

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting November 21, 2022
6:30 P.M. Executive Session
7:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Agenda

I. ROLL CALL OF THE MEMBERS

II. NOTICE OF MEETING: Please take notice that adequate notice of this meeting has been provided in the following manner:

- A. That a written notice was sent from the Office of the Secretary of the Board at 4:00 p.m. on January 7, 2022.
- B. That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and the Star-Ledger.
- C. That said notice was posted in the lobby of the Administration Building of the Board of Education.

III. EXECUTIVE SESSION

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to discuss personnel, legal and miscellaneous confidential matters. Be it further

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

IV. PUBLIC SESSION AT 7:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF October 17, 2022
(Att. #1)

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Diversity Data and Recruitment Plan Presentation, Dr. Joseph Vespignani
- B. HIB Report

IX. BOARD POLICY (IES)

- A. Second Reading/Adoption of the following policy(ies):

- i. 5512 Harassment, Intimidation or Bullying (Att. #2)
- ii. 8505 Local Wellness Policy/Nutrient Standards for Meals and Other Foods (Att. #3)

X. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

XI. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements

- a. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Maryann DiCosmo	BMELC	School-Based Affirmative Action Officer	Resignation	10/18/22
Jillian Massey	Gregory	Grade 5	Resignation	12/29/22
Mayrin Peralta	Gregory	Kindergarten	Resignation	12/23/22
Ricardo Thurston	WOHS	AFJROTC Aerospace Science	Resignation	6/30/23
Annemarie Torre	Hazel	Basic Skills	Retirement 20 years	7/1/23

- b. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Patricia D'Alto	St. Cloud	Paraprofessional	Resignation	12/1/22
Shadeana Lucas	Gregory	Lunch Aide	Resignation	11/9/22
Tara Martin	Redwood	Paraprofessional	Resignation	11/16/22
Brian Smith	Transportation	Bus Monitor Part-time	Resignation	11/7/22

2. Rescissions

- a. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following rescission(s):

Name	Location	Position	Effective Date
Floyd Gray	Edison	Additional Teaching Assignment Special Education-Vacancy	9/1/22
Venice Jackson	Mt. Pleasant	Lunch Aide 2022-2023	10/19/22
Gertrude Naples	St. Cloud	Special Education	10/28/22
Yanina Martinez	BMELC	Paraprofessional	10/17/22

3. Appointments

- a. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Mallory DeMarco	Redwood	.6 BCBA Leave Replacement .4 Special Education	LeGates	MA	11	\$82,119 prorated	11/3/22 - 11/23/22
Andrew Denburg	.6 Redwood / .4 Washington	Instrumental Music Leave Replacement	Rommel	BA	4	\$62,718 prorated	1/2/23 - 5/12/23
John C Kelly	WOHS	Social Studies	Bernard-Awumey	MA	4	\$66,972 prorated	12/12/22 - 6/30/23 amended from 11/21/22 - 6/30/23
Alyssa Kuglin	Hazel	School Counselor Leave Replacement	Jackson	MA	N/A	\$335 per diem	9/1/22 - 11/17/22 amended from 9/1/22 - 11/15/22
Thomas McKinley	WOHS	English / ELA Leave Replacement	Biddle	MA	4	\$66,972 prorated	1/2/23 - 6/30/23
Alan Reeder	WOHS	Social Studies Leave Replacement	Bernard-Awumey	MA	N/A	\$335 per diem	9/1/22 - 12/9/22 amended from 9/1/22 - 11/18/22
Anllileny Rosario	WOHS	English / ELA	Wasko	BA+15	11	\$66,723 prorated	1/2/23 - 6/30/23
Louella Selby	St. Cloud	Special Education	New	MA+15	4	\$71,293 prorated	12/12/22 - 6/30/23
Craig Sommers	WOHS	Social Studies Leave Replacement	Villavecchia	BA	4	\$62,718 prorated	11/3/22 - 6/30/23
Beverly Tindall	St. Cloud	Library Media Specialist Extended Assignment Substitute	Pallant	N/A	NA	\$200 per diem	11/16/22 - 11/30/22

*pending Criminal History Record Check process

^or upon release by current employer

- b.** Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following non-certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Wagdi Abdalla	BMELC	ABA Paraprofessional	New	BA	13	\$39,559 prorated	11/22/22 - 6/30/23
Carmine Bassolino	Kelly	Head Custodian	Companion, Sr.	Head Custodian	4	\$66,234 prorated	1/2/23 - 6/30/23
Rosangela Carrera	WOHS	Custodian Night-Shift	Miric, G	Custodian	1	\$39,670 prorated includes \$580 shift differential	11/28/22* - 6/30/23
Gloria Cinelli	BMELC	ABA Paraprofessional	Vassolo	Non-Degree	13	\$37,977 prorated	12/23/22 - 6/30/23
Shebon Clarke	Kelly	Paraprofessional	Corbin	Non-Degree	13	\$37,977 prorated	11/22/22* - 6/30/23
Roger Curry	Mt. Pleasant	Custodian Night-Shift amended from Mid-shift	Mantilla	Custodian	1	\$39,670 prorated includes \$580 shift differential amended from \$39,375	10/18/22 - 6/30/23

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Debra Dillahunt	Redwood	Paraprofessional	New	Non-Degree	3	\$30,755 prorated	11/22/22* - 6/30/23
Alex Griscti	Kelly	Paraprofessional	New	BA	3	\$33,012 prorated	11/22/22 - 6/30/23
Miriam Gutierrez	Roosevelt	Paraprofessional	New	BA	8	\$34,761 prorated	10/28/22 - 6/30/23
Halimah Lewis	Redwood	Paraprofessional	Sparno Reassigned	Non-Degree	4	\$31,040 prorated	11/22/22* - 6/30/23
Sendi Mendoza	Liberty	Administrative Assistant	DelBarba	Column II	10	\$52,898 prorated	11/17/22 - 6/30/23 amended from 12/19/22 - 6/30/23
Elizabeth Moss	Washington	Registered Nurse	Mantione	BA	11	\$65,987 prorated	11/4/22 - 6/30/23
Nellys Ortiz-De Contreras	Kelly	Custodian Night-shift	Raglievich Reassigned	Custodian	4	\$40,256 prorated includes \$580 shift differential	12/7/22*^ - 6/30/23
Mark Sprawka	Liberty	Custodian Mid-shift	Vanegas	Custodian	1	\$39,375 prorated includes \$285 shift differential	11/28/22* - 6/30/23
Keisha Vazquez	Roosevelt	Paraprofessional	Lighty Reassigned	Non-Degree	5	\$31,282 prorated	11/22/22* - 6/30/23
Lorelie Velasquez	St. Cloud	Paraprofessional	D'Alto	BA	13	\$39,559 prorated	12/7/22*^ - 6/30/23

*pending Criminal History Record Check process

^pending completion of onboarding process

- c. Upon recommendation of the Superintendent of Schools; approval by the following Board for retroactive salary for the following non-certificated staff:

Name	Location	Salary Guide	Step	Salary	Boilers License Stipend	Locksmith Stipend	Effective Dates
David Maso	Buildings and Grounds	Maintenance	10	\$60,864	\$1,150	\$1,500	7/1/19 - 6/30/20
David Maso	Buildings and Grounds	Maintenance	10	\$63,361 prorated	\$1,150 prorated	\$1,500 prorated	7/1/20 - 7/27/20
Nicholas Munoz	Washington	Head Custodian	N/A	\$47,741	N/A	N/A	7/1/19 - 6/30/20
Nicholas Munoz	Washington	Head Custodian	N/A	\$48,459 prorated	N/A	N/A	7/1/20 - 2/28/21

- d. Upon recommendation of the Superintendent of Schools; approval to the Board of Education for the following additional teaching assignment(s): (Att. #4)
- e. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend	Effective Dates
Rosemarie Kelly	Gregory	SEL Lunch Bunch: K-1	\$750	2022-2023
Danielle Marino	Gregory	SEL Lunch Bunch: Grades 2-3	\$750	2022-2023
Lisa Belott	Gregory	SEL Lunch Bunch: Grade 4	\$750	2022-2023
Nicole Kusser	Gregory	SEL Lunch Bunch: Grade 5	\$750	2022-2023
Kristen Flynn	Liberty	Math Club	\$1,564 prorated	12/1/22 - 6/30/23
Joseph LaValle	Liberty	Wrestling	\$5,392	2022-2023
Christopher Evans WOHS	Roosevelt	Basketball: Girls'	\$5,392	2022-2023
Jordan Wood	Roosevelt	Basketball: Boys'	\$5,392	2022-2023
Jewel Burnett Substitute	WOHS	Basketball: Girls' Volunteer	N/A	2022-2023
Scott Burzynski OOD	WOHS	Piano Accompanist	\$ 125 per performance \$60 per rehearsal	2022-2023
Lauren Grof-Tisza	WOHS	Fall Drama: Sound	\$1,553	2022-2023
Lauren Grof-Tisza	WOHS	Fall Drama: Technical Director	\$1,500	2022-2023
Victor Lopez OOD	WOHS	Wrestling: Volunteer	N/A	2022-2023
Sharon Ortiz	WOHS	Fall Drama: Costumer	\$1,000	2022-2023

- f. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following additional assignment(s):

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Sebastian DePinho	Kelly	Curriculum Writing: Elementary PE	\$42.49 per hour not to exceed 30 hours amended from 20 hours	2022-2023
Franco Cozzolino	Redwood	Curriculum Writing: Elementary PE	\$42.49 per hour not to exceed 30 hours amended from 20 hours	2022-2023
Patricia Hack	Liberty	Curriculum Writing: ELA 8	\$42.49 per hour not to exceed 30 hours	2022-2023
Patricia Richardson	Liberty	Curriculum Writing: ELA 8	\$42.49 per hour not to exceed 30 hours	2022-2023
Sahkeenah Wallace	Roosevelt	Curriculum Writing: ELA 8	\$42.49 per hour not to exceed 30 hours	2022-2023
Carolyn Slomkowski	St. Cloud	Curriculum Writing: Science Grade 1	\$42.49 per hour not to exceed 20 hours	2022-2023
Christina DeMarco	WOHS	Inclusion and Access Liaison	\$1,500	11/22/22 - 6/30/22
Christina Binns	WOHS	Library Media Center Afterschool Program	\$38.13 per hour not to exceed 5 hours per week amended to include: plus additional hours as a substitute when needed	2022-2023
Steven Thompson	WOHS	Library Media Center Afterschool Program:	\$38.13 per hour not to exceed 2 hours per week amended to include: plus additional hours as a substitute when needed	2022-2023

Constance Salimbeno	BMELC	School-Based Affirmative Action Officer	N/A	2022-2023
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- g. Upon recommendation of the Superintendent of Schools; approval by the Board of Education for the following PSAT Proctor Assignments, effective October 15, 2022: (Att. #5)
- h. Upon recommendation of the Superintendent of Schools; approval by the Board of Education for the following ELL Program Instructor Assignments, funded via ESEA Title III and Title III Immigrant, as indicated: (Att. #6)
- i. Upon recommendation of the Superintendent of Schools; approval by the Board of Education for the following Grades K-5 ELA/Math Before / After School Tutorial and Grades K-5 Homework Club Assignments, funded via ESSER III and ESEA Title I respectively, as indicated: (Att. #7)
- j. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following Student Teacher assignments:

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Ricardo Carias	Montclair State University	Washington	1/23 - 5/23
Monica Fondacaro	Brooklyn College	WOHS	9/2022 - 5/2023
Karla Gomes	Kean University	WOHS	1/3/23 - 6/23/23
Anna Gullo	Fordham University	WOHS	9/2022 - 12/2022
Michaela Reynolds	Montclair State University	WOHS	9/2022 - 12/2022

- k. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2022-2023:

Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Shivonne Desir-Richards	Substitute		X					
Karen DeVivo	N/A				X			
Kimberly Hill	N/A				X	X		
Ellen Naughton	Standard	X						
John Nittolo	Standard	X						
Maria Queiruga-Pessoa	Standard	X						
Craig Sommers	Standard		X					

4. Leaves of Absence:

- a. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following leaves of absence for certificated staff:

Name	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4517 Medical	Mt. Pleasant	9/14/22 - 1/13/23 amended from 9/14/22 - 11/14/22	N/A	N/A	1/17/23 amended from 11/15/22
4778	Kelly	1/18/23 - 3/15/23	3/16/23 - 6/9/23	6/12/23 - 6/30/23	9/1/23

Family					
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- b. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following leaves of absence for non-certificated staff:

Name	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4693 Medical	Kelly	11/14/22 - 12/31/22	N/A	N/A	1/3/23
7963 Personal	Transportation	N/A	N/A	9/1/22 - 11/30/22	12/1/22
4313 Personal	WOHS	N/A	10/18/22 - 10/31/22	N/A	11/1/22

5. Transfer(s):

- a. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following transfer(s) of certificated staff:

Name	From	Position	To	Position	Effective Date
Noelia Camargo Non-voluntary	St. Cloud	Paraprofessional	Redwood	Paraprofessional	11/1/22

- b. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the following transfer(s) of non-certificated staff:

Name	From	Position	To	Position	Effective Date
Claudio Raglievich Voluntary	Kelly	Custodian Night-Shift	Kelly	Custodian Mid-Shift Differential amended to \$285	11/22/22

6. Upon recommendation of the Superintendent of Schools; approval by the Board of Education of the employment contract for Hayden Moore, Assistant Superintendent of Schools, effective November 21, 2022 to June 30, 2023, amended from November 1, 2022. The Executive County Superintendent reviewed and approved the contract. (Att #8)

B. CURRICULUM AND INSTRUCTION

1. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #9)
2. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for the following field trip destination for the 2022-2023 school year.

Destination	City	State
New Design High School	New York	NY
New York Aquarium Education Dept.	New York	NY

3. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for field trips for the 2022-2023 school year. (Att. #10)

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Curriculum Associates to provide iReady Assessment and Evaluation Tool Actionable Data Professional Development for elementary Math teachers for the 2022-2023 school year in the amount of \$15,750 funded by ESSER III funds.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Ms. Tamar LaSure-Owens to provide Professional Development in “How to Use the Historically Responsive Literacy (HRL) Framework in Science, Math and All Subject Areas” for K-5th grade teachers using Dr. Gholdy Muhammad’s HRL Framework on November 8, 2022 in the amount of \$1,200 funded by ESSER III funds.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Alvin Ailey American Dance Theater, in collaboration with South Orange Performing Arts Center, to provide an 8 week residency for students of the WOHS dance program to include a concentrated study of dance technique for the 2022-2023 school year.
7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following programs to be implemented November 2022 - June 2023 and funded by the ESSER III (American Rescue Plan - ESSER). (Att. #11)
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the submission of the Annual Preschool Operational Plan to serve an additional 150 three- and four- year old students in 2023-2024 school year.

C. FINANCE

a.) Special Services

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following out of district placements for the 2022-2023 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1705068	Bergen County Special Services	Tuition: \$79,020.00	Budgeted
1705068	Bergen County Special Services	1:1 Aide: \$49,500.00	Unbudgeted
1105097	Bonnie Brae	Tuition: \$64,070.00 149 days @ \$430.00	Budgeted
2706092	Burlington County Special Services	1:1 Aide: \$45,759.00	Budgeted
1208096	Madison High School	\$17,132.00	Budgeted
1105006	Madison High School	\$1,713.20	Unbudgeted

2. Upon recommendation of the Superintendent approval by the Board of Education for the following tuition/extraordinary aide services adjustments as certificate by the State of NJ Division of administration and Finance:

School	Year	Certificate Rates Less Adjustments	Tuition Paid	Tuition Adjustments
Arc of Union County,Inc - Kohler School	2013 - 2014	\$71,531.07	\$68,627.13	\$2,903.94
Arc of Union County,Inc - Kohler School	2014 - 2015	\$70,731.05	\$69,809.48	\$921.57
Arc of Union County,Inc - Kohler School	2015 - 2016	\$77,416.30	\$75,551.06	\$1,865.24
Arc of Union County,Inc - Kohler School	2016 - 2017	\$74,633.91	\$76,019.58	(\$1,385.67)
Arc of Union County,Inc - Kohler School	2017 - 2018	\$88,453.04	\$81,142.36	\$7,310.68
Arc of Union County,Inc - Kohler School	2018 - 2019	\$87,641.97	\$78,141.18	\$9,500.79
Arc of Union County,Inc - Kohler School	2020 - 2021	\$92,263.08	\$92,800.11	(\$537.03)

3. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following service providers for related services for the 2022-2023 school year:

ID Number	Provider	Type of Service	Cost	Budgeted/ Unbudgeted
1207143	Morris-Union Jointure Commission	Functional Behavior Management	\$1,025.00	Unbudgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the 11/21/22 Bills List in the amount of \$14,395,480.26.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the September 2022 transfers within the 2021-2022 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #12)
3. Secretary's Report - Acceptance and Certification - September 2022

Upon recommendation of the Superintendent of Schools approval by the Board of Education acceptance the Board Secretary's financial report for the month of September 2022, based upon the certification of the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) (3), that no major account or fund has been over expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Att. #13)

4. Report of the Treasurer of School Monies - September 2022

Upon recommendation of the Superintendent of Schools approval by the Board of

Education acknowledgement and acceptance of the Report of the Treasurer of School Monies for the month of September 2022, which report is in agreement with the Secretary's Report. (Att. #14)

5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of proposed Non Public Technology Aid Program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds).

School	Description	Amount
Playhouse Nursery	<ul style="list-style-type: none"> • 6 Wireless Portable Speakers • 2 Tape Cassette Players 	\$710.20
Golda Och Lower School	<ul style="list-style-type: none"> • 2 Anywhere Charging Carts 	\$2,132.20

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to void the following check from the indicated accounts:

School Account		
Check Number	Check Amount	Description
63221	\$778.76	Subscription

7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to approve the contract to American Harlequin Corporation d.b.a. Harlequin Floors, 1531 Glen Avenue Moorestown, NJ 08057 for demolition of the existing stage floor, provide and install Harlequin woodspring floor system with rocksure performance surface.

Pursuant to N.J.A.C. 5:34-9.1, in accordance with N.J.S.A. 18A:18A-2 (cc) and N.J.A.C. 5:34-9.1 (b), the Board certified the need to only accept quotations, for the proprietary wood flooring system from Harlequin Floors.

The District further certified the flooring system is of a "specialized nature" and by using any other wood floor system, may undermine the functionality or operational performance of the high school auditorium stage.

