



WEST ORANGE BOARD OF EDUCATION
Public Board Meeting March 8, 2023
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:

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests are discussed or acted upon. In accordance with the provisions of the Act:

- A written notice was sent from the Office of the Secretary of the Board on January 6, 2023.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at www.woboe.org
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

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 January 23, 2023
(Att. #1)

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Preschool Expansion Update**
- B. HIB Report**



IX. BOARD POLICY (IES)

A. Second Reading/Adoption of the following By Law(s) / Board Policy(ies):

1. P #5541 Anti Hazing Policy (Att. #2)

B. First Reading of the following Policy(ies) (Att. #3)

C. First Reading of the following Regulation(s): (Att. #4)

Policy #	Regulation #	Name
2415.05 Revised	N/A	Student Surveys, Analysis, Evaluations, Examinations, Testing, or Treatment (M)
2431.4 Revised	2431.4 Revised	Prevention and Treatment of Sports-Related Concussions and Head Injuries (M)
N/A	2460.30 New	Additional/Compensatory Special Education and Related Services (M)
2622 Revised	2622 New	Student Assessment (M)
5460 Revised	N/A	High School Graduation (M)
8465 Revised	8465 Revised	Bias Crimes and Bias-Related Acts (M)
9560 Revised	N/A	Administration of School Surveys (M)

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
Alnae Bailey	BMELC	Preschool ABA	Resignation	4/7/23
Ali Fazzio	Mt. Pleasant	Kindergarten	Resignation	4/24/23
Karen Haleblian	Mt. Pleasant	Kindergarten	Retirement 18 years	7/1/23
Maria Iovino	Redwood	Grade 2	Resignation	6/30/23
JoAnn Mace	Gregory	Grade 2 / Special Education	Retirement 22 years	7/1/23
Agustin Chineppe	WOHS	School Counselor Leave Replacement	Resignation	1/31/23

- 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
Juliette Contreras	Kelly	Clerical Aide	Resignation	2/15/23
Viviana Contreras	Washington	Paraprofessional	Retirement 26 years	7/1/23
Judith Damiano	WOHS	Paraprofessional	Retirement 22 years	7/1/23
Ida DelGuercio	Central Office	Administrative Assistant	Retirement 25 years	7/1/23
Sarah Denburg	Roosevelt	Paraprofessional	Resignation	3/9/23
Nubia Garnica-Bello	Transportation	Bus Driver Part-time	Resignation	2/10/23
Ernest Jean-Louis	Transportation	Bus Driver Part-time	Retirement 7 years	7/1/23 amended from 3/1/23
Tiffany Langley	Transportation	Bus Driver Part-time	Resignation	1/4/23
Catherine Lee	Hazel	Administrative Assistant	Retirement 16 years	7/1/23
Kayla Negron	WOHS	Paraprofessional	Resignation	2/24/23
William Temple	Washington	Paraprofessional Preschool	Resignation	2/23/23
Gloria Williams	Washington	Lunch Aide	Resignation	1/31/23
Jordan Wood	Roosevelt	Paraprofessional	Resignation	2/28/23

- c. Superintendent recommends approval to the Board of Education for the following staff termination(s):

Employee #	Effective Date
9105	2/6/23
7844	2/27/23
5978	2/6/23
7963	2/10/23

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
Nicole Fleck	WOHS	Softball: Assistant Coach	1/23/23

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
Lociano Benjamin	.5 Liberty / .5 WOHS	French	Masse	MA	4	\$66,972 prorated	3/1/23* - 6/30/23



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Hendi Cumberton	Mt. Pleasant	Grade 5 / ELA	Kim	MA	10	\$70,118 prorated	5/1/23^ - 6/30/23
Danielle Ducheine	WOHS	School Nurse	Dudkiewicz	MA+15	17	\$111,231 prorated	5/8/23^ - 6/30/23
Loren Fortna	Kelly	Music	Rees	DR	17	\$121,483 prorated	4/3/23 - 6/30/23
Manuela Gonnella	WOHS	School Counselor Leave Replacement	Fahey	MA	4	\$66,972 prorated	2/21/23 - 6/30/23
Lisa Hannah	Washington	Kindergarten Leave Replacement	Forgione	MA	N/A	\$335 per diem	4/1/23 - 6/21/23
Alan Reeder	Roosevelt	Social Studies Extended Assignment Sub	Cameron	N/A	N/A	\$200 per diem	2/6/23 - 3/10/23
Heather Shaw	BMELC	Preschool Disabled / ABA	Bailey	MA	8	\$68,930 prorated	5/8/23^ - 6/30/23
Michael Supreme	Roosevelt	French	Kyle	BA	8	\$64,552 prorated	3/6/23 - 6/30/23

