;
15. Instructing teachers on communicable disease and other health concerns, pursuant to N.J.S.A. 18A:40-3; and
16. Providing other nursing services consistent with the nurse's educational services certification endorsement as a school nurse issued by the State Board of Examiners and current license approved by the State Board of Nursing.

A certified school nurse who possesses the school nurse/non-instructional certificate is not authorized to teach in areas related to health pursuant to N.J.A.C. 6A:9-13.4.

The Board may appoint a non-certified nurse under the supervision of a certified school nurse to supplement the services of a certified school nurse in accordance with the provisions of N.J.A.C. 6A:16-2.3(c). The non-certified nurse shall be assigned to the same school building or complex as the certified school nurse pursuant to N.J.S.A. 18A:40-3.3(a) and is limited to providing services only as permitted under the non-certified nurse's license issued by the State Board of Nursing.

N.J.A.C. 6A:9-13.3; 6A:9-13.4; 6A:16-2.3

Adopted: December 10, 2014

5306 HEALTH SERVICES TO NONPUBLIC SCHOOLS

A Board of Education having nonpublic schools within the school district boundaries shall provide nursing services to students enrolled full-time in the nonpublic school pursuant to N.J.S.A. 18A:40-23 et seq. and N.J.A.C. 6A:16-2.5.

The Board shall provide for the extension of emergency care provided to public school students and to full-time nonpublic school students who are injured or become ill at school or during participation on a school team or squad pursuant to N.J.A.C. 6A:16-2.1(a)4. The Board may provide additional services to those required under N.J.A.C. 6A:16-2.5(a) and under conditions as outlined in N.J.A.C. 6A:16-2.5(c).

The nursing services shall be provided by a registered nurse licensed in the State of New Jersey who is an employee of the school district, third-party contractor, or an independent contractor. The nursing services provided to nonpublic school students shall not include instructional services.

A nonpublic school may decline nursing services required or permitted under N.J.A.C. 6A:16-2.5 by submitting to the Board of Education notification signed by the Chief School Administrator of the nonpublic school pursuant to N.J.S.A. 18A:40-29. A student who is enrolled in a nonpublic school and whose parent objects to the student receiving any service provided under N.J.A.C. 6A:16-2.5 shall not be compelled to receive the service except for a physical or medical examination to determine whether the student is ill or infected with a communicable disease pursuant to N.J.S.A. 18A:40-30.

The Board shall consider the provision of health services to nonpublic schools based upon the considerations outlined in N.J.A.C. 6A:16-2.5(h)1 through 3. The Superintendent or designee shall confer annually with the administrator of the nonpublic school to advise the nonpublic school of the amount of funds allocated by the Department of Education to the nonpublic school; to agree on the basic health services that shall be provided and the additional medical services that may be provided as set forth in N.J.S.A. 18A:40-23 et seq.; to inform the nonpublic school the County Office of Education shall provide assistance in the event an agreement cannot be reached regarding the health services and additional medical services to be provided to the nonpublic school; to assure the nonpublic school receiving services receives a copy of N.J.S.A. 18A:40-23 to 31 and N.J.A.C. 6A:16-2.5; and to assure that a description of the provision of nursing services is reflected in the school district's Nursing Services Plan.

The Board providing health services to a nonpublic school(s) shall submit information to the Executive County Superintendent on or before October 1 annually that includes: a written statement verifying the required annual conference was held with the nonpublic school; a copy of the contract with another agency to provide the services, if applicable; a

copy of the Board meeting minutes approving the contract; and a description of the type and number of services that were provided during the previous school year on a Commissioner of Education approved form. A copy of the information submitted to the Executive County Superintendent shall also be provided to the Chief School Administrator of each nonpublic school within the school district boundaries.

N.J.S.A. 18A:40-23 et seq.

N.J.A.C. 6A:16-2.5 et seq.

Adopted: December 10, 2014

5308 STUDENT HEALTH RECORDS

The school district shall maintain mandated student health records for each student pursuant to N.J.A.C. 6A:16-2.4. The district will document student health records using a form approved by the Commissioner of Education.

The maintenance and security of student health records shall be in accordance with N.J.A.C. 6A:32-7.4 and 6A:16-2.4. Student health records may be stored electronically or in paper format and shall be maintained separately from other student records in a secure location accessible to authorized personnel while school is in session. The health history and immunization record shall be removed from the student's health record and placed in the student's mandated record upon graduation or termination and kept according to the schedule set forth in N.J.A.C. 6A:32-7.8.

The transfer of student health records when a student transfers to or from a school district shall be in accordance with N.J.A.C. 6A:16-7.1 et seq.

Any Board of Education employee with knowledge of, or access to, information that identifies a student as having HIV infection or AIDS; information obtained by the school's alcohol or drug program which would identify the student as an alcohol or drug user; or information provided by a secondary school student while participating in a school-based alcohol or drug counseling program that indicates a parent, guardian, or other person residing in the student's household is dependent upon or illegally using a substance shall comply with restrictions for sharing such information in accordance with N.J.A.C. 6A:16-2.4(b) through (e) and as required by Federal and State statutes and regulations.

Access to and disclosure of information in a student's health record shall meet the requirements of the Family Education Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, and 34 CFR Part 99, incorporated herein by reference, as amended and supplemented, and N.J.A.C. 6A:32-7, Student Records.

The school district shall provide access to the student's health record to licensed medical personnel not holding educational certification who are working under contract with or as employees of the school district only to the extent necessary to enable the licensed medical personnel to perform their duties. Secretarial or clerical personnel under the supervision of the certified school nurse shall be permitted access to those portions of the student health record necessary for entry and recording of data and for conducting routine clerical tasks as outlined in N.J.S.A. 18A:40-3.4 and N.J.A.C. 6A:32-7.5.

Nothing in N.J.A.C. 6A:16-2.4 or in Policy and Regulation 5308 shall be construed to prohibit school personnel from disclosing to students or adults in connection with an emergency the information contained in the student health record if the release is necessary to protect the immediate health or safety of the student or other persons pursuant to N.J.A.C. 6A:32-7.5.

N.J.A.C. 6A:16-2.4 et seq.; 6A:32-7.4 et seq.;
6A:32-7.5 et seq.

Adopted: December 10, 2014

5310 HEALTH SERVICES

The Board of Education shall develop and adopt the following written policies, procedures, and mechanisms in accordance with N.J.A.C. 6A:16-2.1(a) for the provision of health, safety, and medical emergency services, and shall ensure staff are informed as appropriate:

1. The review of immunization records for completeness pursuant to N.J.A.C. 8:57-4.1 through 4.20 (Policy and Regulation 5320);
2. The administration of medication to students in the school setting in accordance with N.J.A.C. 6A:16-2.1(a)2. (Policy and Regulation 5330);
3. The review of Do Not Resuscitate (DNR) orders received from the student's parent or medical home (Policy 5332);
4. The provision of health services in emergency situations, including:
 - a. The emergency administration of epinephrine via Epi-pen auto-injector pursuant to N.J.S.A. 18A:40-12.5 (Policy and Regulation 5330);
 - b. The emergency administration of glucagon pursuant to N.J.S.A. 18A:40-12.14 (Policy and Regulation 5338);
 - c. The care of any student who becomes injured or ill while at school or participating in school-sponsored functions (Policy and Regulation 8441);
 - d. The transportation and supervision of any student-determined to be in need of immediate medical care (Policy and Regulation 8441); and
 - e. The notification to parents of any student determined to be in need of immediate medical care (Policy and Regulation 8441).
5. The treatment of asthma in the school setting in accordance with the provisions of N.J.A.C. 6A:16-2.1(a)5 (Policy 5335);
6. The administration of student medical examinations, pursuant to N.J.S.A. 18A:40-4, N.J.S.A. 18A:35-4.8, and N.J.A.C. 6A:16-2.2 (Policy and Regulation 5310);

7. Utilization of sanitation and hygiene when handling blood and bodily fluids pursuant to N.J.A.C. 12:100-4.2, Safety and Health Standards for Public Employees, and in compliance with 29 CFR 1910.1030, Public Employees Occupational Safety and Health Program (PEOSH) Bloodborne Pathogens Standards;
8. Provision of nursing services to nonpublic schools located in the school district as required by N.J.S.A. 18A:40-23 et seq. and N.J.A.C. 6A:16-2.5 (Policy and Regulation 5306);
9. Self-administration of medication by a student for asthma or other potentially life-threatening allergic reaction pursuant to N.J.S.A. 18A:40-12.3, 12.5, and 12.6, and the self-management and care of a student's diabetes as needed pursuant to N.J.S.A. 18A:40-12.15;
10. Development of an individual healthcare plan and individualized emergency healthcare plan for students with chronic medical conditions, including diabetes, asthma, and life-threatening allergies, requiring special health services in accordance with N.J.S.A. 18A:40-12.11.c, 12.12, 12.13, and 12.15; and N.J.A.C. 6A:16-2.3(b)3xii; and
11. Management of food allergies in the school setting and the emergency administration of epinephrine to students for anaphylaxis pursuant to N.J.S.A. 18A:40-12.6a through 12.6d.

The Board of Education shall annually adopt the school district's nursing services plan at a regular meeting.

The Board of Education shall comply with the following required health services as outlined in N.J.A.C. 6A:16-2.2:

1. Immunization records shall be reviewed and updated annually pursuant to N.J.A.C. 8:57-4.1 through 4.24.
2. A Building Principal or designee shall not knowingly admit or retain in the school building any student whose parent has not submitted acceptable evidence of the child's immunization, according to the schedule specified in N.J.A.C. 8:57-4, Immunization of Pupils in School.
3. The school district shall perform tuberculosis tests on students using methods required by and when specifically directed to do so by the New Jersey Department of Health based upon the incidence of tuberculosis or

reactor rates in specific communities or population groups pursuant to N.J.S.A. 18A:40-16.

4. The school district shall immediately report by telephone to the health officer of the jurisdiction in which the school is located any communicable diseases identified as reportable pursuant to N.J.A.C. 8:57-1, whether confirmed or presumed.
5. Each school in the district shall have and maintain for the care of students at least one nebulizer in the office of the school nurse or a similar accessible location pursuant to N.J.S.A. 18A:40-12.7.
6. Each student medical examination shall be conducted at the medical home of the student. If a student does not have a medical home, the school district shall provide the examination at the school physician's office or other comparably equipped facility pursuant to N.J.S.A. 18A:40-4.
7. The findings of the medical examinations as required under 8. below shall include the following components:
 - a. Immunizations pursuant to N.J.A.C. 8:57-4.1 through 4.24;
 - b. Medical history, including allergies, past serious illnesses, injuries, operations, medications, and current health problems;
 - c. Health screenings including height, weight, hearing, blood pressure, and vision; and
 - d. Physical examinations.
8. The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and 6. above and:
 - a. Prior to participation on a school-sponsored interscholastic athletic team or intramural athletic team or squad for students enrolled in any grade six to twelve in accordance with N.J.A.C. 6A:16-2.2(h)1;
 - b. Upon enrollment in school in accordance with N.J.A.C. 6A:16-2.2(h)2;

- c. When applying for working papers in accordance with N.J.A.C. 6A:16-2.2(h)3;
 - d. For the purposes of the comprehensive Child Study Team evaluation pursuant to N.J.A.C. 6A:14-3.4 in accordance with N.J.A.C. 6A:16-2.2(h)4; and
 - e. When a student is suspected of being under the influence of alcohol or controlled dangerous substances, pursuant to N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3 in accordance with N.J.A.C. 6A:16-2.2(h)5.
9. The Board of Education shall make accessible information regarding the New Jersey FamilyCare Program to students who are knowingly without medical coverage pursuant to N.J.S.A. 18A:40-34.
10. Information concerning a student's HIV/AIDS status shall not be required as part of the medical examination or health history pursuant to N.J.S.A. 26:5C-1 et seq.
11. The Board of Education shall ensure that students receive health screenings as outlined in N.J.A.C. 6A:16-2.2(k).
12. The school nurse or designee shall screen to ensure hearing aids worn by students who are deaf and/or hard of hearing are functioning properly. The school nurse or designee will ensure any FM hearing aid systems in classrooms or any school equipment in the school building used to assist students hear are functioning properly.

N.J.S.A. 18A:40-4 et seq.

N.J.A.C. 6A:16-1.3; 6A:16-2.2 et seq.

Adopted: December 10, 2014

5339 SCREENING FOR DYSLEXIA

In accordance with the provisions of N.J.S.A. 18A:40-5.1 et seq., the Board of Education shall ensure each student enrolled in the school district who has exhibited one or more potential indicators of dyslexia or other reading disabilities is screened for dyslexia and other reading disabilities using a screening instrument selected pursuant to the provisions of N.J.S.A. 18A:40-5.2. This screening shall be administered no later than the student's completion of the first semester of the second grade.

In the event a student who would have been enrolled in Kindergarten, grade one, or grade two during or after the 2014-2015 school year enrolls in the district in Kindergarten through grade six during or after the 2015-2016 school year and has no record of being previously screened for dyslexia or other reading disabilities, pursuant to N.J.S.A. 18A:40-5.2 et seq., the Board shall ensure the newly-enrolled student is screened for dyslexia and other reading disabilities using a screening instrument selected pursuant to N.J.S.A. 18A:40-5.1. This screening shall be administered at the same time other students enrolled in the student's grade are screened for dyslexia and other reading disabilities, or if other students enrolled in the student's grade have previously been screened, within ninety calendar days of the date the student is enrolled in the district. The screenings shall be administered by a teacher or other teaching staff member properly trained in the screening process for dyslexia and other reading disabilities.

For the purposes of this Policy, "potential indicators of dyslexia or other reading disabilities" means indicators that include, but shall not be limited to, difficulty in acquiring language skills; inability to comprehend oral or written language; difficulty in rhyming words; difficulty in naming letters, recognizing letters, matching letters to sounds, and blending sounds when speaking and reading words; difficulty recognizing and remembering sight words; consistent transposition of number sequences, letter reversals, inversions, and substitutions; and trouble in replication of content.

In accordance with the provisions of N.J.S.A. 18A:40-5.2(a), the Commissioner of Education shall distribute to each Board of Education information on screening instruments available to identify students who possess one or more potential indicators of dyslexia or other reading disabilities. The Commissioner shall provide information on the screening instruments appropriate for Kindergarten through grade two students and on screening instruments that may be suitably used for older students. The Board shall select and implement age-appropriate screening instruments for the early diagnosis of dyslexia and other reading disabilities.

In accordance with provisions of N.J.S.A. 18A:40-5.2(b), the Commissioner shall also develop and distribute to each Board of Education guidance on appropriate intervention strategies for students diagnosed with dyslexia or other reading disabilities.

In the event a student is determined, through the screening conducted in accordance with N.J.S.A. 18A:40-5.3, to possess one or more potential indicators of dyslexia or other reading disabilities pursuant to the provisions of N.J.S.A 18A:40-5.1 et seq., the Board shall ensure the student receives a comprehensive assessment for the learning disorder. In the event a diagnosis of dyslexia or other reading disability is confirmed by the comprehensive assessment, the Board shall provide appropriate evidence-based intervention strategies to the student, including intense instruction on phonemic awareness, phonics and fluency, vocabulary, and reading comprehension.

N.J.S.A. 18A:40-5.1; 18A:40-5.2;
18A:40-5.3; 18A:40-5.4

Adopted: December 10, 2014

5530 SUBSTANCE ABUSE

The Board of Education recognizes that a student's abuse of harmful substances seriously impedes that student's education and threatens the welfare of the entire school community. The Board is committed to the prevention of substance abuse and the rehabilitation of substance abusers by educational means, but will take the necessary and appropriate steps to protect the school community from harm and from exposure to harmful substances. Accordingly, the Board will establish policies and procedures in operating programs to support the social, emotional, and physical development of students in accordance with the provisions of N.J.S.A. 18A:40A-1 et seq. and N.J.A.C. 6A:16-4.1 et seq. The Board of Education will maintain a comprehensive substance abuse intervention, prevention, and treatment referral program in the schools of this district.

A. Definitions

N.J.S.A. 18A:40A-9
N.J.A.C. 6A:16-1.3; 6A:16-4.1 et seq.

The definitions as outlined in N.J.S.A. 18A:40A et seq., N.J.A.C. 6A:16 et seq., and those terms defined in Regulation 5530 shall be used for the purposes of this Policy and Regulation.

B. Discipline

N.J.S.A. 18A:40A-10; 18A:40A-11
N.J.A.C. 6A:16-4.1(c)2.; 6A:16-6.3(a)

The Board prohibits the use, possession, and/or distribution of alcohol or other drugs on school grounds according to N.J.S.A. 18A:40A-9, 10, and 11.

A student who uses, possesses, or distributes alcohol or other drugs will be subject to discipline in accordance with the district's Code of Student Conduct. School authorities also have the authority to impose a consequence on a student for conduct away from school grounds in accordance with the provisions of N.J.A.C. 6A:16-7.5. Discipline may include suspension or expulsion. The Board will establish consequences for a student not following through on the recommendations of an evaluation for alcohol or other drug abuse and related behaviors.

C. Instruction

N.J.S.A. 18A:40A-1 et seq.
N.J.A.C. 6A:16-3.1

The Board shall provide an instructional program on the nature of drugs, alcohol, anabolic steroids, tobacco, and controlled dangerous substances in accordance with the provisions of N.J.S.A. 18A:40A-1 et seq. and N.J.A.C. 6A:16-3.1.

D. Reporting, Notification, and Examination

N.J.S.A. 18A:40A-11 through 18A:40A-17
N.J.A.C. 6A:16-3.1; 6A:16-4.1; 6A:16-4.2; 6A:16-4.3

1. Alcohol or Other Drugs

- a. Any educational staff member or other professional to whom it appears that a student may be currently under the influence of alcohol or other drugs as identified in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a), on school grounds shall report the matter in accordance with N.J.A.C. 6A:16-4.3(a)1.
- b. An immediate medical examination shall be conducted and a written report of the medical evaluation shall be furnished to the parent of the student, the Principal, and the Superintendent in accordance with N.J.A.C. 6A:16-4.3(a)2 through 4.3(a)8.
- c. If the written report of the medical examination is not provided within twenty-four hours of the referral of the student, the student shall be allowed to return to school until such time as a positive determination of alcohol or other drug use is received from the examining physician, unless the student was also removed for violating the Code of Student Conduct.
- d. If the written report of the medical evaluation verifies that alcohol or other drugs do not interfere with the student's physical or mental ability to perform in school, the student shall be immediately returned to school. If there is a positive determination from the medical examination indicating the student's alcohol or other drug use interferes with his or her physical or mental ability to perform in school, the student shall be returned to the care of the parent as soon as possible. Attendance at school shall not resume until a written report has been submitted to the parent, Principal, and Superintendent from a physician licensed to practice medicine

or osteopathy who has examined the student that verifies the student's alcohol or other drug use no longer interferes with his or her physical and mental ability to perform in school.

- e. Removal of a student with a disability shall be in accordance with N.J.A.C. 6A:14.
- f. While a student is at home because of the medical evaluation or after the student returns to school, an appropriately certified school staff member(s) will conduct an alcohol and other drug assessment of the student and a reasonable investigation of the situation and may initiate referral alcohol or other drug abuse treatment in accordance with N.J.A.C. 6A:16-4.3(a)12, 4.3(a)13, and 4.3(a)14.
- g. Disclosure to law enforcement authorities of the identity of a student in instances of alcohol and other drugs shall be in accordance with the requirements of N.J.A.C. 6A:16-4.3(a)3.
- h. The Board may provide additional intervention and referral services for the student according to the requirements of N.J.S.A. 18A:40A-10 and N.J.A.C. 6A:16-8.

2. Anabolic Steroids

- a. Whenever any teaching staff member, certified or non-certified school nurse, or other educational personnel has reason to believe a student has used or may be using anabolic steroids, the person shall report the matter in accordance with N.J.A.C. 6A:16-4.3(b)1.
- b. The Principal or designee upon receiving such report shall immediately notify the parent and Superintendent and shall arrange for an examination of the student as soon as possible to determine whether the student has been using anabolic steroids in accordance with N.J.A.C. 6A:16-4.3(b)2.
- c. Disclosure to law enforcement authorities of the identity of students in instances of anabolic steroids shall be in accordance with the requirements of N.J.A.C. 6A:16-4.3(b)3.
- d. A written report of the examination shall be provided by the examining physician to the parent, Principal, and Superintendent.

- e. If it is determined the student has used anabolic steroids, an appropriately certified school staff member(s) shall interview the student and others to determine the extent of the student's involvement with and use of anabolic steroids and the possible need for referral for treatment in accordance with N.J.A.C. 6A:16-4.3(b)5.
 - f. If the results of a referral for evaluation have positively determined the student's involvement with and use of anabolic steroids represents a danger to the student's health and well-being, an appropriately certified school staff member(s) shall initiate a referral for treatment to agencies and/or private practitioners as outlined in N.J.A.C. 6A:16-4.3(b)6.
3. A school employee who seizes or discovers alcohol or other drugs, or an item believed to be a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall comply with the provisions of N.J.A.C. 6A:16-6.4.
 4. The Board will provide intervention, referral for evaluation, and referral for treatment services to those students that are affected by alcohol or other drug use in accordance with the provisions of N.J.A.C. 6A:16-4.1(c)7.
 5. Refusal or failure by a parent to comply with the provisions of N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3 shall be treated as a policy violation of the Compulsory Education Act, pursuant to N.J.S.A. 18A:38-25 and 31, and child neglect laws, pursuant to N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-11.
 6. Refusal or failure of a student to comply with the provisions of N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3 shall be treated by the school district as a policy violation and handled in accordance with N.J.A.C. 6A:16-4.1(c)2.

E. In-Service Training

N.J.S.A. 18A:40A-15

The Board directs the Superintendent to develop a program of in-service training for all teaching staff members involved in the instruction of students in accordance with the provisions of N.J.S.A. 18A:40A-15. The Board will provide

time for the conduct of the program during the usual school schedule. The in-service training program required in N.J.S.A. 18A:40A-15 shall be updated at regular intervals in order to ensure teaching staff members have the most current information available on this subject.

F. Parent Training Program/Outreach Program

N.J.S.A. 18A:40A-16; 18A:40A-17

N.J.A.C. 6A:16-4.1(c)8

The Board will provide a parent training program/outreach program in accordance with the provisions of N.J.S.A. 18A:40A-16 and 17.

G. Records and Confidentiality of Records

42 CFR Part 2

N.J.S.A. 18A:40A-7.1; 18A:40A-7.2

N.J.A.C. 6A:16-3.2; 6A:32-7.1 et seq.

Notations concerning a student's involvement with substances may be entered on his/her records, subject to N.J.A.C. 6A:32-7.1 et seq. and Policy 8330 regarding confidentiality. Information concerning a student's involvement in a school intervention or treatment program for alcohol or other drug abuse shall be kept strictly confidential according to 42 CFR Part 2, N.J.S.A. 18A:40A-7.1 and 7.2, N.J.A.C. 6A:16-3.2, and N.J.A.C. 6A:16-6.5.

If an elementary or secondary student who is participating in a school-based drug or alcohol abuse counseling program provides information during the course of a counseling session in that program which indicates that the student's parent or other person residing in the student's household is dependent upon or illegally using a substance as that term is defined in N.J.S.A. 18A:40A-9, that information shall be kept confidential and may be disclosed only in accordance with N.J.S.A. 18A:40A-7.1 and N.J.A.C. 6A:16-3.2.

H. Nonpublic School Students

N.J.S.A. 18A:40A-5; 18A:40A-17(c)

The Board has the power and duty to loan to students attending nonpublic schools located in this district and to the parents of such students all educational materials on the nature and effects of drugs, alcohol, anabolic steroids, tobacco, and controlled dangerous substances developed and made available by the

Commissioner of Education. The Board shall not be required to expend funds for the loan of these materials.

I. Civil Immunity

N.J.S.A. 18A:40A-13; 18A:40A-14
N.J.A.C. 6A:16-4.3(c)

No action of any kind in any court of competent jurisdiction shall lie against any employee, officer, or agent of the Board because of actions taken under the education statutes on substance abuse, N.J.S.A. 18A:40A-1 et seq., provided the skill and care given is that ordinarily required and exercised by other such employees, officers, and agents of the Board in accordance with the provisions of N.J.S.A. 18A:40A-13.

Any educational or non-educational Board employee who in good faith reports a student to the Principal or designee in compliance with N.J.A.C. 6A:16-4.3 shall not be liable in civil damages as a result of making such a report, as specified in N.J.S.A. 18A:40A-13 and 14.

J. Reporting Students to Law Enforcement Authorities

N.J.A.C. 6A:16-4.1; 6A:16-6.3

The Superintendent or designee shall disclose to law enforcement authorities the identity of a student reasonably believed to be in possession of a controlled dangerous substance, including anabolic steroids, or related paraphernalia or involved or implicated in distribution activities regarding controlled dangerous substances, including anabolic steroids pursuant to N.J.A.C. 6A:16-4.1(c)9. The Superintendent or designee shall not disclose the identity of the student who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or other drug abuse problem provided the student is not reasonably believed to be involved or implicated in drug-distribution activities.