Finally, the District certified the proprietary products are "necessary for the conduct of its affairs" as the District has a substantial investment in the upkeep of the facilities and performing arts programs and the proprietary products purchased and installed will complement the current facility.

The total cost of the contract is \$118,532.10. The School Business Administrator has determined that it is not practicable to solicit other quotations, Harlequin Floors is the only company that can support its own proprietary system.

8. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following resolution:

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

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the West Orange Public School District are consistent with these requirements; and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid.

Now, Therefore, Be It Resolved, that the West Orange Board of Education hereby authorizes the Business Administrator/Board Secretary to submit the attached Comprehensive Maintenance Plan and M-1 Form for the West Orange Public School District in compliance with Department of Education requirements, as detailed in the attached and made a part of the minutes. (Att. #15)

D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending November 21, 2022.
2. Harassment, Intimidation and Bullying

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on October 17, 2022, the Superintendent reported HIB Incident Number(s) 001 to the Board; and

Whereas, on October 19, 2022 the parents and/or guardians of the students who are parties to the investigation received information about the investigation pursuant to N.J.S.A. 18A:37-17(b)(6)(d); and

Now, therefore, be it Resolved that the Board affirms the decision of the Superintendent concerning HIB Incident Number(s) 001 for the 2022-2023 school year for the reasons conveyed to the Board.”

XII. PETITIONS AND HEARINGS OF CITIZENS

XIII. NEXT BOARD MEETING to be held at 7:30 p.m. on December 19, 2022 at West Orange High School.

XIV. EXECUTIVE SESSION (as deemed necessary)

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to personnel, legal and miscellaneous confidential matters. Be it further

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

XV. ADJOURNMENT

5512 HARASSMENT, INTIMIDATION, OR BULLYING (M)

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Section	Section Title
A.	Prohibiting Harassment, Intimidation, or Bullying
B.	Definition of Harassment, Intimidation, or Bullying
C.	Student Behavior
D.	Consequences and Remedial Actions
E.	Reporting Harassment, Intimidation, or Bullying
F.	Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)
G.	Investigating Allegations of Harassment, Intimidation, or Bullying
H.	Responding to Harassment, Intimidation, or Bullying
I.	Reprisal or Retaliation
J.	False Accusations of Harassment, Intimidation, or Bullying
K.	Additional Policy Requirements
L.	Harassment, Intimidation, or Bullying Training and Prevention Programs
M.	Reports to Board of Education and New Jersey Department of Education
N.	School and District Grading Requirements
O.	Reports to Law Enforcement
P.	Collective Bargaining Agreements and Individual Contracts
Q.	Students with Disabilities

A. Prohibiting Harassment, Intimidation, or Bullying

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. The Board has determined that a safe and civil environment in school is necessary for students to learn and achieve high academic standards; harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. Since students learn by example, school administrators, faculty, staff, and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); resource family parent(s); or parent surrogate(s) of a student. When parents are separated or divorced, "parent" means the person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

B. Definition of Harassment, Intimidation, or Bullying

"Harassment, intimidation, or bullying" means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
 - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or

- b. Has the effect of insulting or demeaning any student or group of students; or
- c. Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

The Board recognizes that bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Recognizing "a real or perceived power imbalance" may assist school officials in identifying harassment, intimidation, or bullying within the context and relative positions of the alleged aggressor and target.

"Electronic communication" means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or remotely activating paging device (N.J.A.C. 6A:16-1.3).

In accordance with the Board of Education's Code of Student Conduct and this Policy, all acts of harassment, intimidation, or bullying that occur off school grounds, such as "cyber-bullying" (e.g., the use of electronic means to harass, intimidate, or bully) is addressed in this Policy.

C. Student Behavior

The Board of Education expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities, with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment, consistent with the Code of Student Conduct.

The Board believes that standards for student behavior must be set cooperatively through interaction among the parents and other community representatives, school administrators, school employees, school volunteers, and students of the school district, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and that it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities for helping students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students' abilities to grow in self-discipline.

The Board expects students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, or bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;
3. Student rights; and
4. Sanctions and due process for violations of the Code of Student Conduct.

Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, school employees, volunteers, students, and community representatives, in the development of this Policy.

Pursuant to N.J.A.C. 6A:16-7.1, the Board developed guidelines for student conduct, taking into consideration the nature of the behavior; the nature of the student's disability, if any and to the extent relevant; the developmental ages of students; severity of the offenses and students' histories of inappropriate behaviors; and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent shall annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. The school district will support students who:

1. Walk away from acts of harassment, intimidation, or bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;

3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, or bullying to the designated school staff member.

D. Consequences and Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct, and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying.

In every incident found to be harassment, intimidation, or bullying, the school Principal, in consultation with appropriate school staff, may apply disciplinary consequences and/or remedial actions, such as the provision of counseling, behavioral interventions, or other measures.

Appropriate consequences and remedial actions are those that are graded according to the severity of the offenses; consider the developmental ages of the student offenders; the nature of the student's disability, if any and to the extent relevant; and students' histories of inappropriate behaviors, per the Code of Student Conduct and N.J.A.C. 6A:16-7.

The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

Factors for Determining Consequences

- Age, disability (if any and to the extent relevant), developmental and maturity levels of the parties involved and their relationship to the school district;
- Degrees of harm;
- Surrounding circumstances;
- Nature and severity of the behaviors;
- Incidences of past or continuing patterns of behavior;
- Relationships between the parties involved; and
- Context in which the alleged incidences occurred.

Factors for Determining Remedial Measures

Personal:

- Life skill deficiencies;
- Social relationships;
- Strengths;
- Talents;
- Traits;
- Interests;
- Hobbies;
- Extra-curricular activities;
- Classroom participation;
- Academic performance;
- Relationship to peers; and
- Relationship between student/family and the school district.

Environmental:

- School culture;
- School climate;
- Student-staff relationships and staff behavior toward the student;
- General staff management of classrooms or other educational environments;
- Staff ability to prevent and manage difficult or inflammatory situations;
- Availability of programs to address student behavior;
- Social-emotional and behavioral supports;
- Social relationships;
- Community activities;
- Neighborhood situation; and
- Family situation.

Examples of Consequences and Remedial Measures

The consequences and remedial measures may include, but are not limited to, the examples listed below:

Examples of Consequences:

- Admonishment;
- Temporary removal from the classroom (any removal of .5 days or more must be reported in the Student Safety Data System);

- Deprivation of privileges;
- Classroom or administrative detention;
- Referral to disciplinarian;
- In-school suspension during the school week or the weekend;
- Out-of-school suspension (short-term or long-term);
- Reports to law enforcement or other legal action;
- Expulsion; and
- Bans from receiving certain services, participating in school-district-sponsored programs or being in school buildings or on school grounds.

Examples of Remedial Measures

Personal:

- Restitution and restoration;
- Peer support group;
- Recommendations of a student behavior or ethics council;
- Corrective instruction or other relevant learning or service experience;
- Supportive student interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
- Behavioral assessment or evaluation, including, but not limited to, a referral to the Child Study Team, as appropriate;
- Behavioral management plan, with benchmarks that are closely monitored;
- Assignment of leadership responsibilities (e.g., hallway or bus monitor);
- Involvement of school "disciplinarian;"
- Student counseling;
- Parent conferences;
- Alternative placements (e.g., alternative education programs);
- Student treatment; and
- Student therapy.

Environmental (Classroom, School Building, or School District):

- School and community surveys or other

- strategies for determining the conditions contributing to HIB;
- School culture change and school climate improvement;
 - Adoption of research-based, systemic bullying prevention programs;
 - School policy and procedures revisions;
 - Modifications of schedules;
 - Adjustments in hallway traffic;
 - Modifications in student routes or patterns traveling to and from school;
 - Supervision of student before and after school, including school transportation;
 - Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
 - Teacher aides;
 - Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
 - General professional development programs for certificated and non-certificated staff;
 - Professional development plans for involved staff;
 - Disciplinary action for school staff who contributed to the problem;
 - Supportive institutional interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
 - Parent conferences;
 - Family counseling;
 - Involvement of parent-teacher organizations;
 - Involvement of community-based organizations;
 - Development of a general bullying response plan;
 - Recommendations of a student behavior or ethics council;
 - Peer support groups;
 - Alternative placements (e.g., alternative education programs);
 - School transfers; and
 - Law enforcement (e.g., safe schools resource officer, juvenile officer) involvement or other legal action.

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment, intimidation, or bullying may range

from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.

The Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan when a student is found to be an offender in three harassment, intimidation, or bullying incidents and each subsequent incident occurring within one school year. The student intervention plan may include disciplinary consequences and/or remedial actions and may require the student, accompanied by a parent, to satisfactorily complete a class or training program to reduce harassment, intimidation, or bullying behavior. Each student intervention plan must be approved by the Superintendent.

While the majority of incidents may be addressed solely by school officials, the Superintendent or designee and the Principal shall report a harassment, intimidation, or bullying incident to law enforcement officials if the conduct rises to the level of a mandatory report as outlined in the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials.

Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand; increment withholding; legal action; disciplinary action; termination; and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

E. Reporting Harassment, Intimidation, or Bullying

The Board of Education requires the Principal at each school to be responsible for receiving all complaints alleging harassment, intimidation, or bullying committed by an adult or youth against a student. All Board members, school employees, and volunteers and contracted service providers who have contact with students, are required to verbally report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, and contracted service providers who have contact with students, also shall submit a New Jersey Department of Education-approved HIB 338 Form to the Principal within two school days of the verbal report. Failure to make the required report(s) may result in disciplinary action. The HIB 338 Form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal Law.

The district may not fail to initiate an investigation of harassment, intimidation, or bullying solely because written documentation was not provided. Failing to conduct a harassment, intimidation, or bullying investigation solely because a parent or student did not submit written documentation violates the Anti-Bullying Bill of Rights Act and this Policy. If a parent makes a verbal allegation of harassment, intimidation, or bullying to a district staff member, but does not complete and submit the HIB 338 Form, the staff member or a designee must complete and submit the HIB 338 Form.

The Principal or designee is required to inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. Pursuant to N.J.A.C. 6A:16-7.7(a)2.viii.(2), when providing notification to the parents of all students involved, the Principal or designee shall take into account the circumstances of the incident when conveying the nature of the incident, including the actual or perceived category motivating the alleged offense. The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.

The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. The school district shall provide a person an online means to complete the HIB 338 Form to anonymously report an act of harassment, intimidation, or bullying. Formal action for violations of the Code of Student Conduct may not be taken solely on the basis of an anonymous report.

A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

The Principal shall promptly submit a copy of each completed HIB 338 Form to the Superintendent.

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, in addition to making the HIB 338 Form available online, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, or bullying or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action. The district also should consider procedures and disciplinary action when it is found that someone had information regarding a harassment, intimidation, or bullying incident, but did not make the required report(s).

F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;
- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
- c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
- d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
- e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, or bullying in the district.

2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from among the currently employed staff in the school.

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
 - b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
 - c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.
3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;
- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal

or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and

- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

G. Investigating Allegations of Harassment, Intimidation, or Bullying

[Select Option 1 or Option 2]

[Option 1 – Investigate All Reports]

The Board of Education requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying. All details of an alleged incident must be populated into the HIB 338 Form. However, completing the form shall not delay beginning the investigation in accordance with the law.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student's record under State or Federal law.

The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of

the written report of the alleged incident of harassment, intimidation, or bullying or from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services; order counseling; establish training programs to reduce harassment, intimidation, or bullying and enhance school climate; or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct; intervention services provided; counseling ordered; training established; or other action taken or recommended by the Superintendent.

Parents of students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board. The district may not divulge personally identifying information or any information that could result in the identification of any student other than the child of the parents being notified.

A parent or may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A. 18A:37-15b(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall conduct the hearing in executive

session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4.1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying, or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at district school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.]

[Option 2 – Principal's Preliminary Determination

Prior to initiating an investigation regarding a reported incident or complaint, the Principal or designee, in consultation with the anti-bullying specialist, shall make a preliminary determination as to whether a reported incident or complaint, assuming all facts are presented as true, is a report within the scope of N.J.S.A. 18A:37-14.

Should the Principal or designee, in consultation with the anti-bullying specialist, determine that a reported incident or complaint, assuming all facts presented are true, is not a report within the scope of N.J.S.A. 18A:37-14, the incident will be addressed through the Board's Code of Student Conduct policy. The HIB 338 Form shall be completed, even if a preliminary determination is made not to conduct an investigation of harassment, intimidation, or bullying because the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying, and must be submitted to the

Superintendent. The Principal will provide the parents of the alleged offender(s) and victim(s) with formal notice of the decision not to initiate a harassment, intimidation, or bullying investigation.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student's record under State or Federal law.

The Superintendent may require the Principal to conduct a harassment, intimidation, or bullying investigation of the incident if the Superintendent determines that the incident is within the scope of harassment, intimidation, or bullying and shall notify the Principal of this determination in writing. Should the Superintendent require the Principal to conduct a harassment, intimidation, or bullying investigation, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.

Additionally, any preliminary determination that finds the incident or complaint is a report outside the scope of N.J.S.A. 18A:37-14 may be appealed to the Board, pursuant to the Board policies and procedures governing student grievances, and thereafter to the Commissioner (N.J.A.C. 6A:16-7.7(a)ix(1) and (a)ix(1)(A)). Should the preliminary determination not to conduct an investigation of harassment, intimidation, or bullying be overturned, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.

The Board requires a thorough and complete investigation to be conducted for each reported incident or complaint, assuming all facts presented are true, that is determined to be a report within the scope of N.J.S.A. 18A:37-14. The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or ten school days from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of

the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services, order counseling, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the Superintendent.

Parents of the students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A. 18A:37-15(b)(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at district school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.]

H. Responding to Harassment, Intimidation, or Bullying

The Board of Education authorizes the Principal of each school to define the range of ways in which school staff will respond once an incident of harassment, intimidation, or bullying is confirmed, and the Superintendent shall respond to confirmed harassment, intimidation, or bullying, according to the parameters described below and in this Policy. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring that the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district levels or by law enforcement officials. Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions.

In considering whether a response beyond the individual is appropriate, school officials shall consider the nature and circumstances of the act; the degree of harm; the nature and severity of the behavior; past incidences or past or continuing patterns of behavior; and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom, school building, school district) responses can range from school and community surveys, to mailings, to focus groups, to

adoption of research-based harassment, intimidation, or bullying prevention program models, to training for certificated and non-certificated staff, to participation of parents and other community members and organizations, to small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions, and to the involvement of law enforcement officers, including safe schools resource officers.

This Policy and the Code of Student Conduct shall apply to instances when a school employee is made aware of alleged harassment, intimidation, or bullying occurring off school grounds.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report or other legal action).
2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays, research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
3. School responses can include theme days, learning station programs, parent programs, and information disseminated to students and parents, such as fact sheets or newsletters explaining acceptable uses of electronic and wireless communication devices or strategies for fostering expected student behavior.
4. District-wide responses can include community involvement in policy review and development; professional development programs; adoption of curricular and school-wide programs, coordination with community-based organizations (e.g., mental health, health services, health facilities, law enforcement officials, faith-based organizations); and disseminating information on the core ethical values adopted by the Board's Code of Student Conduct, per N.J.A.C. 6A:16-7.1(a)2.

In providing support for victims of harassment, intimidation, or bullying, the district should identify a range of strategies and resources, which may include, but is not limited to, the following actions for individual victims:

- Counseling;
- Teacher Aides;
- Hallway and playground monitors;
- Schedule changes;
- Before and after school supervision;
- School transportation supervision;
- School transfers; and
- Therapy.

I. Reprisal or Retaliation

The Board of Education prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, or any other person who has reliable information about an act of harassment, intimidation, or bullying or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures.

J. False Accusations of Harassment, Intimidation, or Bullying

The Board of Education prohibits any person from falsely accusing another as a means of harassment, intimidation, or bullying.

1. Students - Consequences and appropriate remedial action for a student could range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions;
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students could entail discipline in accordance with district policies, procedures, and agreements; and
3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act,

including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services.

K. Additional Policy Requirements

The Board of Education requires the Superintendent to annually disseminate this Policy to all school employees, contracted service providers who have contact with students, school volunteers, students and parents who have children enrolled in a school in the school district, along with a statement explaining that this Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14, that occur on school property, at school-sponsored functions or on a school bus and, as appropriate, acts that occur off school grounds.

The Superintendent shall post a link to this Policy that is prominently displayed on the home page of the school district's website. The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent shall post the name, school phone number, school address and school email address of the district anti-bullying coordinator on the home page of the school district's website. Additionally, the Superintendent shall post the contact information for the School Climate State Coordinator on the school district home page alongside this Policy.

Each Principal or designee shall post the name, school phone number, school address, and school email address of both the school anti-bullying specialist and the district anti-bullying coordinator on the home page of each school's website.

The Superintendent shall post the New Jersey Department of Education's Guidance for Parents on the Anti-Bullying Bill of Rights Act on the district homepage and on the homepage for each school in the district with a website.

The Superintendent and the Principals shall provide training on the school district's harassment, intimidation, or bullying policies to school employees contracted service providers and volunteers who have significant contact with students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying. The school district's employee training program shall include information regarding the school district policy against harassment, intimidation, or bullying, which shall be provided to full-time and part-time staff, contracted service providers and school volunteers who have significant contact with students.

The Superintendent shall develop and implement a process for annually discussing the school district policy on harassment, intimidation, or bullying with students. The Superintendent and the Principal(s) shall annually conduct a re-evaluation, reassessment, and review of this Policy and any report(s) and/or finding(s) of the school safety/school climate team, with input from the school anti-bullying specialists, and recommend revisions and additions to this Policy as well as to harassment, intimidation, or bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.

L. Harassment, Intimidation, or Bullying Training and Prevention Programs

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction in harassment, intimidation, or bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member must complete, during the first year of the member's first term, a training program on harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, or bullying as required in N.J.S.A. 18A:26-8.2.

The school district shall annually observe a "Week of Respect" beginning with the first Monday in October. In order to recognize the importance of character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, or bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the New Jersey Student Learning Standards, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district will annually establish, implement, document, and assess harassment, intimidation, or bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, or bullying in accordance with the provisions of N.J.S.A. 18A:37-17.

M. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public hearing all acts of violence, vandalism, and harassment, intimidation, or bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.

N. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

O. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Some acts of harassment, intimidation, or bullying may be bias-related-acts and school officials must report to law enforcement officials any bias related acts, in accordance with N.J.A.C. 6A:16-6.3.(e), and pursuant to the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.

P. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.

The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

Q. Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. may alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports. N.J.S.A. 18A:37-32.