*pending completion of onboarding process

^or upon release from 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
Bann Abood	BMELC	Paraprofessional	Portillo Reassigned	BA	3	\$33,012 prorated	2/28/23* - 6/30/23
Maria Abreu-Perez	Liberty	Custodian Night-shift	Gomez	Custodian	5	\$40,851 prorated which includes a shift differential of \$580	3/28/23* - 6/30/23
Stephen Depoe	Gregory	Paraprofessional	New	BA	3	\$33,012 prorated	2/1/23 - 6/30/23
Danielle Fastiggi	Roosevelt	Paraprofessional	Denburg	BA	3	\$33,012 prorated	3/3/23 - 6/30/23
Anthony Francis	BMELC	Paraprofessional	New	Non-Degree	3	\$30,755 prorated	2/28/23* - 6/30/23
Dominga Hilario	Transportation	Bus Monitor Part-time	B Smith	N/A	N/A	\$23.27 per hour	2/28/23* - 6/21/23
Nelson Hurtado-Hernandez	WOHS	Custodian Night Shift	Conteh	Custodian	1	\$39,670 prorated which includes a shift differential of \$580	2/28/23* - 6/30/23
Joan Reilly	Central Office	Administrative Assistant	Norwitz	Column IV	14	\$98,918 prorated includes additional 5% and BA stipend of \$1,294.31	4/28/23^ - 6/30/23

*pending completion of onboarding process

^or upon release from current employer

- c. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following longevity adjustment for a certificated staff member:**



Employee #	Location	Guide	Step	Stipend	Longevity Adjustment	Effective Dates
6045	Redwood	MA+45	13	N/A	\$1,650.60	4/1/16 - 6/30/16
6045	Redwood	MA+45	17	N/A	\$473.10	4/1/21 - 6/30/21
6045	Redwood	MA+45	17	N/A	\$1,577.00	9/1/21 - 6/30/22
6045	Redwood	MA+45	17	N/A	\$965.40	9/1/22 - 2/28/23

- d. Upon recommendation of the Superintendent of Schools, approval to the Board of Education for salary adjustments for the following training level changes for WOECA certificated and non-certificated staff, retroactive to January 1, 2023. (Att. #5)
- e. Upon recommendation of the Superintendent of Schools approval of the following ESEA Grant funded amended salaries for the 2022-2023 school year:

Name	Location	Grant	Total Salary	Portion Funded by Grant
Brittany Dietz	Central Office	Title IIA	\$82,119 amended from \$80,287	\$82,119
Mara Mamroud	Preschool	Title IIA	\$87,729 prorated to start date of 2/21/23	\$87,729 prorated to start date of 2/21/23
Felix Plata	Central Office	Title III Title III Immigrant	\$1,250 amended from \$1,320 \$1,000 amended from \$500	\$1,250 Title III \$1,000 Title III Immigrant

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

Name	Location	Position	Effective Dates
Kimberly Jackson	Edison	Special Education / Science Vacancy	9/1/22 - 3/24/23 amended from 9/1/22 - 6/21/23
Spyridon Mantzas	Edison	Special Education / Science Vacancy	9/1/22 - 3/24/23 amended from 9/1/22 - 6/21/23
Peter Pascarella	Edison	Special Education / Science Vacancy	9/1/22 - 3/24/23 amended from 9/1/22 - 6/21/23
Janet Wiggins	Edison	Special Education / Science Vacancy	9/1/22 - 3/24/23 amended from 9/1/22 - 6/21/23
Rochel Alves	WOHS	Spanish Vacancy	2/21/23 - 6/21/23
Silverio Bastiao	WOHS	Spanish Vacancy	2/21/23 - 6/21/23
Maria Blanco	WOHS	Spanish Vacancy	2/21/23 - 6/21/23
Susan Leon-Guerrero	WOHS	Spanish Vacancy	2/21/23 - 6/21/23
Carlos Perez	WOHS	Spanish Vacancy	2/21/23 - 6/21/23