The Superintendent or designee may disclose to law enforcement authorities the identity of a student suspected to be under the influence of alcohol and/or other drugs, pursuant to N.J.A.C. 6A:16-4.1(c)9.i. Law enforcement authorities shall not be notified of the findings if a student's alcohol or other drug test was obtained as a result of a district's voluntary random drug testing program pursuant to N.J.S.A. 18A:40A-22 et seq. and N.J.A.C. 6A:16-4.4.

K. Policy Review and Accessibility

N.J.S.A. 18A:40A-10; 18A:40A-11
N.J.A.C. 6A:16-4.2(a) and (b)

The Board will annually review the effectiveness of Policy and Regulation 5530 on student alcohol and drug abuse. The Board may solicit parent, student, and community input, as well as consult in the review process with local alcohol or other drug abuse prevention, intervention, and treatment agencies licensed by the New Jersey Department of Human Services.

This Policy and Regulation shall be annually disseminated to all school staff, students, and parents through the district website or other means.

N.J.S.A. 18A:40A-1 et seq.; 18A:40A-7.1 et seq.
N.J.A.C. 6A:16-1.1 et seq.; 6A:16-4.1 et seq.;
6A:16-6.1 et seq.

Adopted: December 10, 2014

5600 STUDENT DISCIPLINE/CODE OF CONDUCT

The Board of Education adopts this Student Discipline/Code of Conduct Policy to establish standards, policies, and procedures for positive student development and student behavioral expectations on school grounds and, as appropriate, for conduct away from school grounds. Every student enrolled in this district shall observe promulgated rules and regulations and the discipline imposed for infraction of those rules.

The Superintendent of Schools will establish a process for the annual review and update of the district's Student Discipline/Code of Conduct Policy and Regulation that may involve a committee of parents, students, and community members that represent, where possible, the composition of the district's schools and community. The Superintendent will report to the Board the process used for the annual review of this Policy and Regulation and will recommend to the Board updates, if any, to the Student Discipline/Code of Conduct Policy and Regulation.

The Student Discipline/Code of Conduct Policy and Regulation shall be disseminated annually to all school staff, students, and parents. The Board of Education shall provide to all employees annual training on the Student Discipline/Code of Conduct Policy and Regulation, which shall include training on the prevention, intervention, and remediation of student conduct that violates the district's Policy and Regulation. Information on the Student Discipline/Code of Conduct Policy and Regulation shall be incorporated into the orientation for new employees.

The Board provides for the district's Student Discipline/Code of Conduct's equitable application. Student discipline and the Code of Student Conduct will be applied without regard to race; color; religion; ancestry; national origin; nationality; sex; gender; sexual orientation; gender identity or expression; marital, domestic-partnership, or civil union; mental, physical or sensory disability; or by any other distinguishing characteristic, pursuant to N.J.S.A. 10:5.-1 et seq.

For students with disabilities, subject to Individualized Education Programs in accordance with 20 U.S.C. §1400 et seq., the Individuals with Disabilities Education Improvement Act and accommodation plans under 29 U.S.C. §§ 794 and 705(20), the Code of Student Conduct shall be implemented in accordance with the components of the applicable plans.

The Student Discipline/Code of Conduct is established for the purposes outlined in N.J.A.C. 6A:16-7.1(b).

Policy and Regulation 5600 include a description of student responsibilities that include expectations for academic achievement, behavior, and attendance, pursuant to N.J.A.C. 6A:32-8 and 13.1; a description of behaviors that will result in suspension or expulsion, pursuant to N.J.S.A. 18A:37-2; and a description of student rights pursuant to N.J.A.C. 6A:16-7.1(c)3.i through vii.

The Board of Education approves the use of comprehensive behavioral supports that promote positive student development and the students' abilities to fulfill the behavioral expectations established by the Board. These behavioral supports include, but are not limited to, positive reinforcement for good conduct and academic success including the programs that honor and reward student conduct and academic achievement; supportive intervention and referral services including those services outlined in Policy 2417; remediation of problem behaviors that take into account the behavior's nature, the students' developmental ages and the students' histories of problem behaviors and performance; and for students with disabilities, the behavior interventions and supports shall be determined and provided pursuant to N.J.A.C. 6A:14.

Policy and Regulation 5600 include a description of school responses to violations of behavioral expectations established by the Board that, at a minimum, are graded according to the severity of the offenses, and consider the developmental ages of the student offenders and their histories of inappropriate behaviors pursuant to N.J.A.C. 6A:16-7.1(c)5.

Students are required to be in compliance with Policy and Regulation 5200 – Attendance pursuant to N.J.A.C. 6A:16-7.6 and Policy and Regulation 5512 – Harassment, Intimidation, and Bullying pursuant to N.J.A.C. 6A:16-7.7.

The Building Principal shall maintain a current list of community-based health and social service provider agencies available to support a student and the student's family, as appropriate, and a list of legal resources available to serve the community.

The Building Principal or designee shall have the authority to assign discipline to students. School authorities also have the right to impose a consequence on a student for conduct away from school grounds that is consistent with the district's

Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.5. This authority shall be exercised only when it is reasonably necessary for the student's physical or emotional safety, security, and well-being or for reasons relating to the safety, security, and well-being of other students, staff, or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2. This authority shall be exercised only when the conduct that is the subject of the proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. Consequences pursuant to N.J.A.C.

6A:16-7.5 shall be handled in accordance with Policy and Regulation 5600, pursuant to N.J.A.C. 6A:16-7.1, and as appropriate, in accordance with N.J.A.C. 6A:16-7-2, 6A:16-7.3, or 6A:16-7.4. School authorities shall respond to harassment, intimidation, or bullying that occurs off school grounds, pursuant to N.J.S.A. 18A:37-14 and 15.3 and N.J.A.C. 6A:16-1.3, 7.1, and 7.7.

Consequences and appropriate remedial action for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion. The factors for determining consequences and remedial measures and examples of consequences and remedial measures are listed in Policy 5512 – Harassment, Intimidation, and Bullying. Consequences for a student who commits an act of harassment, intimidation, or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the student and the student’s history of problem behaviors and performance, and shall be consistent with this Policy and the school district’s Student Discipline/Code of Conduct Policy pursuant to N.J.A.C. 6A:16-7.1. Remedial measures for one or more acts of harassment, intimidation, or bullying shall be designed to correct the problem behavior; prevent another occurrence of the problem; protect and provide support for the victim of the act; and take corrective action for documented systemic problems related to harassment, intimidation, or bullying.

Consequences and remedial measures to address acts or incidents of dating violence at school shall be consistent with the school district’s Student Discipline/Code of Conduct Policy. The factors for determining consequences and remedial measures and examples of consequences and remedial measures are included in Policy and Regulation 5519 – Dating Violence at School and shall be used to address the act or incident as well as serve as remediation, intervention, education, and prevention for all individuals involved. The responses shall be tiered with consideration given to the seriousness and the number of previous occurrences of acts or incidents in which both the victim and aggressor have been involved. Consequences for acts or incidents of dating violence at school may range from admonishment to suspension or expulsion. Retaliation towards the victim of any act or incident of dating violence shall be considered when administering consequences to the aggressor based on the severity of the act or incident. Remedial measures/interventions for acts or incidents of dating violence at school may include, but are not limited to: parent conferences, student counseling (all students involved in the act or incident), peer support groups, corrective instruction or other relevant learning or service experiences, supportive student interventions (Intervention and Referral Services - I&RS), behavioral management plans, and/or alternative placements.

Any student to be disciplined shall be provided the due process procedures for students and their families as set forth in Policy and Regulation 5600 and N.J.A.C. 6A:16-7.2 through 7.4.

In accordance with the provisions of N.J.A.C. 6A:16-7.8, when a student transfers to a public school district from another public school district, all information in the student's record related to disciplinary actions taken against the student by the school district and any information the school district has obtained pursuant to N.J.S.A. 2A:4A-60, Disclosure of Juvenile Information, Penalties for Disclosure, shall be provided to the receiving public school district, in accordance with the provisions of N.J.S.A. 18A:36-19(a) and N.J.A.C. 6A:32-7.5.

The Superintendent may be required to submit a report annually to the New Jersey Department of Education on student conduct, including all student suspensions and expulsions, and the implementation of the Student Discipline/Code of Conduct Policy in accordance with the format prescribed by the Commissioner of Education. The Superintendent shall report to the Commissioner of Education each incident of violence, including harassment, intimidation, and bullying, vandalism, and alcohol and other drug offenses, pursuant to N.J.A.C. 6A:16-4.3, in the school district utilizing the Electronic Violence and Vandalism Reporting System, pursuant to N.J.A.C. 6A:16-5.3.

N.J.S.A. 18A:6-1; 18A:36-25.1; 18A:25-2; 18A:36-19a;
18A:37-1 et seq.; 18A:37-13.1 et seq.
N.J.A.C. 6A:16-7.1 et seq.; 6A:14-1.1 et seq.

Adopted: December 10, 2014

8505 WELLNESS POLICY/NUTRIENT STANDARDS FOR
MEALS AND OTHER FOODS

The Board of Education recognizes child and adolescent obesity has become a major health concern in the United States. The Healthy, Hunger Free Kids Act of 2010 (HHFKA), funds child nutrition programs and establishes required nutrition standards for school lunch and breakfast programs. In accordance with the requirements of the HHFKA each school in the district shall implement this Wellness Policy that includes goals for nutrition promotion, nutrition education, physical activity, and other school-based activities that promote student wellness.

A. Wellness Policy Goals

The goals as outlined below shall apply to each school in the district.

1. Goals for Nutrition Promotion – The following activities will be coordinated in each school in the district:
 - a. Age-appropriate posters will be posted on the walls where food and beverages are served to students highlighting and encouraging the value of good nutrition.
 - b. The school lunch program will have promotional days during the school year where at least one new nutritional alternative menu item will be featured as part of the menu pattern meal component. The food service staff members will promote this nutritional alternative during meal service with posters, flyers, and/or hand-outs regarding the nutritional menu item alternative.
 - c. The Principal or designee will encourage food products that meet the nutrition standards of the HHFKA when used as an incentive or reward for student accomplishments, club or activity achievements, and/or success in competitions within the school.
 - d. Food service staff, in consultation with the Principal or designee, will coordinate obtaining student input on menu planning that will include taste testing of new nutritional food, satisfaction surveys, and other activities that will promote nutrition awareness.

- e. Food service staff will place the healthier food items in the service line where students are more likely to choose them.
 - f. Parents will be provided the nutritional standards of the HHFKA and encourage parents to pack lunches and snacks that meet the HHFKA nutritional standards.
2. Goals for Nutrition Education – The following activities will be coordinated in each school in the district:
- a. The Principal will ensure each student receives at least one presentation per school year that promotes good nutrition and nutrition education. These presentations may be provided through classroom visits from school staff members trained in nutrition, school-wide or group assembly programs, during health/physical education classes during the school year, or any other presentation manner. This requirement may be provided as part of nutrition education provided to students as part of the district’s curriculum.
 - b. The Principal or designee will post the nutritional guidelines of the HHFKA in the area of the school building where food and beverages are served.
 - c. The school lunch menu will include nutritional information, activities, recipes, and/or any other information that encourages the selection of healthy food items.
3. Goals for Physical Activity
- a. The following activities will be coordinated in each elementary school in the district:
 - (1) All students shall receive health/physical education under the supervision of a properly certified teaching staff member as required by the New Jersey Department of Education.
 - (2) The Principal or designee will ensure there is age-appropriate equipment and supplies available during recess time for students to participate in physical activities.

- (3) Students will be encouraged by school staff members supervising student recess time to participate in some type of physical activity, which may include, but not be limited to: walking; playing games that require physical activity, such as kick ball, volleyball, baseball, basketball, etc.; rope jumping; and/or using playground equipment.
 - (4) The Principal will encourage classroom teachers to incorporate brief, physical activity breaks into the school day to establish an environment that promotes regular physical activity throughout the school day.
 - (5) The Principal or designee will coordinate special events that highlight physical activity, which may include field days, walk-a-thons, and activity tournaments or competitions. The Principal or designee may involve parents, community members, and students in the planning of these events.
- b. The following activities will be coordinated in each middle school in the district:
- (1) All students shall receive health/physical education under the supervision of a properly certified teaching staff member as required by the New Jersey Department of Education.
 - (2) The Board of Education may offer middle school students opportunities to participate in after-school intramural and/or interscholastic team activities coordinated and under the supervision of school staff members.
 - (3) The Board of Education will support after-school activities and clubs where physical activity for students is included as a key component to the activity's or club's purpose. These clubs may include, but not be limited to, gardening clubs, walking clubs, and exercise classes.
- c. The following activities will be coordinated in each high school in the district:

- (1) All students shall receive health/physical education under the supervision of a properly certified teaching staff member as required by the New Jersey Department of Education.
 - (2) The Board of Education will offer high school students opportunities to participate in after-school intramural and/or interscholastic team activities coordinated and under the supervision of school staff members.
 - (3) The Board of Education will support after-school activities and clubs where physical activity for students is included as a key component to the activity's or club's purpose. These clubs may include, but not be limited to, gardening clubs, walking clubs, and exercise classes.
4. Goals for Other School-Based Activities - The following activities will be coordinated in each school in the district:
- a. Each school in the district will establish a Wellness Committee comprised of the Principal or designee, at least one health/physical education teacher, a school nurse, at least two parents, at least two students, and at least one food service staff member.
 - b. The Principal or designee will coordinate information being disseminated to students and parents promoting the school lunch program, nutrition, and nutrition education.
 - c. The school district will celebrate a School Wellness Week, as determined by the Superintendent of Schools, where schools will have special activities throughout the week to promote nutrition and physical activity. These special activities will be planned and coordinated by each school's Wellness Committee.
 - d. The Principal will encourage fund-raising activities that promote physical activity such as walk-a-thons, teacher-student activity competitions, family activity nights, and school dances.
5. Annual School Progress Report

- a. The goals for nutrition promotion, nutrition education, physical activity, and other school-based activities that promote student wellness shall be evaluated annually by the Principal or designee of each school and the school's Wellness Committee in an Annual School Progress Report provided to the Superintendent of Schools before June 30.
 - b. The Annual School Progress Report shall present the extent to which each school is in compliance with this Policy, the progress made in attaining the goals of this Policy, any recommended changes to this Policy, and an action plan for the following school year to achieve the school's annual goals and objectives.
6. Annual District Summary Progress Report
- a. Upon receiving the Annual School Progress Report from each school, the Superintendent or designee will compile an Annual District Summary Progress Report to be presented to the Board of Education at a public meeting before the beginning of the school year. The public will be provided an opportunity to review and comment on the Annual District Summary Progress Report at the Board meeting.
 - b. Revisions to this Policy will be recommended by the Superintendent or designee to be approved by the Board of Education before September 30 of each school year.
7. Additional Wellness Policy Goals
- a. Nothing in this Policy shall prevent an individual school in the district from developing and implementing additional activities, approved by the Superintendent or designee, to those required in this Policy.
- B. Nutrition Guidelines for All Foods and Beverages
1. The Board of Education requires each school in the district to comply with the Federal school meal nutrition standards and the smart snacks in accordance with the requirements HHFKA. The nutritional standards shall apply to all foods and beverages sold in each school in the district as part of the menu pattern meal, a la carte, in school stores, snack bars, or

vending machines. The food requirements for any food sold in schools must meet a range of calorie and nutrient requirements as outlined in the HHFKA.

2. The school district will comply with the HHFKA beverage requirements and beverage portion requirements for elementary, middle, and secondary schools. Each school will make potable water available to children at no charge in the place where breakfast, lunch, and afterschool snacks are served during meal service.
3. On-campus fundraisers involving food or beverage items must meet the Smart Snack standards of the HHFKA. The nutrition standards of the HHFKA do not apply to non-school hours, weekends, and off-campus fundraising events. The United States Department of Agriculture defines school day as starting from midnight to thirty minutes after the end of the school day. Fundraisers involving the sale of food or beverages must be submitted to the Principal or designee for approval.

C. District Coordinator

The Superintendent or designee shall be the school district official responsible to ensure each school in the district complies with the requirements as outlined in this Policy.

D. Publication/Dissemination

This Policy will be made available to staff members, students, and parents by being posted on the school district and/or school websites.

The Healthy, Hunger-Free Kids Act of 2010

Adopted: December 10, 2014

R 5306 HEALTH SERVICES TO NONPUBLIC SCHOOLS

- A. A Board of Education having nonpublic schools within the school district boundaries shall provide nursing services to students enrolled in a nonpublic school pursuant to N.J.S.A. 18A:40-23 et seq. and N.J.A.C. 6A:16-2.5.
1. The school district shall provide services to students who are enrolled full-time;
 2. Services shall be made available only to students of a nonpublic school that provided to the Board of Education a report of the type and number of services provided during the previous school year;
 3. The provision of nursing services shall include:
 - a. Assistance with medical examinations including dental screening;
 - b. Screening of hearing;
 - c. Maintenance of student health records and notification of local or county health officials of any student who has not been properly immunized; and
 - d. Scoliosis examinations of students between the ages of ten and eighteen.
- B. The Board of Education shall provide for the extension of emergency care provided to public school students and to full-time nonpublic school students who are injured or become ill at school or during participation on a school team or squad pursuant to N.J.A.C. 6A:16-2.1(a)4.
- C. The Board of Education may provide additional services to those required under A. above under the following conditions:
1. Additional medical services may be provided only when all basic nursing services required under A. and B. above have been or will be provided;
 2. Additional medical services may include the necessary equipment, materials, and services for immunizing from diseases for students who are enrolled full-time in the nonpublic school as required by N.J.A.C. 8:57-4;

3. Equipment comparable to that used in the school district may be purchased by the school district to loan without charge to the nonpublic school for the purpose of providing services under N.J.A.C. 6A:16-2.5. However, such equipment shall remain the property of the district Board of Education; and
 4. Costs of supplies comparable to that used in the school district and transportation costs may be charged to the funds allocated for each participating nonpublic school provided the costs are directly related to the required basic nursing services and the permitted additional medical services.
- D. Nursing services shall be provided by a registered nurse licensed in the State of New Jersey who is an employee of the school district, a third-party contractor, or an independent contractor.
- E. The nursing services provided to a nonpublic school students shall not include instructional services.
- F. A nonpublic school may decline nursing services required or permitted under N.J.A.C. 6A:16-2.5 by submitting to the Board of Education notification signed by the Chief School Administrator of the nonpublic school pursuant to N.J.S.A. 18A:40-29.
- G. A student who is enrolled in a nonpublic school and whose parent objects to the student receiving any service provided under N.J.A.C. 6A:16-2.5 shall not be compelled to receive the service except for a physical or medical examination to determine whether the student is ill or infected with a communicable disease pursuant to N.J.S.A. 18A:40-30.
- H. The Board of Education shall consider the provision of health services based upon the following:
1. The funding for services shall be based upon the nonpublic school enrollment on the last school day prior to October 16 of the preceding school year;
 2. The provision of services shall be only to a student of a nonpublic school that provided to the Board of Education a report of the type and number of services provided during the previous school year; and

3. The funds expended by the Board of Education for administrative costs shall be limited to the actual costs or six percent of the funds allocated for each participating nonpublic school, whichever is less.
- I. The Superintendent or designee shall confer annually with the administrator of the nonpublic school for the following purposes:
1. To advise the nonpublic school of the amount of funds allocated to it by the Department of Education or otherwise made available by the school district for the provision of health services for full-time students enrolled in the nonpublic school;
 2. To agree on the basic health services that shall be provided and the additional medical services that may be provided as set forth in N.J.S.A.18A:40-23 et seq.;
 3. If the Superintendent or designee and the nonpublic school administrator cannot reach agreement regarding the health services and additional medical services to be provided, the County Office of Education shall provide assistance;
 4. To assure that each nonpublic school that receives nursing services has a copy of N.J.S.A. 18A:40-23 through 31 and N.J.A.C. 6A:16-2; and
 5. To assure that a description of the provision of nursing services is reflected in the school district's Nursing Services Plan.
- J. For the purposes of monitoring and recordkeeping, the Board of Education providing health services to nonpublic schools shall submit to the Executive County Superintendent on or before October 1 annually the following information and shall provide a copy to the Chief School Administrator of each nonpublic school within school district boundaries:
1. A written statement verifying that the required conference was held with the nonpublic school;
 2. A copy of the contract with another agency to provide services, if applicable, and approved minutes of the Board of Education meeting approving the contract that describes the methods by which the health services will be provided to nonpublic school students for the ensuing year, including a rationale for the distribution of funds; and

3. A description of the type and number of services that were provided during the previous school year on a Commissioner of Education approved form.

Issued: December 10, 2014

R 5308 STUDENT HEALTH RECORDS

Student health records shall be maintained for each student pursuant to N.J.A.C. 6A:16-2.4. Maintenance and security of student health records shall be in accordance with N.J.A.C. 6A:32-7.4.

A. Mandated Student Health Records

1. The following mandated student health records shall be maintained:
 - a. Findings of health histories, medical examinations, and health screenings pursuant to N.J.A.C. 6A:16-2.2 and 4.3; and
 - b. Documentation of immunizations against communicable diseases or exemption from these immunizations pursuant to N.J.A.C. 8:57-4.1, 4.3, and 4.4.
2. The district will document the findings of student health histories, health screenings, and required medical examinations that are relevant to school participation on the student's health record using a form approved by the Commissioner of Education.

B. Maintenance of Student Health Records

1. The school district shall maintain student health records in accordance with N.J.A.C. 6A:32-7.4 as follows:
 - a. Student health records may be stored electronically or in paper format. When records are stored electronically, proper security and backup procedures shall be administered;
 - b. Student health records, whether stored on paper or electronically, shall be maintained separately from other student records, until such time as graduation or termination whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record; and
 - c. Student health records shall be accessible during the hours in which the school program is in operation.

C. Transferring Student Health Records

The school district shall ensure compliance with the requirements of N.J.A.C. 6A:32-7 – Student Records and Policy and Regulation 8330 when transferring student health records.

D. Restrictions for Sharing Student Health Information

1. Any Board of Education employee with knowledge of, or access to, the following health information shall comply with restrictions for sharing information as required by Federal and State statutes and regulations.
 - a. Information that identifies a student as having HIV infection or AIDS shall be shared only with prior written informed consent of the student age twelve or greater, or of the student’s parent as required by N.J.S.A. 26:5C-1 et seq. and only for the purpose of determining an appropriate educational program for the student.
 - b. Information obtained by the school's alcohol and other drug program which would identify the student as an alcohol or other drug user may be disclosed only for those purposes and under those conditions permitted by 42 CFR Part 2.
 - c. Information provided by a secondary school student while participating in a school-based alcohol or other drug counseling program that indicates a parent, guardian, or other person residing in the student’s household is dependent upon or illegally using a substance shall be shared only for those purposes and conditions permitted by N.J.S.A. 18A:40A-7.1.

E. Access to Student Health Records

1. Access to and disclosure of information in the student’s health record shall meet the requirements of the Family Education Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g and 34 CFR Part 99, incorporated herein by reference, as amended and supplemented, and N.J.A.C. 6A:32-7 et seq., Student Records.
2. The school district shall provide access to the student health records to licensed medical personnel not holding educational certification who are working under contract with or as employees of the school district only to

the extent necessary to enable the licensed medical personnel to perform their duties.

- a. Secretarial or clerical personnel under the supervision of the certified school nurse shall be permitted access to those portions of the student's health record necessary for entry and recording of data and for conducting routine clerical tasks as outlined in N.J.S.A. 18A:40-3.4 and N.J.A.C. 6A:32-7.5.

Nothing in N.J.A.C. 6A:16-2.4 or in Policy and Regulation 5308 shall be construed to prohibit school personnel from disclosing to students or adults in connection with an emergency the information contained in the student health record if the release is necessary to protect the immediate health or safety of the student or other persons pursuant to N.J.A.C. 6A:32-7.4.

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R 5310 HEALTH SERVICES

A. Definitions – N.J.A.C. 6A:16-1.3

1. Advanced practice nurse – means a person who holds a current license as nurse practitioner/clinical nurse specialist from the State Board of Nursing.
2. Certified School Nurse – means a person who holds a current license as a registered professional nurse from the State Board of Nursing and an Educational Services Certificate, school nurse or school nurse/non-instructional endorsement from the Department of Education pursuant to N.J.A.C. 6A:9-13.3 and 13.4.
3. Medical Examination – means the assessment of an individual’s health status.
4. Medical Home – means a health care provider, including New Jersey FamilyCare providers as defined by N.J.S.A. 30:4J-12 and the provider’s practice site chosen by the student’s parent for the provision of health care.
5. Non-certified Nurse – means a person who holds a current license as a professional nurse from the State Board of Nursing and is employed by a district Board of Education or nonpublic school, and who is not certified as a school nurse by the Department of Education.
6. Physical Examination – means the examination of the body by a professional licensed to practice medicine or osteopathy, or an advanced practice nurse. The term includes specific procedures required by statute as stated in N.J.A.C. 6A:16-2.2.
7. School Physician – means a physician with a current license to practice medicine or osteopathy from the New Jersey Board of Examiners who works under a contract or as an employee of the school district. The physician is also referred to as the medical inspector as per N.J.S.A. 18A:40-1.

B. Medical Examinations – General Conditions

Each student medical examination shall be conducted at the medical home of the student. If a student does not have a medical home, the school district shall

provide the examination at the school physician's office or other comparably equipped facility pursuant to N.J.S.A. 18A:40-4.