The school district shall submit all subsequent amended Harassment, Intimidation, or Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.

N.J.S.A. 18A:37-13 through 18A:37-37

N.J.A.C. 6A:16-7.1 through 6A:16-7.9

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – August 2022 – New Jersey Department of Education

Second Reading/Adopted: 21 November 2022

8505 LOCAL WELLNESS POLICY/NUTRIENT STANDARDS FOR MEALS AND OTHER FOODS (M)

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.

The Principal or a School Wellness Policy Coordinator designated by the Principal will be responsible to ensure the school complies with the requirements in this Policy. The Superintendent of Schools will designate a District Wellness Policy Coordinator who will have the authority and responsibility to ensure each school in the district complies with the requirements outlined in this Policy.

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 School Wellness Policy Coordinator 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 School Wellness Policy Coordinator, 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 or School Wellness Policy Coordinator 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 School Wellness Policy Coordinator 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 and for students to make informed choices about nutrition, health, and physical activity.
- 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 the district:
 - a. The district will establish a District Wellness Committee (DWC). The DWC will:
 - (1) Be comprised of a Principal, at least one health/physical education teacher, a school nurse, at least two parents, at least two students, at least one food service staff member representing all school levels in the district, and the District Wellness Policy Coordinator; and
 - (2) Meet at least four times per year to establish goals for and oversee school health and safety policies and programs, including development, implementation, and periodic review and update of the district-wide Wellness Policy.
 - b. The Principal or School Wellness Policy Coordinator 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 Principal and/or School Wellness Policy Coordinator.
 - d. The Principal and/or School Wellness Policy Coordinator 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 Wellness Policy Coordinator in an Annual School Progress Report provided to the Superintendent of Schools before May 1.
 - 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 District Wellness Policy Coordinator will compile an Annual District Summary Progress Report to be presented to the Superintendent and Board of Education at a public meeting before May 30 of the current 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 requirements for any food or beverages sold in schools must meet a range of calorie and nutrient requirements as outlined in the HHFKA and a smart snack calculator shall be on file in each school for each product sold.
2. The school district will comply with the HHFKA beverage requirements and beverage portion requirements for each appropriate grade level. 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 pre-approved by the Principal or designee and the District Wellness Policy Coordinator.

C. District Coordinator

1. The District Wellness Policy Coordinator shall be available to consult with school-based administrators, staff members, and the School Wellness Policy Coordinator(s) on the district's Wellness Policy.
2. The District Wellness Policy Coordinator shall also be responsible to ensure parents, students, representatives of the school food authority, teachers of physical education, school health professionals, the Board of Education, school administrators, and the general public are permitted to participate in the development, implementation, review, and update of this Wellness Policy.
3. The District Wellness Policy Coordinator shall be responsible to inform and update the public (including parents, students, and others in the community) about the content, implementation, updates and implementation status of the district's Wellness Policy through the district's website, school publications, and/or other school communications made available to the public.
 - a. The information and update shall provide as much information as possible about the school nutrition environment, including a summary of the events and activities related to the Wellness Policy implementation in the school district.

D. Wellness Policy Assessment

1. The District Wellness Policy Coordinator will prepare an assessment of the district's Wellness Policy in accordance with the requirements of the United States and New Jersey Departments of Agriculture on the extent to which the school(s) in the district are in compliance with the district's Wellness Policy, the extent to which the district's Wellness Policy compares to model school wellness policies, and a description of the progress made in attaining the goals outlined in the district's Wellness Policy.
2. The District Wellness Policy Coordinator will present this assessment to the Board of Education at a public Board meeting, make such assessment available to the public, and recommend any updates to the Policy accordingly.

E. Records

1. The District Wellness Policy Coordinator shall ensure records are maintained to document compliance with the requirements of the District Wellness Policy. Such records will include, but not be limited to:
 - a. The Board-approved Wellness Policy;
 - b. Documentation demonstrating the Policy has been made available to the public;

- c. Documentation of the efforts made in the school district to review and update the Policy;
- d. Documentation demonstrating compliance with the annual public notification requirements;
- e. Documentation demonstrating the most recent assessment on Policy implementation; and
- f. Documentation demonstrating the most recent assessment on the implementation of the School Wellness Policy has been made available to the public.

F. Publication/Dissemination

This Policy and Assessment 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: 26 July 2021

Revised for Second Reading/Adoption: 21 November 2022

Additional Teaching Assignments

Name	Location	Position	Effective Dates
Tracy Gordon	Roosevelt	Science-Leave Replacement Orange-Jones-Reassignment	10/19/22 - 6/22/23
Susan Hayward	Roosevelt	Science-Leave Replacement Orange-Jones-Reassignment	10/19/22 - 6/22/23
Kimberly Jennings	Roosevelt	Science-Leave Replacement Orange-Jones-Reassignment	10/19/22 - 6/22/23
Rebecca Kalenak	Roosevelt	Science-Leave Replacement Orange-Jones-Reassignment	10/19/22 - 6/22/23
Elicia Baker	WOHS	English-Vacancy	9/1/22 – 1/2/23 amended from 9/1/22 – 11/1/22
Jennifer Dahl	WOHS	English-Vacancy	9/1/22 – 1/2/23 amended from 9/1/22 – 11/1/22
Kathryn Emolo	WOHS	English-Vacancy	9/1/22 – 1/2/23 amended from 9/1/22 – 11/1/22
Charlene Muldrow	WOHS	English-Vacancy	9/1/22 – 1/2/23 amended from 9/1/22 – 11/1/22
Molly Wachtel	WOHS	English-Vacancy	9/1/22 – 1/2/23 amended from 9/1/22 – 11/1/22
Caniece Williams	WOHS	Mathematics/ESL Enrollment	10/31/22 - 6/22/23
Catherine Connors	WOHS	Science Leave Replacement-DeCaro	11/18/22 - 12/20/22
Brad Mitchell	WOHS	Science Leave Replacement-DeCaro	11/18/22 - 12/20/22
Michele Schultz	WOHS	Science Leave Replacement-DeCaro	11/18/22 - 12/20/22
Hope Stewart	WOHS	Science Leave Replacement-DeCaro	11/18/22 - 12/20/22
Sean Devore	WOHS	Social Studies Leave of Absence-Sweeney	9/1/22 - 11/2/22 amended from 9/1/22 - 11/30/22
Christopher Evans	WOHS	Social Studies Leave of Absence-Sweeney	9/1/22 - 11/2/22 amended from 9/1/22 - 11/30/22
Douglas Nevins	WOHS	Social Studies Leave of Absence-Sweeney	9/1/22 - 11/2/22 amended from 9/1/22 - 11/30/22
Kimberlee Rose	WOHS	Social Studies Leave of Absence-Sweeney	9/1/22 - 11/2/22 amended from 9/1/22 - 11/30/22

Additional Teaching Assignments

Name	Location	Position	Effective Dates
Melanie Valentino	WOHS	Social Studies Leave of Absence-Sweeney	9/1/22 - 11/2/22 amended from 9/1/22 - 11/30/22
Kimberly Buckley	WOHS	Special Education Leave of Absence-Hartley	11/22/22 - 3/31/23
Kristin D'Arienzo	WOHS	Special Education Leave of Absence-Hartley	11/22/22 - 3/31/23
Michael Fess	WOHS	Special Education Leave of Absence-Hartley	11/22/22 - 3/31/23
Jonathan Gohlich	WOHS	Special Education Leave of Absence-Hartley	11/22/22 - 3/31/23
Arielle Mazurek	WOHS	Special Education Leave of Absence-Hartley	11/22/22 - 3/31/23

PSAT Proctors: October 15, 2022

Name	Location	Stipend
Nafisa Aly Ahmed	WOHS	\$175 extended time
Leslie Bagen	WOHS	\$125
Danniel Barnes	WOHS	\$125
Michelle Brown	WOHS	\$125
Jaqueline Cruz	WOHS	\$125
Melissa Cruz	WOHS	\$175 extended time
Rana Elkadi	WOHS	\$125
Kathryn Furey	WOHS	\$175 extended time
Teresa Harris	WOHS	\$125
Gisselle Heredia	Hazel	\$125
Alyssa Kuglin	Hazel	\$125
Maria Navarette	WOHS	\$175 extended time
Ryan Patscher	WOHS	\$125
Kimberlee Rose	WOHS	\$125
Anna Samanamu	WOHS	\$125
Helaine Spitzer	WOHS	\$125
Molly Wachtel	WOHS	\$125
James Weidenborner	WOHS	\$125
Kim Williams	WOHS	\$125
Heather Yates	WOHS	\$175 extended time

2022-2023 ELL Programs Assignments

Name	Location	Assignment	Stipend/Rate of Pay	Funded by	Effective Dates
Kristen Junchaya	Hazel	ELL Literacy and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III	11/14/22 - 6/1/23
Gisselle Heredia	Hazel	ELL Literacy and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III	11/14/22 - 6/1/23
Leslie Taylor	Hazel	ELL Literacy and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III	11/14/22 - 6/1/23
Diana Bolivar	Hazel	ELL Literacy and Language Support Program (Substitute)	\$53.38/Rate of Pay not to exceed 40 hours as assigned	ESEA Title III	11/14/22 - 6/1/23
Mary Quiroz	Kelly	ELL Literacy and Language Support Program (Substitute)	\$53.38/Rate of Pay not to exceed 40 hours as assigned	ESEA Title III	11/14/22 - 6/1/23
Diana Ferrera	Mt. Pleasant	ELL Literacy and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III	11/14/22 - 6/1/23
Jessica Veneziano	Washington	ELL Literacy and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III	11/14/22 - 6/1/23
Janine Duarte	Washington	ELL Literacy and Language Support Program (Substitute)	\$53.38/Rate of Pay not to exceed 40 hours as assigned	ESEA Title III	11/14/22 - 6/1/23
Nicole McArdle	Washington	ELL Literacy and Language Support Program (Substitute)	\$53.38/Rate of Pay not to exceed 40 hours as assigned	ESEA Title III	11/14/22 - 6/1/23
Andrea Klein	Gregory	ELL Literacy and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III	11/14/22 - 6/1/23
Lisette Santa	Liberty	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Kenneth Nolan	Liberty	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Veronica Jordan	Liberty	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Jaime Toriello	Liberty	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Melissa Martino	Liberty	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Vince de Jesus	Liberty	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23

2022-2023 ELL Programs Assignments

Name	Location	Assignment	Stipend/Rate of Pay	Funded by	Effective Dates
Daniella Gonzalez	Liberty	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Salam Hassan	Roosevelt	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Julian Rodriguez	Roosevelt	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Telmo Nunes	Roosevelt	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Yanira Escobar	Edison	ELL Tutoring and Language Support Program	\$53.38/Rate of Pay not to exceed 40 hours	ESEA Title III Immigrant	11/14/22 - 6/1/23
Kristen Azzato	Edison	ELL Tutoring and Language Support Program (Substitute)	\$53.38/Rate of Pay not to exceed 40 hours as assigned	ESEA Title III Immigrant	11/14/22 - 6/1/23
Leanna Amorim	Washington	ESL Family Literacy Program	\$53.38/Rate of Pay not to exceed 80 hours	ESEA Title III	11/14/22 - 6/1/23
Claudia Moncayo	Washington	ESL Family Literacy Program	\$53.38/Rate of Pay not to exceed 60 hours	ESEA Title III	11/14/22 - 6/1/23
Margaret Fahey	WOHS	WOHS Newcomer ELL Orientation	\$435.79 per diem not to exceed 2 days	ESEA Title III	11/14/22 - 1/30/23
Guerlyne Millington	WOHS	WOHS Newcomer ELL Orientation	\$435.79 per diem not to exceed 2 days	ESEA Title III	11/14/22 - 1/30/23
Carlos Perez	WOHS	WOHS Newcomer ELL Orientation	\$53.38/Rate of Pay not to exceed 4 hours	ESEA Title III	11/14/22 - 1/30/23
Maria Pirovano	Washington	Newcomer Parent Program	\$3,000 Stipend	ESEA Title III	11/21/22 - 1/30/23

2022-2023 Grades K-5: Grant Funded Programs Assignments

Name	Location	Assignment	Stipend/Rate of Pay	Funded by	Effective Dates
Nicole Kuser	Gregory	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Danielle Marino	Gregory	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Dineen Robinson	Gregory	Grades K-5 AM ELA/Math Tutorial Lead Teacher	\$53.38 per hour not to exceed 50 hours	ESSER III	12/5/22 - 5/8/23
Karen Ciaglia	Hazel	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Karen Lott	Hazel	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Teresa Nigro	Hazel	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Jennifer Sissman	Hazel	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Leslie Taylor	Hazel	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Karen Ciaglia	Hazel	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Jeannie Kivlon	Hazel	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Danielle Massot	Hazel	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Rosemary Pepi-Martos	Hazel	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Marybeth Sabates	Hazel	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Jennifer Sissman	Hazel	Grades K-5 AM ELA/Math Tutorial Lead Teacher	\$53.38 per hour not to exceed 50 hours	ESSER III	12/5/22 - 5/8/23
KellyAnne Gamubtti	Kelly	Grades K-5 AM ELA/Math Tutorial Lead Teacher	\$53.38 per hour not to exceed 50 hours	ESSER III	12/5/22 - 5/8/23
Amanda Hilsinger	Kelly	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Kimberly MacDonald	Kelly	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Jessica Moffett-Lee	Kelly	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Micchele DeBlieck	Mt. Pleasant	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Kristina Estupinan	Mt. Pleasant	Grades K-5 AM ELA/Math Tutorial Lead Teacher	\$53.38 per hour not to exceed 50 hours	ESSER III	12/5/22 - 5/8/23
Melissa Jenkins	Mt. Pleasant	Grades K-5 AM ELA/Math Tutorial Substitute	\$53.38 per hour as assigned	ESSER III	12/5/22 - 5/8/23
Deborah Mitchell	Mt. Pleasant	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Joy Burnett	Redwood	Grades K-5 AM ELA/Math Tutorial Lead Teacher	\$53.38 per hour not to exceed 50 hours	ESSER III	12/5/22 - 5/8/23
Miriam Kargbo-Jackson	Redwood	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Paul Stefanelli	Redwood	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Fanny Velandia	Redwood	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Tiffany China	St. Cloud	Grades K-5 AM ELA/Math Tutorial Lead Teacher	\$53.38 per hour not to exceed 50 hours	ESSER III	12/5/22 - 5/8/23
Laura Halen	St. Cloud	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Emma Pacifico	St. Cloud	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Brandi Brennan	Washington	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23

2022-2023 Grades K-5: Grant Funded Programs Assignments

Name	Location	Assignment	Stipend/Rate of Pay	Funded by	Effective Dates
Cathy Del Tufo	Washington	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Janine Duarte	Washington	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Nicole McArdle	Washington	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Michael Schiavo	Washington	Grades K-5 After School Homework Club	\$4,000	ESEA Title I	TBD-6/20/23
Jennifer Bottarini	Washington	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Brandi Brennan	Washington	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Janine Duarte	Washington	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Alba Oakley	Washington	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Wayne Oakley	Washington	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Lisa Rodino	Washington	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23
Jennifer Tarullo	Washington	Grades K-5 AM ELA/Math Tutorial	\$53.38 per hour not to exceed 40 hours	ESSER III	12/5/22 - 5/8/23

CONTRACT OF EMPLOYMENT

This Employment Contract is made this 21st day of November 2022, by and between the WEST ORANGE BOARD OF EDUCATION, with offices at 179 Eagle Rock Avenue, West Orange, New Jersey 07052, (hereinafter referred to as “the Board”) and HAYDEN MOORE, Assistant Superintendent of Schools).

WITNESSETH:

WHEREAS, the Board desires to provide the Assistant Superintendent of Schools with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

WHEREAS, the Board and the Assistant Superintendent of Schools believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

WHEREAS, the Assistant Superintendent of Schools is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:

ARTICLE I

EMPLOYMENT

The Board hereby agrees to employ Hayden Moore as Assistant Superintendent of Schools of Schools for a term commencing November 21, 2022 and ending June 30, 2023 in accordance with and pursuant to the Resolution of the Board adopted by at least a majority of the full Board at its November 21, 2022, Public Meeting, which Resolution is annexed hereto and made a part hereof. The appointment and removal of the Assistant Superintendent of Schools shall be governed by N.J.S.A. 18A:17-16. The work year is referred to as a twelve (12) month contract. The parties acknowledge that this Contract must be approved by the Essex County Executive County Superintendent of Schools in accordance with applicable law and regulation.

ARTICLE II

CERTIFICATION

The parties acknowledge that the Assistant Superintendent of Schools currently possesses the appropriate New Jersey administrative certification and school administrator endorsement. If at any time during the term of this Agreement, the Assistant Superintendent's certification(s) is revoked, this Agreement shall be null and void as of the date of the revocation. If the Assistant Superintendent of Schools is lawfully precluded from performing his duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the Assistant Superintendent's employment shall cease. The Assistant Superintendent of Schools will provide official course transcripts for all postsecondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.

ARTICLE III

DUTIES

In consideration of the employment and in accordance with *N.J.S.A. 18A:17-20*, salary and fringe benefits established hereby, the Assistant Superintendent of Schools hereby agrees to the following:

A. To perform faithfully the duties of Assistant Superintendent of Schools for the Board in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of Assistant Superintendent of Schools, is incorporated by reference into this Contract.

B. To devote the Assistant Superintendent's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Superintendent. Should the Assistant Superintendent of Schools choose to engage in such outside activities on weekends, on his vacation time, or at other times when he is not required to be present in the district, he shall retain any honoraria paid. No such work shall be in concert with any company or entity with which the Board has a contract. The Assistant Superintendent of Schools shall notify the Superintendent in the event he is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Agreement governing time off. The Board recognizes that the demands of the Assistant Superintendent's position require him to work long and irregular hours, and occasionally may require that he attend to district business outside of the district.

C. The Assistant Superintendent of Schools shall assist the Superintendent in all matters over which the Superintendent shall have duties and responsibilities at the discretion of the Superintendent.

ARTICLE IV

SALARY AND BENEFITS

Salary: The Board shall pay the Assistant Superintendent of Schools an annual salary of \$197,492.97, prorated for the term of this contract, for the twelve (12) month duration of this agreement. The Assistant Superintendent will retain his longevity compensation of \$10,679.00. The total compensation, prorated for the term of this contract, will be \$208,171.97 This annual salary rate shall be paid to the Assistant Superintendent of Schools in accordance with the schedule of salary payments in effect for other certified administrators in the district.

During the term of this Employment Contract, including any extension thereof, the Assistant Superintendent of Schools shall not be reduced in compensation and/or benefits. The terms and conditions of this Employment Contract may be modified only by the written agreement of the parties which shall be approved by the Executive County Superintendent and in turn by the Board by resolution adopted at a public meeting.

The Board will provide the Assistant Superintendent of Schools, as part of his compensation, the following benefits:

A. Sick Leave

The Assistant Superintendent of Schools shall be provided sick leave of twelve (12) days annually, prorated for the term of this contract. The Assistant Superintendent of Schools must document the use of a sick day in the electronic attendance system prior to the start of the sick day. Compensation for unused sick days shall be consistent with N.J.S.A. 18A:30-3.5 and shall be payable only upon retirement and shall not be paid to the Assistant Superintendent's estate or beneficiaries in the event of the

Assistant Superintendent's death prior to retirement. Compensation for unused sick days shall be paid at a rate of 1/260th of current year salary multiplied by the number of accumulated sick days as allowed by N.J.S.A. 18A:30-3.5, N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23-3.1(e)8. Any such payment shall be made within sixty (60) days of the Assistant Superintendent's last day of employment.

B. Professional Membership

The Assistant Superintendent of Schools shall be entitled to membership, at the Board's expense, for professional dues in the American Association of School Administrators, New Jersey Association of School Administrators, and in other professional associations with the prior approval of the Superintendent within the limit set in the annual budget.

C. Professional Conferences

The Assistant Superintendent of Schools shall be entitled to attend one (1) national conference, two (2) state conferences, and other conferences and informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Assistant Superintendent of Schools to perform his professional responsibilities for the Board. Reimbursement or payment for such expense shall be made in accordance with N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7 and NJ-OMB circulars and regulations promulgated thereunder and Board policies. Such reimbursement shall be limited to the annual cost as set forth in the annual budget. All conferences must receive prior approval from the Superintendent and the Board.

D. Professional Publications

The Assistant Superintendent of Schools may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

E. Medical Benefits

The Assistant Superintendent of Schools shall receive individual, parent/child, two adult, or family health benefit coverage (at his option) consistent with the health benefit coverage provided by the Board to its professional administrative staff, which includes medical, prescription, and dental. The Assistant Superintendent of Schools shall contribute and have deducted from his base salary an amount equivalent to the percentage of the health benefit cost for the period of November 21, 2022 to June 30, 2023 toward the payment of health benefit premiums provided under this Section in accordance with P.L. 2011, Chapter 78. The premium shall be paid by the Assistant Superintendent of Schools through payroll deduction each pay period.

F. **Vacation Days**

1. The Assistant Superintendent of Schools shall be entitled to twenty-two (22) vacation days per year, prorated for the term of this contract. All of the vacation days shall be available for the Assistant Superintendent's use beginning November 21, 2022.
2. The Assistant Superintendent of Schools shall take vacation time after providing the Superintendent with two (2) weeks' notice, whenever possible, if planning to take more than three (3) consecutive days. Vacation days may only be taken with the prior approval of the Superintendent. The Assistant Superintendent of Schools must document the use of a vacation day(s) in the electronic attendance system prior to the start of the vacation day(s).
3. The Assistant Superintendent of Schools is encouraged to take the full vacation allotment each year; however, not more than five (5) vacation days may be carried over from year to year. All days carried over must be used in the next year or those unused vacation days will be forfeited.
4. Upon retirement or separation, compensation for unused vacation days shall be paid at a rate of $1/260^{\text{th}}$ of current salary multiplied by the number of accumulated vacation

days. The accrual of and payment for unused vacation days shall be consistent with N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23A-3.1(e)8. Any such payment shall be made within sixty (60) days of the Assistant Superintendent's last day of employment.

G. **Holidays**

The Assistant Superintendent of Schools shall receive the holidays as per the Central Office Administrative calendar approved annually by the Board.

H. **Personal Days**

The Assistant Superintendent of Schools shall be entitled to three (3) personal days, to attend to personal business during the school day, with full pay during the work year. Personal days may only be taken during the school year with the prior permission of the Superintendent. As much advance notice as possible of the request to take personal time will be given. The Assistant Superintendent of Schools must document the use of personal days in the electronic attendance system prior to the start of the personal day. Unused personal days shall convert to sick days at the conclusion of the school year.

I. **Bereavement Days**

In the event of a death in the family, the Assistant Superintendent of Schools shall be granted allowance, without the loss of pay, for the number of days as follows:

Five (5) days for a death in the immediate family, which shall be defined as spouse, father, mother, child, brother, sister, grandchild, grandparent, mother-in-law, father-in-law, sister-in-law, and brother-in-law, and in the case of spousal equivalency relationships, the immediate family members of the spousal equivalent, and any relative making his or her home with the Assistant Superintendent's family, provided that the absence is necessary and unavoidable. Notwithstanding the foregoing limitations, the term "spouse" shall be interpreted as including all those who have legal status under New Jersey or Federal law that can be reasonably interpreted as constituting "spousal equivalency" relationships, and

shall specifically include those registered under the New Jersey Domestic Partnership Act or the New Jersey Civil Union Act.

One (1) day for the death of a relative of the second degree, which shall be defined as aunt, uncle, nephew, niece and cousin.

The Assistant Superintendent of Schools will be permitted to use a maximum of twenty (20) bereavement days per year, with additional days as per the approval of the Superintendent.

These days shall be taken at the time of death unless written permission is given by the Superintendent.

J. **Travel**

Reimbursement for travel will be provided in accordance with the Commissioner of Education's March 17, 2008 memorandum in accordance with N.J.S.A. 18A:11-12 with respect to travel and meal reimbursement as promulgated by the New Jersey Office of Management and Budget.

K. **Technology**

The Assistant Superintendent of Schools shall be provided with a smartphone and laptop for professional and personal duties. These items shall remain property of the West Orange Board of Education.

L. **Car Allowance**

The Assistant Superintendent of Schools shall receive a non-pensionable monthly car allowance of \$150.00.

M. **Tuition Reimbursement**

In accordance with N.J.S.A. 18A:6-8.5, the Board shall reimburse the Assistant Superintendent of Schools for tuition costs incurred for graduate level courses at an accredited institution that are part of a formal program of studies leading to the awarding of a Doctoral Degree and/or Master's

Degree in an area of discipline judged to be of benefit to the Board. The Assistant Superintendent of Schools shall seek the approval of the Superintendent prior to enrolling in any graduate course of study. Annual maximum reimbursement will be \$5,000.

ARTICLE V

ANNUAL EVALUATION

A. The Superintendent shall evaluate the performance of the Assistant Superintendent of Schools at least once a year, and shall complete the evaluation process by no later than July 1st. Each annual evaluation shall be in writing. A copy of the evaluation shall be provided to the Assistant Superintendent of Schools, and the Assistant Superintendent of Schools and the Superintendent shall meet to discuss the findings. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, the responsibilities of the Assistant Superintendent of Schools as set forth in the job description for the position of Assistant Superintendent of Schools, and such other criteria as established by the Board and/or established State Board of Education shall be regulation prescribe.

In the event that the Superintendent determines that the performance of the Assistant Superintendent of Schools is unsatisfactory in any respect, he shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Superintendent deems performance to be unsatisfactory. The Assistant Superintendent of Schools shall have the right to respond in writing to the evaluation within ten (10) school days of the meeting. This response shall become a permanent attachment to the evaluation in question.

ARTICLE VI

TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate, the Assistant Superintendent's employment will cease and no salary shall thereafter be paid, under any one of the following circumstances:

- (1) Failure to possess/obtain proper certification:
- (2) Revocation or suspension of the Assistant Superintendent's certificate, in which case this Contract shall be null and void as of the date of revocation, as required by N.J.S.A. 18A:17-15.1;
- (3) Forfeiture under N.J.S.A. 2C:51-2;
- (4) Mutual agreement of the parties;
- (5) Notification in writing by the Superintendent to the Assistant Superintendent of Schools, on or before May 15, 2023 that he does not intend to renew this Contract; or
- (6) Material misrepresentation of employment history, educational and professional credentials, and criminal background subject to N.J.S.A. 18A:6-10.
- (7) Violation of any terms of this Contract.

B. Nothing in this Contract shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.

C. The Assistant Superintendent of Schools may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of his intention to resign.

D. The Board may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Assistant Superintendent of Schools.

ARTICLE VII

COMPLETE AGREEMENT

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

ARTICLE VIII

SAVINGS AND CONFLICTS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Contract.

ARTICLE IX

INDEMNIFICATION

The Board shall defend, hold harmless and indemnify the Assistant Superintendent of Schools from any and all demands, claims, suits, actions and legal proceedings of any kind brought against the Assistant Superintendent of Schools acting in his capacity as an agent and/or the Assistant Superintendent of Schools of the Board in accordance with Board policy and N.J.S.A. 18A:16-6.

WHEREAS, the Assistant Superintendent of Schools has approved of the terms and conditions of the Employment Contract; and

WHEREAS, this Employment Contract has been approved by a vote of the Members of the West Orange Board of Education at its meeting of November 21, 2022 and has been made a part of the minutes of that meeting;

IN WITNESS WHEREOF, the parties have set their hand and seals to this Employment Contract effective on the day and year first above written.

WEST ORANGE BOARD OF EDUCATION

Jennifer Tunncliffe
Board President

Date:_____

Tonya Flowers
Business Administrator/Board Secretary

Date:_____

Hayden Moore
Assistant Superintendent of Schools

Date:_____

Applications for Absence for School Business 2022-2023
11-21-2022

Name	Position	School	Conference	Dates	Amount	Funded
Alnae Bailey	Pre-K Teacher	BMELC	You, Too, Can Do ABA New Providence	12/6/22, 12/13/22, 12/20/22	\$270.00	Local
Emily Boyle	Grade 2 Teacher	Kelly	Fundations Level 2 Launch Workshop	12/6/22*	\$299.00	Local

*Revised Date

**West Orange School District Out of State Field Trips
2022 - 2023 School Year
October 17, 2022**

School	Grades	Course / Group	Destination	City	State
Gregory	3	Third Grade	Bronx Zoo	Bronx	NY
Roosevelt	7-8	Explorer's Club	New York Aquarium Education Dept.	New York	NY
WOHS	9-12	ROTC	Intrepid, Sea, Air & Space Museum	New York	NY
WOHS	9-12	AP Art	New Design High School	New York	NY

Attachment A: Programs funded by ESSER III (American Rescue Plan - ESSER)

1. Upon recommendation of the Superintendent of Schools, approval of the Writing Center for **West Orange High School** between November 2022 through May 2023 not to exceed \$24,021 funded by the ESSER III Grant.
2. Upon recommendation of the Superintendent of Schools, approval of the K-5 AM/PM Tutorial for **Hazel Avenue School (6 teachers)** between November 2022 through May 2023 not to exceed \$12,811 funded by the ESSER III Grant.
3. Upon recommendation of the Superintendent of Schools, approval of the K-5 AM/PM Tutorial for **Washington Elementary School (8 teachers)** between November 2022 through May 2023 not to exceed \$17,082 funded by the ESSER III Grant.
4. Upon recommendation of the Superintendent of Schools, approval of the K-5 AM/PM Tutorial for **St. Cloud Elementary School (3 teachers)** between November 2022 through May 2023 not to exceed \$6,405 funded by the ESSER III Grant.
5. Upon recommendation of the Superintendent of Schools, approval of the K-5 AM/PM Tutorial for **Gregory Elementary School (3 teachers)** between November 2022 through May 2023 not to exceed \$6,405 funded by the ESSER III Grant.
6. Upon recommendation of the Superintendent of Schools, approval of the K-5 AM/PM Tutorial for **Mt. Pleasant Elementary School (3 teachers)** between November 2022 through May 2023 not to exceed \$6,405 funded by the ESSER III Grant.
7. Upon recommendation of the Superintendent of Schools, approval of the K-5 AM/PM Tutorial for **Redwood Elementary School (4 teachers)** between November 2022 through May 2023 not to exceed \$8,540 funded by the ESSER III Grant.
8. Upon recommendation of the Superintendent of Schools, approval of the K-5 AM/PM Tutorial for **Kelly Elementary School (4 teachers)** between November 2022 through May 2023 not to exceed \$8,540 funded by the ESSER III Grant.
9. Upon recommendation of the Superintendent of Schools, approval of a 1 Lead teacher per elementary school for the K-5 AM/PM Tutorial between November 2022 through May 2023 not to exceed 10 total hours at the hourly rate of \$53.38 per hour funded by the ESSER III Grant.

va_s1701
09/01/2022

West Orange Board of Education

Monthly Transfer Report

Budget Category	Accounts	Original Budget	Revenues Allowed + Pr Yr Reserve	Orig + Rvnues Allowed + Pr Yr Reserve	Maximum Transfer Out Allowed	YTD Net Transfers	% change of Transfers	Remaining Transfers Out Allowed	Account Balance
INSTRUCTION									
Regular Programs	11-1XX-100-XXX 12-1XX-100-XXX 13-1XX-100-XXX 15-1XX-100-XXX	52,028,863.00	29,107.60	52,057,970.60	5,205,797.06	(201,950.00)	-0.39	5,003,847.06	1,297,892.64
Special Education, Basic Skills/Remedial and Bilingual Instruction and Speech/OT/PT and Ex	1X-2XX-100-XXX 1X-000-216-XXX 1X-000-217-XXX	27,436,310.00	1,932.00	27,438,242.00	2,743,824.20	572,277.00	2.09	3,316,101.20	720,433.93
Vocational Programs-Local	1X-3XX-100-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
School-Spon. Co/Extra-Curr. Activities, School Sponsored Athletics, and Other Instructiona	11-4XX-100-XXX 11-4XX-200-XXX 12-4XX-100-XXX 15-4XX-100-XXX 15-4XX-200-XXX	2,399,346.00	53,717.61	2,453,063.61	245,306.36	22,360.00	0.91	267,666.36	322,479.61
Community Services Programs/Operations	1X-800-330-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INSTRUCTIONAL EXPENSE		81,864,519.00	84,757.21	81,949,276.21					2,340,806.18
UNDISTRIBUTED EXPENDITURES									
Tuition	11-000-100-XXX	12,160,100.00	91,442.69	12,251,542.69	1,225,154.27	(179,100.00)	-1.46	1,046,054.27	654,541.23
Attendance and Social Work, Health, Guidance, Child Study Teams, Education Media Services/	1X-000-211-XXX 1X-000-213-XXX 1X-000-218-XXX 1X-000-219-XXX 1X-000-222-XXX	11,544,560.00	15,784.40	11,560,344.40	1,156,034.44	89,041.00	0.77	1,245,075.44	254,401.47
Improvement of Instruction Services and Instructional Staff Training Services	1X-000-221-XXX 1X-000-223-XXX	2,785,371.00	2,351.27	2,787,722.27	278,772.23	(167,489.00)	-6.01	111,283.23	298,768.26
General Administration	1X-000-230-XXX	2,219,805.00	100,636.71	2,320,441.71	232,044.17	134,100.00	5.78	366,144.17	125,193.36
School Administration	1X-000-240-XXX	6,326,054.00	8,422.09	6,334,476.09	633,447.61	190,200.00	3.00	823,647.61	84,318.78
Central Services & Administrative Information Technology	1X-000-25X-XXX	3,457,748.00	51,467.71	3,509,215.71	350,921.57	(30,000.00)	-0.85	320,921.57	117,567.79
Operation and Maintenance of Plant Services	1X-000-26X-XXX	14,308,037.00	323,317.94	14,631,354.94	1,463,135.49	79,667.00	0.54	1,542,802.49	1,272,412.17
Student Transportation Services	1X-000-270-XXX	15,409,396.00	253.13	15,409,649.13	1,540,964.91	50,000.00	0.32	1,590,964.91	543,410.33

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09/01/2022

West Orange Board of Education Monthly Transfer Report

Budget Category	Accounts	Original Budget	Revenues Allowed + Pr Yr Reserve	Orig + Rvnues Allowed + Pr Yr Reserve	Maximum Transfer Out Allowed	YTD Net Transfers	% change of Transfers	Remaining Transfers Out Allowed	Account Balance
Personal Services-Employee Benefits	1X-XXX-XXX-2XX	30,429,951.00	139,688.24	30,569,639.24	3,056,963.92	(570,106.00)	-1.86	2,486,857.92	460,713.71
Food Services	11-000-310-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer Property Sale Proceedes to Debt Service Reserve	11-000-520-934	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer from General Fund Surplus to Debt Service Fund to Repay CDL	11-000-520-936	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL UNDISTRIBUTED EXPENSE		98,641,022.00	733,364.18	99,374,386.18					3,811,327.10
TOTAL GENERAL CURRENT EXPENSE		180,505,541.00	818,121.39	181,323,662.39					6,152,133.28
Equipment	12-XXX-XXX-73X 15-XXX-XXX-73X	382,024.00	155,788.57	537,812.57	53,781.26	11,000.00	2.05	64,781.26	192,110.23
Facilities Acquisition and Construction Services	12-000-4XX-XXX	2,508,484.00	1,903,297.00	4,411,781.00	0.00	0.00	0.00	0.00	1,233,736.64
Capital Reserve-Transfer to Capital Expend. Fund	12-000-4XX-931	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Capital Reserve-Transfer to Repayment of Debt	12-000-4XX-933	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL CAPITAL EXPENDITURES		2,890,508.00	2,059,085.57	4,949,593.57					1,425,846.87
TOTAL SPECIAL SCHOOLS	13-XXX-XXX-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer of Funds to Charter Schools	10-000-100-56X	468,442.00	0.00	468,442.00	46,844.20	0.00	0.00	46,844.20	57,094.00
Transfer of Funds to Renaissance	10-000-100-571	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Fund Contribution to School Based Budgets	10-000-520-930	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OPERATING BUDGET GRAND TOTAL		183,864,491.00	2,877,206.96	186,741,697.96					7,635,074.15


 School Business Administrator Signature

11/17/22
 Date

10/24 8:52am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 3 Month Period Ending 09/30/2022

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ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		\$35,045,366.53
102-107	Cash and cash equivalents		\$27,959.74
116	Capital reserve Account		\$368,508.70
117	Maint. Reserve Account		\$1,000,060.27
121	Tax levy receivable		110,779,751.33
	Accounts receivable:		
141	Intergovernmental - State	\$26,712,424.83	
153,154	Other (net of est uncollectible of \$_____)	\$5,468,221.19	\$32,180,646.02
	Other Current Assets		\$21,578.00