The findings of required examinations under C. through G. below shall include the following components:

1. Immunizations pursuant to N.J.A.C. 8:57-4.1 through 4.24;
2. Medical history including allergies, past serious illnesses, injuries, operations, medications, and current health problems;
3. Health screenings including height, weight, hearing, blood pressure, and vision; and
4. Physical examinations.

The Board of Education shall make accessible information regarding the New Jersey FamilyCare Program for students who are knowingly without medical coverage pursuant to N.J.S.A. 18A:40-34.

Pursuant to N.J.S.A. 18A:40-4.4, a student who presents a statement signed by his/her parent that required examinations interfere with the free exercise of his/her religious beliefs shall be examined only to the extent necessary to determine whether the student is ill or infected with a communicable disease or under the influence of alcohol or drugs or is disabled or is fit to participate in any health, safety, or physical education course required by law.

Information concerning a student's HIV/AIDS status shall not be required as part of the medical examination or health history pursuant to N.J.S.A. 26:5C-1 et seq.

C. Medical Examinations - Prior to Participation on a School-Sponsored Interscholastic or Intramural Athletic Team or Squad for Students Enrolled in Any Grades Six to Twelve

The school district shall ensure that students receive medical examinations prior to participation on a school-sponsored interscholastic or intramural athletic team or squad for students enrolled in any grade six to twelve.

1. The examination shall be conducted within 365 days prior to the first practice session.
2. The medical examination shall include a health history questionnaire completed and signed by the parent.

- a. The report of health findings of the medical examination for participation shall be documented on the Athletic Pre-participation Physical Examination Form approved by the Commissioner of Education to determine whether the student had or currently has any of the following since their last physical:
 - (1) Injuries;
 - (2) Chronic or ongoing illness;
 - (3) Need for prescribed medication;
 - (4) Allergies;
 - (5) Head-related conditions;
 - (6) Heart-related conditions;
 - (7) Eye, ear, nose, mouth, or throat conditions;
 - (8) Neuromuscular/orthopedic conditions; or
 - (9) General or exercise-related conditions.

- b. The medical report shall include a determination concerning the student's participation that includes, at a minimum, the following normalities:
 - (1) Measurement of weight, height, and blood pressure;
 - (2) Examination of the skin to determine the presence of infection, scars from previous surgery or trauma, jaundice, a rash, and purpura;
 - (3) Examination of the eyes to determine visual acuity, use of eyeglasses or contact lenses, and examination of the sclera for the presence of jaundice;
 - (4) Examination of the ears to determine the presence of acute or chronic infection, perforation of the eardrum and gross hearing loss;

- (5) Examination of the nose to assess the presence of deformity which may affect endurance;
 - (6) Assessment of the neck, back, and spine to determine range of motion, the presence of pain associated with such motion, and abnormal curvature of the spine;
 - (7) Examination of chest contour;
 - (8) Auscultation and percussion of the lungs;
 - (9) Assessment of the heart with attention to the presence of murmurs, noting rhythm and rate;
 - (10) Assessment of the abdomen with attention to the possible presence of hepatomegaly, splenomegaly, or abnormal masses;
 - (11) Examination of upper and lower extremities to determine abnormal mobility or immobility, deformity, instability, muscle weakness or atrophy, surgical scars and varicosities;
 - (12) Examination of the testes to determine the presence and descent of testes, abnormal masses, or configurations, or hernia;
 - (13) Assessment of physiological maturation; and
 - (14) Neurological examination to assess balance and coordination.
- c. The medical report shall indicate if a student is allowed or disallowed to participate in the required sports categories and shall be completed and signed by the original examining physician, advanced practice nurse, or physician's assistant.
- d. An incomplete form shall be returned to the student's medical home for completion unless the school nurse can provide documentation to the school physician that the missing information is available from screenings completed by the school nurse or physician within the prior 365 days.

3. Each student whose medical examination was completed more than sixty days prior to the first practice session shall provide a health history update of medical problems experienced since the last medical examination. This shall be completed and signed by the parent. The health history update shall include the following information:
 - a. Hospitalization/operations;
 - b. Illnesses;
 - c. Injuries;
 - d. Care administered by a physician of medicine or osteopathy, advanced practice nurse, or physician's assistant; and
 - e. Medications.
4. Each school district shall provide to the parent written notification signed by the school physician stating approval of the student's participation in athletics based upon the medical report or the reasons for the school physician's disapproval of the student's participation.
5. A student who does not have a completed Athletic Preparticipation Physical Examination Form shall not be permitted to participate.

D. Medical Examinations - Upon Enrollment in School

1. The school district shall ensure that students receive medical examinations upon enrollment in school. The parent shall be required to provide examination documentation of each student within thirty days of enrollment in the school.
2. When a student transfers to another school, the sending school district shall ensure the entry-examination documentation is forwarded to the receiving school district pursuant to N.J.A.C. 6A:16-2.4(d).
3. Students transferring into this school district from out-of-State or out-of-country may be allowed a thirty-day period to obtain entry examination documentation.
4. The school district shall notify parents through its website or other means about the importance of obtaining subsequent medical examinations of the

student at least once during each developmental stage: at early childhood (pre-school through grade three), pre-adolescence (grades four through six), and adolescence (grades seven through twelve).

E. Medical Examinations - When Students Apply for Working Papers

1. Pursuant to N.J.S.A. 34:2-21.7 and 21.3, the school district may provide for the administration of a medical examination for a student pursuing a certificate of employment.
2. The school district shall not be held responsible for the costs for examinations at the student's medical home or other medical provider(s).

F. Medical Examinations - For the Purposes of the Comprehensive Child Study Team Evaluation Pursuant to N.J.A.C. 6A:14-3.4

1. The school district shall ensure that students receive medical examinations for the purposes of the comprehensive Child Study Team evaluation pursuant to N.J.A.C. 6A:14-3.4.

G. Medical Examinations - When a Student is Suspected of Being Under the Influence of Alcohol or Controlled Dangerous Substances pursuant to N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3

1. If a student who is suspected of being under the influence of alcohol or controlled dangerous substances is reported to the certified school nurse, the certified school nurse shall monitor the student's vital signs and general health status for emergent issues and take appropriate action pending the medical examination pursuant to N.J.A.C. 6A:16-4.3.
2. No school staff shall interfere with a student receiving a medical examination for suspicion of being under the influence of alcohol or controlled dangerous substances pursuant to N.J.A.C. 6A:16-4.3.

H. Health Screenings

The Board of Education shall ensure that students receive health screenings in accordance with N.J.A.C. 6A:16-2.2(k).

1. Screening for height, weight, and blood pressure shall be conducted annually for each student in Kindergarten through grade twelve.

2. Screening for visual acuity shall be conducted biennially for students in Kindergarten through grade ten.
3. Screening for auditory acuity shall be conducted annually for students in Kindergarten through grade three and in grades seven and eleven pursuant to N.J.S.A. 18A:40-4.
4. Screening for scoliosis shall be conducted biennially for students between the ages of ten and eighteen pursuant to N.J.S.A. 18A:40-4.3.
5. Screenings shall be conducted by a school physician, school nurse, or other school personnel properly trained.
6. The school district shall provide for the notification of the parent of any student suspected of deviation from the recommended standard.

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R 5530 SUBSTANCE ABUSE

The following procedures are established in implementation of Policy 5530, Substance Abuse.

A. Definitions

1. “Evaluation” means procedures used by a certified or licensed professional to make a positive determination of a student’s need for programs and services which extend beyond the general school program by virtue of learning, behavior, or health difficulties of the student or the student’s family.
2. “Other drugs” mean substances as defined in N.J.S.A. 18A:40A-9 and substances as defined in N.J.A.C. 6A:16-4.1(a).
3. “Parent” means the natural parent(s) or adoptive parent(s), legal guardian(s), foster parent(s) or parent surrogate(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 such parental rights have not been terminated by a court of appropriate jurisdiction.
4. “Referral for evaluation” means programs and services suggested to a student or his or her family in order to make a positive determination regarding a student’s need for services that extend beyond the general school program.
5. “Referral for treatment” means programs and services suggested to a student or to his or her family to help implement the recommendations resulting from an evaluation, pursuant to N.J.A.C. 6A:16-1.3 and 4.1(c)5 and 6; in response to a positive alcohol or other drug test result, pursuant to N.J.A.C. 6A:16-4.4; or in response to the family’s request for assistance with a learning, behavior, or health difficulty, pursuant to N.J.A.C. 6A:16-4.1(c)7 and 8.
6. “School grounds” means and includes land, portions of land, structures, buildings, and vehicles, owned, operated or used for the provision of academic or extracurricular programs sponsored by the district or community provider and structures that support these buildings, such as school wastewater treatment facilities, generating facilities, and other central facilities including, but not limited to, kitchens and maintenance

shops. "School grounds" also include other facilities as defined in N.J.A.C. 6A:26-1.2, playgrounds; and other recreational places owned by local municipalities, private entities, or other individuals during those times when the school district has exclusive use of a portion of such land. "School grounds" also includes athletic stadiums; swimming pools; any associated structures or related equipment tied to such facilities including, but not limited to, grandstands; greenhouses; garages; facilities used for non-instructional or non-educational purposes; and any structure, building, or facility used solely for school administration as defined in N.J.A.C. 6A:26-1.2.

7. "Substance" as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a) means alcoholic beverages, controlled dangerous substances, including anabolic steroids as defined at N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2, any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined at N.J.S.A. 2C:35-10.4, and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.
8. "Substance abuse" means the consumption or use of any substance for purposes other than for the treatment of sickness or injury as prescribed or administered by a person duly authorized by law to treat sick and injured human beings.
9. "Under the influence" of substances means that the student is observed in the use of a substance or exhibits physical and/or behavioral characteristics that indicate the immediate use of a substance.

B. Discipline

1. Any violation of Board rules prohibiting the use, possession, and/or distribution of a substance is a serious offense, and the student who violates a substance abuse rule will be disciplined accordingly. Repeated violations are more severe offenses and warrant stricter disciplinary measures. Students who violate the substance abuse rules will be disciplined as follows:
 - A pupil who violates this policy the first time shall receive no less than a three day suspension unless the pupil voluntarily agrees to participate in and complete a substance abuse counseling and treatment program, provided that the pupil is not involved in drug distribution activities. A second offense shall result in a suspension that is no less than six days. If a pupil is found to be a repeat violator (more than two offenses) or continues to use substances as reported by the counseling program, he/she shall be suspended for ten days with a recommendation to the Board for review which may lead to further discipline.
 - Notwithstanding the foregoing, the administration may impose a long term suspension or recommend expulsion for a first offense when the administration deems it appropriate (i.e. sale of drugs, possession of large quantity, type of drug).
 - Disciplinary action shall be determined according to the severity and frequency of the charges. Previous violations of Board Policy(ies), in addition to alcohol and/or other drug(s) of abuse may be considered in a decision of expulsion. Administrative discretion shall be exercised and alternate instruction may be offered, when appropriate.
 - Short term suspension(s) may be in or out of school according to the discretion of the Building Principal.
 - In cases where the Building Principal believes the offense warrants a penalty of more than ten days suspension, he shall refer the case to the Superintendent.
 - A pupil may be considered for expulsion by the Board of Education, whether or not the pupil has been found delinquent or convicted in a court of law.

C. Intervention, Referral for Evaluation, and Referral for Treatment Services

1. The provision of intervention, referral for evaluation, and referral for treatment services for students who are affected by alcohol or other drug use.
 - a. The intervention, referral for evaluation, and referral for treatment services shall be provided by an individual who holds the educational services certificate with the student assistance coordinator endorsement issued by the New Jersey State Board of Examiners, or by an individual who holds one of the following educational services certificate endorsements: school nurse; school nurse/non-instructional; school psychologist; school counselor; school social worker; or student personnel services and is trained in alcohol and other drug abuse intervention, assessment, referral for evaluation, and referral for treatment skills.

- b. The intervention, referral for evaluation, and referral for treatment services shall include one or more of the following:
 - (1) Provisions for a program of instruction, counseling, and related services provided by the district Board of Education while a student receives medical treatment for a diagnosed alcohol or other drug dependency problem;
 - (2) Referral to a community agency, as defined in N.J.A.C. 6A:16-4.1(b), out-of-State agencies licensed by the appropriate State regulatory agency for alcohol and other drug services, or private practitioners authorized by the appropriate drug and alcohol licensing board;
 - (3) Provisions for support services for students who are in, or returning from, medical treatment for alcohol and other drug dependency; or
 - (4) A special class, course or educational program designed to meet the needs of students with alcohol or other drug use problems.

D. Reporting, Notification, and Examination Procedures

- 1. Students Suspected of Using Anabolic Steroids – N.J.A.C. 6A:16-4.3(b)
 - a. Whenever a teaching staff member, certified or non-certified school nurse, or other educational personnel has reason to believe that a student has used or may be using anabolic steroids, the person shall report the matter as soon as possible to the Principal or, in the Principal's absence, to a person designated by the Principal and either the certified or non-certified school nurse, the school physician, or the student assistance coordinator.
 - b. In response to a report of suspected anabolic steroid use, including instances when a report is made to law enforcement, the Principal or designee shall immediately notify the student's parent and the Superintendent. The Principal or designee shall arrange for an examination of the student by a physician licensed to practice medicine or osteopathy selected by the parent.

- (1) If the physician chosen by the parent is not available to perform the examination, the examination shall be conducted by the school physician or other physician identified by the Principal.
 - (2) The student shall be examined as soon as possible for the purpose of determining whether the student has been using anabolic steroids.
- c. The Superintendent or designee may disclose to law enforcement authorities the identity of a student suspected to have used or to be using anabolic steroids.
- (1) The Superintendent or designee shall disclose to law enforcement authorities the identity of a student reasonably believed to be in possession of anabolic steroids or related paraphernalia or a student reasonably believed to be involved or implicated in distribution activities involving anabolic steroids.
- d. The examining physician shall provide to the parent, Principal, and Superintendent a written report of the examination.
- e. If it is determined the student has used anabolic steroids, an individual who holds the Educational Services Certificate with the student assistance coordinator endorsement issued by the New Jersey State Board of Examiners or an individual who holds one of the following educational services certificate endorsements: school nurse, school nurse/non-instructional, school psychologist, school counselor, school social worker, or student personnel services and is trained to assess alcohol and other drug abuse shall interview the student and others, as necessary, for the purpose of determining the extent of the student's involvement with and use of anabolic steroids and the possible need for referral for treatment.
- (1) To make this determination, the school staff member(s) identified above may conduct a reasonable investigation, which may include interviews with the student's teachers and parents and consultation with experts in student alcohol or other drug abuse.

- f. If results of a referral for evaluation positively determine the student's involvement with and use of anabolic steroids represents a danger to the student's health and well-being, the school staff member(s) identified in D.1.e. above who is trained to assess alcohol and other drug abuse shall initiate a referral for treatment to appropriate community agencies as defined in N.J.A.C. 6A:16-4.1(b), to out-of-State agencies licensed by the appropriate State regulatory agency for alcohol and other drug services, or to private practitioners certified by the appropriate drug and alcohol licensing board.
2. Students Suspected of Being Under the Influence of Alcohol or Other Drugs Other Than Anabolic Steroids – N.J.A.C. 6A:16-4.3(a)
 - a. Any educational staff member or other professional to whom it appears that a student may be currently under the influence of alcohol or other drugs on school grounds shall report the matter as soon as possible to the Principal or, in his or her absence, to his or her designee and either the certified school nurse, non-certified school nurse, school physician, or student assistance coordinator, pursuant to N.J.S.A. 18A:40A-12.
 - (1) In instances where the Principal and either the certified school nurse, non-certified school nurse, school physician or the student assistance coordinator are not in attendance, the staff member responsible for the school function shall be immediately notified.
 - (2) The referring staff member shall file with the Principal a report describing the incident. The form shall include all information necessary for a complete, accurate reporting on the Electronic Violence and Vandalism Reporting System (EVVRS) according to N.J.S.A. 18A:17-46 and N.J.A.C. 6A:16-5.3.
 - b. In response to every report by an educational staff member or other professional of suspected student alcohol or other drug use, including instances when a report is made to law enforcement, the Principal or designee shall:

- (1) Immediately notify the student's parent and the Superintendent or designee;
 - (2) Arrange for an immediate medical examination of the student for the purposes of providing appropriate health care and for determining whether the student is under the influence of alcohol or other drugs, other than anabolic steroids; and
 - (3) Any substance screening conducted by the school nurse and/or other staff is not a substitute for the required medical examination required in N.J.S.A. 18A:40A-12.
- c. The Superintendent or designee may disclose to law enforcement authorities the identity of a student suspected to be under the influence of alcohol or other drugs.
- (1) The Superintendent or designee shall disclose to law enforcement authorities the identity of a student reasonably believed to be in possession of a controlled dangerous substance or related paraphernalia or a student reasonably believed to be involved or implicated in distribution activities regarding controlled dangerous substances.
- d. The medical examination shall be performed by a physician licensed to practice medicine or osteopathy who is selected by the parent.
- (1) The parent will be provided, in writing, the minimum requirements for the immediate medical examination, which will include, but not be limited to, the substances to be tested by the physician, the cut-off levels of each substance to be tested, the time period the immediate medical examination must be conducted, and any other requirements of the examination.
 - (2) The examination shall be at the expense of the parent and not the district Board of Education.

- e. If the physician chosen by the parent is not immediately available, the medical examination shall be conducted by the school physician.
 - (1) If the school physician is not available, the student shall be accompanied by a member of the school staff designated by the Principal to the emergency room of the nearest hospital for examination.
 - (2) The student's parent, if available, shall also accompany the student.
 - (3) When the medical examination is conducted by the school physician or a physician at the emergency room of the nearest hospital, the examination shall be at the expense of the district Board of Education.

- f. The Board of Education will have a plan in place for the appropriate supervision of the student:
 - (1) While waiting for a parent to take the student to the physician selected by the parent, or while the student is waiting for and receiving the medical examination by the school physician or the physician in an emergency room; and
 - (2) Provisions will be made for the appropriate care of the student while awaiting the results of the medical examination.

- g. A written report of the medical examination of the student shall be furnished to the student's parent, the Principal, and the Superintendent of Schools by the examining physician within twenty-four hours of the referral of the student for suspected alcohol or other drug use.
 - (1) The school district, in cooperation with the school physician or medical professionals licensed to practice medicine or osteopathy, shall establish minimum requirements for the medical report. The minimum requirements for the examination will be periodically reviewed and updated as needed.

- (2) The report's findings shall verify whether the student's alcohol or other drug use interferes with his or her physical and mental ability to perform in school.
- h. When the medical examination is performed by a physician other than the school physician or at the emergency room of the nearest hospital, the school district will require the parent to verify within twenty-four hours of the notification that the student is suspected of alcohol or other drug use that a medical examination was performed in compliance with this Policy.
 - (1) The verification shall include, at a minimum, the signature, printed name, address, and phone number of the examining physician, the date and time of the medical examination, and the date by which the report required in this Policy will be provided.
 - (2) Refusal or failure by a parent to comply with this requirement shall be treated as a policy violation and handled in accordance with N.J.A.C. 6A:16-4.3(d).
- i. If the written report of the medical examination is not submitted to the parent, Principal, and Superintendent within twenty-four hours of the referral of the student for suspected alcohol or other drug use, the student shall be allowed to return to school until such time as a positive determination of alcohol or other drug use is received from the examining physician, unless the student was also removed for violating the Code of Student Conduct.
- j. If the written report of the medical examination verifies that alcohol or other drugs do not interfere with the student's physical and mental ability to perform in school, the student will be immediately returned to school.
- k. If there is a positive determination from the medical examination, indicating the student's alcohol or other drug use interferes with his or her physical or mental ability to perform in school:
 - (1) The student will be returned as soon as possible to the care of the parent;

- (2) Attendance at school shall not resume until a written report has been submitted to the parent, the Principal, and Superintendent from a physician licensed to practice medicine or osteopathy who has examined the student to determine whether alcohol or other drug use interferes with his or her physical or mental ability to perform in school.
 - (a) The report shall verify that the student's alcohol or other drug use no longer interferes with the student's physical and mental ability to perform in school.
 - (3) Removal of a student with a disability shall be made in accordance with N.J.A.C. 6A:14.
- I. While the student is home because of the medical examination or after the student returns to school, an individual who holds the Educational Services Certificate with the student assistance coordinator endorsement issued by the New Jersey State Board of Examiners or an individual who holds one of the following Educational Services Certificate endorsements: school nurse, school nurse/non-instructional, school psychologist, school counselor, school social worker, or student personnel services and is trained to assess alcohol and other drug abuse shall:
- (1) Conduct an alcohol and other drug assessment of the student and a reasonable investigation of the situation, which may include interviews with the student's teachers and parents and consultation with experts in student alcohol or other drug abuse, for the purpose of making a preliminary determination of the student's need for educational programs, supportive services, or treatment that extend beyond the general school program by virtue of the student's use of alcohol or other drugs.
 - (a) The findings of the assessment alone shall not prevent a student from attending school; and
 - (2) Cooperate with community agencies as defined in N.J.A.C. 6A:16-4.1(b) and juvenile justice officials in providing evaluation, referral, and continuity of care for alcohol or other drug abuse treatment.

- m. While the student is at home because of the medical examination or after his or her return to school, the Principal or Superintendent may recommend or require alcohol and other drug assessment of the student or evaluation by appropriately certified or licensed professionals to make a positive determination of a student's need for programs and services that extend beyond the general school program, as necessary.
 - (1) The findings of these additional evaluations alone shall not be used to prevent a student from attending school.
- n. If at any time it is determined that the student's use of alcohol or other drugs presents a danger to the student's health and well-being, an individual who holds the Educational Services Certificate with the student assistance coordinator endorsement issued by the New Jersey State Board of Examiners or an individual who holds one of the following Educational Services Certificate endorsements: school nurse, school nurse/non-instructional, school psychologist, school counselor, school social worker, or student personnel services and is trained in alcohol and other drug abuse treatment referral shall initiate a referral for alcohol or other drug abuse treatment.

E. Handling of Alcohol or Other Drugs

- 1. A student's person, effects, or school storage places may be searched for substances in accordance with Board Policy and applicable laws regarding searches in schools.
- 2. A school employee who seizes or discovers a substance, or an item believed to be a substance or drug paraphernalia, shall immediately notify and turn it over to the Principal or designee.
 - a. The Principal or designee shall immediately notify the Superintendent or designee who in turn shall notify the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information.
 - b. In accordance with the provisions of N.J.A.C. 6A:16-6.4(a), the school employee, Principal or designee shall safeguard the alcohol, other drug, or paraphernalia against further destruction and shall

secure the alcohol, other drug, or paraphernalia until it can be turned over to the County Prosecutor or designee.

- c. The Principal or designee shall provide to the County Prosecutor or designee all information concerning the manner in which the alcohol, other drug, or paraphernalia was discovered or seized, including:
 - (1) The identity of all persons who had custody of the substance or paraphernalia following its discovery or seizure; and
 - (2) The identity of the student believed to have been in possession of the substance or paraphernalia.

- d. The Principal or designee shall not disclose the identity of a student who voluntarily and on his or her own initiative turned over the alcohol, other drug, or paraphernalia to a school employee, provided there is reason to believe the student was involved with the alcohol, other drug, or paraphernalia for the purpose of personal use and not distribution activities, and further provided the student agrees to participate in an appropriate treatment or counseling program.
 - (1) For the purposes of N.J.A.C. 6A:16-6.4, an admission by a student in response to questioning initiated by the Principal or teaching staff member, or following the discovery by the Principal or teaching staff member of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall not constitute a voluntary, self-initiated request for counseling and treatment.

F. Reporting Students to Law Enforcement Agencies

- 1. Subject to N.J.A.C. 6A:16-6.5, any staff member who, in the course of his or her employment, has reason to believe that a student has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall report the matter as soon as possible to the Principal or, in the absence of the Principal, to the staff member responsible at the time of the alleged violation.

2. Either the Principal or the responsible staff member shall notify the Superintendent, who in turn shall notify as soon as possible the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information.
3. The Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter, including the identity of the student involved.
4. The Superintendent or designee; however, shall not disclose the identity of a student who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or other drug abuse problem, provided the student is not reasonably believed to be involved or implicated in drug-distribution activities.
5. For the purpose of N.J.A.C. 6A:16-6.3, an admission by a student in response to questioning initiated by the Principal or teaching staff member, or following the discovery by the Principal or teaching staff member of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall not constitute a voluntary, self-initiated request for counseling and treatment.
6. The Superintendent or designee may disclose to law enforcement authorities the identity of a student suspected to be under the influence of alcohol and/or controlled dangerous substances, pursuant to N.J.A.C. 6A:16-4.3(a), or a student suspected to have used or who may be using anabolic steroids, pursuant to N.J.A.C. 6A:16-4.3(b), and who is referred for a medical examination, pursuant to N.J.A.C. 6A:16-4.3(a) or (b), as appropriate, for the purposes of providing appropriate health care for the student and for determining whether the student is under the influence of alcohol or other drugs or has been using anabolic steroids. The Superintendent or designee shall disclose to law enforcement authorities the identity of a student reasonably believed to be in possession of a controlled dangerous substance or related paraphernalia or a student reasonably believed to be involved or implicated in distribution activities regarding controlled dangerous substances.
7. Law enforcement authorities shall not be notified of the findings if a student's alcohol or other drug test, pursuant to N.J.A.C. 6A:16-4.3(a)3i and N.J.A.C. 6A:16-4.3(b)3i and N.J.A.C. 6A:16-4.3(a)4, was obtained as a result of the district Board of Education's voluntary random drug testing policy, pursuant to N.J.S.A. 18A:40A-22 et seq. and N.J.A.C. 6A:16-4.4.

G. Parent Training Program/Outreach Programs

1. A substance abuse training program will be offered to the parents of students enrolled in the district. The program will be offered at times and places convenient to parents and on school premises or in other suitable facilities.
2. The program shall, at a minimum, provide:
 - a. A thorough and comprehensive review of the substance abuse instruction curriculum to be taught to the children of the parents during the school year, with recommendations as to the ways in which the parent may enhance, reinforce, and supplement that program;
 - b. Information on the pharmacology, physiology, psychosocial, and legal aspects of substance abuse;
 - c. Instruction to assist the parent in the identification of the symptoms and behavioral patterns that might indicate a child may be involved in substance abuse;
 - d. Information on the State, local, and community organizations which are available for the prevention, early intervention, treatment, and rehabilitation of individuals who show symptoms of substance abuse; and
 - e. A review of the Board Policy and Regulation on substance abuse with attention to the role of parents.
3. The Board will establish an outreach program to provide substance abuse education for the parents of students in the district. In establishing the program, the Board shall consult with such local organizations and agencies as are recommended by the Commissioner. The Board shall insure the program is offered at times and places convenient to the parents of the district on school premises, or at other suitable facilities.
 - a. In addition to the substance abuse education program required pursuant to N.J.S.A. 18A:40A-17, the Board shall provide assistance to parents who believe that their child may be involved in substance abuse.

H. Records and Confidentiality of Records

1. Notations concerning a student's involvement with substances may be entered on his/her records, subject to N.J.A.C. 6A:32-7.1 et seq. and Policy 8330.
2. Information concerning a student's involvement in a school intervention or treatment program for alcohol or other drug abuse shall be kept strictly confidential according to 42 CFR Part 2, N.J.S.A. 18A:40A-7.1 and 7.2, and N.J.A.C. 6A:16-3.2.
3. If a student involved in a school-based drug and alcohol counseling program provides information during the course of a counseling session which indicates the student's parent or other person residing in the student's household is dependent upon or illegally using substances pursuant to N.J.S.A. 18A:40A-7.1 and 7.2, that information shall be kept confidential and may be disclosed only under the circumstances expressly authorized as follows:
 - a. Subject to the student's written consent, to another person or entity whom the student specifies in writing in the case of a secondary student, or to a member of the student's immediate family or the appropriate school personnel in the case of an elementary student;
 - b. Pursuant to a court order;
 - c. To a person engaged in a bona fide research purpose; except that no names or other information identifying the student or the person with respect to whose substance abuse the information was provided, shall be made available to the researcher; or
 - d. To the Division of Child Protection and Permanency (DCP&P) or to a law enforcement agency, if the information would cause a person to reasonably suspect that the student or another child may be an abused or neglected child in accordance with statute or administrative code.

Any disclosure made pursuant to H.3.a. and b. above shall be limited to that information which is necessary to carry out the purpose of the disclosure, and the person or entity to whom the information is disclosed shall be prohibited from making any further disclosure of that information without the student's written consent. The disclosure must be

accompanied by a written statement from the Superintendent or designee advising the recipient that the information is being disclosed from the records the confidentiality of which is protected by N.J.S.A. 18A:40A-7.1 et seq. and that this law prohibits any further disclosure of this information without the written consent of the person from whom the information originated.

Nothing in this Policy or Regulation prevents the DCP&P or a law enforcement agency from using or disclosing the information in the course of conducting an investigation or prosecution. Nothing in this Policy or Regulation shall be construed as authorizing the violation of any Federal law.

The prohibition on the disclosure of information provided by a student shall apply whether the person to whom the information was provided believes that the person seeking the information already has it, has other means of obtaining it, is a law enforcement or other public official, has obtained a subpoena, or asserts any other justification for the disclosure of this information.

A person who discloses or willfully permits the disclosure of information provided by a student in violation of this Policy is subject to fines in accordance with N.J.S.A. 18A:40A-7.2.

4. Each incident of substance abuse shall be reported to the Commissioner on the Electronic Violence and Vandalism Reporting System (EVVRS).

Issued: December 10, 2014

R 5600 STUDENT DISCIPLINE/CODE OF CONDUCT

A. Purpose

The Student Code of Conduct and this Regulation are established to achieve the following purposes:

1. Foster the health, safety, social, and emotional well-being of students;
2. Support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments conducive to learning;
3. Promote achievement of high academic standards;
4. Prevent the occurrence of problem behaviors;
5. Establish parameters for the intervention and remediation of problem student behaviors at all stages of identification; and
6. Establish parameters for school responses to violations of the code of student conduct that take into account, at a minimum, the severity of the offenses, the developmental ages of student offenders and students' histories of inappropriate behaviors in accordance with N.J.A.C. 6A:16-7.2 through 7.8, as appropriate.

B. Expectations for Academic Achievement, Behavior, and Attendance

All students have a responsibility to comply with State statutes and administrative codes for academic achievement, behavior, and attendance, pursuant to N.J.A.C. 6A:32-8 and 13.1.

C. Behaviors That May Result in Suspension or Expulsion

In accordance with the provisions of N.J.S.A. 18A:37-2, any student who is guilty of continued and willful disobedience, open defiance of the authority of any teacher or person having authority over the student, the habitual use of profanity or of obscene language, or who shall cut, deface or otherwise injure any school property, shall be liable to punishment and to suspension or expulsion from school. Conduct which shall constitute good cause for suspension or expulsion of a student guilty of such conduct shall include, but not be limited to, any of the following:

1. Continued and willful disobedience;
2. Open defiance of the authority of any teacher or person, having authority over the student;
3. Conduct of such character as to constitute a continuing danger to the physical well-being of other students;
4. Physical assault upon another student;
5. Taking, or attempting to take, personal property or money from another student, or from the student's presence, by means of force or fear;
6. Willfully causing, or attempting to cause, substantial damage to school property;
7. Participation in an unauthorized occupancy by any group of students or others of any part of any school or other building owned by any school district, and failure to leave such school or other facility promptly after having been directed to do so by the Principal or other person then in charge of such building or facility;
8. Incitement which is intended to and does result in unauthorized occupation by any group of students or others of any part of a school or other facility owned by any school district;
9. Incitement which is intended to and does result in truancy by other students;
10. Knowing possession or knowing consumption without legal authority of alcoholic beverages or controlled dangerous substances on school premises, or being under the influence of intoxicating liquor or controlled dangerous substances while on school premises; and
11. Harassment, intimidation, or bullying.

Students shall also be suspended from school for assault upon a school staff member in accordance with the provisions of N.J.S.A. 18A:37-2.1 and 2.2.

D. Students' Rights

Students subject to the consequences of the Student Discipline/Code of Conduct Policy and Regulation shall be informed of their rights, pursuant to N.J.A.C. 6A:16-7.1(c)3.i. through vii., that include:

1. Advance notice of behaviors that will result in suspensions and expulsions that have been identified under authority of N.J.S.A. 18A:37-2;
2. Education that supports students' development into productive citizens;
3. Attendance in safe and secure school environments;
4. Attendance at school irrespective of students' marriage, pregnancy, or parenthood;
5. Due process and appeal procedures, pursuant to N.J.A.C. 6A:3-1.3 through 1.17, N.J.A.C. 6A:4 and, where applicable, N.J.A.C. 6A:14-2.7 and 2.8, and N.J.A.C. 6A:16-7.2 through 7.5;
6. Parent notification consistent with the policies and procedures established pursuant to N.J.A.C. 6A:16-6.2(b)3 and N.J.A.C. 6A:16-7.1 through 7.8; and
7. Protections pursuant to 20 U.S.C. § 1232g, Family Educational Rights and Privacy Act; 34 CFR Part 99, Family Educational Rights and Privacy; 20 U.S.C. § 1232h, Protection of Pupil Rights; 34 CFR Part 98, Student Rights in Research, Experimental Programs and Testing; P.L. 104-191, Health Insurance Portability and Accountability Act; 45 CFR Part 160, General Administrative Requirements; 20 U.S.C. § 7165, Transfer of school disciplinary records; 42 CFR Part 2, Confidentiality of Alcohol and Drug Abuse Patient Records; N.J.S.A. 18A:40A-7.1, Confidentiality of certain information provided by pupils, exceptions; N.J.A.C. 6A:16-3.2, Confidentiality of student alcohol and other drug information; N.J.S.A. 18A:36-19, Pupil records, creation, maintenance and retention, security and access, regulations, non-liability; N.J.S.A. 2A:4A-60, Disclosure of juvenile information, penalties for disclosure; N.J.A.C. 6A:32-7, Student Records; N.J.A.C. 6A:14-2.9, Student records, as well as other existing Federal and State laws and rules pertaining to student protections.

E. Comprehensive Behavioral Supports

Below are behavioral supports that promote positive student development and the students' abilities to fulfill the behavioral expectations established by the Board. These behavioral supports may include, but are not limited to, the following:

1. Positive Reinforcement for Good Conduct and Academic Success

A student will be provided positive reinforcement for good conduct and academic success.

2. Supportive Interventions and Referral Services

A student may be referred to the school's Intervention and Referral Services Team in accordance with the provisions of N.J.A.C. 6A:16-8.1 and 8.2 and Policy and Regulation 2417.

3. Remediation of Problem Behavior

The following actions may be taken to remediate problem behavior. These actions will take into account the behavior's nature, the students' developmental ages, and the students' histories of problem behaviors and performance.

a. Restitution and Restoration

- (1) A student may be required to make restitution for any loss resulting from the student's conduct; or
- (2) A student may be required, at the discretion of the school district and when appropriate, to restore to its former condition any damaged or defaced property resulting from the student's conduct.

b. Counseling

- (1) A student may be required to consult with school guidance counselors or Child Study Team members.

- (2) The counselor will explain why the student's conduct is unacceptable to the school and damaging to the student, what the consequences of continued misconduct are likely to be, and appropriate alternative behaviors.
- (3) The counselor may refer the student, as appropriate, for additional counseling, evaluation, intervention, treatment, or therapy. Referrals may be made to the Child Study Team, the school's Intervention and Referral Services Team, a public or private social agency, a legal agency, or any other referral service that may assist the student.

c. Parent Conferences

- (1) Students may be required to attend a meeting with their parent and appropriate school staff members to discuss the causes of the student's behavior, possible remediation, potential disciplinary measures, and alternative conduct.

d. Alternate Educational Program

- (1) Students may be assigned to an alternate educational program as recommended by the student's guidance counselor, classroom teacher, Child Study Team, and/or other school staff member.

4. Students with Disabilities

For students with disabilities, the remedial measures and behavioral interventions and supports shall be determined and provided pursuant to N.J.A.C. 6A:14.

F. School Responses to Violations of Behavioral Expectations

1. In accordance with the provisions of N.J.A.C. 6A:16-7.1(c)5, the Student Code of Conduct shall include a description of school responses to violations of behavioral expectations established by the Board of Education that, at a minimum are graded according to the severity of the

offenses, and consider the developmental ages of the student offenders and their histories of inappropriate behavior that shall:

- a. Include a continuum of actions designed to remediate and, where necessary or required by law, to impose sanctions;
- b. Be consistent with other responses, pursuant to N.J.A.C. 6A:16-5.5;
- c. Provide for equitable application of the Code of Student Conduct without regard to race; color; religion; ancestry; national origin; nationality; sex; gender; sexual orientation; gender identity or expression; marital, domestic-partnership, or civil union; mental, physical, or sensory disability; or any other distinguishing characteristic, pursuant to N.J.S.A. 10:5-1 et seq. and
- d. Be consistent with provisions of N.J.S.A. 18A:6-1, Corporal Punishment of Students.

G. Description of School Responses

School responses to violations of behavioral expectations are listed below:

1. Admonishment/Reprimand
 - a. A school staff member in authority may admonish or reprimand a student's unacceptable conduct and warn the student that additional misconduct may warrant a more severe penalty.
2. Temporary Removal from Classroom
 - a. The classroom teacher may direct the student report to the office of the administrator in charge of student discipline.
 - b. The teacher will complete a form that indicates the student's name and the conduct that has caused the student's removal from the teacher's room.
 - c. The administrator in charge of discipline will interview the student and determine which, if any, additional consequences shall be imposed.

3. Meeting with School Administration and Parent
 - a. The student's parent may be required to attend a meeting with the Principal or designee and the student to discuss the student's conduct and to ensure the parent and the student understand school rules and expectations.

4. Deprivation of Privileges
 - a. Students may be deprived privileges as disciplinary sanctions when designed to maintain the order and integrity of the school environment. These privileges may include, but are not limited to:
 - (1) Moving freely about the school building;
 - (2) Participation in co-curricular or inter/intrascholastic activities;
 - (3) Attendance at a school-related social or sports activity;
 - (4) Participation in a graduation ceremony;
 - (5) Transportation to and from school on a school bus; or
 - (6) Any other privilege the Building Principal or designee determines may be appropriate and consistent with Policy and Regulation 5600 and N.J.A.C. 6A:16-7.1 et seq.

5. Detention
 - a. A student may be required to report before or after the school day to detention. This detention may be assigned by the teacher or the Principal or designee.
 - b. Transportation to detention before school or from detention after school will be the responsibility of the parent.
 - c. A student may be excused from detention only for an unavoidable commitment previously made; any such excused detention must be made up on another day.

6. Grade Adjustment

- a. A student who has cheated on a test or assignment, plagiarized material, falsified sources, refused to submit assignments, or otherwise indulged in academic dishonesty or negligence may suffer a reduced grade by virtue of the disqualified work. In no other instance may a student's grade be lowered as a direct penalty for misconduct.

7. In-school Suspension

- a. If the school operates an in-school suspension program, a student may be removed from his/her regular classes and required to report to the in-school suspension program.
- b. In-school suspension will not be imposed without the due process procedures set forth in Policy and Regulation 5610.

8. Suspension from School

- a. A student may be denied the right to attend school for a period of time pursuant to N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.2 and 6A:16-7.3, and Policy 5610.
- b. Suspension from school will not be imposed without the due process procedures set forth in Policy and Regulation 5610.

9. Expulsion

- a. The Board may expel a general education student from school, pursuant to N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.4, and Policy 5620.
- b. Expulsion is an extremely serious disciplinary measure and will not be imposed without the due process set forth in Policy and Regulation 5610 and Policy 5620.

H. Chart of Discipline

1. A Chart of Student Discipline listing school responses to violations of behavioral expectations shall be approved by the Board and included in each school's student handbook.
2. The school responses to violations of behavioral expectations that are subject to student discipline including suspension or expulsion pursuant to N.J.S.A. 18A:37-2 outlined in a Chart of Student Discipline shall be consistent with the Board's policies and regulations/procedures on attendance, pursuant to N.J.A.C. 6A:16-7.6 and harassment, intimidation, and bullying, pursuant to N.J.A.C. 6A:16-7.7.
3. The Principal or designee will maintain a list of community-based health and social service provider agencies available to support a student and a student's family, as appropriate, and a list of legal resources available to serve the community.
4. The Board of Education may deny participation in extra-curricular activities, school functions, sports, graduation exercises, or other privileges as disciplinary sanctions when designed to maintain the order and integrity of the school environment.
5. Nothing in Policy and Regulation 5600 shall prevent the school administration from imposing a consequence for unacceptable student conduct not listed or included in a Chart of Student Discipline.

I. Student Conduct Away from School Grounds

1. The Building Principal or designee has the right to impose a consequence on a student for conduct away from school grounds that is consistent with the Board's Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.
 - a. This authority shall be exercised only when it is reasonably necessary for the student's physical or emotional safety, security, and well-being or for reasons relating to the safety, security, and well-being of other students, staff, or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2.
 - b. This authority shall be exercised only when the conduct that is the subject of the proposed consequence materially and substantially

interferes with the requirements of appropriate discipline in the operation of the school.

- c. Consequences for conduct away from school grounds shall be handled in accordance with the Board approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1, Policy and Regulation 5600, and as appropriate, in accordance with N.J.A.C. 6A:16-7-2, 7.3, or 7.4.
2. School authorities shall respond to harassment, intimidation, or bullying that occurs off school grounds, pursuant to N.J.S.A. 18A:37-14 and 15.3 and N.J.A.C. 6A:16-1.3, 7.1, and 7.7.

J. School Bus Conduct

Violations of the rules regarding student conduct on school buses will be handled as follows:

1. The bus driver will report unacceptable conduct to the Principal of the school in which the student is enrolled by submission of a completed written report that includes the name of the student, the school, and the student's conduct.
2. The Principal or designee will investigate the matter, which may include meeting with the bus driver, bus aide, other students on the school bus, and the student who was reported by the bus driver.
3. The parent will be notified of the student's reported conduct.
4. The Principal or designee will make a determination if the student violated behavioral expectations and the discipline to be administered in accordance with the Code of Student Conduct.
5. If it is determined the misconduct is severe, the student may be suspended from the bus pending a conference with the parent.

K. Students with Disabilities

For students with disabilities, subject to Individualized Education Programs in accordance with 20 U.S.C. § 1400 et seq., the Individuals with Disabilities Educational Improvement Act, N.J.A.C 6A:14, and accommodation plans under 29 U.S.C. §§ 794 and 705(20), student discipline and the Code of Student

Conduct shall be implemented in accordance with the components of the applicable plans.

L. Records

1. Instances of student discipline will be recorded in the student's file in strict compliance with N.J.A.C. 6A:32-7.1 et seq. and Policy and Regulation 8330.
2. When a student transfers to a public school district from another public school district, all information in the student's record related to disciplinary actions taken against the student by the school district and any information the school district has obtained pursuant to N.J.S.A. 2A:4A-60, Disclosure of Juvenile Information; Penalties for Disclosure, shall be provided to the receiving public school district, in accordance with the provisions of N.J.S.A. 18A:36-19(a), and N.J.A.C. 6A:32-7.5.
 - a. The record shall be provided within two weeks of the date that the student enrolls in the receiving district.
 - b. Written consent of the parent or adult student shall not be required as a condition of the record transfer; however, written notice of the transfer shall be provided to the parent or the adult student.
3. When a student transfers to a private school, which includes all sectarian or nonsectarian, nonprofit, institutional day, or residential schools that provide education for students placed by their parents and that are controlled by other than public authority, all student disciplinary records with respect to suspensions or expulsions, shall be provided by the public school district of residence to the private school upon written request from the private school, in the same manner the records would be provided to a public school, pursuant to 20 U.S.C. § 6301, Title IV § 4155 of the Elementary and Secondary Education Act.
4. The Board shall not use a student's past offenses on record to discriminate against the student.
5. All student disciplinary records pursuant to N.J.A.C. 6A:16-7 shall conform with the requirements set forth in N.J.A.C. 6A:16-7.8(d).

M. Annual Review

The Superintendent will designate a school staff member to coordinate an annual review and update of Policy and Regulation 5600. The Superintendent's designee will:

1. Compile an annual summary report of violations of the student behavioral expectations and the associated school responses to the violations in the Student Discipline/Code of Conduct Policy and Regulation.
2. Convene a Student Discipline/Code of Conduct Committee comprised of parents, students, and community members that represent the composition of the district's schools and community to review the annual summary report and to develop recommendations, if any, to improve and update the Student Discipline/Code of Conduct Policy and Regulation.
3. The Superintendent's designee shall submit the Committee's recommendations, if any, to improve or update the Student Discipline/Code of Conduct Policy and Regulation.
4. The Superintendent will review the Committee's report with school administrators and will determine if the Student Discipline/Code of Conduct Policy and Regulation should be updated.
5. The Superintendent will recommend to the Board revisions to the Student Discipline/Code of Conduct Policy, if needed.

N. Policy and Regulation Publication and Distribution

The Student Discipline/Code of Conduct Policy and Regulation 5600, including the Chart of Student Discipline shall be disseminated annually to all school staff, students, and parents. These documents may be disseminated in handbooks, electronically, or in hard copy form. Principals will ensure these documents are made available to all students on or before the first day of each school year and to transferring students on the first day of their enrollment in this district.

Adopted: December 10, 2014

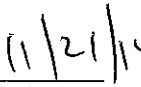
	ACCOUNT	DESCRIPTION	AMOUNT TRANSFERRED	
			From	To
T25	11-000-270-512-26-56-A-H 11-000-261-420-89-53-1-5	TRANSP/ATHLETICS/HS CONTRACTS BLDG MAINT-HAWTHORNE	(9,305.00)	9,305.00
	EXPLANATION: REPAIRS FOR HAWTHORNE SCHOOL BASEBALL FIELD			
T26	11-000-262-390-89-59-1-D 11-000-230-334-89-50-1-D	PROFESSIONAL FEES ARCH/ENG SERV	(5,000.00)	5,000.00
	EXPLANATION: FEES LONG RANGE FACILITY PLAN UPDATE			
T27	20-231-200-320-22-58-I-F 20-231-200-320-22-58-I-J	TITLE I/EDUC'L CONSULT/BFMS TITLE I/EDUC'L CONSULTANT/TJMS	(5,400.00) <u>(5,400.00)</u> (10,800.00)	
	20-231-290-290-99-22-I-F	TITLE I/TPAF & FICA/BFMS		400.00
	20-231-290-290-99-22-I-J	TITLE I/TPAF & FICA/TJMS		400.00
	20-231-200-100-22-15-I-F	TITLE I/STIPENDS/BFMS		5,000.00
	20-231-200-100-22-15-I-J	TITLE I/STIPENDS/TJMS		<u>5,000.00</u>
				10,800.00
	EXPLANATION: TITLE I AFTER SCHOOL PROGRAM			
T28	11-000-270-517-18-52-0-D 11-000-270-511-17-52-0-H	TRANSPORTATION PUBLIC/CTSA REG CONTR/TRANSP/TECH VOC	(25,000.00)	25,000.00
	EXPLANATION: CTSA ROUTE TO PARAMUS TECH			
T29	11-000-270-511-91-52-0-E 11-000-270-518-49-52-0-C	CHRTR SCH/TRANS SPED CONTR SRV-CTSA	(32,000.00)	32,000.00
	EXPLANATION: TRANSPORTATION OUT OF DISTRICT SPECIAL ED JOINTURES			
T30	11-000-222-600-75-40-T-H 11-190-100-610-12-40-T-H 11-190-100-610-14-40-T-H 11-000-223-600-85-49-I-D 11-190-100-640-06-40-I-D 11-190-100-610-18-40-I-D	AVA MATERIALS/MED CTR/THS SUPPLIES/INST MUSIC/HS COMPUTER SOFTWARE/HS STF DEV/SUPPLIES TEXTBOOKS/WORLD LANG/DW SUPPLIES & MATLS/D-WIDE	(3,844.00) (1,200.00) (5,000.00) (3,091.00) (5,541.00) <u>(1,310.00)</u> (19,986.00)	
	12-000-100-730-75-31-I-D	EQUIP/TECHNOLOGY/MULTI M		19,986.00
	EXPLANATION: THS SOUND SYSTEM			
T31	11-000-221-320-82-58-S-0 11-000-223-104-19-15-S-D 11-000-230-100-82-19-S-8	ADM/STF DEVEL OTHER SALARIES/STAFF DEV. SUBS/OT/SUPT OFF/SECYS	(35,000.00)	30,000.00 <u>5,000.00</u> 35,000.00
	EXPLANATION: STIPENDS, SUB AND SECRETARIAL SERVICES			
T32	11-000-270-511-91-52-0-E 11-000-270-514-53-52-0-C	CHRTR SCH/TRANS SP.ED CONTR TRANS SUMMER	(8,000.00)	8,000.00
	EXPLANATION: SUMMER TRANSPORTATION COSTS			
T33	11-000-270-514-46-52-0-C 11-000-270-511-18-52-0-E 11-000-270-511-91-52-0-E 11-000-270-511-92-52-0-D	CONTR/TRA/SPECED IN DIST CONTR/TRANSP PUBLIC LOCAL CHRTR SCH/TRANS CONTR/TRANSP/PTIV PARCHL	(45,232.77) (27,858.60) (16,374.20) <u>(3,000.00)</u> (92,465.57)	
	11-000-270-517-92-52-0-D	NON PUBLIC TRANS-CTSA REG		92,465.57
	EXPLANATION: CSTA NON PUBLIC AND SPECIAL ED TRANSPORTATION			
T34	11-000-270-511-11-52-0-S 11-000-270-511-92-52-0-D	CONTR TRAN B.T. ACADEMY CONTR TRANSP/PRIV PARCHL	(7,828.88) <u>(16,938.20)</u> (24,767.08)	
	11-000-270-517-92-52-0-D	NON PUBLIC TRANS CTSA REG		24,767.08
	EXPLANATION: SBJC ASSESSMENT YEAR 2014-2015			