--- R E S O U R C E S ---

301	Estimated Revenues	179,971,198.00	
302	Less Revenues	(177,130,606.04)	
			\$2,840,591.96
	Total assets and resources		182,264,462.55
			=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 3 Month Period Ending 09/30/2022

=====

LIABILITIES AND FUND EQUITY

=====

--- L I A B I L I T I E S ---

421	Accounts Payable	\$6,796,041.26
	Other current liabilities including Net Assets	\$2,653,798.85

TOTAL LIABILITIES

\$9,449,840.11

F U N D B A L A N C E

--- A p p r o p r i a t e d ---

753	Reserve for Encumbrances - Current Year	147,882,033.24
754	Reserve for Encumbrance - Prior Year	\$1,106,649.39
	Reserved fund balance:	
761	Capital reserve account -	\$368,499.41
604	Add: Increase in capital reserve	\$2,000,100.00
		\$2,368,599.41
769	Restricted Balance for Unemployment Fund	\$452,871.36
580	Unemployment Trust Liability	\$278,680.20
		\$278,680.20
764	Reserve for Maintenance	\$1,000,035.06
606	Add: Increase in Maintenance Reserve	\$1,000,100.00
		\$2,000,135.06
601	Appropriations	186,741,697.96
602	Less : Expenditures	\$30,117,941.18
603	Encumbrances	148,988,682.63 (179,106,623.81)
		\$7,635,074.15

Total Appropriated

161,724,042.81

--- U n a p p r o p r i a t e d ---

770	Unreserved Fund Balance -	\$14,984,072.63
303	Budgeted Fund Balance	(\$3,893,493.00)

TOTAL FUND BALANCE

172,814,622.44

TOTAL LIABILITIES AND FUND EQUITY

182,264,462.55

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West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 3 Month Period Ending 09/30/2022

RECAPITULATION OF FUND BALANCE:	Budgeted	Actual	Variance
Appropriations	186,741,697.96	179,106,623.81	\$7,635,074.15
Revenues	(179,971,198.00)	(177,130,606.04)	(\$2,840,591.96)
	<u>\$6,770,499.96</u>	<u>\$1,976,017.77</u>	<u>\$4,794,482.19</u>
Change in Capital Reserve accounts:			
604 Plus - Increase in reserve	\$2,000,100.00		
Change in Tuition Reserve accounts:			
Change in Maintenance Reserve account:			
606 Plus - Increase in reserve	\$1,000,100.00		
Change in Unemployment Fund account:			
580 Plus - Increase in reserve	\$278,680.20		
Subtotal Reserve Adjustments	<u>\$3,278,880.20</u>	<u>\$3,278,880.20</u>	
Less: Adjust for prior year encumb.	(\$2,877,206.96)	(\$2,877,206.96)	
Budgeted Fund Balance	<u>\$7,172,173.20</u>	<u>\$2,377,691.01</u>	<u>\$4,794,482.19</u>
	=====	=====	=====
Recapitulation of Budgeted Fund Balance by Subfund			
Fund 10 (includes 10, 11, 12, and 13)	\$7,172,173.20	\$2,377,691.01	\$4,515,801.99
TOTAL Budgeted Fund Balance	<u>\$7,172,173.20</u>	<u>\$2,377,691.01</u>	<u>\$4,794,482.19</u>
	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 3 Month Period Ending 09/30/2022

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	148,065,135.00	147,748,566.28		\$316,568.72
3XXX From State Sources	\$31,672,985.00	\$29,372,985.00		\$2,300,000.00
4XXX From Federal Sources	\$233,078.00	\$9,054.76		\$224,023.24
TOTAL REVENUE/SOURCES OF FUNDS	179,971,198.00	177,130,606.04		\$2,840,591.96
=====				
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
--- CURRENT EXPENSE ---				
11-1XX-100-XXX Regular Programs - Instruction	\$51,856,020.60	\$6,118,621.45	\$44,439,506.51	\$1,297,892.64
11-2XX-100-XXX Special Education - Instruction	\$19,241,910.00	\$2,260,466.95	\$16,598,407.12	\$383,035.93
11-230-100-XXX Basic Skills - Remedial Instruction	\$3,265,766.00	\$317,405.80	\$2,909,603.67	\$38,756.53
11-240-100-XXX Bilingual Education - Instruction	\$1,773,556.00	\$175,917.18	\$1,567,899.69	\$29,739.13
11-401-100-XXX School-Spon. Cocurr. Acti-Instr	\$737,395.00	\$52,140.21	\$554,217.13	\$131,037.66
11-402-100-XXX School-Spons. Athletics - Instruction	\$1,738,028.61	\$164,658.70	\$1,381,927.96	\$191,441.95
--- UNDISTRIBUTED EXPENDITURES ---				
11-000-100-XXX Instruction	\$12,072,442.69	\$3,136,264.98	\$8,281,636.48	\$654,541.23
11-000-211-XXX Attendance and Social Work Services	\$268,077.00	\$127,206.41	\$139,876.24	\$994.35
11-000-213-XXX Health Services	\$1,717,400.94	\$197,606.77	\$1,476,351.10	\$43,443.07
11-000-216-XXX Speech, OT,PT & Related Svcs	\$2,924,182.00	\$317,717.65	\$2,354,149.01	\$252,315.34
11-000-217-XXX Other Support Serv - Students Extra Srvc	\$805,105.00	\$86,797.30	\$701,720.70	\$16,587.00
11-000-218-XXX Guidance	\$3,527,030.00	\$624,333.16	\$2,826,889.36	\$75,807.48
11-000-219-XXX Child Study Teams	\$4,769,326.00	\$672,685.35	\$3,978,834.12	\$117,806.53
11-000-221-XXX Improv of Inst. - Instruc Staff	\$2,254,219.17	\$234,612.77	\$2,011,540.40	\$8,066.00
11-000-222-XXX Educational Media Serv/School Library	\$1,367,551.46	\$212,776.84	\$1,138,424.58	\$16,350.04
11-000-223-XXX Instructional Staff Training Services	\$366,014.10	\$48,760.84	\$26,551.00	\$290,702.26
11-000-230-XXX Supp. Serv.-General Administration	\$2,454,541.71	\$527,886.20	\$1,801,462.15	\$125,193.36
11-000-240-XXX Supp. Serv.-School Administration	\$6,524,676.09	\$1,509,610.42	\$4,930,746.89	\$84,318.78
11-000-25X-XXX Central Serv & Admin. Inform. Tech.	\$3,479,215.71	\$922,806.93	\$2,438,840.99	\$117,567.79
11-000-261-XXX Require Maint. for School Facilities	\$1,931,730.34	\$701,836.55	\$721,837.90	\$508,055.89
11-000-262-XXX Custodial Services	\$10,548,041.16	\$2,206,533.04	\$8,054,802.98	\$286,705.14
11-000-263-XXX Care and Upkeep of Grounds	\$1,157,158.86	\$241,647.05	\$538,245.19	\$377,266.62
11-000-266-XXX Security	\$1,074,091.58	\$172,730.86	\$800,976.20	\$100,384.52
11-000-270-XXX Student Transportation Services	\$15,459,649.13	\$2,473,391.56	\$12,442,847.24	\$543,410.33
11-XXX-XXX-2XX Allocated and Unallocated Benefits	\$29,999,533.24	\$4,305,246.12	\$25,233,573.41	\$460,713.71
TOTAL GENERAL CURRENT EXPENSE				
EXPENDITURES/USES OF FUNDS	181,312,662.39	\$27,809,661.09	147,350,868.02	\$6,152,133.28
	=====	=====	=====	=====

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 GENERAL FUND - FUND 10
 INTERIM STATEMENTS COMPARING
 BUDGET REVENUE WITH ACTUAL TO DATE AND
 APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
 For 3 Month Period Ending 09/30/2022

*** EXPENDITURES - cont'd ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$548,812.57	\$24,546.41	\$332,155.93	\$192,110.23
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$4,411,781.00	\$2,175,257.68	\$1,002,786.68	\$1,233,736.64
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
 TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	 \$4,960,593.57	 \$2,199,804.09	 \$1,334,942.61	 \$1,425,846.87
	<u>=====</u>	<u>=====</u>	<u>=====</u>	<u>=====</u>
 10-000-100-56X Transfer of Funds to Charter Schools	 \$468,442.00	 \$108,476.00	 \$302,872.00	 \$57,094.00
 TOTAL GENERAL FUND EXPENDITURES	 186,741,697.96	 \$30,117,941.18	 148,988,682.63	 \$7,635,074.15
	<u>=====</u>	<u>=====</u>	<u>=====</u>	<u>=====</u>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 3 Month Period Ending 09/30/2022

	ESTIMATED	ACTUAL	UNREALIZED
	<u> </u>	<u> </u>	<u> </u>
--- LOCAL SOURCES ---			
1210 Local Tax Levy	147,706,335.00	147,706,335.00	.00
1310 Tuition from Individuals	\$10,000.00	\$900.00	\$9,100.00
1320 Tuition from LEAs Within State	\$155,351.00	.00	\$155,351.00
1910 Rents and Royalties	\$50,000.00	\$1,175.00	\$48,825.00
1XXX Miscellaneous	\$143,449.00	\$40,156.28	\$103,292.72
	<u> </u>	<u> </u>	<u> </u>
TOTAL LOCAL	148,065,135.00	147,748,566.28	\$316,568.72
	=====	=====	=====
--- STATE SOURCES ---			
3121 Categorical Transportation Aid	\$3,033,009.00	\$3,033,009.00	.00
3131 Extraordinary Aid	\$2,250,000.00	.00	\$2,250,000.00
3132 Categorical Special Education Aid	\$4,159,988.00	\$4,159,988.00	.00
3176 Equalization	\$20,313,635.00	\$20,313,635.00	.00
3177 Categorical Security	\$1,866,353.00	\$1,866,353.00	.00
3190 Other Unrestricted State Aid	\$50,000.00	.00	\$50,000.00
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$31,672,985.00	\$29,372,985.00	\$2,300,000.00
	=====	=====	=====
--- FEDERAL SOURCES ---			
4200 Federal Grants including Medicaid Reimbursement	\$233,078.00	\$9,054.76	\$224,023.24
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$233,078.00	\$9,054.76	\$224,023.24
	=====	=====	=====
--- OTHER FINANCING SOURCES ---			
TOTAL REVENUES/SOURCES OF FUNDS	179,971,198.00	177,130,606.04	\$2,840,591.96
	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-110-100-101 Kindergarten - Salaries of Teachers	\$2,490,693.00	\$230,771.77	\$2,197,203.23	\$62,718.00
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$17,114,956.00	\$1,631,721.22	\$15,320,475.78	\$162,759.00
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$11,207,325.00	\$1,095,780.88	\$10,109,037.45	\$2,506.67
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$16,415,456.00	\$1,647,412.32	\$14,768,042.04	\$1.64
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$138,150.00	\$1,866.96	\$133,150.00	\$3,133.04
11-150-100-320 Purchased Prof.-Ed. Services	\$95,850.00	\$12,507.04	\$83,342.96	.00
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$946,469.00	\$78,446.60	\$819,730.40	\$48,292.00
11-190-100-320 Purchased Prof.-Ed. Services	\$119,100.00	\$500.00	\$15,298.09	\$103,301.91
11-190-100-340 Purchased Technical Services	\$3,000.00	.00	\$2,925.00	\$75.00
11-190-100-500 Other Purch. Serv. (400-500 series)	\$842,678.00	\$385,076.70	\$199,326.67	\$258,274.63
11-190-100-610 General Supplies	\$2,337,890.60	\$1,012,054.31	\$767,861.17	\$557,975.12
11-190-100-640 Textbooks	\$106,478.00	\$16,026.65	\$22,828.72	\$67,622.63
11-190-100-800 Other Objects	\$37,975.00	\$6,457.00	\$285.00	\$31,233.00
TOTAL	\$51,856,020.60	\$6,118,621.45	\$44,439,506.51	\$1,297,892.64
--- SPECIAL EDUCATION - INSTRUCTION ---				
Cognitive - Mild:				
11-201-100-101 Salaries of Teachers	\$774,930.00	\$99,294.94	\$670,315.64	\$5,319.42
11-201-100-106 Other Salaries for Instruction	\$786,574.00	\$85,771.78	\$669,467.90	\$31,334.32
11-201-100-610 General Supplies	\$5,125.00	\$965.04	\$729.53	\$3,430.43
11-201-100-800 Other Objects	\$5,800.00	\$850.00	\$330.00	\$4,620.00
TOTAL	\$1,572,429.00	\$186,881.76	\$1,340,843.07	\$44,704.17
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$2,428,946.00	\$312,221.04	\$2,053,057.42	\$63,667.54
11-204-100-106 Other Salaries for Instruction	\$1,247,693.00	\$179,948.45	\$1,031,751.28	\$35,993.27
11-204-100-610 General Supplies	\$20,107.00	\$1,176.37	\$1,556.20	\$17,374.43
TOTAL	\$3,696,746.00	\$493,345.86	\$3,086,364.90	\$117,035.24
Behavioral Disabilities:				
11-209-100-101 Salaries of Teachers	\$398,100.00	\$40,095.64	\$358,004.36	\$0.00
11-209-100-106 Other Salaries for Instruction	\$175,786.00	\$17,289.60	\$158,496.40	.00
11-209-100-610 General supplies	\$13,364.00	\$1,230.87	\$2,935.69	\$9,197.44
11-209-100-800 Other Objects	\$350.00	.00	.00	\$350.00
TOTAL	\$587,600.00	\$58,616.11	\$519,436.45	\$9,547.44
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$217,243.00	\$25,625.88	\$191,613.60	\$3.52
11-212-100-106 Other Salaries for Instruction	\$455,860.00	\$62,484.62	\$393,374.40	\$0.98
11-212-100-610 General supplies	\$6,450.00	\$918.45	\$3,931.55	\$1,600.00
TOTAL	\$679,553.00	\$89,028.95	\$588,919.55	\$1,604.50
Resource Room/Resource Center:				
11-213-100-101 Salaries of Teachers	\$6,088,618.00	\$594,327.82	\$5,414,290.18	\$80,000.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
11-213-100-106 Other Salaries for Instruction	\$939,543.00	\$88,957.30	\$825,645.70	\$24,940.00
11-213-100-610 General supplies	\$23,838.00	\$3,020.36	\$4,523.31	\$16,294.33
TOTAL	\$7,051,999.00	\$686,305.48	\$6,244,459.19	\$121,234.33
Autism:				
11-214-100-101 Salaries of Teachers	\$998,895.00	\$134,408.84	\$862,767.90	\$1,718.26
11-214-100-106 Other Salaries for Instruction	\$1,515,381.00	\$213,668.42	\$1,259,486.80	\$42,225.78
11-214-100-610 General Supplies	\$84,516.00	\$10,834.70	\$45,560.44	\$28,120.86
11-214-100-800 Other Objects	\$500.00	.00	.00	\$500.00
TOTAL	\$2,599,292.00	\$358,911.96	\$2,167,815.14	\$72,564.90
Preschool Disabilities - Full-Time:				
11-216-100-101 Salaries of Teachers	\$1,125,601.00	\$138,308.58	\$982,480.77	\$4,811.65
11-216-100-106 Other Salaries for Instruction	\$1,575,302.00	\$204,722.73	\$1,367,002.75	\$3,576.52
11-216-100-600 General Supplies	\$69,388.00	\$11,057.67	\$55,374.00	\$2,956.33
TOTAL	\$2,770,291.00	\$354,088.98	\$2,404,857.52	\$11,344.50
Home Instruction:				
11-219-100-101 Salaries of Teachers	\$195,000.00	\$33,287.85	\$161,711.30	\$0.85
11-219-100-320 Purchased Prof.-Ed. Services	\$89,000.00	.00	\$84,000.00	\$5,000.00
TOTAL	\$284,000.00	\$33,287.85	\$245,711.30	\$5,000.85
TOTAL SPECIAL ED - INSTRUCTION	\$19,241,910.00	\$2,260,466.95	\$16,598,407.12	\$383,035.93
--- Basic Skills/Remedial-Instruction ---				
11-230-100-101 Salaries of Teachers	\$3,257,491.00	\$315,832.64	\$2,907,799.36	\$33,859.00
11-230-100-610 General Supplies	\$8,275.00	\$1,573.16	\$1,804.31	\$4,897.53
TOTAL	\$3,265,766.00	\$317,405.80	\$2,909,603.67	\$38,756.53
--- Bilingual Education-Instruction ---				
11-240-100-101 Salaries of Teachers	\$1,734,311.00	\$171,522.54	\$1,551,561.46	\$11,227.00
11-240-100-610 General Supplies	\$29,745.00	\$4,394.64	\$6,838.23	\$18,512.13
11-240-100-640 Textbooks	\$9,500.00	.00	\$9,500.00	.00
TOTAL	\$1,773,556.00	\$175,917.18	\$1,567,899.69	\$29,739.13
--- School spons.cocurricular activities-Instruction ---				
11-401-100-100 Salaries	\$542,261.00	\$3,527.64	\$533,489.36	\$5,244.00
11-401-100-500 Purchased Services (300-500 series)	\$89,750.00	\$24,811.53	\$7,200.00	\$57,738.47
11-401-100-600 Supplies and Materials	\$82,225.00	\$22,201.04	\$12,587.77	\$47,436.19
11-401-100-800 Other Objects	\$23,159.00	\$1,600.00	\$940.00	\$20,619.00
TOTAL	\$737,395.00	\$52,140.21	\$554,217.13	\$131,037.66
--- School sponsored athletics-Instruct. ---				
11-402-100-100 Salaries	\$1,239,048.00	\$75,312.83	\$1,163,735.17	.00
11-402-100-500 Purchased Services (300-500 series)	\$301,638.50	\$60,317.92	\$148,524.90	\$92,795.68
11-402-100-600 Supplies and Materials	\$134,392.11	\$23,187.95	\$68,767.89	\$42,436.27
11-402-100-800 Other Objects	\$62,950.00	\$5,840.00	\$900.00	\$56,210.00
TOTAL	\$1,738,028.61	\$164,658.70	\$1,381,927.96	\$191,441.95