	ACCOUNT	DESCRIPTION	AMOUNT TRANSFERRED	
			From	To
T35	11-214-100-320-33-56-0-4	PURCH SVC/PARA LLD/#4	(483,410.00)	
	11-204-100-320-33-56-0-F	PURCH SRV/PARA/BFMS	(483,410.00)	
	11-204-100-320-33-56-0-H	PURCH SRV/PARA LLD/THS	<u>(300,000.00)</u>	
			(1,266,820.00)	
	11-204-100-320-33-56-0-D	PURCH PROF SVC/LLD M. SCHOOLS		300,000.00
	11-209-100-320-31-56-0-E	PURCH PROF SVC/BD/ELEM		150,000.00
	11-212-100-320-35-56-0-E	PURCH PROF SVD/MD ELEM		150,000.00
	11-212-100-320-35-56-0-F	PURCH SRV/PARA MD/BFMS		150,000.00
	11-212-100-320-35-56-0-T	PURCH PROF SVC/MD HS		91,705.00
	11-213-100-320-34-56-0-D	PURCH PROF SVC/R.R/M/SCHOOLS		91,705.00
	11-215-100-320-36-56-0-6	PURCH SRV/PARA/PSD/P.T.		91,705.00
	11-216-100-320-36-56-0-6	PURCH SRV/PARA PSD/F.T.		91,705.00
	11-000-217-320-46-56-0-0	PURCH PROF SVC/INCLUSION PARA		<u>150,000.00</u>
				1,266,820.00

EXPLANATION: PROFESSIONAL SERVICE PROVIDERS



 FINANCE COMMITTEE SIGNATURE



 DATE

Professional Development

Name: Carolyn Gallagher
School or Department: Hawthorne School
Conference/Seminar/Workshop: English Language Learners Model Curriculum Scaffolds and Units
Location: Paramus, New Jersey
Dates: December 15, 2014 and January 6 2015
Estimated Cost: \$0 – Substitute Not Required **(No Funding Required)**

Name: Adrienne Williams
School or Department: District – Student Assistance Coordinator
Conference/Seminar/Workshop: Bergen County Student Assistance Association meetings
Location: Paramus, New Jersey
Dates: December 2, 2014, March 6, 2015 and May 5 2015
Estimated Cost: \$0 – Substitute Not Required **(No Funding Required)**

Name: Adrienne Williams
School or Department: District – Student Assistance Coordinator
Conference/Seminar/Workshop: Latest Issues and Laws Affecting Schools and Students
Location: Garfield, New Jersey
Dates: April 30, 2015
Estimated Cost: \$0 – Substitute Not Required **(No Funding Required)**

Name: Kathleen deMoncada
School or Department: Teaneck High School
Conference/Seminar/Workshop: Following the 5-E's on the Road to Implementing the Next Generation Science Standards (NGSS)
Location: Montclair, New Jersey
Dates: December 19, 2014
Estimated Cost: \$73.37 – Substitute Required **(District Funded)**

Name: Andrea Berrios, Hina Mehta
School or Department: Benjamin Franklin Middle School
Conference/Seminar/Workshop: Google Educator
Location: Online Professional Development
Dates: ONLINE
Estimated Cost: \$120 – Substitute Not Required **(District Funded)**

Name: CarolAnn Chiesa
School or Department: Benjamin Franklin Middle School
Conference/Seminar/Workshop: New Jersey Association for health, Physical Education and Dance Annual Conference
Location: Long Branch, New Jersey
Dates: February 23, 2015
Estimated Cost: \$37.57 – Substitute Required **(District Funded)**

Professional Development

Name: Todd Murphy, Jaime Villani
School or Department: Teaneck High School
Conference/Seminar/Workshop: Teacher Day at Montclair State University for Theater and Dance
Location: Montclair, New Jersey
Dates: January 16, 2015
Estimated Cost: \$270 – Substitute Required **(District Funded)**

Name: Nancy Marton
School or Department: Special Services, TJMS
Conference/Seminar/Workshop: Creative Strategies for Improving Behaviors in School and at Home
Location: Oradell, NJ
Date(s): December 16, 2014
Estimated Cost(s): \$0 - Substitute Not Required - **(No Funding Required)**

Name: Javalda Powell, Rotem Dayan, Aniesha Jackson, Nancy Marton
School or Department: Special Services, Bryant, BFMS, TJMS
Conference/Seminar/Workshop: Creative Strategies for Improving Behaviors in School and at Home
Location: Oradell, NJ
Date(s): December 16, 2014
Estimated Cost(s): \$0 - Substitute Not Required - **(No Funding Required)**

AMENDED

Name: Brittany Butler
School or Department: Special Services
Conference/Seminar/Workshop: Stem: Preparing Our Young Children for the Future
Location: East Rutherford, NJ
Date(s): October 17 and 18, 2014
Estimated Cost(s): \$205 - Substitute Required - **(District Funded)**

Name: Sandra Beckford
School or Department: Special Services, Hawthorne
Conference/Seminar/Workshop: Introduction to the PARCC Format, Accessibility Options & Modifications
Location: Paramus, NJ
Date(s): October 28, 2014 (PM)
Estimated Cost(s): \$0 - Substitute Not Required - **(No Funding Required)**

Name: Maryann Doris, Vatrell Graves, Colleen Pagan
School or Department: Special Services, Hawthorne, BFMS
Conference/Seminar/Workshop: Dynamic Learning Maps
Location: Teaneck, NJ
Date(s): November 5 and 10, 2014
Estimated Cost(s): \$0 - Substitute Not Required - **(No Funding Required)**

Professional Development

Name: Angelina Cusack
School or Department: Special Services, BFMS
Conference/Seminar/Workshop: Dynamic Learning Maps
Location: Teaneck, NJ
Date(s): November 5, 2014
Estimated Cost(s): \$0 - Substitute Not Required - **(No Funding Required)**

Name: Lisa Sgambati, Stacie DiBona, Michael Hofsaes
School or Department: Special Services, Lowell, BFMS
Conference/Seminar/Workshop: Personal Needs Profile in Dynamic Learning Maps
Assessment
Location: Teaneck, NJ
Date(s): November 5 and 10, 2014
Estimated Cost(s): \$0 - Substitute Not Required - **(No Funding Required)**

Name: Javalda Powell
School or Department: Special Services, BFMS
Conference/Seminar/Workshop: Region V: Behavior Consultants Meetings
Location: Oradell, NJ
Date(s): January 6, February 3, March 3 and May 5, 2015
Estimated Cost(s): \$0 - Substitute Not Required - **(No Funding Required)**

Name: Linda Kuhran, Christine Flanagan
School or Department: Secretary to Supt. and Secretary to Asst. Supt.
Conference/Seminar/Workshop: School Law for Administrative Assistants
Location: Monroe Township
Date(s): April 22, 2015
Estimated Cost(s): \$249.85 Substitute Not Required **(District Funded)**

Field Trips

Name: Allison Norris, Lisa Brown, Gerald Henry, Saundra Warren-Givens , Kristen Maher, Tawana Smith, Barbara Ann Wacha, Teresa Molan (Mission One), Alcene Chambers (Mission One), Deborah Colosimo, Rita Urevitch, 12 parent chaperones

School or Department: Hawthorne School

Trip Planned: Liberty Science Center

Location: Jersey City, New Jersey 101 Students

Date(s): February 11, 2015 Depart: 9:00 AM Return: 2:30 PM

Estimated Cost: \$2803.65 – Substitute Required **(Funded by Parents)**

EXPLANATION: Liberty Science Center is an interactive, hands on museum, where students have direct contact with the exhibits. All exhibits are aligned with the Common Core State Standards.

Name: Danielle Spano, Jemara Blount, Victor Hernandez, Shena Thomas , Michele Cardone, Jennifer Rynander, Maryann Doris, Hind Mahmoud, Rita Urevitch, Alberto Despaigne (Mission One), 16 parent chaperones

School or Department: Hawthorne School

Trip Planned: Turtle Back Zoo

Location: West Orange, New Jersey 92 Students

Date(s): May 20, 2015 Depart: 9:00 AM Return: 2:00 PM

Estimated Cost: \$1654 – Substitute Required **(Funded by Parents \$1396, Funded by District for Lift Van \$258)**

EXPLANATION: This trip is a hands on approach/visual learning outdoor classroom and will summarize the science units taught in class.

Name: Allan Gonzalez, Linda LaMadrid, Amy Moran, Zainabu Conteh, Sonia Apreda, Joseph Tauriello, Brian Williams, Susan Haase, Ellen Levy, Vanessa Lospalluto, Eve Klein, Sean Aumack, Natasha Pitt, Gary Anderson, Hina Mehta, Angie Cusack

School or Department: Benjamin Franklin Middles School

Trip Planned: Bergen Community College “Doktor Kaboom”

Location: Paramus, New Jersey 127 Students

Date(s): January 15, 2015 Depart: 9:00 AM Return: 12:00 PM

Estimated Cost: \$1802.19 – Substitute Required **(District Funded)**

EXPLANATION: Students would learn and experience science through a different and more engaging “lens” than the traditional classroom experience.

Field Trips

Name: Assunta Trischka, Jacqueline Prince, Lance Parham, Nina O'Dood, Tikola McCree, Roland Bianchi, Gillian Iappelli, Reginald Pittman, 4 parent chaperones

School or Department: Thomas Jefferson Middle School

Trip Planned: Play – "Motown"

Location: New York, New York 133 Students

Date(s): January 7, 2015 Depart: 12:30 PM Return: 5:30 PM

Estimated Cost: \$8016.34 – Substitute Required (**Funded by Parents \$2900, Funded by PTO \$5116.34**)

EXPLANATION: Appreciation and understanding of African American migration patterns from south to north as well as themes regarding freedom, civil rights financial and creative independence.

Name: Valerie Beavers, Takeema Allen, Suada Charaf, Roger Davis, Kimberly Cecchini, Fran Guzy, Shellian Mirander, Valerie Wacha, Rena San George, Jessica Rivera, 5 parent chaperones

School or Department: Thomas Jefferson Middle School

Trip Planned: Bergen Community College "Doktor Kaboom"

Location: Paramus, New Jersey 143 Students

Date(s): January 15, 2015 Depart: 9:00 AM Return: 12:00 PM

Estimated Cost: \$2139.56 – Substitute Not Required (**District Funded**)

EXPLANATION: Students would learn and experience science through a different and more engaging "lens" than the traditional classroom experience.

Name: Allison Norris, Lisa Brown, Gerald Henry, Sandra Warren Givens, Kristen Maher, Tawana Smith, Barbarann Wacha, Deborah Colosimo, Teresa Molan (Mission One), Alcene Chambers (Mission One), Todneisha Swain (CNA), Rita Urevitch, 12 parent chaperones

School or Department: Hawthorne School

Trip Planned: Waterloo Village

Location: Stanhope, New Jersey 101 Students

Date(s): April 16, 2015 Depart: 9:00 AM Return: 2:30 PM

Estimated Cost: \$2094 – Substitute Required (**Funded by Parents**)

EXPLANATION: Waterloo Village is a hands on, interactive replica of a Lenape Village. Students will have hands on experiences with gardening, trade practices, making a fire, pottery and tour a longhouse and wigwam.

Name: Elizabeth Rieder, Lois Bono, Kristen Ferreira, Donna Scro, Patricia Monaco, Jennifer Smith, Rahona Losker (Mission One), 12 parent chaperones

School or Department: Hawthorne School

Trip Planned: New York Botanical Gardens

Location: Bronx, New York 64 Students

Date(s): May 7, 2015 Depart: 9:00 AM Return: 1:30 PM

Estimated Cost: \$1192 – Substitute Required (**Funded by Parents**)

EXPLANATION: This trip will be a self-guided tour of plants and biomes. Students will get to read about local plants and get to plants their own plants to take home.

Field Trips

Name: Jennifer Norato, Karen Permuy, Concetta Gonzalez, Josephine Cinnella, Jessica Bijari, Stephanie Paz, Victor Stanic, Michael Hofsaes, Brian Clyburn, David Deubel, Gary Anderson (BFMS), Frank Piccininni, Valorie Aster, James Pruden, Elaine Robinson, Linda Stambouly, Amanda Zoran, 5 parent chaperones (TJMS)

School or Department: Benjamin Franklin and Thomas Jefferson Middle Schools

Trip Planned: Bergen Community College – Production of Freedom Bound

Location: Paramus, New Jersey 260 Students

Date(s): January 30, 2015 Depart: 9:00 AM Return: 12:30 PM

Estimated Cost: \$1959.56 – Substitute Required (**District Funded**)

EXPLANATION: Students would learn about the Underground Railroad in Ohio through the live performance of Freedom Bound.

Name: Sandra Warren Givens, Tawana Smith, Gerald Henry, Allison Norris, Lisa Brown, Kristen Maher, Barbara Wacha, Debbie Colosimo, Todneisha Swain (Phoenix Health), Alcene Chambers (Mission One), Theresa Molan (Mission One)

School or Department: Hawthorne School

Trip Planned: Champion Day Camp

Location: New City, New York 101 Students

Date(s): June 10, 2015 Depart: 9:00 AM Return: 2:45 PM

Estimated Cost: \$3033.34 – Substitute Not Required (**Funded by PTO**)

EXPLANATION: Champion Day Camp would provide team building activities to celebrate the moving up of the fourth grade to middle school.

Name: Kara Lindner, Jennifer Domingues, Juliet Fennimore, Kristen Nunez, Patricia Monaco, Margaret Simpson, Jorge Vargas (Mission One) Melissa Stimpfle (Mission One) 13 parent chaperones

School or Department: Hawthorne School

Trip Planned: New York Hall of Science

Location: Queens, New York 77 Students

Date(s): April 15, 2015 Depart: 8:45 AM Return: 2:30 PM

Estimated Cost: \$1641.56 – Substitute Required (**Funded by Parents**)

EXPLANATION: The New York Hall of Science would enhance the students understanding of matter, the scientific method and other science concepts.

Name: Charles Clark, Jerome Smart, James Belluzzi, Kathryn Dyker

School or Department: Teaneck High School

Trip Planned: Bergen Community College

Location: Paramus, New Jersey 31 Students

Date(s): December 16, 2014 Depart: 8:15 AM Return: 2:00 PM

Estimated Cost: \$144.04 – Substitute Required (**District Funded**) EXPLANATION:

This Heroes and Cool Kids session would include training on conflict resolution.

Field Trips

Name: Avia Johnson, Genieve Holder, Lisa Azria, Spencer Jones, Andrew Essman, Whitney Thomson, Kathryn Dyker, RN

School or Department: Teaneck High School (21 Students)

Trip Planned: Friendship House

Location: Hackensack, NJ

Date(s): January 30, 2015

Depart: 9:00AM - Return: 1:00PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

(Dumont Board of Education will provide transportation)

EXPLANATION: The student(s) in the Transition class would attend programs and learn about services designed to enhance their post-high school transition to college and the work place.

Name: Genieve Holder, Danielle Dragona, Roy Singh, Kathryn Dyker, RN

School or Department: Teaneck High School (6 Students)

Trip Planned: Pathmark

Location: Bergenfield, NJ

Date(s): December 5, 15, 2014; January 8, 22; February 12, 27; March 13, 27; April 16, 30; May 14, 27, June 4, 2015

Depart: 12:00PM - Return: 2:55PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

EXPLANATION: The student(s) in the Transition class would attend vocational training.

Name: Genieve Holder, Danielle Dragona, Roy Singh, Kathryn Dyker, RN

School or Department: Teaneck High School (6 Students)

Trip Planned: Walgreen's

Location: Bergenfield, NJ

Date(s): February 4 and 10, 2015

Depart: 12:00PM - Return: 2:55PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

EXPLANATION: The student(s) in the Transition class would attend vocational training.

Name: Genieve Holder, Danielle Dragona, Roy Singh, Kathryn Dyker, RN

School or Department: Teaneck High School (6 Students)

Trip Planned: Shop Rite

Location: Englewood, NJ

Date(s): March 5, 11 and 19, 2015

Depart: 12:00PM - Return: 2:55PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

EXPLANATION: The student(s) in the Transition class would attend vocational training.

Field Trips

Name: Genieve Holder, Danielle Dragona, Roy Singh, Kathryn Dyker, RN

School or Department: Teaneck High School (6 Students)

Trip Planned: Target

Location: Hackensack, NJ

Date(s): April 14 and 24, 2015

Depart: 12:00PM - Return: 2:55PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

EXPLANATION: The student(s) in the Transition class would attend vocational training.

Name: Genieve Holder, Danielle Dragona, Roy Singh, Kathryn Dyker, RN

School or Department: Teaneck High School (6 Students)

Trip Planned: Department of Social Services / Department of Labor

Location: Hackensack, NJ

Date(s): December 12 and 19, 2014

Depart: 12:00PM - Return: 2:55PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

EXPLANATION: The student(s) in the Transition class would attend programs and learn about services designed to support their post-high school transition to the work place.

Name: Genieve Holder, Danielle Dragona, Roy Singh, Kathryn Dyker, RN

School or Department: Teaneck High School (6 Students)

Trip Planned: Hackensack Hospital

Location: Hackensack, NJ

Date(s): January 9, 16 and 23, 2015

Depart: 12:00PM - Return: 2:55PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

EXPLANATION: The student(s) in the Transition class would attend vocational training.

Name: Genieve Holder, Danielle Dragona, Roy Singh, Kathryn Dyker, RN

School or Department: Teaneck High School (6 Students)

Trip Planned: Bergen Mall

Location: Paramus, NJ

Date(s): January 29, February 25, March 31, April 28 and May 29, 2015

Depart: 12:00PM - Return: 2:55PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

EXPLANATION: The student(s) in the Transition class would attend vocational training.

Name: Genieve Holder, Danielle Dragona, Roy Singh, Kathryn Dyker, RN

School or Department: Teaneck High School (6 Students)

Trip Planned: Teaneck Cinema

Location: Hackensack, NJ

Date(s): January 14, 2015 (Rain date: January 15, 2015)

Depart: 12:00PM - Return: 2:55PM

Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**

EXPLANATION: The students' attendance at this recreational activity would provide an opportunity for students to practice social skills.

Field Trips

Name: Lisa Azria, Spencer Jones, Andrew Essman
 School or Department: Teaneck High School, Transition (2 Students)
 Trip Planned: Walgreen's
 Location: Bergenfield, NJ
 Date(s): November 13, 18, 20, 25; December 2, 4, 9, 11, 16, 18 and 23, 2014; January 6, 8, 13, 15, 20, 22, 27, 29; February 3, 5, 10, 12, 19, 24, 26; March 3, 5, 10, 12, 17, 19, 24 and 26, 2015
 Depart: 9:00AM - Return: 1:00PM
 Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**
 EXPLANATION: The student(s) in the Transition class would attend vocational training.

Name: Lisa Azria, Spencer Jones, Andrew Essman
 School or Department: Teaneck High School, Transition (1 Student)
 Trip Planned: Alphabet Soup Day Care
 Location: Ridgefield Park, NJ
 Date(s): November 14, 21; December 5, 12, 19, 2014; January 2, 9, 16, 23, 30; February 6, 13, 20, 27; March 6, 13, 20 and 27, 2015
 Depart: 12:00PM - Return: 3:00PM
 Estimated Cost: \$0 – No Substitute Required - **(No Funding Required)**
 EXPLANATION: The student(s) in the Transition class would attend vocational training.

AMENDED

Name: Avia Johnson, Genieve Holder, Lisa Azria, Spencer Jones, Andrew Essman, Whitney Thomson, Kathryn Dyker, RN
 School or Department: Teaneck High School (21 Students)
 Trip Planned: Rockland BOCES
 Location: West Nyack, NY
 Date(s): November 19, 2014 (Rain date: November 20)
 Depart: 9:00AM - Return: 2:55PM
 Estimated Cost: \$325 – No Substitute Required - **(District Funded)**
 EXPLANATION: The students in the Transition class would attend presentations, tours and receive information to identify different programs relating to post high school education and careers.

Name: Denise Schachter, Steven Bell
 School or Department: Teaneck High School
 Trip Planned: Teaneck Nursing Home
 Location: Teaneck, New Jersey 13 Students
 Date(s): December 18, 2014 Depart: 1:45 PM Return: 3:00 PM
 Estimated Cost: \$0 – Substitute Required (No Funding Required)
 EXPLANATION: Teaneck High School Madrigals would be performing for residents of the Teaneck Nursing Home.

Field Trips

Name: Marilyn Ram, 1 teacher TBD, 4 parent chaperones

School or Department: Bryant School

Trip Planned: 30 Rockefeller Plaza – Meredith Vieira Show

Location: New York, New York 20 Students

Date(s): December 3, 2014 Depart: 12:30 PM Return: 4:45 PM

Estimated Cost: \$0 – Substitute Not Required (No Funding Required)

EXPLANATION: Students would attend the taping of the Meredith Vieira Show and part of the holiday taping. This is a continuation of the ongoing relationship established with the show.

CLINICIANS - 2014 - 2015

CLINICIAN	RATES	NOT TO EXCEED
PEDIATRIC OCCUPATIONAL THERAPY		
Pediatric Occupational Therapy Services	\$98 /30 min session \$147 /45 min session \$196 /hr evaluations \$650-\$850	\$50,000
OCCUPATIONAL / PHYSICAL THERAPY		
Leonia Board of Education	\$65 /session	\$10,000
PSYCHOLOGICAL CONSULTATIONS		
Lifespan Associates	\$68.33 /15 mins travel time	\$500
OCCUPATIONAL THERAPY		
School Based Therapy Services	Sec 504 \$94 hr. individual \$35 hr. group \$300 evaluation; includes reports, cleanup	\$3,000
		\$63,500

OUT-OF-DISTRICT TUITION CONTRACTS 2014-2015

STUDENT ID	SCHOOL	TUITION	DATE	EXTRA ORDINARY EXPENSES
93779	Ridgefield Public Schools		9/3/2014	\$23,100.02
97548	Ridgefield Public Schools		9/3/2014	\$23,382.95
99859	Ridgefield Public Schools		9/3/2014	\$42,159.37
99858	Ridgefield Public Schools		9/3/2014	\$28,039.11
101991	Grove School, CT	\$119,460.00	9/16/2014	
96155	Bergen Center for Child Development	\$38,312.52	11/1/2014	\$26,500.00
95985	RiverDell Regional Schools			\$175.00
80240	New Milford School District	\$28,690.00	9/4/2014	\$20,000.00
96117	Bergenfield School District	\$27,361.00	9/4/2014	
93239	Daytop Preparatory School	\$39,060.00	10/20/2014	
97548	Ridgefield Board of Education	\$29,945.73	10/14/14	
94962	Pascack Valley Regional High School	\$22,730.00	11/3/14	
		\$305,559.25		\$163,829.25

FINANCE & BUDGET

MOTION #89

Office of School Finance



CH192/193 Funding Statement and Additional Funding Request
*UNOFFICIAL Funding Statement **

09/10/2014

County: 03-BERGEN

District: 5150-TEANECK TWP

2014-15 FUNDING STATEMENT FOR SERVICES UNDER CHAPTERS 192 & 193 LAWS OF 1977 AS AMENDED

STATE AID AMOUNTS FOR SERVICES UNDER CHAPTER 192

<u>Program</u>	<u>2014-15 Rate/Pupil</u>	<u>Pupils</u>	<u>Alloc. for each Service 2014-15</u>	<u>Add'l Pupils</u>	<u>Additional 2014-15 Funding</u>	<u>Total 2014-15 Funding to Date</u>
Compensatory Education*	\$995.33 X	22 =	\$19,708.00	0	\$0.00	\$19,708.00
E.S.L.*	\$1,015.00 X	0 =	\$0.00	7	\$6,395.00	\$6,395.00
Transportation*			\$0.00		\$0.00	\$0.00
Total Alloc. for CH.192 Services - 2014-15			\$19,708.00		\$6,395.00 ✓	\$26,103.00 (A)

* Prorated at 90%

STATE AID AMOUNTS FOR SERVICES UNDER CHAPTER 193

<u>Program</u>	<u>2014-15 Rate/Pupil</u>	<u>Pupils</u>	<u>Alloc. for each Service 2014-15</u>	<u>Add'l Pupils</u>	<u>Additional 2014-15 Funding</u>	<u>Total 2014-15 Funding to Date</u>
Initial Exam & Class.*	\$1,326.17 X	61 =	\$76,851.00	0	\$0.00	\$76,851.00
Annual Exam & Class.*	\$380.00 X	47 =	\$16,967.00	0	\$0.00	\$16,967.00
Corrective Speech*	\$930.00 X	2 =	\$1,767.00	4	\$3,534.00	\$5,301.00
Supplemental Instr.*	\$826.00 X	26 =	\$20,402.00	0	\$0.00	\$20,402.00
Total Alloc. for CH.193 Services - 2014-15			\$115,987.00		\$3,534.00 ✓	\$119,521.00 (B)

* Prorated at 95%

Total CH. 192/193 Allocation Payable (A + B):

\$145,624.00

Calculated Monthly Payments:

SEP	\$13,570.00	NOV	\$14,673.00	JAN	\$14,673.00	MAR	\$14,673.00	MAY	\$14,673.00
OCT	\$14,673.00	DEC	\$14,673.00	FEB	\$14,673.00	APR	\$14,673.00	JUN	\$14,670.00

Back to Report Menu

Print

*Official monthly Funding Statements are available through School Aid - School Aid Payments and Notices website on the homeroom after requests have been certified and the payment is processed each month.

Total \$ 9,929.00



New Jersey
Department of Education.

Office of School Finance

CH192/193 Funding Statement and Additional Funding Request
UNOFFICIAL Funding Statement *

11/10/2014

County: 03-BERGEN

District: 5150-TEANECK TWP

2014-15 FUNDING STATEMENT FOR SERVICES UNDER CHAPTERS 192 & 193 LAWS OF 1977 AS AMENDED
STATE AID AMOUNTS FOR SERVICES UNDER CHAPTER 192

<u>Program</u>	<u>2014-15 Rate/Pupil</u>	<u>Pupils</u>	<u>Alloc. for each Service 2014-15</u>	<u>Add'l Pupils</u>	<u>Additional 2014-15 Funding</u>	<u>Total 2014-15 Funding to Date</u>
Compensatory Education*	\$995.33 X	22 =	\$19,708.00	0	\$0.00	\$19,708.00
E.S.L.*	\$1,015.00 X	0 =	\$0.00	21	\$16,626.00	\$16,626.00
Transportation*			\$0.00		\$0.00	\$0.00
Total Alloc. for CH.192 Services - 2014-15			\$19,708.00		\$16,626.00 ✓	\$36,334.00 (A)

* Prorated at 90%

STATE AID AMOUNTS FOR SERVICES UNDER CHAPTER 193

<u>Program</u>	<u>2014-15 Rate/Pupil</u>	<u>Pupils</u>	<u>Alloc. for each Service 2014-15</u>	<u>Add'l Pupils</u>	<u>Additional 2014-15 Funding</u>	<u>Total 2014-15 Funding to Date</u>
Initial Exam & Class.*	\$1,326.17 X	61 =	\$76,851.00	0	\$0.00	\$76,851.00
Annual Exam & Class.*	\$380.00 X	47 =	\$16,967.00	10	\$3,610.00	\$20,577.00
Corrective Speech*	\$930.00 X	2 =	\$1,767.00	4	\$3,534.00	\$5,301.00
Supplemental Instr.*	\$826.00 X	26 =	\$20,402.00	0	\$0.00	\$20,402.00
Total Alloc. for CH.193 Services - 2014-15			\$115,987.00		\$7,144.00 ✓	\$123,131.00 (B)

* Prorated at 95%

Total CH. 192/193 Allocation Payable (A + B):

\$159,465.00

Calculated Monthly Payments:

SEP	\$13,570.00	NOV	\$14,672.00	JAN	\$16,650.00	MAR	\$16,650.00	MAY	\$16,650.00
OCT	\$14,672.00	DEC	\$16,650.00	FEB	\$16,650.00	APR	\$16,650.00	JUN	\$16,651.00

Back to Report Menu

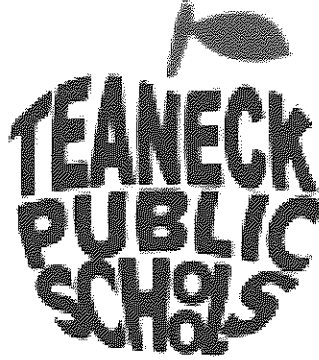
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*Official monthly Funding Statements are available through School Aid - School Aid Payments and Notices website on the homeroom after requests have been certified and the payment is processed each month.

Total \$ 23,770.00

OUT-OF-DISTRICT TUITION SUMMER 2014

STUDENT ID	SCHOOL	TUITION
80260	Bergen Center for Child Development	\$8,151.60



**BOARD OF EDUCATION
OF THE
TOWNSHIP OF TEANECK**

SYNOPSIS OF AUDIT REPORT

2013-2014

The following is a summary of the audit report for the fiscal year July 1, 2013 to June 30, 2014, as required by N.J.S.A.18A:23-4.

RECOMMENDATIONS

Administrative Practices and Procedures

None

Financial Planning, Accounting and Reporting

None

School Purchasing Programs

None

School Food Services

None

Community School/Adult Education Program

None

Student Body Activities

None

Application for State School Aid

It is recommended that the district maintain a proper audit trail to ensure that students reported on the ASSA agree to the district's workpapers.

Pupil Transportation

None

Facilities and Capital Assets

None

Miscellaneous

None

Status of Prior Year's Findings/Recommendations

A review was performed on all prior years' recommendations and corrective action was taken on all, except the recommendation denoted with an asterisk (*).

A **Corrective Action Plan**, which outlines actions the Board of Education of the Township of Teaneck will take to correct the findings listed above, will be prepared in accordance with federal and state requirements. A copy of it will be placed on file and made available for public inspection in the office of the Board of Education of the Township of Teaneck, One Merrison Street, Teaneck, New Jersey 07666.

The above summary was prepared from the Comprehensive Annual Financial Report of the Board of Education of the Township of Teaneck for the fiscal year July 1, 2013 to June 30, 2014. This Comprehensive Annual Financial Report, submitted by Robert Allison, CPA, PSA of Holman, Frenia & Allison, is on file at the Business Administrator's office and may be inspected by any interested person. The information included herein is not intended to represent the complete financial information as presented in the Comprehensive Annual Financial Report.

Robert S. Finger, CFE, CGFM, QPA
Business Administrator/Board Secretary

Attachments:

Audit Exhibit B-1 – Balance Sheet

Audit Exhibit B-2 – Statement of Revenues, Expenditures and Changes in Fund Balances

Corrective Action Plan

CORRECTIVE ACTION PLAN

NAME OF SCHOOL DISTRICT TEANECK TOWNSHIP COUNTY BERGEN

TYPE OF AUDIT COMPREHENSIVE ANNUAL FINANCIAL REPORT FOR YEAR ENDED JUNE 30, 2014

DATE OF BOARD MEETING 12/10/2014

CONTACT PERSON ROBERT S. FINGER, BUSINESS ADMINISTRATOR PHONE (201) 833-5529

RECOMMENDATION NUMBER	CORRECTIVE ACTION APPROVED BY THE BOARD	METHOD OF IMPLEMENTATION	PERSON RESPONSIBLE FOR IMPLEMENTATION	COMPLETION DATE OF IMPLEMENTATION
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1	<p><u>Application for State School Aid</u></p> <p>It is recommended that the district maintain a proper audit trail to ensure that students reported on the ASSA agree to the district's workpapers.</p>	<p>A proper audit trail will be maintained to ensure that students reported on the ASSA agree to the district's workpapers. Differences reported by the auditors are an anomaly and due to the change in reporting using NJSMART submission.</p>	<p>Enrollment counts from the district attendance system will be reconciled with NJSMART, Trakker and Nutrikids.</p>	<p>Sandy Muro, Student Attendance Coordinator will reconcile counts with NJSMART, Trakker and Nutrikids. Karla Starks, Assistant to the Business Administrator will review the reconciled counts with the district's workpapers.</p>	<p>11/30/2014</p>
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Prior Year Recommendations
All prior year recommendations were corrected.

<u>CHIEF SCHOOL ADMINISTRATOR</u> Barbara Pinsak	<u>12/10/14</u> DATE
<u>c: Norah Peck, Executive Bergen County Superintendent of Schools</u>	<u>12/10/14</u> DATE

SCHOOL BUSINESS ADMINISTRATOR
Robert S. Finger

TEACHERS				2013-2014	
LAST NAME	FIRST NAME	TRAC	STEP	SALARY	DIFF'L
AHEARN	JENNIFER	2	5	\$59,500	
AILEY	ESABIA	2	8	\$69,250	
AKSELRAD	ERIC	2	7	\$65,750	
ALLEN	FAITH	3	13	\$106,895	\$1,508
ALMEIDA	HILARY	3	13	\$106,895	
ANTONAKIS	PETER	3	13	\$106,895	
AREVALO	FREDY	1	1	\$50,000	
ARIAS	PAOLA	2	9	\$72,875	
AUGUSTINE	KATIEROSE	1	1	\$50,000	
AUMACK	SEAN C.	3	13	\$106,895	
AYZENBERG	ANNA			\$58,000	
AZRIA	LISA	3	13	\$106,895	
BADRAS	RANDY E	3	13	\$106,895	\$1,508
BAER	DIANA B.	3	11	\$94,750	
BAER	STEPHANIE	2	13	\$93,065	\$1,508
BAGNUOLO	DARLENE M.	3	13	\$106,895	
BARBOSA	LEANA	2	13	\$93,065	
BARRETT	LARA	3	6	\$71,750	
BASKIN	JOEL	3	13	\$106,895	\$1,508
BEAVERS	VALERIE J	3	13	\$106,895	\$1,508
BECKFORD	SANDRA M.	3	13	\$106,895	
BELL	JENNIFER	2	2	\$56,500	
BELL	STEVEN L.	3	13	\$106,895	
BELLIN	ANDREW	3	10	\$89,250	
BELLIN	SHARON E.	3	12	\$100,750	\$2,306
BELLUZZI	JAMES	2	13	\$93,065	
BENEDETTI	THERESA M.	3	9	\$84,250	
BENITEZ	DEBRA L.	3	6	\$71,750	
BERRIOS	ANDREA	1	5	\$54,000	
BERRY	MADISON	2	1	\$56,000	
BETANCES	DAMIEN	1	7	\$59,850	
BETANCES	OLIVIA			\$82,750	\$6,995
BIANCHI	ROLAND E	2	13	\$91,065	\$1,508
BIANCO	MICHAEL	1	9	\$67,125	
BIERNACKA	ELZBIETA	1	2	\$50,500	
BIJARI	JESSICA	2	1	\$56,000	
BISHARA	SONIA	3	7	\$75,750	
BLAKE-ARROYO	ARETHA R	3	13	\$106,895	
BLOUNT	JEMARA	2	1	\$56,000	
BONO	LOIS JEAN	3	13	\$106,895	\$1,508
BRAKO BISMARCK	MIMI	2	3	\$57,000	
BRANTLEY	COLETTE L.	3	9	\$84,250	
BRIGGS	RASHON M.	2	9	\$72,875	
BROWN	JESSICA	2	6	\$62,500	
BROWN	LISA Y.	3	13	\$106,895	
BUS	JANET M.	3	13	\$106,895	
BUSH	ANTOINETTE	3	13	\$106,895	
BUSHOVEN	SCOTT	1	1	\$50,000	
BUTLER	BRITTANY A.	2	1	\$56,000	
BUTLER	KAREN A	3	13	\$106,895	\$1,508
CAESAR-WALLER	TANYA	3	13	\$106,895	\$1,508

TEACHERS				2013-2014	
LAST NAME	FIRST NAME	TRAC	STEP	SALARY	DIFF'L
CALELLO	MARC	1	2	\$50,500	
CANGELOSI	ROBERT N	3	13	\$106,895	\$1,508
CANNAO	KATHERINE	3	7	\$75,750	
CARTER	SUNLETHA	3	13	\$106,895	
CATA	DANIELLE	3	6	\$71,750	
CECCHINI	KIMBERLY	2	4	\$58,000	
CHARAF	SUADA	3	12	\$100,750	
CHIESA	CAROL ANN	3	13	\$106,895	\$1,508
CHOI	UNJU	3	9	\$84,250	
CHUNG	KEN R.	3	13	\$106,895	
CIERECH	BRENDA	2	5	\$59,500	
CIFELLI	LINDA J.	4	10	\$110,865	
CINNELLA	GIUSEPPINA	3	12	\$100,750	
CIPRIANO	SUSIE	2	9	\$72,875	
CLARK	CHARLES E.	3	13	\$106,895	\$6,995
CLAVELO	CARIDAD	2	10	\$77,750	
CLYBURN	BRIAN	2	5	\$59,500	
COHEN	MARSHA B.	3	13	\$106,895	
COLAHAN	ALISON	3	11	\$94,750	
COLLADO	ANGEL	1	1	\$50,000	
CONIL	CARMEN	1	10	\$72,000	
CONNORS	DELORES	3	12	\$100,750	
CONTEH	ZAINABU	3	7	\$75,750	
CORMAS	VENESSA			\$72,000	
CORSALE	STACY	1	2	\$50,500	
CORTEZ	JENNIFER M.	3	9	\$84,250	
COSTON	DANNETTE			\$57,000	
COWEN	JULIET T.	3	10	\$89,250	
CRIMMINS	KATHERINE M	3	13	\$106,895	\$1,508
CRUZ	REINIER	2	13	\$93,065	\$1,508
CUSACK	ANGELINA E.	3	11	\$94,750	
DALAL	CATHERINE S.	2	5	\$59,500	
DALY	ANN MARIE	3	4	\$65,725	
DAMASCO	LYDIA	3	9	\$84,250	
DANIELS	LOREN	3	13	\$106,895	\$1,508
DANIELS	SUSAN	3	13	\$106,895	\$1,508
DAVIDOFF	LINDA	4	10	\$110,865	
DAVIS	ASHLEY	3	7	\$75,750	
DAVIS	ROGER A.	3	7	\$75,750	
DAYAN	ROTEM	4	1	\$79,955	
DE BLASIO	RONALD J	3	13	\$104,734	
DEAN	JOHN	3	6	\$71,750	
DELANEY	PATRICK	2	8	\$69,250	
DELANEY	ANN	2	13	\$93,065	
DELLAMONICA	DEBRA	2	1	\$56,000	
DEMONCADA	KATHLEEN	3	10	\$89,250	
DEPAOLO	FRANCINE	1	1	\$50,000	
DI CHIARA	ELLEN R.	3	13	\$106,895	
DIAZ-GRANADOS	DAISY	3	13	\$106,895	
DIBONA	STACIE	3	13	\$106,895	
DIMICELLI	JAMES	2	13	\$93,065	

TEACHERS				2013-2014	
LAST NAME	FIRST NAME	TRAC	STEP	SALARY	DIFF'L
DISKEN	LINDA	3	13	\$106,895	\$1,508
DIZON	KIMBERLY	1	1	\$50,000	
DOMINGUES	JENNIFER	3	11	\$94,750	
DONVITO	KATHLEEN	2	7	\$65,750	
DORIS	MARYANN	3	11	\$94,750	
DRAKEFORD	DANIELLE	3	13	\$106,895	\$1,508
DUPREX	COLETTE	1	8	\$63,500	
EBERT	JOANNA E.	2	8	\$69,250	
ESTEVEZ	AMANDA	1	1	\$50,000	
FAHERTY	T. MICHAEL	1	1	\$50,000	
FARRELL	BARBARA S.	3	13	\$106,895	
FEDERICI	KATHLEEN	3	13	\$104,734	\$1,508
FERREIRA	KRISTEN	1	3	\$51,000	
FERREIRA	EMILY	2	9	\$72,875	
FISHBEIN	LESLIE I	3	13	\$106,895	\$1,508
FLEMING	MARISSA	2	6	\$62,500	
FLORCZYK	DENA	3	13	\$106,895	
FREEDMAN	MICHAEL	3	13	\$106,895	\$1,508
FRIED	CHARLES	2	13	\$93,065	\$1,508
FRIEDMAN	LISA J	3	13	\$106,895	\$1,508
FRIEDMANN	LAUREL H	3	13	\$106,895	
FRIERI	MOLLY	1	4	\$52,000	
GALLAGHER	CAROLYN	3	13	\$106,895	\$1,508
GALLIGAN	VICTORIA	2	3	\$57,000	
GARCIA	ANTONIO L.	3	9	\$84,250	
GARCIA	LILLIAN	3	13	\$106,895	
GAUJEAN-LA MAR	NATASHA	2	3	\$57,000	
GIRGAN	JAN S.	3	13	\$106,895	
GLADSTEIN	WENDY H	3	12	\$100,750	
GLASSEY	EILEEN	2	6	\$62,500	
GONZALEZ	CONCETTA	1	6	\$56,700	
GONZALEZ	ALLEN F.	3	12	\$100,750	
GORANT	JESSIE S.	3	13	\$106,895	\$1,508
GORDON	CAROL A	2	13	\$93,065	\$1,508
GRANELLI	PATRICK	3	4	\$65,725	
GRASSI	CLAUDIA	1	10	\$72,000	
GRAVES	VATRELL	2	5	\$59,500	
GREEN	MATTHEW P	3	13	\$106,895	\$1,508
GREEN	NATASHA	3	13	\$106,895	\$6,995
GREEN	SHEREE	3	13	\$106,895	\$1,508
GREENE	ALAN	3	13	\$106,895	\$1,508
GUIDRY	SHAMARA	2	11	\$82,750	
GUZY	FRANCINE B	3	13	\$106,895	\$1,508
HAASE	SUSAN	2	8	\$69,250	
HALI	SAAH	3	5	\$68,500	
HALI	HENRY	3	13	\$106,895	\$1,508
HALLIHAN	MERIN	3	7	\$75,750	
HAMPTON	NICOLE	2	7	\$65,750	
HANKLE	ROBERT	1	10	\$72,000	\$1,508
HANNON	KEVIN	3	11	\$94,750	
HARRISON	LINDA L.	2	12	\$87,500	

TEACHERS

2013-2014

LAST NAME	FIRST NAME	TRAC	STEP	SALARY	DIFF'L
HENRIQUES-ADAMS	JUDITH	3	13	\$106,895	\$1,508
HENRY	DANIEL F.	2	8	\$69,250	
HENRY	GERALD A.	2	9	\$72,875	
HERNANDEZ	VICTOR	1	4	\$52,000	
HERNANDEZ	IRIS	3	4	\$65,725	
HERNANDEZ	CHRIS E.	3	10	\$89,250	
HICKEY	GINA	1	1	\$50,000	
HICKEY	WALTER L.	3	11	\$94,750	
HIEL	DENNIS A	2	13	\$93,065	\$1,508
HIGGINS	GINA	2	5	\$59,500	
HILLMAN	EILEEN B.	2	9	\$72,875	
HOFSAES	MICHAEL	1	10	\$72,000	
HOLDER	GENIEVE A.	3	13	\$106,895	
HONIG-ANDREA	LISA	2	13	\$93,065	\$1,508
HOROWITZ	MICHELE	3	12	\$100,750	
HOXHA	ANILA	1	1	\$50,000	
HRINUK	JAMIE	2	2	\$56,500	
HUGHES	KAREN LEE	3	13	\$106,895	
HUNKO	VOLODYMYR	2	1	\$56,000	
IAPPELLI	GILLIAN M.	1	10	\$72,000	
IRISH	JENNIFER	2	3	\$57,000	
JACKSON	ANIESHA	2	1	\$56,000	
JACOBS	SUZETTE	2	13	\$93,065	
JARDINES	NOEL	1	10	\$72,000	\$1,508
JOFFE	MONICA	1	2	\$50,500	
JOHNSON	JACQUELINE M	2	13	\$93,065	\$1,508
JOSE	SHENA	3	8	\$79,750	
JOSEPH	SANDY	3	13	\$106,895	
JOYCE	JENNIFER	1	4	\$52,000	
KIERNAN	JAMES M	2	13	\$93,065	\$1,508
KIHN	NANCY B	3	13	\$106,895	\$1,908
KIM	JAE NAM	3	12	\$100,750	
KING DYKER	KATHRYN M.	2	10	\$77,750	
KLEIN	EVE M	3	13	\$106,895	
KLEPER	SARIT	2	6	\$62,500	
KLIMEK	EDWARD A	3	13	\$106,895	\$1,508
KOEHLER	HOLLY	2	13	\$93,065	
KONSEVICK	MICHAEL L	1	10	\$72,000	\$1,508
KOZUMA	MIKA	3	11	\$94,750	
LABORDE	JOSEPH	3	8	\$79,750	
LAGOMARSINO	JAMES	3	8	\$79,750	
LAGOMARSINO	ADRIANA	2	10	\$77,750	
LAINO	MEREDITH	1	7	\$59,850	
LAMADRID	LINDA	1	6	\$56,700	
LA-MUI	MEI LINH	2	2	\$56,500	
LAQUI	MARY J.	2	8	\$69,250	
LAWLOR	DANIELLE	1	1	\$50,000	
LAWRENCE	NADINE A.	4	10	\$110,865	
LAWSON	MONICA K	3	13	\$106,895	
LAZAR	JOAN	3	13	\$106,895	
LEFKOWITZ	ADINA	2	5	\$59,500	

TEACHERS				2013-2014	
LAST NAME	FIRST NAME	TRAC	STEP	SALARY	DIFF'L
LEVY	CHIARA	2	3	\$57,000	
LIEBER	MICHAEL	3	13	\$104,734	\$1,508
LINDNER	KARA	3	13	\$106,895	
LIONETTI	CHRISTINA M	3	13	\$106,895	
LIZAIRE-DUFF	SANDY	4	10	\$110,865	
LO VERDE	JEREMY	1	4	\$52,000	
LOSPALLUTO	VANESSA			\$68,500	
LUCKMAN JACOBS	SUE	3	9	\$84,250	
LYNSKEY	MATTHEW	2	5	\$59,500	
MACK	MARGOT	3	3	\$64,164	
MADDOX	LEOLA W	2	13	\$93,065	\$1,508
MADRINAN	VIRGIL	1	8	\$63,500	
MAHER	KRISTEN	3	3	\$64,164	
MALONE	MICHAEL C	1	10	\$70,540	\$1,508
MALONE	JANELLE D	3	13	\$106,895	\$1,508
MARINO	LAWRENCE P	2	13	\$93,065	\$1,508
MARITSCH	MATTHEW	1	9	\$67,125	
MARTINEZ	MARK	2	1	\$56,000	
MARTINEZ	MARIA	1	5	\$54,000	
MARTINO	PHILLIP	1	8	\$63,500	
MARTON	NANCY	2	2	\$56,500	
MASSARO	JEANNE	3	4	\$65,725	
MATESIC	ANNIE	1	3	\$51,000	
MATHIS	MEGHAN	1	1	\$50,000	
MAYERS	CHRISTINE	1	4	\$52,000	
MAZEROLLE	WILLIAM	3	5	\$68,500	
MC CLEAN	JANE	2	13	\$93,065	
MC CREE	TIKOLA	3	10	\$89,250	
MC DONALD	JASON K.	2	10	\$77,750	
MC GEE	IVORY	3	10	\$89,250	
MC GRIFF	MONIQUE	3	11	\$94,750	
MC KEE	STEPHANIE L.	3	10	\$89,250	
MC MILLAN	MATTHEW R.	3	12	\$100,750	
MC MILLAN	MICHELE	3	13	\$106,895	\$1,508
MC VERRY	JEAN E.	1	10	\$72,000	
MEDINA	BETTE	1	4	\$52,000	
MEHTA	HINA R.	3	13	\$106,895	
MELLENDEZ	LOURDES J.	3	12	\$100,750	
MELI	JARED	2	6	\$62,500	
MELLER	AMANDA	2	1	\$56,000	
MELNYK	REGINA B.	2	12	\$87,500	
MENEELY	BONNIE	1	1	\$50,000	
MESA	YANETH	3	12	\$100,750	
MEZZATESTA	GLEN G	2	13	\$93,065	
MILLER	YEVGENIYA	3	4	\$65,725	
MILLER	DENICE	2	13	\$93,065	
MILLETT	BREANNE	3	9	\$84,250	
MINKOWITZ	GOLDIE	3	13	\$106,895	\$1,508
MIRANDER	SHELLIAN T.	2	6	\$62,500	
MISOL	KELLY G.	2	4	\$58,000	
MOLDOVAN	MICHAEL	1	1	\$50,000	

TEACHERS		2013-2014			
LAST NAME	FIRST NAME	TRAC	STEP	SALARY	DIFF'L
MONACO	PATRICIA	3	4	\$65,725	
MONROE	MARC	2	5	\$59,500	
MONSERRAT	ROLANDO	2	13	\$93,065	
MOOTOO	FAITH N.	2	10	\$77,750	
MORAN	AMY M	4	10	\$110,865	
MORGENSTEIN	FLORENCE	3	13	\$106,895	
MORRIS-GEORGE	BARBARA	3	13	\$106,895	\$1,508
MORTON	SUSAN M	2	4	\$58,000	
MORTON	SUSAN E.	3	13	\$106,895	
MOSHEN	LAUREN	2	1	\$56,000	
MULLEN	COLLEEN M.	4	10	\$110,865	
MURPHY	TODD	2	4	\$58,000	
NAGPAL	ASHA	3	13	\$106,895	
NEWLAND	LEE ANN	2	9	\$72,875	
NOEL	JENNIFER A.	3	10	\$89,250	
NONAS	JAMES	3	13	\$106,895	\$1,508
NORATO	JENNIFER	2	1	\$56,000	
NORRIS	ALLISON E	2	13	\$93,065	\$1,508
NYAMEKYE	ENOCH	3	4	\$65,725	
OCCHIOGROSSO	JOHN	3	9	\$84,250	
O'CONNOR	PATRICK	3	10	\$89,250	
ODOOD	NINA	3	13	\$106,895	\$1,508
OGLETREE	FREDERICA A	2	13	\$93,065	\$1,508
OLENDER	DANIEL	2	1	\$56,000	
ORAPELLO	KEITH W.	2	3	\$57,000	
ORIOLO	JENNIFER	1	7	\$59,850	
ORTEGA-ULUBAY	YVETTE	3	13	\$106,895	\$1,508
O'SHEA	MICHAEL	3	13	\$106,895	\$1,508
O'TOOLE	SUZANNE L	3	13	\$106,895	\$1,508
PAGAN	COLLEEN	2	1	\$56,000	
PALADINO	JOHN	2	7	\$65,750	
PANAGIOTOU	KRISTEN	3	13	\$106,895	
PANEPINTO	JOSEPH C.	2	10	\$77,750	
PAPALEO	THOMAS R.	3	13	\$106,895	
PARHAM	LANCE P.	3	8	\$79,750	
PARK	ANN S	3	13	\$106,895	\$1,508
PATEL	HITISHA	1	1	\$50,000	
PATRISSO	HORACIO	3	13	\$106,895	
PAYNE	EDNA K	3	13	\$106,895	\$1,508
PAZ	STEPHANIE	2	8	\$69,250	
PEARLMAN	JUNE D.	2	6	\$62,500	
PEREZ	KRYSTEN M.	3	11	\$94,750	
PERMUY	KAREN	1	2	\$50,500	
PETRUS	BELKIS C.	3	12	\$100,750	
PICCININNI	FRANK S.	2	13	\$93,065	
PITRE	KIMBERLY	2	5	\$59,500	
PITTMAN	REGINALD L.	2	11	\$82,750	
POWELL	JAVALDA	2	7	\$65,750	
PREPIS	CHRISTIE	1	4	\$52,000	
PRESLEY	GORDON L	4	10	\$110,865	
PREZIOSI	BARBARA E	3	13	\$106,895	