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
	<hr/>	<hr/>	<hr/>	<hr/>
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-561 Tuition to Other LEAs within State Regular	\$20,000.00	\$6,558.33	\$13,116.67	\$325.00
11-000-100-562 Tuition to Other LEAs within State Special	\$1,677,945.00	\$195,773.16	\$1,433,078.00	\$49,093.84
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$41,466.00	.00	\$41,377.00	\$89.00
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$60,072.00	.00	\$59,176.00	\$896.00
11-000-100-565 Tuition to Co.Spec.Serv. & Reg. Day schls	\$275,034.00	\$35,742.20	\$179,902.80	\$59,389.00
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$9,291,143.00	\$2,813,767.10	\$6,224,827.51	\$252,548.39
11-000-100-569 Tuition - Other	\$706,782.69	\$84,424.19	\$330,158.50	\$292,200.00
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	\$12,072,442.69	\$3,136,264.98	\$8,281,636.48	\$654,541.23
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$184,993.00	\$45,791.76	\$139,201.24	.00
11-000-211-300 Purchased Prof. & Tech. Svc.	\$82,184.00	\$81,414.65	\$675.00	\$94.35
11-000-211-600 Supplies and Materials	\$900.00	.00	.00	\$900.00
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	\$268,077.00	\$127,206.41	\$139,876.24	\$994.35
--- Health services ---				
11-000-213-100 Salaries	\$1,534,213.00	\$160,784.97	\$1,373,427.47	\$0.56
11-000-213-300 Purchased Prof. & Tech. Svc.	\$139,975.00	\$17,206.61	\$94,830.25	\$27,938.14
11-000-213-500 Other Purchd. Serv.(400-500 series)	\$4,500.00	.00	.00	\$4,500.00
11-000-213-600 Supplies and Materials	\$34,942.94	\$18,643.19	\$7,413.38	\$8,886.37
11-000-213-800 Other Objects	\$3,770.00	\$972.00	\$680.00	\$2,118.00
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	\$1,717,400.94	\$197,606.77	\$1,476,351.10	\$43,443.07
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$2,085,653.00	\$242,444.72	\$1,832,243.07	\$10,965.21
11-000-216-320 Purchased Prof. Ed. Services	\$809,537.00	\$73,062.50	\$517,762.50	\$218,712.00
11-000-216-600 Supplies and Materials	\$27,992.00	\$2,210.43	\$4,143.44	\$21,638.13
11-000-216-800 Other Objects	\$1,000.00	.00	.00	\$1,000.00
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	\$2,924,182.00	\$317,717.65	\$2,354,149.01	\$252,315.34
--- Other support services - Students - Extra Srvc				
11-000-217-100 Salaries	\$327,561.00	\$33,037.30	\$294,523.70	.00
11-000-217-320 Purchased Prof. Ed. Services	\$477,444.00	\$53,760.00	\$407,197.00	\$16,487.00
11-000-217-600 Supplies and Materials	\$100.00	.00	.00	\$100.00
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	\$805,105.00	\$86,797.30	\$701,720.70	\$16,587.00
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$2,800,123.00	\$367,294.59	\$2,431,517.11	\$1,311.30
11-000-218-105 Sal Secr. & Clerical Asst.	\$482,685.00	\$111,463.38	\$370,036.62	\$1,185.00
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$204,097.00	\$142,058.16	\$19,550.00	\$42,488.84
11-000-218-500 Other Purchased Services (400-500 series)	\$1,240.00	.00	\$713.53	\$526.47
11-000-218-600 Supplies and Materials	\$35,570.00	\$2,978.03	\$5,072.10	\$27,519.87
11-000-218-800 Other Objects	\$3,315.00	\$539.00	.00	\$2,776.00
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	\$3,527,030.00	\$624,333.16	\$2,826,889.36	\$75,807.48
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$4,034,868.00	\$500,273.37	\$3,502,649.70	\$31,944.93

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-219-105 Sal Secr. & Clerical Asst.	\$465,859.00	\$116,350.36	\$349,508.64	.00
11-000-219-320 Purchased Prof. - Ed. Services	\$121,000.00	\$10,000.00	\$85,000.00	\$26,000.00
11-000-219-390 Other Purch. Prof. & Tech Svc.	\$74,803.00	\$29,802.59	.00	\$45,000.41
11-000-219-592 Misc Purch Ser(400-500 O/than Resid costs)	\$6,839.00	\$1,668.40	\$1,349.60	\$3,821.00
11-000-219-600 Supplies and Materials	\$65,457.00	\$14,390.63	\$40,326.18	\$10,740.19
11-000-219-800 Other Objects	\$500.00	\$200.00	.00	\$300.00
TOTAL	\$4,769,326.00	\$672,685.35	\$3,978,834.12	\$117,806.53
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$1,757,890.00	\$178,486.05	\$1,579,403.95	.00
11-000-221-104 Salaries Other Prof. Staff	\$119,000.00	.00	\$119,000.00	.00
11-000-221-105 Sal Secr. & Clerical Asst.	\$172,982.00	\$36,511.22	\$132,319.78	\$4,151.00
11-000-221-176 Sal. Facilitators,Math, Literacy Coaches	\$200,216.00	\$19,464.90	\$180,751.10	.00
11-000-221-500 Other Purchased Services (400-500 series)	\$500.00	.00	.00	\$500.00
11-000-221-600 Supplies and Materials	\$2,631.17	\$150.60	\$65.57	\$2,415.00
11-000-221-800 Other Objects	\$1,000.00	.00	.00	\$1,000.00
TOTAL	\$2,254,219.17	\$234,612.77	\$2,011,540.40	\$8,066.00
--- Educational media serv./sch.library ---				
11-000-222-100 Salaries	\$1,226,143.00	\$132,646.68	\$1,093,496.32	.00
11-000-222-300 Purchased Prof. & Tech Svc.	\$19,117.25	\$12,414.93	\$2,112.25	\$4,590.07
11-000-222-500 Other Purchased Services (400-500 series)	\$500.00	.00	.00	\$500.00
11-000-222-600 Supplies and Materials	\$121,491.21	\$67,433.23	\$42,816.01	\$11,241.97
11-000-222-800 Other Objects	\$300.00	\$282.00	.00	\$18.00
TOTAL	\$1,367,551.46	\$212,776.84	\$1,138,424.58	\$16,350.04
--- Instructional Staff Training Services ---				
11-000-223-104 Salaries Other Prof. Staff	\$18,657.00	.00	\$18,657.00	.00
11-000-223-390 Other Purch. Prof. & Tech Svc.	\$249,512.00	\$41,604.44	.00	\$207,907.56
11-000-223-500 Other Purchased Services (400-500 series)	\$87,295.10	\$6,856.40	\$7,894.00	\$72,544.70
11-000-223-600 Supplies and Materials	\$5,900.00	.00	.00	\$5,900.00
11-000-223-800 Other Objects	\$4,650.00	\$300.00	.00	\$4,350.00
TOTAL	\$366,014.10	\$48,760.84	\$26,551.00	\$290,702.26
--- Support services-general administration ---				
11-000-230-100 Salaries	\$688,400.00	\$164,496.09	\$516,405.88	\$7,498.03
11-000-230-331 Legal Services	\$400,000.00	\$10,178.73	\$339,821.27	\$50,000.00
11-000-230-332 Audit Fees	\$74,355.00	\$1,430.00	\$72,925.00	.00
11-000-230-334 Architectural/Engineering Services	\$46,047.54	\$19,630.00	\$26,017.54	\$400.00
11-000-230-339 Other Purchased Prof. Svc.	\$116,205.00	\$32,545.27	\$37,924.73	\$45,735.00
11-000-230-340 Purchased Tech. Services	\$27,546.00	\$2,000.00	\$25,000.00	\$546.00
11-000-230-530 Communications/Telephone	\$468,806.80	\$149,201.96	\$319,604.60	\$0.24
11-000-230-585 BOE Other Purchased Prof. Svc.	\$5,750.00	\$1,150.00	\$1,571.45	\$3,028.55
11-000-230-590 Other Purchased Services	\$538,387.00	\$104,410.57	\$422,984.88	\$10,991.55
11-000-230-610 General Supplies	\$16,937.50	\$9,879.28	\$2,419.20	\$4,639.02
11-000-230-630 BOE In-House Training/Meeting Supplies	\$4,250.00	\$337.27	\$3,662.73	\$250.00
11-000-230-890 Misc. Expenditures	\$39,856.87	\$5,964.33	\$32,926.87	\$965.67
11-000-230-895 BOE Membership Dues and Fees	\$28,000.00	\$26,662.70	\$198.00	\$1,139.30

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$2,454,541.71	\$527,886.20	\$1,801,462.15	\$125,193.36
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$4,490,616.00	\$1,090,337.85	\$3,400,230.55	\$47.60
11-000-240-105 Sal Secr. & Clerical Asst.	\$1,833,108.00	\$357,546.33	\$1,473,508.21	\$2,053.46
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$39,200.00	\$36,325.19	\$2,674.81	\$200.00
11-000-240-300 Purchased Prof. & Tech. Svc.	\$1,000.00	.00	.00	\$1,000.00
11-000-240-500 Other Purchased Services (400-500 series)	\$49,650.00	\$150.00	\$12,694.88	\$36,805.12
11-000-240-600 Supplies and Materials	\$107,577.09	\$25,251.05	\$38,836.44	\$43,489.60
11-000-240-800 Other Objects	\$3,525.00	.00	\$2,802.00	\$723.00
TOTAL	\$6,524,676.09	\$1,509,610.42	\$4,930,746.89	\$84,318.78
--- Central Services ---				
11-000-251-100 Salaries	\$1,561,690.00	\$388,256.84	\$1,171,721.24	\$1,711.92
11-000-251-199 Unused Vac Payment to Term/Ret Staff	\$12,000.00	\$11,485.35	.00	\$514.65
11-000-251-330 Purchased Prof. Services	\$106,778.00	\$25,909.76	\$80,757.84	\$110.40
11-000-251-340 Purchased Technical Services	\$88,515.00	\$77,374.64	\$8,507.50	\$2,632.86
11-000-251-592 Misc Pur Serv (400-500 series)	\$66,197.00	\$6,801.82	\$22,020.27	\$37,374.91
11-000-251-600 Supplies and Materials	\$34,998.04	\$4,027.93	\$18,030.31	\$12,939.80
11-000-251-89X Other Objects	\$8,150.00	\$1,991.00	\$3,346.00	\$2,813.00
TOTAL	\$1,878,328.04	\$515,847.34	\$1,304,383.16	\$58,097.54
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$1,349,227.00	\$310,129.26	\$1,039,097.74	.00
11-000-252-340 Purchased Technical Services	\$153,652.00	\$62,712.59	\$51,688.75	\$39,250.66
11-000-252-500 Other Pur Serv. (400-500 series)	\$10,840.00	\$230.00	.00	\$10,610.00
11-000-252-600 Supplies and Materials	\$83,658.67	\$31,382.88	\$43,671.34	\$8,604.45
11-000-252-800 Other Objects	\$3,510.00	\$2,504.86	.00	\$1,005.14
TOTAL	\$1,600,887.67	\$406,959.59	\$1,134,457.83	\$59,470.25
TOTAL Cent. Svcs. & Admin IT	\$3,479,215.71	\$922,806.93	\$2,438,840.99	\$117,567.79
--- Required Maint.for School Facilities ---				
11-000-261-420 Cleaning, Repair & Maint. Svc	\$1,580,980.34	\$630,207.55	\$646,529.39	\$304,243.40
11-000-261-421 Lead Testing of Drinking Water	\$35,000.00	.00	\$2,681.00	\$32,319.00
11-000-261-610 General Supplies	\$294,675.00	\$70,547.00	\$64,963.51	\$159,164.49
11-000-261-800 Other Objects	\$21,075.00	\$1,082.00	\$7,664.00	\$12,329.00
TOTAL	\$1,931,730.34	\$701,836.55	\$721,837.90	\$508,055.89
--- Custodial Services ---				
11-000-262-1XX Salaries	\$4,738,311.00	\$1,193,907.08	\$3,544,403.92	\$0.00
11-000-262-107 Salaries of Non-Instructional Aids	\$727,016.00	\$50,122.26	\$676,893.74	.00
11-000-262-199 Unused Vac Payment to Term/Ret Staff	\$80,000.00	\$19,542.26	\$56,519.38	\$3,938.36
11-000-262-300 Purchased Prof. & Tech. Svc.	\$460,900.00	\$98,029.00	\$234,914.00	\$127,957.00
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$293,340.00	\$46,197.92	\$214,793.59	\$32,348.49
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$532,809.00	\$146,074.06	\$340,293.77	\$46,441.17
11-000-262-444 Lease Purch Paymts - Energy Saving	\$674,306.00	.00	\$674,304.50	\$1.50
11-000-262-490 Other Purchased Property Svc.	\$156,800.00	\$30,454.41	\$126,007.82	\$337.77

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-520 Insurance	\$334,819.00	.00	\$334,818.21	\$0.79
11-000-262-580 Travel	\$5,000.00	.00	.00	\$5,000.00
11-000-262-610 General Supplies	\$475,422.16	\$349,843.84	\$69,569.78	\$56,008.54
11-000-262-621 Energy (Natural Gas)	\$704,813.00	\$14,516.69	\$690,296.31	.00
11-000-262-622 Energy (Electricity)	\$1,314,075.00	\$253,147.02	\$1,060,180.23	\$747.75
11-000-262-626 Energy (Gasoline)	\$40,380.00	\$4,132.27	\$31,807.73	\$4,440.00
11-000-262-8XX Other Objects	\$10,050.00	\$566.23	\$0.00	\$9,483.77
TOTAL	\$10,548,041.16	\$2,206,533.04	\$8,054,802.98	\$286,705.14
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$607,067.00	\$171,953.39	\$435,113.61	.00
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$463,100.52	\$61,061.00	\$87,763.74	\$314,275.78
11-000-263-610 General Supplies	\$86,991.34	\$8,632.66	\$15,367.84	\$62,990.84
TOTAL	\$1,157,158.86	\$241,647.05	\$538,245.19	\$377,266.62
--- Security ---				
11-000-266-100 Salaries	\$773,879.00	\$112,963.71	\$656,097.53	\$4,817.76
11-000-266-199 Unused Vac Payment to Term/Ret Staff	\$5,200.00	.00	\$5,200.00	.00
11-000-266-300 Purchased Prof. & Tech. Svc.	\$29,150.00	\$23,725.00	.00	\$5,425.00
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$120,296.00	\$1,943.63	\$51,815.00	\$66,537.37
11-000-266-610 General Supplies	\$145,566.58	\$34,098.52	\$87,863.67	\$23,604.39
TOTAL	\$1,074,091.58	\$172,730.86	\$800,976.20	\$100,384.52
TOTAL Oper & Maint of Plant Services	\$14,711,021.94	\$3,322,747.50	\$10,115,862.27	\$1,272,412.17
--- Student transportation services ---				
11-000-270-107 Salaries of Non-Instructional Aids	\$482,132.00	\$49,300.44	\$427,910.81	\$4,920.75
11-000-270-160 Sal Pupil Trans(Bet Home & Sch)-reg	\$559,096.00	\$85,860.98	\$468,897.15	\$4,337.87
11-000-270-161 Sal Pupil Trans(Bet Home & Sch)-Sp Ed	\$647,822.00	\$92,015.77	\$555,241.30	\$564.93
11-000-270-162 Sal Pupil Trans.Other than Bet Home & Sch	\$75,000.00	\$2,349.57	\$72,650.43	.00
11-000-270-199 Unused Vac Payment to Term/Ret Staff	\$3,900.00	\$3,877.50	.00	\$22.50
11-000-270-350 Management Fee - ESC Transp. Prog.	\$199,830.00	\$14,406.64	\$184,770.72	\$652.64
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$34,598.00	\$18,878.29	\$10,746.00	\$4,973.71
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$163,350.00	\$15,097.36	\$93,289.08	\$54,963.56
11-000-270-443 Lease Purch Payments - School Buses	\$289,008.00	\$218,466.94	\$28,505.29	\$42,035.77
11-000-270-503 Contr Svc-Aid in Lieu Paymnts-Non Pub Sch	\$700,000.00	.00	\$600,000.00	\$100,000.00
11-000-270-511 Contract Svc (btw Home & Sch.)-vendors	\$5,448,550.00	\$1,099,571.55	\$4,348,978.45	.00
11-000-270-512 Contract Svc (other btw home & sch)-vndrs	\$356,353.00	\$11,250.00	\$71,290.00	\$273,813.00
11-000-270-514 Contract Svc (Sp Ed.)-vendors	\$25,165.00	\$7,332.50	\$1,516.09	\$16,316.41
11-000-270-515 Contract Svc (Sp Ed.)-joint agreements	\$2,500.00	.00	.00	\$2,500.00
11-000-270-517 Contract Svc (reg std) - ESCs	\$324,000.00	\$37,185.00	\$286,815.00	.00
11-000-270-518 Contract Svc (Sp Ed) - ESCs	\$5,912,500.00	\$804,683.91	\$5,107,376.02	\$440.07
11-000-270-580 Travel	\$2,000.00	.00	.00	\$2,000.00
11-000-270-593 Misc. Purchased Svc.- Transp.	\$110,587.00	.00	\$98,035.00	\$12,552.00
11-000-270-610 General Supplies	\$5,000.00	\$1,804.05	\$556.62	\$2,639.33
11-000-270-615 Transportation Supplies	\$112,558.13	\$6,811.06	\$85,419.28	\$20,327.79
11-000-270-800 Misc. Expenditures	\$5,700.00	\$4,500.00	\$850.00	\$350.00

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$15,459,649.13	\$2,473,391.56	\$12,442,847.24	\$543,410.33
--- Personal Services-Employee Benefits---				
11-XXX-XXX-210 Group Insurance	\$3,100.00	.00	.00	\$3,100.00
11-XXX-XXX-220 Social Security Contributions	\$2,100,000.00	\$426,713.10	\$1,663,371.38	\$9,915.52
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$2,850,688.24	.00	\$2,850,688.24	.00
11-XXX-XXX-248 Other Retirement - Deferred PERS	\$77,000.00	.00	\$77,000.00	.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$85,000.00	\$4,520.33	\$65,479.67	\$15,000.00
11-XXX-XXX-250 Unemployment Compensation	\$50,000.00	.00	.00	\$50,000.00
11-XXX-XXX-260 Workman's Compensation	\$455,316.00	\$120,864.89	\$17,800.28	\$316,650.83
11-XXX-XXX-270 Health Benefits	\$22,858,894.00	\$3,415,017.57	\$19,422,925.17	\$20,951.26
11-XXX-XXX-280 Tuition Reimbursement	\$285,000.00	\$26,465.51	\$233,534.49	\$25,000.00
11-XXX-XXX-290 Other Employee Benefits	\$912,050.00	\$20,511.72	\$873,386.18	\$18,152.10
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$322,485.00	\$291,153.00	\$29,388.00	\$1,944.00
TOTAL	<u>\$29,999,533.24</u>	<u>\$4,305,246.12</u>	<u>\$25,233,573.41</u>	<u>\$460,713.71</u>
Total Undistributed Expenditures	102,699,986.18	\$18,720,450.80	\$79,899,305.94	\$4,080,229.44
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	181,312,662.39	\$27,809,661.09	147,350,868.02	\$6,152,133.28
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	181,312,662.39	\$27,809,661.09	147,350,868.02	\$6,152,133.28
	<u>=====</u>	<u>=====</u>	<u>=====</u>	<u>=====</u>

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
	<hr/>	<hr/>	<hr/>	<hr/>
*** CAPITAL OUTLAY ***				
--- EQUIPMENT ---				
Regular programs-instruction				
12-120-100-730 Grades 1-5	\$4,676.00	.00	\$4,676.00	.00
12-130-100-730 Grades 6-8	\$12,000.00	.00	\$11,954.00	\$46.00
12-140-100-730 Grades 9-12	\$56,470.00	\$7,386.46	\$25,233.45	\$23,850.09
Special education - instruction				
12-4XX-100-730 School-spons. & oth instr prog	\$113,803.95	\$2,944.95	\$74,233.43	\$36,625.57
12-000-220-730 Support services-instruc. staff	\$87,955.98	.00	\$67,755.98	\$20,200.00
12-000-240-730 School administration	\$17,493.48	\$9,325.00	\$8,168.48	.00
12-000-252-730 Admin. Info. Tech.	\$207,493.16	.00	\$100,512.37	\$106,980.79
12-000-262-730 Undist. Exp.-Custodial Services	\$44,520.00	\$4,890.00	\$39,622.22	\$7.78
12-000-266-730 Undist. Exp.-Security	\$4,400.00	.00	.00	\$4,400.00
Undist. Exp. - Non-instructional Services				
TOTAL	\$548,812.57	\$24,546.41	\$332,155.93	\$192,110.23
--- Facilities acquisition and construction services ---				
12-000-400-334 Architectural/Engineering Services	\$157,775.00	\$56,375.00	\$49,722.50	\$51,677.50
12-000-400-450 Construction Services	\$4,139,015.00	\$2,107,383.58	\$849,572.28	\$1,182,059.14
12-000-400-896 Assmt for Debt Service on SDA Funding	\$114,991.00	\$11,499.10	\$103,491.90	.00
Sub Total	\$4,411,781.00	\$2,175,257.68	\$1,002,786.68	\$1,233,736.64
TOTAL	\$4,411,781.00	\$2,175,257.68	\$1,002,786.68	\$1,233,736.64
TOTAL CAPITAL OUTLAY EXPENDITURES	\$4,960,593.57	\$2,199,804.09	\$1,334,942.61	\$1,425,846.87

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 3 Month Period Ending 09/30/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
10-000-100-56X Transfer of Funds to Charter Schls.	\$468,442.00	\$108,476.00	\$302,872.00	\$57,094.00
TOTAL GENERAL FUND EXPENDITURES	186,741,697.96	\$30,117,941.18	148,988,682.63	\$7,635,074.15

REPORT OF THE SECRETARY CERTIFICATION PAGE

TO THE BOARD OF EDUCATION

West Orange Board of Education

General Fund - Fund 10

For 3 Month Period Ending 09/30/2022

I, Tonya M. Flowers, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,

which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.


Board Secretary/Business Administrator

11/17/22
Date

10/24 8:52am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 3 Month Period Ending 09/30/22

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		(\$581,612.76)
	Accounts receivable:		
141	Intergovernmental - State	\$1,798,455.22	
142	Intergovernmental - Federal	\$2,161,784.39	
153,154	Other (net of estimated uncollectible of \$____)	\$7,556.20	
			\$3,967,795.81
	Other Current Assets		\$0.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$10,428,324.15	
302	Less Revenues	(\$2,517,573.56)	
			\$7,910,750.59
	Total assets and resources		\$11,296,933.64

=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 3 Month Period Ending 09/30/22

=====

LIABILITIES AND FUND EQUITY

=====

--- L I A B I L I T I E S ---

411	Intergovernmental accounts payable - State	\$112,323.45
421	Accounts Payable	\$318,159.26
		\$430,482.71
TOTAL LIABILITIES		\$430,482.71

F U N D B A L A N C E

--- A p p r o p r i a t e d ---

753	Reserve for encumbrances - Current Year		\$4,076,273.63
754	Reserve for encumbrances - Prior Year		\$1,310,989.97
758	Reserve Fund Balance - Student Activities		\$218,907.59
601	Appropriations	\$10,428,324.15	
602	Less: Expenditures	\$1,091,770.78	
603	Encumbrances	\$4,076,273.63 (\$5,168,044.41)	
		\$5,260,279.74	
TOTAL FUND BALANCE			\$10,866,450.93
TOTAL LIABILITIES AND FUND EQUITY			\$11,296,933.64
			\$11,296,933.64

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 3 Month Period Ending 09/30/22

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	\$192,994.42	\$108,007.64		\$84,986.78
2XXX From Intermediate Sources	\$46,319.75	\$38,655.92		\$7,663.83
3XXX From State Sources	\$2,724,773.18	\$2,112,619.00		\$612,154.18
4XXX From Federal Sources	\$7,464,236.80	\$258,291.00		\$7,205,945.80
TOTAL REVENUE/SOURCES OF FUNDS	\$10,428,324.15	\$2,517,573.56		\$7,910,750.59
	=====	=====	=====	=====
*** EXPENDITURES ***				AVAILABLE BALANCE
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	
LOCAL PROJECTS:				
Other Local Projects (001-199)	\$89,314.17	\$11,090.00	\$2,983.32	\$75,240.85
Student Activity Fund (475)	\$150,000.00	\$30,072.13	.00	\$119,927.87
TOTAL LOCAL PROJECTS	\$239,314.17	\$41,162.13	\$2,983.32	\$195,168.72
STATE PROJECTS:				
Preschool Education Aid (218)	\$1,894,659.00	\$25,073.10	\$608,875.90	\$1,260,710.00
Nonpublic Teacher STEM Grant (480-481)	\$7,965.18	.00	.00	\$7,965.18
Nonpublic textbooks (501)	\$93,258.00	\$77,060.60	\$14,889.96	\$1,307.44
Nonpublic auxiliary services (502)	\$17,614.00	\$676.00	\$15,254.00	\$1,684.00
Nonpublic handicapped services (506)	\$203,059.00	\$3,873.00	\$158,391.00	\$40,795.00
Nonpublic nursing services (509)	\$158,592.00	.00	\$158,592.00	.00
Nonpublic Technology Aid (510)	\$59,346.00	.00	.00	\$59,346.00
Nonpublic School Programs (511)	\$290,280.00	\$32,170.38	\$189,562.74	\$68,546.88
TOTAL STATE PROJECTS	\$2,724,773.18	\$138,853.08	\$1,145,565.60	\$1,440,354.50
FEDERAL PROJECTS:				
ESSA Title I - Part A/D (231-239)	\$1,198,121.00	\$60,100.40	\$734,198.89	\$403,821.71
ESSA Title III - English Lang Enhancement (241-245)	\$93,121.00	\$19,737.34	\$9,296.26	\$64,087.40
I.D.E.A. Part B (Handicapped) (250-259)	\$1,942,188.00	\$532,783.94	\$1,220,770.05	\$188,634.01
ESSA Title II - Part A/D (270-279)	\$209,648.00	\$8,528.70	\$84,808.55	\$116,310.75
ESSA Title IV (280-289)	\$74,931.00	.00	\$40,935.00	\$33,996.00
Vocational Education (361-389)	\$57,181.00	\$26,392.45	\$19,513.44	\$11,275.11
CARES Act Education Stabilization Fund (477)	\$52,055.93	.00	.00	\$52,055.93
CRRSA-ESSER II Grant Program (483)	\$25,919.65	.00	\$25,919.00	\$0.65
CRRSA Act-Learning Acceleration Grant Program (484)	\$123,341.61	.00	.00	\$123,341.61
CRRSA Act-Mental Health Grant Program (485)	\$8,225.00	\$5,871.80	.00	\$2,353.20
ARP - ESSER Grant Program (487)	\$2,976,062.89	\$258,340.94	\$567,322.52	\$2,150,399.43
ARP - ESSER Accelerated Learning Coaching (488)	\$540,033.72	.00	\$142,680.00	\$397,353.72
ARP - ESSER Evidence-Based Summer Learning (489)	\$44,729.00	.00	\$35,352.00	\$9,377.00
ARP - ESSER Evidence-Based Comprehensive (490)	\$44,729.00	.00	\$44,729.00	.00
ARP - ESSER NJ Tiered System of Supports (491)	\$45,000.00	.00	\$1,200.00	\$43,800.00
ARP - Homeless Children & Youth II (496)	\$28,950.00	.00	\$1,000.00	\$27,950.00
TOTAL FEDERAL PROJECTS	\$7,464,236.80	\$911,755.57	\$2,927,724.71	\$3,624,756.52

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	_____	_____	_____	_____
*** TOTAL EXPENDITURES ***	\$10,428,324.15	\$1,091,770.78	\$4,076,273.63	\$5,260,279.74
	=====	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
SPECIAL REVENUE - FUND 20
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 3 Month Period Ending 09/30/22

		ESTIMATED	ACTUAL	UNREALIZED
1760	Student Activity Fund Revenue	\$150,000.00	\$64,386.12	\$85,613.88
1XXX	Other Revenue from Local Sources	\$42,994.42	\$43,621.52	(\$627.10)
	Total Revenues from Local Sources	\$192,994.42	\$108,007.64	\$84,986.78

--- INTERMEDIATE SOURCES ---				
2XXX	From Intermediate Sources	\$46,319.75	\$38,655.92	\$7,663.83
	Total Revenue Intermediate Sources	\$46,319.75	\$38,655.92	\$7,663.83

--- STATE SOURCES ---				
3212	Nonpublic Teacher STEM Grant	\$7,965.18	.00	\$7,965.18
3218	Preschool Education Aid	\$1,894,659.00	\$1,894,659.00	.00
32XX	Other Restricted Entitlements	\$822,149.00	\$217,960.00	\$604,189.00
	Total Revenue from State Sources	\$2,724,773.18	\$2,112,619.00	\$612,154.18

--- FEDERAL SOURCES ---				
4411-16	Title I	\$1,198,121.00	.00	\$1,198,121.00
4451-55	Title II	\$209,648.00	.00	\$209,648.00
4491-94	Title III	\$93,121.00	.00	\$93,121.00
4471-74	Title IV	\$74,931.00	.00	\$74,931.00
4420-29	I.D.E.A. Part B (Handicapped)	\$1,942,188.00	\$256,291.00	\$1,685,897.00
4430	Vocational Education	\$57,181.00	\$2,000.00	\$55,181.00
4530	CARES Act Education Stabilization Fund	\$52,055.93	.00	\$52,055.93
4534	CRRSA Act - ESSER II	\$25,919.65	.00	\$25,919.65
4535	CRRSA Act - Learning Acceleration Grant	\$123,341.61	.00	\$123,341.61
4536	CRRSA Act - Mental Health Grant	\$8,225.00	.00	\$8,225.00
4540	ARP-ESSER Grant Program	\$2,976,062.89	.00	\$2,976,062.89
4541	ARP-ESSER Accelerated Learning Coaching	\$540,033.72	.00	\$540,033.72
4542	ARP-ESSER Evidence-Based Summer Learning	\$44,729.00	.00	\$44,729.00
4543	ARP-ESSER Evidence-Based Comprehensive Beyond the School Day	\$44,729.00	.00	\$44,729.00
4544	ARP-ESSER NJ NTiered System of Supports	\$45,000.00	.00	\$45,000.00
4546	ARP - Homeless Children & Youth II	\$28,950.00	.00	\$28,950.00
	Total Revenues from Federal Sources	\$7,464,236.80	\$258,291.00	\$7,205,945.80

	TOTAL REVENUES/SOURCES OF FUNDS	\$10,428,324.15	\$2,517,573.56	\$7,910,750.59
=====				

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
STATEMENT OF APPROPRIATIONS - RESTRICTED STATE ENTITLEMENTS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 3 Month Period Ending 09/30/22

	Appropriations	Expenditures	Encumbrances	Available Balance
Local Projects:				
20-001-XXX-XXX to 20-199-XXX-XXX Local Projects	\$89,314.17	\$11,090.00	\$2,983.32	\$75,240.85
20-475-XXX-XXX Student Activity Fund	\$150,000.00	\$30,072.13	.00	\$119,927.87
TOTAL LOCAL PROJECTS	\$239,314.17	\$41,162.13	\$2,983.32	\$195,168.72
State Projects:				
--- Preschool Education Aid - Instruction ---				
20-218-100-101 Salaries of Teachers	\$281,906.00	\$19,520.16	\$262,385.84	.00
20-218-100-106 Other Sal. For Instruction	\$123,020.00	\$5,552.94	\$117,467.06	.00
20-218-100-600 General Supplies	\$62,837.00	.00	.00	\$62,837.00
Total Instruction	\$467,763.00	\$25,073.10	\$379,852.90	\$62,837.00
--- Preschool Education Aid - Support Services ---				
20-218-200-102 Salaries of Supervisors of Instruction	\$125,000.00	.00	\$125,000.00	.00
20-218-200-104 Salaries of Other Professional Staff	\$31,359.00	.00	\$31,359.00	.00
20-218-200-110 Other Salaries	\$7,000.00	.00	\$7,000.00	.00
20-218-200-176 Salaries of Master Teachers	\$65,664.00	.00	\$65,664.00	.00
20-218-200-200 Personal Services - Employee Benefits	\$252,469.00	.00	.00	\$252,469.00
20-218-200-321 Purchased Educ. Services-Contracted Pre-K	\$435,570.00	.00	.00	\$435,570.00
20-218-200-325 Purchased Educ. Services-Head Start	\$306,189.00	.00	.00	\$306,189.00
20-218-200-329 Purchased Professional-Education Services	\$1,489.00	.00	.00	\$1,489.00
20-218-200-440 Rentals	\$90,000.00	.00	.00	\$90,000.00
20-218-200-516 Contr. Trans. Serv. (Field Trips.)	\$3,600.00	.00	.00	\$3,600.00
20-218-200-580 Travel	\$1,500.00	.00	.00	\$1,500.00
20-218-200-590 Miscellaneous Purchased Services	\$1,444.00	.00	.00	\$1,444.00
20-218-200-600 Supplies and Materials	\$7,612.00	.00	.00	\$7,612.00
Total Support Services	\$1,328,896.00	\$0.00	\$229,023.00	\$1,099,873.00
--- Facility Acquisition & Constr. Serv. ---				
20-218-400-731 Instructional Equipment	\$83,600.00	.00	.00	\$83,600.00
20-218-400-732 NonInstructional Equipment	\$14,400.00	.00	.00	\$14,400.00
Total Facility Acquisition & Constr. Serv.	\$98,000.00	\$0.00	\$0.00	\$98,000.00
-- TOTAL Preschool Education Aid --	\$1,894,659.00	\$25,073.10	\$608,875.90	\$1,260,710.00
-- Other State Programs --				
20-501-XXX-XXX to 20-511-XXX-XXX Nonpublic Programs	\$822,149.00	\$113,779.98	\$536,689.70	\$171,679.32
20-480-XXX-XXX Nonpublic Teacher STEM Grant	\$7,965.18	.00	.00	\$7,965.18
-- TOTAL Other State Programs --	\$830,114.18	\$113,779.98	\$536,689.70	\$179,644.50
=====	=====	=====	=====	=====
TOTAL STATE PROJECTS	\$2,724,773.18	\$138,853.08	\$1,145,565.60	\$1,440,354.50

	Appropriations	Expenditures	Encumbrances	Available Balance
	_____	_____	_____	_____
Federal Projects:				
--- CARES Act Educational Stabilization Fund ---				
-- Instruction --				
20-477-100-600 Instructional Supplies	\$18,797.00	.00	.00	\$18,797.00
Total Instruction	\$18,797.00	\$0.00	\$0.00	\$18,797.00
--- Support Services ---				
20-477-200-300 Professional Tech Services	\$4,824.00	.00	.00	\$4,824.00
20-477-200-400 Purchased Property	\$24,504.00	.00	.00	\$24,504.00
20-477-200-500 Other Purchased Services	\$1,918.00	.00	.00	\$1,918.00
20-477-200-600 Supplies and Materials	\$2,012.93	.00	.00	\$2,012.93
Total Support Services	\$33,258.93	\$0.00	\$0.00	\$33,258.93
TOTAL CARES Act Education Stabilization Fund	\$52,055.93	\$0.00	\$0.00	\$52,055.93
--- Bridging the Digital Divide Program				
--- Coronavirus Relief Grant Program ---				
--- Other Federal Programs ---				
20-231 to 20-239-XXX-XXX ESSA Title I - Part A/D	\$1,198,121.00	\$60,100.40	\$734,198.89	\$403,821.71
20-241 to 20-245-XXX-XXX ESSA Title III - Part A/D	\$93,121.00	\$19,737.34	\$9,296.26	\$64,087.40
20-25X-XXX-XXX I.D.E.A. Part B	\$1,942,188.00	\$532,783.94	\$1,220,770.05	\$188,634.01
20-27X-XXX-XXX ESSA Title II - Part A/D	\$209,648.00	\$8,528.70	\$84,808.55	\$116,310.75
20-28X-XXX-XXX ESSA Title IV	\$74,931.00	.00	\$40,935.00	\$33,996.00
20-361 to 20-389-XXX-XXX Vocational Education	\$57,181.00	\$26,392.45	\$19,513.44	\$11,275.11
20-483-XXX-XXX CRRSA-ESSER II Grant Program	\$25,919.65	.00	\$25,919.00	\$0.65
20-484-XXX-XXX CRRSA Act-Learning Acceleration Grant Program	\$123,341.61	.00	.00	\$123,341.61
20-485-XXX-XXX CRRSA Act-Mental Health Grant Program	\$8,225.00	\$5,871.80	.00	\$2,353.20
20-487-XXX-XXX ARP-ESSER Grant Program	\$2,976,062.89	\$258,340.94	\$567,322.52	\$2,150,399.43
20-488-XXX-XXX ARP-ESSER Accelerated Learning Coaching	\$540,033.72	.00	\$142,680.00	\$397,353.72
20-489-XXX-XXX ARP-ESSER Evidence-Based Summer Learning	\$44,729.00	.00	\$35,352.00	\$9,377.00
20-490-XXX-XXX ARP-ESSER Evidence-Based Comprehensive	\$44,729.00	.00	\$44,729.00	.00
20-491-XXX-XXX ARP-ESSER NJ Tiered System of Supports	\$45,000.00	.00	\$1,200.00	\$43,800.00
20-496-XXX-XXX ARP - Homeless Children & Youth II	\$28,950.00	.00	\$1,000.00	\$27,950.00
TOTAL Other Federal Programs	\$7,412,180.87	\$911,755.57	\$2,927,724.71	\$3,572,700.59
TOTAL FEDERAL PROJECTS	\$7,464,236.80	\$911,755.57	\$2,927,724.71	\$3,624,756.52
20-XXX-XXX-XXX All Other State/Fed/Loc Projects	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL EXPENDITURES	\$10,428,324.15	\$1,091,770.78	\$4,076,273.63	\$5,260,279.74

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education

Special Revenue Fund - Fund 20
For 3 Month Period Ending 09/30/22

I, Tonya M. Flowers, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.