TEACHERS				2013-2014	
LAST NAME	FIRST NAME	TRAC	STEP	SALARY	DIFF'L
PRINCE	JACQUELINE L	2	13	\$93,065	\$1,508
PRUDEN	JAMES N.	1	10	\$70,540	
QUINLAN	ALYCE	2	3	\$57,000	
RAM	MARILYN	3	13	\$106,895	\$1,508
RAMAGLI	MATTHEW	3	10	\$89,250	
RAMIREZ-CRUZ	LUCILA	2	4	\$58,000	
REESE	KELVIN	2	1	\$56,000	
REILLY	SHAUN	3	5	\$68,500	
RICHARDS	LEA ANN	2	7	\$65,750	
RICOT-PEAN	JUDITH	2	12	\$87,500	
RIEDER	ELIZABETH	1	1	\$50,000	
RIVERA	KATHERINE	1	3	\$51,000	
ROBBINS	ELIZABETH	2	8	\$69,250	
ROBINSON	ELAINE F	2	13	\$93,065	\$1,508
RODDA	RICHARD	1	4	\$52,000	
ROME	JENNIFER	2	12	\$87,500	
ROSALES	MAURICE R	3	13	\$106,895	\$1,508
ROSEEN	ROBERT E	3	13	\$106,895	\$1,508
ROSEN	LISA	3	6	\$71,750	
RUBERTONE	CHARLOTTE A.	1	10	\$72,000	
RUDY	WILLA C.	3	13	\$106,895	
RUPINSKI	CHARLES A.	2	13	\$93,065	
SAHADI	MARSHA A.			\$106,895	\$1,508
SAN GEORGE	RENA C	1	10	\$72,000	\$1,508
SCRO	DONNA L	3	13	\$106,895	\$1,508
SEO	ESTHER	2	4	\$58,000	
SEVANO	EILEEN	3	13	\$106,895	\$1,508
SGAMBATI	LISAMARIE	3	4	\$65,725	
SHEPPARD	PAUL	3	13	\$106,895	
SHERBINE	ROBERT	3	13	\$106,895	
SILVERMAN	CAMILLE			\$51,000	
SIMPSON	KAREN	1	6	\$56,700	
SLOMINSKY	JEFFREY	3	8	\$79,750	
SMART	JEROME	2	11	\$82,750	
SMITH	TAWANA	2	3	\$57,000	
SMITH	DAVID	1	10	\$72,000	
SMITH	EMILY	3	12	\$100,750	
SONNENSHEIN	BEATRICE H	3	13	\$106,895	\$1,508
SOSS	SUSAN O.	3	13	\$106,895	
SPAIN	DIANA M	3	13	\$106,895	\$1,508
SPANO	DANIELLE	3	9	\$84,250	
STACK	GERALDINE J	3	13	\$106,895	\$1,508
STANIC	VICTOR	1	4	\$52,000	
STERN	IVY	3	13	\$106,895	
STRIPLING	TATIANA			\$58,000	
STYLES	BRIAN	2	9	\$72,875	
SULLIVAN	DANIEL	1	5	\$54,000	
SULLIVAN	KIMBERLY A.	1	10	\$72,000	
TAYLOR	ANGELA	3	13	\$106,895	
TAYLOR	JENNIFER			\$93,065	
TEWEY	MARGARET	3	8	\$79,750	

TEACHERS				2013-2014	
LAST NAME	FIRST NAME	TRAC	STEP	SALARY	DIFF'L
THOMAS	ANITHA	3	9	\$84,250	
THOMAS	NATASHA D.	3	9	\$84,250	
THOMAS	VINOD	3	13	\$106,895	
THOMPSON	EDWARD A	1	10	\$72,000	\$1,508
TRISCHKA	ASSUNTA M	2	13	\$93,065	
TUCH	JANICE C.	3	13	\$106,895	
TUITE	MAURA	4	10	\$110,865	
URENA	MARISOL	1	10	\$72,000	
UREVITCH	RITA F.	1	10	\$72,000	\$3,271
UWISAVYE	JEAN-GRATIEN	2	9	\$72,875	
VALENTINO	MICHAEL	3	6	\$71,750	
VAN DYKE	GARY	2	13	\$93,065	\$1,508
VAN HORN	LOUISE	3	13	\$106,895	\$1,508
VAN LEW	AMY L.			\$93,065	
VAN MALDEN	BRENDA	2	10	\$77,750	
VAN SADERS	SHARON	3	13	\$106,895	\$1,508
VENEZIA	LUIGI	1	2	\$50,500	
VILLANI	JAIME	1	6	\$56,700	
VIRAY	EMMANUEL R.	3	10	\$89,250	
VIRAY	KERRIE L.	3	11	\$94,750	
VLAJIC-MURISIC	JOVANA	4	7	\$95,630	
VOLMAR	JULIE	2	5	\$59,500	
VOVRA	ODETTE	3	6	\$71,750	
WANNAMAKER	HALLIE ANN	2	5	\$59,500	
WARREN-GIVENS	SAUNDRA	2	13	\$93,065	
WATSON	LOTTIE M.	3	12	\$100,750	\$6,995
WEINSTEIN	ARIELLE	2	2	\$56,500	
WELBERT	STEPHEN A.	2	11	\$82,750	
WELLS	TRACY D	2	13	\$93,065	\$1,508
WESTER	SHEENA	1	1	\$50,000	
WHITE	NELL	1	2	\$50,500	
WILCOX	TERI	3	13	\$106,895	\$1,508
WILLIAMS	MARINA	2	9	\$72,875	
WILLIAMS	CARRIE L.	2	10	\$77,750	
WILLIAMS	VINETTE	2	13	\$93,065	
WILLIAMS	ADRIENNE	3	13	\$106,895	
WILLIAMS	KELLY G.			\$68,500	
WINSTON	G. PARKER	3	13	\$106,895	
WOFFORD	DAVID M	3	13	\$106,895	\$1,508
WOHLTMANN	MARGARET	3	8	\$63,800	
WRIGHT	ELLEN J	3	13	\$106,895	\$1,508
ZAHN	JOANNE	1	10	\$72,000	
ZARRO	WILLIAM	3	2	\$63,089	
ZEIGLER	SHANE	2	9	\$72,875	
ZOLLO	KENNETH	3	13	\$106,895	
ZOPPI	DEREK	1	6	\$56,700	

ATHLETIC TRAINER**2013-2014**

NAME		TRACK STEP		SALARY	DIFF'L
CIESLAK	KENNETH T.	30	5	\$64,157	

12 MONTH SECRETARIES**2013-2014**

NAME		TRACK STEP		SALARY	DIFF'L
ALLSHOUSE	RANDY L.	22	5	\$64,546	\$256
ANTINORI	ROSEMARIE	23	1	\$53,745	
APPEL	JOANNE M	22	5	\$64,546	\$1,023
BAIG	ANEESA S.	22	5	\$64,546	
BAILEY	GWENDOLYN	23	5	\$61,145	\$512
BASCH	JULIE A	22	5	\$64,546	\$512
BROWN	CANDICE Y.	22	5	\$64,546	
SODERMAN	ERIKA			\$64,546	\$1,023
BRUNO	KATHY L.	23	5	\$61,145	\$512
BRYANT	MARGARET	23	5	\$61,145	\$256
DE LISIO	SUSAN	24	1	\$41,802	
DOCKERY	KIM N.	23	5	\$61,145	\$512
FISCHER	DONNA M.	23	5	\$61,145	
FLANAGAN	CHRISTINE A.	21	5	\$68,093	\$3,933
HARBATER	JUDITH	23	5	\$61,145	\$1,023
HENRY	CLAUDIA L.	22	5	\$64,546	\$512
HENRY	JENNIFER	23	3	\$57,345	
HOLLIS	CATHERINE E	22	5	\$64,546	\$1,023
HOLLIS	CHARLES T.	22	5	\$64,546	\$512
HUBER	PAULA	23	5	\$61,145	\$512
KOCH	DIANE M	22	5	\$64,546	\$1,023
KOTEEN-COLEMAN	MELANIE L	21	5	\$68,093	\$1,023
LESLIE	LOUISE	23	4	\$59,145	
MC DUFFIE	CHANON	22	1	\$56,731	
MURPHY	GRACE M	23	5	\$61,145	\$1,023
REIS	SUSAN E	23	5	\$61,145	\$512
ROYER	NANCY	21	2	\$61,717	
SANTAMARIA	DAWN	22	1	\$56,731	
SHABRACK	KAREN L	21	5	\$68,093	\$1,023
SOOHOO	MARION	23	5	\$61,145	\$256
SOUTH	CYNTHIA	22	5	\$64,546	\$1,023
TAVAREZ	MILAGRO A	23	3	\$57,345	
THOMPSON	DEBORAH A	22	5	\$64,546	
WARNER	HUE NIKKA	22	1	\$56,731	
WATT STCLAIR	VENESSA	24	4	\$46,002	

10 MONTH SECRETARIES**2013-2014**

NAME		TRACK STEP		SALARY	DIFF'L
AHEARN	RUTHANNE	14	5	\$40,785	
DORSEY	GENITA			\$40,785	
BALL	BETTY J.	14	4	\$38,335	
FRIEDEL	CAROL	13	5	\$51,621	\$1,023
JENNER	BARBARA	14	1	\$34,835	
MC CLAIN	LEEANN	14	4	\$38,335	
MC MILLON	KELLY D	13	5	\$51,621	\$1,023

PARAPROFESSIONALS

2013-2014

NAME		TRAC	STEP	SALARY	DIFF'L
ABBASI	GULJABEEN	42	3	\$37,765	
AMATO	CECILIA	42	3	\$37,765	
ANDERSEN	GARY W	42	3	\$37,765	
BEDNARSKI	PATRICIA	42	1	\$35,965	
CAMBRIDGE	KELLY	42	1	\$35,965	
CARUSO	ROSE	42	1	\$35,965	
CHAPEL	DIANE	42	3	\$37,765	
CLARKE	SHENEE	42	3	\$37,765	
COFONE	BARBARA	42	3	\$37,765	
COLOSIMO	DEBRA	42	1	\$35,965	
CUSHNIE	MARCUS	42	1	\$35,965	
DA CRUZ	MARY-LYNN	42	3	\$37,765	
DAVIS	AKIL	42	1	\$35,965	
DAVIS	STEPHANIE	42	1	\$35,965	
DRAGONA	DANIELLE	42	3	\$37,765	
FAROOQ	SAMINA	42	1	\$35,965	
FERRARO	RACHEL	42	1	\$35,965	
GRAHAM	JANET	42	3	\$37,765	
HAQUE	HAZERA	42	3	\$37,765	
HASAN	FARAH	42	1	\$35,965	
INFANTE	CHRISTOPHER	42	1	\$35,965	
ISHKANIAN	ALEX J.	42	3	\$37,765	
JOHNSON	AVIA	42	3	\$37,765	
JOHNSON III	VINCENT	42	1	\$35,965	
JONES	SPENCER	42	1	\$35,965	
KINLOCH	LILLIAN J.	42	3	\$37,765	
LEVY	ELLEN	42	3	\$37,765	
LIMONE	DANIEL	42	1	\$35,965	
LUCIOUS	WARREN	42	3	\$37,765	
MAHMOUD	HIND	42	3	\$37,765	
MARMOLEJOS	ANNERIS	42	1	\$35,965	
MEYERS	JOSEPH	42	1	\$35,965	
MICHELOTTI	MARY	42	1	\$35,965	
MYRIE	CARLYLE	42	3	\$37,765	
NYLANDER	ANTHONY M.	42	3	\$37,765	
PASSMORE	JADA N.	42	3	\$37,765	
PERMUT	AMY	42	1	\$35,965	
RAMRAJ	YASMIN	42	3	\$37,765	\$420
RASOR	MARY	42	1	\$35,965	
RECINOS	MERYL	42	1	\$35,965	
RIVERA	JESSICA C.	42	1	\$35,965	
RIVERA	STACEY	42	3	\$37,765	
ROMERO	OFELIA	42	3	\$37,765	
ROSEGREN	MARIE	42	3	\$37,765	
ROTTNER	DOLORES D	42	3	\$37,765	\$420
RYNANDER	JENNIFER	42	3	\$37,765	
SALTMAN	ISOLINA	42	3	\$37,765	
SANDVIG	MARY	42	1	\$35,965	
SCHLERETH	HELEN T	42	3	\$37,765	\$420
SEMEXANT	GUERLINE	42	1	\$35,965	
SIMMONS	KAREN	42	1	\$35,965	
SIMPSON	MARGARET M	42	3	\$37,765	\$420
SMITH	DONOVAN R	42	3	\$37,765	

PARAPROFESSIONALS**2013-2014**

NAME		TRAC† STEP		SALARY	DIFF'L
SMITH	JENNIFER	42	1	\$35,965	
THOMPSON	CHARLES	42	1	\$35,965	
TULYS	MICHAEL	42	1	\$35,965	
TUZZEO	CELIDA	42	3	\$37,765	
TUZZEO	MATTHEW	42	1	\$35,965	
VISO	DANIELLE	42	2	\$36,765	
WACHA	BARBARANN	42	3	\$37,765	
WACHA	VALORIE M.	42	3	\$37,765	
WILKINS	NICOLE	42	3	\$37,765	
WILLIAMS	ANITA	42	3	\$37,765	

NOON HOUR PARAPROFESSIONALS**2013-2014**

NAME		TRAC† STEP		SALARY	
ALEEM	ATIQA	41	1	\$8,486	
ASLAM	NEELAM	41	1	\$8,486	
KOUSAR	FARZANA			\$8,787	
AZIEM	SAEEDA S.	41	3	\$9,085	
BANO	SHAHIDA	41	3	\$9,085	
BARSOUM	MANAL S.	41	3	\$9,085	
BEMBRY	ERNESTINE	41	3	\$9,085	
CAVE	MARJORIE	41	3	\$9,085	
CHUNG	LILIAN	41	1	\$8,486	
CORDERO	NANCY	41	3	\$9,085	
D'AURIA	ANNA	41	3	\$9,085	
DORMAN-SIMMS	CHARMAINE A.	41	3	\$9,085	
FAROOQ	KAUSAR	41	3	\$9,085	
FURMAN	JANIS L.	41	3	\$9,085	
GIEL	JACQUELINE	41	3	\$9,085	
GODETTE	BETTY J.	41	3	\$9,085	
GRIEPENBURG	PATRICIA A.	41	3	\$9,085	
HADLEY	VIRGINIA	41	3	\$9,085	
HASAN	SAIYEDA	41	3	\$9,085	
HAYES	BARBARA	41	3	\$9,085	
HOWARD	DELPHINIA	41	1	\$8,486	
IQBAL	RASHEEDA	41	3	\$9,085	
KHAN	ANISA S.	41	3	\$9,085	
LANE	MINNIE	41	1	\$8,486	
MALEK	ZAHEDA	41	3	\$9,085	
MILLER	MERCEDES	41	1	\$8,486	
MOHAMMAD	AYTYZAZ	41	3	\$9,085	
NOREEN	SHAYSTA	41	1	\$8,486	
PERCH	NORRIS	41	3	\$9,085	
RAGUSA	ANNA MARIE	41	3	\$9,085	
ROBLEDO	MILAGROS	41	3	\$9,085	
SYED	AHMADI	41	2	\$8,787	
SYED	ANEES	41	3	\$9,085	
WRIGHT	JANNIE	41	3	\$9,085	

TEACHERS		2014-2015			
NAME		TRACK	STEP	SALARY	DIFF'L
AHEARN	JENNIFER	02	5	\$61,000	
AILEY	ESABIA	02	8	\$71,000	
AKSELRAD	ERIC	02	7	\$68,000	
ALLEN	FAITH	03	13	\$108,937	\$1,543
ALLEN	TEKEEMA	02	10	\$80,000	
ALMEIDA	HILARY	03	13	\$108,937	
ALMONTE-DELGADO	GRISELDA	02	9	\$74,750	
ANNUNZIATA	DANIELLE	01	1	\$52,000	
ANTONAKIS	PETER	03	13	\$108,937	
APREDA	SONIA	03	7	\$77,750	
ARIAS	PAOLA	02	9	\$74,750	
ASTOR	VALARIE	01	5	\$55,500	
ASTORE	VANESSA	01	8	\$65,000	
AUGUSTINE	KATIEROSE	02	1	\$58,000	
AUMACK	SEAN C.	03	13	\$108,937	
AYZENBERG	ANNA	02	4	\$60,000	
AZRIA	LISA	03	13	\$108,937	
BADRAS	RANDY E	03	13	\$108,937	\$1,543
BAER	DIANA B.	03	11	\$97,000	
BAER	STEPHANIE	02	13	\$95,500	\$1,543
BAGNUOLO	DARLENE M.	03	13	\$108,937	
BARBOSA	LEANA	02	13	\$95,500	
BARRETT	LARA	03	6	\$73,750	
BASKIN	JOEL	03	13	\$108,937	\$1,543
BEAVERS	VALERIE J	03	13	\$108,937	\$1,543
BECKFORD	SANDRA M.	03	13	\$108,937	
BELL	JENNIFER	02	2	\$58,500	
BELL	STEVEN L.	03	13	\$108,937	
BELLIN	ANDREW	03	10	\$90,550	
BELLIN	SHARON E.	03	12	\$102,750	\$2,306
BELLUZZI	JAMES	03	13	\$108,937	
BENEDETTI	THERESA M.	03	9	\$86,250	
BENITEZ	DEBRA L.	03	6	\$73,750	
BERRIOS	ANDREA	02	5	\$61,000	
BERRY	MADISON	02	1	\$58,000	
BETANCES	DAMIEN	01	7	\$61,500	
BETANCES	OLIVIA P.	02	11	\$84,750	\$6,995
BIANCHI	ROLAND E			\$93,065	\$1,543
BIANCO	MICHAEL	01	9	\$69,000	
BIERNACKA	ELZBIETA	01	2	\$52,500	
BIJARI	JESSICA	02	1	\$58,000	
BLAKE-ARROYO	ARETHA R	03	13	\$108,937	\$1,543
BLOUNT	JEMARA	03	1	\$62,514	
BONO	LOIS JEAN	03	13	\$108,937	\$1,543
BOOK	DOUGLAS	02	2	\$58,500	
BRANTLEY	COLETTE L.	03	9	\$86,250	
BROWN	JESSICA	02	6	\$64,000	
BROWN	LISA Y.	03	13	\$108,937	
BUS	JANET M.	03	13	\$108,937	
BUSH	ANTOINETTE	03	13	\$108,937	
BUSHOVEN	SCOTT	01	1	\$52,000	
BUTLER	BRITTANY A.	02	1	\$58,000	
BUTLER	KAREN A	03	13	\$108,937	\$1,543

TEACHERS		2014-2015			
NAME		TRACK	STEP	SALARY	DIFF'L
CALELLO	MARC	01	2	\$52,500	
CANGELOSI	ROBERT N	03	13	\$108,937	\$1,543
CANNAO	KATHERINE	03	7	\$77,750	
CAPALBO	FRANK	01	5	\$55,500	
CARDONE	MICHELE	01	5	\$55,500	
CARTER	SUNLETHA	03	13	\$108,937	
CECCHINI	KIMBERLY	02	4	\$60,000	
CHARAF	SUADA	03	12	\$102,750	
CHESTER	VIVIAN	02	1	\$58,000	
CHIESA	CAROL ANN	03	13	\$108,937	\$1,543
CHOI	UNJU	03	9	\$86,250	
CHUNG	KEN R.	03	13	\$108,937	
CIERECH	BRENDA	03	5	\$70,500	
CINNELLA	GIUSEPPINA	03	12	\$102,750	
CIPRIANO	SUSIE	02	9	\$74,750	
CLARK	CHARLES E.	03	13	\$108,937	\$6,995
CLAVELO	CARIDAD	02	10	\$80,000	
CLYBURN	BRIAN	02	5	\$61,000	
COHEN	MARSHA B.	03	13	\$108,937	
COLAHAN	ALISON	03	11	\$97,000	
CONIL	CARMEN	01	10	\$74,000	
CONNORS	DELORES	03	12	\$102,750	
CONTEH	ZAINABU	03	7	\$77,750	
CORSALE	STACY	01	2	\$52,500	
CORTEZ	JENNIFER M.	03	9	\$86,250	
COSTON	DANNETTE	02	3	\$59,000	
CRIMMINS	KATHERINE M	03	13	\$108,937	\$1,543
CRUZ	REINIER	02	13	\$95,500	\$1,543
CUOMO	LUCIA	02	8	\$71,000	
CUSACK	ANGELINA E.	03	11	\$97,000	
DALAL	CATHERINE S.	02	5	\$61,000	
DANIELS	SUSAN	03	13	\$108,937	\$1,543
DAVIDOFF	LINDA	04	10	\$113,415	
DAVIS	ASHLEY	03	7	\$77,750	
DAVIS	ROGER A.	03	7	\$77,750	
DAYAN	ROTEM	04	1	\$81,794	
DE BLASIO	RONALD J			\$106,895	\$1,543
DEAN	JOHN	03	6	\$73,750	
DELANEY	ANN	02	13	\$95,500	
DELANEY	PATRICK	02	8	\$71,000	
DELLAMONICA	DEBRA	02	1	\$58,000	
DEMAIO	NINA	02	1	\$58,000	
DEMONCADA	KATHLEEN	03	10	\$90,550	
DEPALO	FRANCINE	01	1	\$52,000	
DERUITER	LYDIA	03	9	\$86,250	
DI CHIARA	ELLEN R.	03	13	\$108,937	
DIAZ-GRANADOS	DAISY	03	13	\$108,937	
DIBONA	STACIE	03	13	\$108,937	
DIMICELLI	JAMES	02	13	\$95,500	
DISKEN	LINDA	03	13	\$108,937	\$1,543
DIZON	KIMBERLY	01	1	\$52,000	
DOMINGUES	JENNIFER	03	11	\$97,000	
DONVITO	KATHLEEN	02	7	\$68,000	

TEACHERS		2014-2015			
NAME		TRACK	STEP	SALARY	DIFF'L
DORIS	MARYANN	03	11	\$97,000	
DRAKEFORD	DANIELLE	03	13	\$108,937	\$1,543
DUNN	JAMES J	01	6	\$58,250	
DUPREX	COLETTE	01	8	\$65,000	
EBERT	JOANNA E.	02	8	\$71,000	
ESTEVEZ	AMANDA	01	1	\$52,000	
FARRELL	BARBARA S.	03	13	\$108,937	
FEDERICI	KATHLEEN			\$106,895	\$1,543
FENNIMORE	JULIET T.	03	10	\$90,550	
FERREIRA	EMILY	02	9	\$74,750	
FERREIRA	KRISTEN	01	3	\$53,000	
FLEMING	MARISSA	02	6	\$64,000	
FRANE	JESSICA	01	3	\$53,000	
FREEDMAN	MICHAEL	03	13	\$108,937	\$1,543
FRIEDMAN	LISA J	03	13	\$108,937	\$1,543
FRIERI	MOLLY	01	4	\$53,500	
GALLAGHER	CAROLYN	03	13	\$108,937	\$1,543
GALLIGAN	VICTORIA	03	3	\$59,000	
GARCIA	LILLIAN	03	13	\$108,937	
GARCIA-TRAVIESO	BEATRIZ	01	1	\$52,000	
GIELLA	KATE	02	7	\$68,000	
GIRGAN	JAN S.	03	13	\$108,937	
GLADSTEIN	WENDY H	03	12	\$102,750	
GLASSEY	EILEEN	03	6	\$73,750	
GOERG	ALISON	02	4	\$60,000	
GONZALEZ	ALLEN F.	03	12	\$102,750	
GONZALEZ	CONCETTA	01	6	\$58,250	
GORANT	JESSIE S.	03	13	\$108,937	\$1,543
GORDON	CAROL A	02	13	\$95,500	\$1,543
GRANELLI	PATRICK	03	4	\$67,525	
GRASSI	CLAUDIA	01	10	\$74,000	
GRAVES	VATRELL	02	5	\$61,000	
GREEN	MATTHEW P	03	13	\$108,937	\$1,543
GREEN	NATASHA	03	13	\$108,937	\$6,995
GREEN	SHEREE	03	13	\$108,937	\$1,543
GREENE	ALAN	03	13	\$108,937	\$1,543
GRUSHKIN	DENA	03	13	\$108,937	
GUIDRY	SHAMARA	02	11	\$84,750	
GUZY	FRANCINE B	03	13	\$108,937	\$1,543
HAASE	SUSAN	03	8	\$81,583	
HALI	HENRY	03	13	\$108,937	\$1,543
HALI	SAAH	03	5	\$70,500	
HALLIHAN	MERIN	03	7	\$77,750	
HAMPTON	NICOLE	02	7	\$68,000	
HANKLE	ROBERT	01	10	\$74,000	\$1,543
HANNON	KEVIN	03	11	\$97,000	
HARRISON	LINDA L.	03	12	\$102,750	
HART	KIRIN	02	10	\$80,000	
HENRIQUES-ADAMS	JUDITH	03	13	\$108,937	\$1,543
HENRY	DANIEL F.	02	8	\$71,000	
HENRY	GERALD A.	02	9	\$74,750	
HERNANDEZ	CHRIS E.	03	10	\$90,550	
HERNANDEZ	IRIS	03	4	\$67,525	