Board Secretary/Business Administrator

11/17/22
Date

10/24 8:52am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Capital Projects Fund - Fund 30
Interim Balance Sheet
For 3 Month Period Ending 09/30/22

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		\$249,078.66
-----	--------------	--	--------------

--- R E S O U R C E S ---

301	Estimated Revenues	\$247,783.47	
302	Less Revenues	(\$249,078.66)	
			(\$1,295.19)
	Total assets and resources		\$247,783.47

=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
Interim Balance Sheet
For 3 Month Period Ending 09/30/22

=====

LIABILITIES AND FUND EQUITY

=====

FUND BALANCE

--- Appropriated ---

601	Appropriations	\$247,783.47	
			\$247,783.47
	Total Appropriated		\$247,783.47

--- Unappropriated ---

TOTAL FUND BALANCE	\$247,783.47
--------------------	--------------

TOTAL LIABILITIES AND FUND EQUITY	\$247,783.47
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REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 3 Month Period Ending 09/30/22

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
	_____	_____	_____	_____
*** REVENUES/SOURCES OF FUNDS ***				
1510 Earnings on Investments		\$1,295.19		(\$1,295.19)
Other Revenue/Source of Funds	\$247,783.47	\$247,783.47		\$0.00
	_____	_____	_____	_____
TOTAL REVENUE/SOURCES OF FUNDS	\$247,783.47	\$249,078.66		(\$1,295.19)
	=====	=====	=====	=====
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	_____	_____	_____	_____
30-XXX-XXX-73X Equipment	\$247,783.47	.00	.00	\$247,783.47
TOTAL EXPENDITURES	\$247,783.47	\$0.00	\$0.00	\$247,783.47
*** TOTAL EXPENDITURES AND TRANSFERS	\$247,783.47	\$0.00	\$0.00	\$247,783.47
	=====	=====	=====	=====

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
For 3 Month Period Ending 09/30/22

I, Tonya M. Flowers, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.


Board Secretary/Business Administrator

11/17/22
Date

10/24 8:52am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Debt Service Fund - Fund 40
Interim Balance Sheet
For 3 Month Period Ending 09/30/22

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		(\$1,402,962.91)
121	Tax levy receivable		\$3,815,001.76
	Accounts receivable:		
141	Intergovernmental - State	\$809,099.00	
			\$809,099.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$5,895,768.00	
302	Less Revenues	(\$5,895,768.00)	
	Total assets and resources		\$3,221,137.85

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REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
Interim Balance Sheet
For 3 Month Period Ending 09/30/22

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LIABILITIES AND FUND EQUITY

=====

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year	\$3,032,103.25
	Reserved fund balance:	

601	Appropriations	\$5,895,768.00
602	Less : Expenditures	\$2,863,662.50
603	Encumbrances	\$3,032,103.25 (\$5,895,765.75)
		\$2.25

	Total Appropriated	\$3,032,105.50
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--- Unappropriated ---

770	Fund Balance	\$189,032.35
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	TOTAL FUND BALANCE	\$3,221,137.85
	TOTAL LIABILITIES AND FUND EQUITY	\$3,221,137.85

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	\$5,895,768.00	\$5,895,765.75	\$2.25
Revenues	(\$5,895,768.00)	(\$5,895,768.00)	\$0.00
	\$0.00	(\$2.25)	\$2.25
--- Change in Maint. / Capital reserve account ---			
Subtotal	\$0.00	(\$2.25)	\$2.25
Less: Adjust for prior year encumb.	\$0.00	\$0.00	
	\$0.00	(\$2.25)	\$2.25
Budgeted Fund Balance	\$0.00	(\$2.25)	\$2.25

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 3 Month Period Ending 09/30/22

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
	_____	_____	_____	_____
*** REVENUES/SOURCES OF FUNDS ***				
--- Local Sources ---				
1210 Local tax levy	\$5,086,669.00	\$5,086,669.00		.00
	_____	_____	_____	_____
Total Local Sources	\$5,086,669.00	\$5,086,669.00		\$0.00
	=====	=====	=====	=====
--- State Sources ---				
3160 Debt service aid Type II	\$809,099.00	\$809,099.00		.00
	_____	_____	_____	_____
Total State Sources	\$809,099.00	\$809,099.00		\$0.00
	=====	=====	=====	=====
TOTAL REVENUE/SOURCES OF FUNDS	\$5,895,768.00	\$5,895,768.00		\$0.00
	=====	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 3 Month Period Ending 09/30/22

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES/Enc.	AVAILABLE BALANCE
	_____	_____	_____
--- Debt Service - Regular ---			
40-701-510-723 Princ. Payments-Comm. Appr. Lease Pur. Agr.	\$2,480,000.00	\$2,480,000.00	.00
40-701-510-833 Interest Payments-Comm. Appr. Lease Pur. Agr.	\$708,551.00	\$708,550.00	\$1.00
40-701-510-834 Interest on Bonds	\$190,217.00	\$190,215.75	\$1.25
40-701-510-910 Redemption of Principal	\$2,517,000.00	\$2,517,000.00	.00
	_____	_____	_____
TOTAL	\$5,895,768.00	\$5,895,765.75	\$2.25
	=====	=====	=====
	_____	_____	_____
TOTAL USES OF FUNDS BEFORE TRANSFERS	\$5,895,768.00	\$5,895,765.75	\$2.25
	=====	=====	=====
	_____	_____	_____
*** TOTAL USES OF FUNDS ***	\$5,895,768.00	\$5,895,765.75	\$2.25
	=====	=====	=====

REPORT OF THE SECRETARY CERTIFICATION PAGE

TO THE BOARD OF EDUCATION

West Orange Board of Education

Debt Service Fund - Fund 40

For 3 Month Period Ending 09/30/22

I, Tonya M. Flowers, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,

which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.


Board Secretary/Administrator

11/17/22
Date

REPORT OF THE TREASURER
TO THE BOARD OF EDUCATION

DISTRICT OF WEST ORANGE

ALL FUNDS

FOR THE MONTH ENDING SEPTEMBER 30, 2022

	Beginning Cash Balance	Cash Receipts	Cash Disbursements	Ending Cash Balance
GOVERNMENTAL FUNDS				
General Fund - Fund 10	15,366,630.27	32,465,055.26	14,789,864.12	33,041,821.41
Capital Reserve -Fund 10	368,505.67	3.03		368,508.70
Emergency Reserve -Fund 10	0.00			0.00
Maintenance Reserve -Fund 10	1,000,052.05	8.22		1,000,060.27
Workers Comp Claims Fund-Fund 10	90,000.00	9,673.00	9,673.00	90,000.00
Unemployment Trust Fund-Fund 10	685,152.48	46,399.08		731,551.56
Payroll Agency-Fund 10	573,700.95	5,401,351.26	4,793,278.39	1,181,773.82
Flex Account-Fund 10	217.44	36,891.64	36,889.34	219.74
Flex Account-Fiscal Agent-Fund 10	27,959.74			27,959.74
Special Revenue Fund - Fund 20	917,621.95	1,085,217.98	2,837,674.27	(834,834.34)
Student Activity Fund - Fund 20	255,234.40	22,467.63	24,480.45	253,221.58
Capital Projects Fund - Fund 30	248,645.76	432.90		249,078.66
Debt Service Fund - Fund 40	189,032.35	1,271,667.24	2,863,662.50	(1,402,962.91)
Total Governmental Funds	19,722,753.06	40,339,167.24	25,355,522.07	34,706,398.23
ENTERPRISE FUNDS				
Food Service Fund - Fund 60	2,999,768.89	140,956.83	14,580.07	3,126,145.65
Enrichment Fund - Fund 61	30,396.50		911.07	29,485.43
Total Enterprise Funds	3,030,165.39	140,956.83	15,491.14	3,155,631.08
AGENCY FUNDS				
Payroll	1,203.77	5,558,160.11	5,557,910.11	1,453.77
Total Agency Funds	1,203.77	5,558,160.11	5,557,910.11	1,453.77
TOTAL ALL FUNDS	22,754,122.22	46,038,284.18	30,928,923.32	37,863,483.08



Treasurer of School Monies


Date



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

tflowers@westorangeschools.org

Sign

Tonya Flowers

[illegible]

West Orange School District
Report of
Comprehensive Maintenance Plan

Actual FY 22-- Budgeted FY 23-- Planned FY 24

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
Edison Middle Bldg. 070	\$166,665	\$181,400	\$181,400
Pump and motor repairs.		Pump and motor repairs.	Pump and motor repairs.
Extermination services.		Extermination services.	Extermination services.
Electric motor repairs.		Electric motor repairs.	Electric motor repairs.
Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting.		Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting.	Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting.
Filters for AC/univents.		Filters for AC/univents.	Filters for AC/univents.
Materials for roof repair.		Materials for roof repair.	Materials for roof repair.
Fire alarm maintenance.		Fire alarm maintenance. Boiler	Fire alarm maintenance. Boiler
Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services.		repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services.	repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services.
Fire extinguisher service.		Fire extinguisher service.	Fire extinguisher service.
Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair.		Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair.	Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair.
Classroom painting, VCT and carpet replacements.		Classroom painting, VCT and carpet replacements.	Classroom painting, VCT and carpet replacements.
Domestic water remediation for legionella bacteria.		Guidance Office HVAC replaced.	Replace kitchen floor.
Installed drop ceiling in locker rooms.		LMC furniture upgraded.	Replace classrooms 5 and 6 doors.
Replaced water fountains (5).		Drop ceiling and lighting upgraded.	Paint Cupola.
		Reconstructed fitness room 102.	Domestic water test for legionella bacteria.
		Replaced student lockers.	IAQ test for classroom CO2.
		Reconstructed Nurse's Office.	Replace cabinets in room 116.
			Replace HVAC in guidance office.
			Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
Gregory Elementary Bldg. 120	\$44,816 Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Pump and motor repairs. Classroom painting, VCT and carpet replacement. Extermination services. Replaced restroom partitions. Demolished trailers (3).	\$94,200 Filters for AC/univents. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Extermination services. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Pump and motor repairs. Electric motor repairs. Classroom painting, VCT and carpet replaced. Replaced restroom partitions (2 Restrooms).	\$94,200 Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Pump and motor repairs. Classroom painting, VCT and carpet replacements. Extermination services. Repair intercoms. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2021-2022	Planned 2023-2024
Hazel Elementary Bldg. 130	\$44,985 Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Pump and motor repairs. Classroom painting, VCT and carpet replaced. Extermination services. Replaced fire alarm main panel and system parts. Replaced intercom main system.	\$76,450 Filters for AC/univents. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Extermination services. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Pump and motor repairs. Electric motor repairs. Classroom painting, VCT and carpet replaced. Installed In-Wall Café Table-All Purpose Room.	\$76,450 Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Pump and motor repairs. Classroom painting, VCT and carpet replacements. Extermination services. Replace boiler condensate tank. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
High School Bldg. 050	\$319,568 Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Repairs as necessary. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Classroom painting, VCT and carpet replacements. Science lab counter tops replaced. Domestic water remediation for legionella bacteria. Installed LMC partition wall. Replaced water fountains (3). Renovated room 4300. Renovated room 2301. Installed marley floor in the dance studio.	\$326,650 Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Repairs as necessary. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Classroom painting, VCT and carpet replacements. Replaced restroom partitions. Upgraded building signage. Replaced condensate tank in PVW boiler room. Installed Door 20 ADA door controls. PVW gym floor refinished.	\$326,650 Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Repairs as necessary. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Classroom painting, VCT and carpet replacements. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
Kelly Elementary Bldg. 150	\$139,454 Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Repairs as necessary. Pump and motor repairs. Classroom painting. VCT and carpet replaced. Extermination services.	\$112,650 Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Extermination services. Classroom painting, Asbestos O&M repairs Gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Repairs as necessary. Pump and motor repairs. Fire extinguisher serviced. VCT and carpet replaced. Indoor air quality monitoring. Back flow preventer inspected.	\$112,650 Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Repairs as necessary. Pump and motor repairs. Classroom painting. VCT and carpet replacements. Extermination services. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
Liberty Middle Bldg. 135	\$60,974	\$63,625	\$63,625
	Extermination services. Electric motor repair. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Fire extinguisher service. PA system and master clock preventative maintenance. Pump repairs. Materials for roof repair. Registration fees for boiler and annual life hazard. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Classroom painting, VCT and carpet replaced. Replaced wall intercom phones.	Extermination services. Electric motor repair. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. VCT and carpet replacements. PA system and master clock preventative maintenance. Pump repairs. Materials for roof repair. Registration fees for boiler and annual life hazard. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Classroom painting, Fire extinguisher serviced.	Extermination services. Electric motor repair. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Fire extinguisher service. PA system and master clock preventative maintenance. Pump repairs. Materials for roof repair. Registration fees for boiler and annual life hazard. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Classroom painting, VCT and carpet replacements. Carpet replacement main office. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
Mt. Pleasant Elementary	\$144,980	\$101,000	\$101,000
Bldg. 140	<p>Pump and motor repairs.</p> <p>Extermination services.</p> <p>Electric motor repairs.</p> <p>Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting.</p> <p>Filters for AC/univents.</p> <p>Materials for roof repair.</p> <p>Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services.</p> <p>Fire extinguisher service.</p> <p>Indoor air quality monitoring, back flow preventer inspection.</p> <p>gym equipment inspection and repair.</p> <p>Classroom painting.</p> <p>VCT and carpet replaced.</p>	<p>Classroom painting, VCT and carpet replacements.</p> <p>Filters for AC/univents.</p> <p>Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting.</p> <p>Pump and motor repairs.</p> <p>Materials for roof repair.</p> <p>Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services.</p> <p>Fire extinguisher service.</p> <p>Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair.</p> <p>Extermination services.</p> <p>Electric motor repairs.</p> <p>Entrance overhang repaired and painted</p> <p>Replaced interior doors (40).</p>	<p>Pump and motor repairs.</p> <p>Extermination services.</p> <p>Electric motor repairs.</p> <p>Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting.</p> <p>Filters for AC/univents.</p> <p>Materials for roof repair.</p> <p>Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services.</p> <p>Fire extinguisher service.</p> <p>Indoor air quality monitoring, back flow preventer inspection.</p> <p>gym equipment inspection and repair.</p> <p>Classroom painting, VCT and carpet replacements.</p> <p>Domestic water test for legionella bacteria.</p> <p>IAQ test for classroom CO2.</p> <p>Lead in water testing.</p>

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
Redwood Elementary Bldg. 160	\$80,117 Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair service valves, seals, etc. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry. hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Classroom painting. Replaced restroom partition. Renovated LMC office. Installed hallway security gates (4). Demolished trailers (2).	\$130,900 Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Repairs as necessary. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Classroom painting, VCT and carpet replaced. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspected, repaired & serviced valves & seals, ei Replaced interior doors (42).	\$130,900 Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair service valves, seals, etc. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Classroom painting. VCT and carpet replacements. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
Roosevelt Middle Bldg. 090	\$173,652 Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Repairs as necessary. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspected, gym equipment inspected and repaired. Classroom painting. VCT and carpet replaced. Replaced water fountain in gym.	\$122,075 Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair service valves, seals, etc. Pump and motor repairs. Filters for AC/univents. Materials for roof repair. Classroom painting, VCT and carpet replaced. HVAC, electrical and painting. Fire alarm maintenance. Boiler repaired, maintained, cleaned and inspected. Asbestos management, removed and repaired service. Replaced intercom phones in all classrooms Skylights (10) removed + roof repaired.	\$122,075 Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service valves & seals, etc. Repairs as necessary. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Classroom painting. VCT and carpet replacements. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
St. Cloud Elementary Bldg. 170	\$25,291 Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair service valves, seals, etc. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Classroom painting. VCT and carpet replacements. Replaced restroom partitions. Replaced condensate tank in boiler room. Replaced heat exchanger in boiler room. Replaced window balances (24). Installed new AC in kitchen.	\$88,750 Classroom painting, VCT and carpet replacements. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, gym equipment inspection and repair. Pump and motor repairs. Extermination services. Replaced restroom partitions. Replaced interior doors (44). Main water line replaced.	\$88,750 Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair service valves, seals, etc. Pump and motor repairs. Extermination services. Electric motor repairs. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Classroom painting. VCT and carpet replacements. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.

School Name	Actual 2021-2022	Budgeted 2022-2023	Planned 2023-2024
Washington Elementary Bldg. 180	\$41,186 Electric motor repairs and replacement. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service boiler valves & seals. Repairs as necessary. Pump and motor repairs. Classroom painting. VCT and carpet replaced. Extermination services. Replaced restroom partitions. Upgraded classroom (4).	\$92,100 Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service boiler valves & seals. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Electric motor repairs and replacement. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Repairs as necessary. Extermination services. Pump and motor repairs. Classroom painting. VCT and carpet replaced.	\$92,100 Electric motor repairs and replacement. Supplies for carpentry, hardware, windows, plumbing, HVAC, electrical and painting. Filters for AC/univents. Materials for roof repair. Fire alarm maintenance. Boiler repair, maintenance, cleaning and inspection. Asbestos management and removal and repair services. Fire extinguisher service. Indoor air quality monitoring, back flow preventer inspection, elevator inspections, gym equipment inspection and repair. Repairs and required daily maintenance procedures to floors, carpets, toilets, window coverings, desks, walls, etc. Inspect, repair & service boiler valves & seals. Repairs as necessary. Repair pump and motors. Classroom painting. VCT and carpet replacements. Extermination services. Domestic water test for legionella bacteria. IAQ test for classroom CO2. Lead in water testing.
Total all Schools	\$1,241,688	\$1,389,800	\$1,389,800