TEACHERS		2014-2015			
NAME		TRACK	STEP	SALARY	DIFF'L
HERNANDEZ	VICTOR	01	4	\$53,500	
HICKEY	GINA	02	1	\$58,000	
HICKEY	WALTER L.	03	11	\$97,000	
HIEL	DENNIS A	02	13	\$95,500	\$1,543
HILLMAN	EILEEN B.	02	9	\$74,750	
HOFSAES	MICHAEL	01	10	\$74,000	
HOFSAES	STEPHANIE	02	9	\$74,750	
HOLDER	GENIEVE A.	03	13	\$108,937	
HOROWITZ	MICHELE	03	12	\$102,750	
HOXHA	ANILA	01	1	\$52,000	
HRINUK	JAMIE	02	2	\$58,500	
HUGHES	KAREN LEE	03	13	\$108,937	
HUNKO	VOLODYMYR	02	1	\$58,000	
IAPPELLI	GILLIAN M.	02	10	\$80,000	
INFANTE	CHRISTOPHER	01	1	\$52,000	
IRISH	JENNIFER	02	3	\$59,000	
JACKSON	ANIESHA	02	1	\$58,000	
JACOBS	SUZETTE	02	13	\$95,500	
JANG	CHI YOUNG	02	4	\$60,000	
JARDINES	NOEL	01	10	\$74,000	\$1,543
JOHNSON	JACQUELINE M	02	13	\$95,500	\$1,543
JOSEPH	SANDY	03	13	\$108,937	
JOYCE	JENNIFER	01	4	\$53,500	
KIERNAN	JAMES M	02	13	\$95,500	\$1,543
KIM	JAE NAM	03	12	\$102,750	
KING DYKER	KATHRYN M.	02	10	\$80,000	
KLEIN	EVE M	03	13	\$108,937	
KLIMEK	EDWARD A	03	13	\$108,937	\$1,543
KOEHLER	HOLLY	02	13	\$95,500	
KONSEVICK	MICHAEL L	01	10	\$74,000	\$1,543
KOZUMA	MIKA	03	11	\$97,000	
LABORDE	JOSEPH	03	8	\$81,583	
LAGOMARSINO	ADRIANA	02	10	\$80,000	
LAGOMARSINO	JAMES	03	8	\$81,583	
LAINO	MEREDITH	01	7	\$61,500	
LALIKER	SAMANTHA	01	1	\$52,000	
LAMADRID	LINDA	01	6	\$58,250	
LA-MUI	MEI LINH	02	2	\$58,500	
LAQUI	MARY J.	02	8	\$71,000	
LAWLER	JANINE	03	8	\$81,583	
LAWLOR	DANIELLE	01	1	\$52,000	
LAWRENCE	NADINE A.	04	10	\$113,415	
LAWSON	MONICA K	03	13	\$108,937	
LAZAR	JOAN	03	13	\$108,937	
LEFKOWITZ	ADINA	02	5	\$61,000	
LEVY	CHIARA	02	3	\$59,000	
LIEBER	MICHAEL			\$106,895	\$1,543
LINDNER	KARA	03	13	\$108,937	
LIONETTI	CHRISTINA M	03	13	\$108,937	
LIZAIRE-DUFF	SANDY	04	10	\$113,415	
LO VERDE	JEREMY	01	4	\$53,500	
LONDONO	EDWARD	02	10	\$80,000	
LUCKMAN JACOBS	SUE	03	9	\$86,250	

TEACHERS		2014-2015			
NAME		TRACK	STEP	SALARY	DIFF'L
LYNSKEY	MATTHEW	02	5	\$61,000	
MACK	MARGOT	03	3	\$65,128	
MADDOX	LEOLA W	02	13	\$95,500	\$1,543
MADRINAN	VIRGIL	01	8	\$65,000	
MAHER	KRISTEN	03	3	\$65,128	
MALACHI-CHANG	SHAKERRA	03	10	\$90,550	
MALONE	JANELLE D	03	13	\$108,937	\$1,543
MALONE	MICHAEL C			\$72,000	\$1,543
MARINO	LAWRENCE P	02	13	\$95,500	\$1,543
MARITSCH	MATTHEW	01	9	\$69,000	
MARTINEZ	MARIA	01	5	\$55,500	
MARTINEZ	MARK	02	1	\$58,000	
MARTINO	PHILLIP	01	8	\$65,000	
MARTON	NANCY	02	2	\$58,500	
MATESIC	ANNIE	02	3	\$59,000	
MAYERS	CHRISTINE	01	4	\$53,500	
MAZEROLLE	WILLIAM	03	5	\$70,500	
MC CLEAN	JANE	02	13	\$95,500	
MC CREE	TIKOLA	03	10	\$90,550	
MC DONALD	JASON K.	02	10	\$80,000	
MC GEE	IVORY	03	10	\$90,550	
MC KEE	STEPHANIE L.	03	10	\$90,550	
MC MILLAN	MATTHEW R.	03	12	\$102,750	
MC MILLAN	MICHELE	03	13	\$108,937	\$1,543
MC VERRY	JEAN E.	01	10	\$74,000	
MEHTA	HINA R.	03	13	\$108,937	
MELENDEZ	LOURDES J.	03	12	\$102,750	
MELI	JARED	02	6	\$64,000	
MELLER	AMANDA	02	1	\$58,000	
MELNYK	REGINA B.	02	12	\$89,750	
MENEELY	BONNIE	01	1	\$52,000	
MESA	YANETH	03	12	\$102,750	
MESSMER	SAMANTHA	01	1	\$52,000	
MEZZATESTA	GLEN G	02	13	\$95,500	
MILLER	DENICE	02	13	\$95,500	
MILLER	YEVGENIYA	03	4	\$67,525	
MILLETT	BREANNE	03	9	\$86,250	
MINKOWITZ	GOLDIE	03	13	\$108,937	\$1,543
MIRANDER	SHELLIAN T.	02	6	\$64,000	
MIRLIS	JILL	03	2	\$63,089	
MISOL	KELLY G.	02	4	\$60,000	
MOLDOVAN	MICHAEL	01	1	\$52,000	
MONACO	PATRICIA	03	4	\$67,525	
MONROE	MARC	03	5	\$70,500	
MONSERRAT	ROLANDO	02	13	\$95,500	
MOOTOO	FAITH N.	02	10	\$80,000	
MORAN	AMY M	04	10	\$113,415	
MORRIS-GEORGE	BARBARA	03	13	\$108,937	\$1,543
MORTON	SUSAN E.	03	13	\$108,937	
MOSHEN	LAUREN	02	1	\$58,000	
MURPHY	TODD	02	4	\$60,000	
NAGENGAST	TRACY	02	3	\$59,000	
NAGPAL	ASHA	03	13	\$108,937	

TEACHERS		2014-2015			
NAME		TRACK	STEP	SALARY	DIFF'L
NEWLAND	LEE ANN	02	9	\$74,750	
NOEL	JENNIFER A.	03	10	\$90,550	
NONAS	JAMES	03	13	\$108,937	\$1,543
NORATO	JENNIFER	02	1	\$58,000	
NORRIS	ALLISON E	02	13	\$95,500	\$1,543
NUNEZ	KRISTIN	02	6	\$64,000	
NYAMEKYE	ENOCH	03	4	\$67,525	
OCCHIOGROSSO	JOHN	03	9	\$86,250	
O'CONNOR	PATRICK	03	10	\$90,550	
ODOOD	NINA	03	13	\$108,937	\$1,543
OGLETREE	FREDERICA A	02	13	\$95,500	\$1,543
O'HARA	ANN MARIE	03	4	\$67,525	
OLENDER	DANIEL	02	1	\$58,000	
ORAPELLO	KEITH W.	03	3	\$65,128	
ORIOLO	JENNIFER	01	7	\$61,500	
ORNER	DANA	01	1	\$52,000	
ORTEGA-ULUBAY	YVETTE	03	13	\$108,937	\$1,543
ORTIZ JR	RAMON	03	7	\$77,750	
O'SHEA	MICHAEL	03	13	\$108,937	\$1,543
O'TOOLE	SUZANNE L	03	13	\$108,937	\$1,543
PAGAN	COLLEEN	02	1	\$58,000	
PALADINO	JOHN	03	7	\$77,750	
PANAGIOTOU	KRISTEN	03	13	\$108,937	
PANEPINTO	JOSEPH C.	02	10	\$80,000	
PAPALEO	THOMAS R.	03	13	\$108,937	
PARHAM	LANCE P.	03	8	\$81,583	
PARK	ANN S	03	13	\$108,937	\$1,543
PATRISSO	HORACIO	03	13	\$108,937	
PAYNE	EDNA K	03	13	\$108,937	\$1,543
PAZ	STEPHANIE	02	8	\$71,000	
PEREZ	KRYSTEN M.	03	11	\$97,000	
PERLMAN	STACEY	03	3	\$65,128	
PERMUY	KAREN	01	2	\$52,500	
PETRUS	BELKIS C.	03	12	\$102,750	
PICCININNI	FRANK S.	02	13	\$95,500	
PITRE	KIMBERLY	03	5	\$70,500	
PITTMAN	REGINALD L.	02	11	\$84,750	
PLACIDE	JENNIFER	02	4	\$60,000	
POWELL	JAVALDA	02	7	\$68,000	
PREPIS	CHRISTIE	01	4	\$53,500	
PREZIOSI	BARBARA E	03	13	\$108,937	\$1,543
PRINCE	JACQUELINE L	02	13	\$95,500	\$1,543
PRUDEN	JAMES N.			\$72,000	
RAM	MARILYN	03	13	\$108,937	\$1,543
RAMAGLI	MATTHEW	03	10	\$90,550	
RAMIREZ-CRUZ	LUCILA	02	4	\$60,000	
RECINOS	MERYL (11/17/14-6/30/14)	02	3	\$59,000	
REESE	KELVIN	02	1	\$58,000	
REILLY	SHAUN	03	5	\$70,500	
RICHARDS	LEA ANN	02	7	\$68,000	
RICOT-PEAN	JUDITH	02	12	\$89,750	
RIEDER	ELIZABETH	01	1	\$52,000	
RIVERA	JESSICA C.	02	1	\$58,000	

TEACHERS		2014-2015			
NAME		TRACK	STEP	SALARY	DIFF'L
RIVERA	KATHERINE	01	3	\$53,000	
ROBBINS	ELIZABETH	02	8	\$71,000	
ROBINSON	ELAINE F	02	13	\$95,500	\$1,543
RODDA	RICHARD	02	4	\$60,000	
ROME	JENNIFER	02	12	\$89,750	
RONDAEL	LINEA	02	1	\$58,000	
ROSALES	MAURICE R	03	13	\$108,937	\$1,543
ROSEEN	ROBERT E	03	13	\$108,937	\$1,543
ROSEN	LISA	03	6	\$73,750	
RUBERTONE	CHARLOTTE A.	01	10	\$74,000	
RUDY	WILLA C.	03	13	\$108,937	
RUPINSKI	CHARLES A.	02	13	\$95,500	
SAHADI	MARSHA A	03	13	\$108,937	\$1,543
SAMEDY	MURIEL	03	6	\$73,750	
SAN GEORGE	RENA C	01	10	\$74,000	\$1,543
SCRO	DONNA L	03	13	\$108,937	\$1,543
SEO	ESTHER	02	4	\$60,000	
SEVANO	EILEEN	03	13	\$108,937	\$1,543
SGAMBATI	LISAMARIE	03	4	\$67,525	
SHEPPARD	PAUL	03	13	\$108,937	
SHERBINE	ROBERT	03	13	\$108,937	
SHERRY	EILEEN	01	7	\$61,500	
SILVERMAN	CAMILLE	01	3	\$53,000	
SIMPSON	KAREN	01	6	\$58,250	
SINGER-ROSEN	RICKI	02	5	\$61,000	
SLOMINSKY	JEFFREY	03	8	\$81,583	
SMART	JEROME	02	11	\$84,750	
SMITH	EMILY	03	12	\$102,750	
SMITH	TAWANA	02	3	\$59,000	
SODANO	JOSEPHINE	03	11	\$97,000	
SONNENSHEIN	BEATRICE H	03	13	\$108,937	\$1,543
SOSS	SUSAN O.	03	13	\$108,937	
SPAIN	DIANA M	03	13	\$108,937	\$1,543
SPANO	DANIELLE	03	9	\$86,250	
STACK	GERALDINE J	03	13	\$108,937	\$1,543
STAMBOULY	LINDA	01	2	\$52,500	
STANIC	VICTOR	01	4	\$53,500	
STEPHENS	JESSICA	02	2	\$58,500	
STERN	IVY	03	13	\$108,937	
STRIPLING	TATIANA	02	4	\$60,000	
SULLIVAN	DANIEL	01	5	\$55,500	
SULLIVAN	KIMBERLY A.	01	10	\$74,000	
TAURIELLO	JOSEPH	02	1	\$58,000	
TAYLOR	ANGELA	03	13	\$108,937	
TAYLOR	JENNIFER I	02	13	\$95,500	
TEWEY	MARGARET	03	8	\$81,583	
THOMAS	ANITHA	03	9	\$86,250	
THOMAS	NATASHA D.	03	9	\$86,250	
THOMAS	SHENA	03	8	\$81,583	
THOMAS	VINOD	03	13	\$108,937	
THOMPSON	EDWARD A	01	10	\$74,000	\$1,543
TRISCHKA	ASSUNTA M	03	13	\$108,937	
TUCH	JANICE C.	03	13	\$108,937	

TEACHERS		2014-2015			
NAME		TRACK	STEP	SALARY	DIFF'L
TUITE	MAURA	04	10	\$113,415	
URENA	MARISOL	01	10	\$74,000	
UREVITCH	RITA F.	01	10	\$74,000	\$3,271
UWISAVYE	JEAN-GRATIEN	02	9	\$74,750	
VALENTINO	MICHAEL	2	6	\$73,750	
VAN DYKE	GARY	02	13	\$95,500	\$1,543
VAN MALDEN	BRENDA	02	10	\$80,000	
VAN SADERS	SHARON	03	13	\$108,937	\$1,543
VENEZIA	LUIGI	01	2	\$52,500	
VILLANI	JAIME	01	6	\$58,250	
VIRAY	EMMANUEL R.	03	10	\$90,550	
VIRAY	KERRIE L.	03	11	\$97,000	
VLAJIC-MURISIC	JOVANA	04	7	\$95,630	
VOVRA	ODETTE	03	6	\$73,750	
WALELE	SHABNAM	02	2	\$58,500	
WANNAMAKER	HALLIE ANN	02	5	\$61,000	
WARREN-GIVENS	SAUNDRA	02	13	\$95,500	
WATSON	LOTTIE M.	03	12	\$102,750	\$6,995
WELBERT	STEPHEN A.	02	11	\$84,750	
WELLS	TRACY D	02	13	\$95,500	\$1,543
WESTER	SHEENA	01	1	\$52,000	
WHITE	NELL	01	2	\$52,500	
WILCOX	TERI	03	13	\$108,937	\$1,543
WILLIAMS	ADRIENNE	03	13	\$108,937	\$9,280
WILLIAMS	CARRIE L.	02	10	\$80,000	
WILLIAMS	KELLY	03	5	\$70,500	
WILLIAMS	MARINA	02	9	\$74,750	
WILLIAMS	VINETTE	02	13	\$95,500	
WINSTON	G. PARKER	03	13	\$108,937	\$1,543
WOFFORD	DAVID M	03	13	\$108,937	\$1,543
WOHLTMANN	MARGARET	03	8	\$65,266	
WRIGHT	ELLEN J	03	13	\$108,937	\$1,543
ZAHN	JOANNE	01	10	\$74,000	
ZANCHELLI	PAULA	02	3	\$59,000	
ZARRO	WILLIAM	03	2	\$63,089	
ZEIGLER	SHANE	02	9	\$74,750	
ZOLLO	KENNETH	03	13	\$108,937	
ZOPPI	DEREK	01	6	\$58,250	
ZORAN	AMANDA	02	7	\$68,000	

ATHLETIC TRAINER

2014-2015

NAME		TRACK STEP		SALARY	DIFF'L
CIESLAK	KENNETH T.	30	5	\$65,634	

12 MONTH SECRETARIES

2014-2015

NAME		TRACK STEP		SALARY	DIFF'L
ALLSHOUSE	RANDY L.	22	5	\$66,030	\$262
ANTINORI	ROSEMARIE	23	1	\$54,996	
APPEL	JOANNE M	22	5	\$66,030	\$1,047
BAIG	ANEESA S.	22	5	\$66,030	
BAILEY	GWENDOLYN	23	5	\$62,550	\$523
BASCH	JULIE A	22	5	\$66,030	\$1,047
BROWN	CANDICE	22	5	\$66,030	
BRUNO	KATHY L.	23	5	\$62,550	\$523
BRYANT	MARGARET	23	5	\$62,550	\$262
DE LISIO	SUSAN	22	1	\$58,052	
DOCKERY	KIM N.	23	5	\$62,550	\$523
FISCHER	DONNA M.	23	5	\$62,550	
FLANAGAN	CHRISTINE A.	21	5	\$69,657	\$4,024
FREEMANTLE	MICHAELA	24	2	\$44,175	
HENRY	CLAUDIA L.	22	5	\$66,030	\$1,047
HENRY	JENNIFER	23	3	\$58,596	
HOLLIS	CATHERINE E	22	5	\$66,030	\$1,047
HOLLIS	CHARLES T.	22	5	\$66,030	\$523
HUBER	PAULA	23	5	\$62,550	\$523
KOCH	DIANE	22	5	\$66,030	\$1,047
KOTEEN-COLEMAN	MELANIE L	21	5	\$69,657	\$1,047
LESLIE	LOUISE	23	4	\$60,396	
MC DUFFIE	CHANON	22	1	\$58,052	
MURPHY	GRACE M	23	5	\$62,550	\$1,047
PENA	JULIA	23	1	\$54,996	
REIS	SUSAN E	23	5	\$62,550	\$1,047
ROYER	NANCY	21	2	\$63,107	
SANTAMARIA	DAWN	22	1	\$58,052	
SHABRACK	KAREN L	21	5	\$69,657	\$1,047
SODERMAN	ERIKA	22	5	\$66,030	\$1,047
SOOHOO	MARION	23	5	\$62,550	\$523
SOUTH	CYNTHIA	22	5	\$66,030	\$1,047
TAVAREZ	MILAGRO A	23	3	\$58,596	
THOMPSON	DEBORAH A	22	5	\$66,030	
WARNER	HUE NIKKA	22	1	\$58,052	
WATT STCLAIR	VENESSA	24	4	\$46,975	

10 MONTH SECRETARIES

2014-2015

NAME		TRACK STEP		SALARY	DIFF'L
AHEARN	RUTHANNE	14	5	\$41,723	
BALL	BETTY J.	14	4	\$39,146	
FRIEDEL	CAROL	13	5	\$57,018	\$1,047
JENNER	BARBARA	14	1	\$35,646	
MC CLAIN	LEEANN	14	4	\$39,146	
MC MILLON	KELLY D	13	5	\$52,808	\$1,047
VEGA	RHONA J.	14	1	\$35,646	

PARAPROFESSIONALS

2014-2015

NAME		TRACK	STEP	SALARY	DIFF'L
ABBASI	GULJABEEN	42	3	\$38,428	
AMATO	CECILIA	42	3	\$38,428	
ANDERSEN	GARY W	42	3	\$38,428	
BEDNARSKI	PATRICIA	42	1	\$36,829	
CHAPEL	DIANE	42	3	\$38,428	
CLARKE	SHENEE	42	3	\$38,428	
COFONE	BARBARA	42	3	\$38,428	
COLOSIMO	DEBRA	42	1	\$36,829	
DA CRUZ	MARY-LYNN	42	3	\$38,428	
DAVIS	AKIL	42	1	\$36,829	
DAVIS	STEPHANIE	42	1	\$36,829	
DRAGONA	DANIELLE	42	3	\$38,428	
GRAHAM	JANET	42	3	\$38,428	
HAQUE	HAZERA	42	3	\$38,428	
ISHKANIAN	ALEX J.	42	3	\$38,428	
JOHNSON	AVIA	42	3	\$38,428	
JONES	SPENCER	42	1	\$36,829	
LEVY	ELLEN	42	3	\$38,428	
LIMONE	DANIEL	42	1	\$36,829	
LUCIOUS	WARREN	42	3	\$38,428	
MAHMOUD	HIND	42	3	\$38,428	
MEYERS	JOSEPH	42	1	\$36,829	
MICHELOTTI	MARY	42	1	\$36,829	
MYRIE	CARLYLE	42	3	\$38,428	
NYLANDER	ANTHONY M.	42	3	\$38,428	
PASSMORE	JADA N.	42	3	\$38,428	
PERMUT	AMY	42	1	\$36,829	
RAMRAJ	YASMIN	42	3	\$38,428	\$430
RASOR	MARY	42	1	\$36,829	
RECINOS	MERYL (9/1/14-11/14/14)	42	1	\$36,829	
RIVERA	STACEY	42	3	\$38,428	
ROMERO	OFELIA	42	3	\$38,428	
ROSEGREN	MARIE	42	3	\$38,428	
ROTTNER	DOLORES D	42	3	\$38,428	\$430
RYNANDER	JENNIFER	42	3	\$38,428	
SALTMAN	ISOLINA	42	3	\$38,428	
SANDVIG	MARY	42	1	\$36,829	
SCHLERETH	HELEN T	42	3	\$38,428	\$430
SIMMONS	KAREN	42	1	\$36,829	
SIMPSON	MARGARET M	42	3	\$38,428	\$430
SMITH	DONOVAN R	42	3	\$38,428	
SMITH	JENNIFER	42	1	\$36,829	
THOMPSON	CHARLES	42	1	\$36,829	
TUZZEO	CELIDA	42	3	\$38,428	
VISO	DANIELLE	42	2	\$37,611	
WACHA	BARBARANN	42	3	\$38,428	
WACHA	VALORIE M.	42	3	\$38,428	
WILKINS	NICOLE	42	3	\$38,428	

NOON HOUR PARAPROFESSIONALS

2014-2015

NAME		TRACK	STEP	SALARY	DIFF'L
ALEEM	ATIQA	41	1	\$8,689	
ASLAM	NEELAM	41	1	\$8,689	
AZIEM	SAEEDA S.	41	3	\$9,288	
BANO	SHAHIDA	41	3	\$9,288	
BARSOUM	MANAL S.	41	3	\$9,288	
CAVE	MARJORIE	41	3	\$9,288	
CHUNG	LILIAN	41	1	\$8,689	
CORDERO	NANCY	41	3	\$9,288	
DORMAN-SIMMS	CHARMAINE A.	41	3	\$9,288	
FAROOQ	KAUSAR	41	3	\$9,288	
FURMAN	JANIS L.	41	3	\$9,288	
GIEL	JACQUELINE	41	3	\$9,288	
GODETTE	BETTY J.	41	3	\$9,288	
GRIEPENBURG	PATRICIA A.	41	3	\$9,288	
HADLEY	VIRGINIA	41	3	\$9,288	
HASAN	SAIYEDA	41	3	\$9,288	
HAYES	BARBARA	41	3	\$9,288	
HOWARD	DELPHINIA	41	1	\$8,689	
IQBAL	RASHEEDA	41	3	\$9,288	
KHAN	ANISA S.	41	3	\$9,288	
KOUSAR	FARZANA	41	2	\$8,988	
LANE	MINNIE	41	1	\$8,689	
MALEK	ZAHEDA	41	3	\$9,288	
MILLER	MERCEDES	41	1	\$8,689	
MOHAMMAD	AYTYZAZ	41	3	\$9,288	
NOREEN	SHAYSTA	41	1	\$8,689	
PERCH	NORRIS	41	3	\$9,288	
RAGUSA	ANNA MARIE	41	3	\$9,288	
ROBLEDO	MILAGROS	41	3	\$9,288	
SYED	AHMADI	41	2	\$8,988	
SYED	ANEES	41	3	\$9,288	
WRIGHT	JANNIE	41	3	\$9,288	