- g. 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
Jeannie Kivlon Hazel	WOHS	Softball: Assistant Coach	\$9,240	2022-2023
Phil Gallo OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$125 per performance* \$60 per rehearsal^	3/18/23 - 4/2/23
Joe Lombardo OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$125 per performance* \$60 per rehearsal^	3/18/23 - 4/2/23
Benjamin Ruben-Schnirman OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$125 per performance* \$60 per rehearsal^	3/18/23 - 4/2/23
Justin Voltaire OOD	WOHS	Step Team: Choreographer	\$1,634	2022-2023
Damian Betances OOD	WOHS	Track: Assistant Coach	\$9,240	2022-2023
Dante Fernandez OOD	WOHS	Track: Assistant Coach	\$9,240	2022-2023
Stacy Marcus Liberty	WOHS	Track: Assistant Coach	\$9,240	2022-2023
John Prescott Edison	WOHS	Track: Assistant Coach	\$9,240	2022-2023
Michael Spadola OOD	WOHS	Track: Assistant Coach	\$9,240	2022-2023

*not to exceed 4 ^not to exceed 5

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

Name	Location	Position	Stipend	Effective Dates
Alyssa Cowan	Roosevelt	ELA/Math After School Tutorial Instructor	\$53.38* per hour not to exceed 2 hours per weeks	3/2/23 - 6/9/23
Salma Hassan	Roosevelt	ELA/Math After School Tutorial Instructor	\$53.38* per hour not to exceed 2 hours per weeks	3/2/23 - 6/9/23
Tracey Nardone	Roosevelt	ELA/Math After School Tutorial Instructor	\$53.38* per hour not to exceed 2 hours per weeks	3/2/23 - 6/9/23
Sarah Augustine	WOHS	Registered Nurse to provide student assistance for Commencement exercises	\$58.76 per hour not to exceed 3 hours	6/22/23
Trish Dellosso	WOHS	Administrative Assistant to provide support during student physicals	\$25 per hour not to exceed 4 hours per session	5/30/23, 6/1/23
Eridania Perez	WOHS	Administrative Assistant to provide support during student physicals	\$25 per hour not to exceed 4 hours per session	5/30/23, 6/1/23
Sarah Augustine	WOHS	Registered Nurse to perform student physicals	\$58.76 per hour not to exceed 3 hours per session	5/30/23, 6/1/23
Denise Werzen	WOHS	School Nurse to perform student physicals	\$58.76 per hour not to exceed 3 hours per session	5/30/23, 6/1/23
Nicole Dalle-Molle	Kelly / BMELC	School Psychologist to present CPI Training	\$79.53 per hour not to exceed 6 hours	6/29/23

*funded via Title I, SIA



- i. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following mentor assignment(s) to be funded by the provisional teacher:

Mentor	Provisional Teacher	Location	Stipend	Effective Date
Rosemarie Kelly	Kendall DeLisa	Gregory	\$500	2/23/23 - 6/30/23
Margaret Pereira	Gladys Medina	Montclair Child Development Center*	\$500	3/1/23 - 6/30/23

*Funds to be withheld by MCDC to be paid to WO for Mentor compensation

- j. Upon recommendation of the Superintendent of Schools; approval to the Board of Education of the following non-certificated staff professional development stipend(s):

Name	Location	Position	Professional Development Program	Stipend	Effective Date
Angela Nevins	CO	Administrative Assistant	NJ Association of Educational Office Professionals Professional Development Program Option I	\$1,331.35	2/7/23

- k. Upon recommendation of the Superintendent of Schools; approval by the Board of Education for the following designation of position effective through the next Reorganization of the Board on January 4, 2024:

Position	Name	Effective Dates
School Safety Specialist	Filipe Santiago	2/28/23 - 1/4/24

- l. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following WOHS students to serve as Maintenance Support Staff at the rate indicated:

Name	Location	Position	Rate of Pay	Effective Dates
Arian Dickson	Redwood	Student Maintenance Support Transition Program	\$14.13 per hour not to exceed 1.75 hours per day	2/28/23 - 6/21/23
Terry Lubin	Redwood	Student Maintenance Support Transition Program	\$14.13 per hour not to exceed 1.75 hours per day	2/28/23 - 6/21/23

- m. 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
Melanie Grey	New Jersey City University	WOHS	1/25/23 - 5/12/23
Rosa Lanausse	Fordham University	WOHS	1/23 - 5/23
Kelly Scheper	Caldwell University	Hazel	2/23 - 6/23 9/23 - 12/23
Ashlyn Shallcross	Kean University	WOHS	3/1/23 - 6/21/23

- n. 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
Hasiffa Khan-Watson	N/A					X		
Barbara Kivlon	Standard	X						
Jay Medlin	Standard	X						



Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Cynthia Newlin	N/A					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:

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
7612 Medical	Roosevelt	2/6/23 - 3/10/23	N/A	N/A	3/13/23
4109 Medical	WOHS	1/2/23 - 3/17/23 a.m. only amended from 1/2/23 - 2/28/23	3/17/23 p.m. only - 3/24/23 amended from N/A	N/A	3/27/23 amended from 3/1/23
6806 Family	WOHS	N/A	N/A	2/27/23 - 3/31/23	4/3/23
4150 Medical	WOHS	1/23/23 - 3/20/23	3/21/23 - 6/30/23 amended from 3/21/23 - 4/21/23	N/A	9/1/23 amended from 4/24/23
6836 Medical	Washington	3/13/23 - 3/31/23	4/3/23 - 6/30/23	N/A	9/1/23
8482 Family	Edison	6/2/23 - 6/30/23	10/2/23 - 12/23/23	N/A	1/2/24
4517 Medical	Mt. Pleasant	9/14/23 - 2/24/23	2/27/23 - 4/24/23 amended from N/A	N/A	N/A amended from 1/17/23
7866 Family	Kelly	4/26/23 - 6/9/23	4/17/23 - 4/25/23 6/12/23 - 6/30/23 9/1/23 - 11/30/23	N/A	12/1/23
4629 Family	Kelly	N/A	N/A	9/1/23 - 6/30/24	9/1/24
4866 Personal	.5 Redwood / .5 Washington	2/13/23 - 3/2/23	3/3/23 - 5/12/23	N/A	5/15/23
8957 Medical	Washington	2/6/23 - 3/3/23	N/A	N/A	3/6/23 begins Family Leave

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9095 Family	BMELC	4/3/23 - 4/14/23	4/17/23 - 6/9/23	N/A	6/12/23
8853 Family	BMELC	N/A	N/A	3/27/23 - 6/30/23	9/1/23
7066 Personal	WOHS	N/A	2/6/23 - 5/5/23	N/A	5/8/23
6684 Medical	Roosevelt	N/A	N/A	2/10/23 - 3/3/23	3/6/23
8453 Personal	St. Cloud	N/A	N/A	3/2,6,9,16,20,23,30; 4/3/23	N/A



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
7486 Medical	WOHS	10/4/22 - 1/4/23 a.m. only	1/4/23 p.m. only - 3/15/23 amended from 1/4/23 p.m. only - 2/3/23	N/A	3/16/23 amended from 2/6/23
7806 Medical	Transportation	N/A	1/30/23 - 3/3/23	N/A	3/6/23
4745 Personal	Kelly	N/A	N/A	3/16/23 - 3/17/23	3/20/23
7963 Medical	Transportation	N/A	N/A	12/20/22 - 2/9/23	2/10/23
4687 Personal	Kelly	N/A	1/30/23 - 2/10/23	N/A	2/13/23

- c. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following leave(s) of absence:

Employee #	Leave Dates	Type of Leave	Anticipated Return Date
8947	2/5/23 - 4/6/23	Paid Administrative	N/A
7844	1/25/23 - 2/27/23	Paid Administrative	N/A

5. Transfer(s):

- a. 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
Nerline Arens Voluntary	Kelly	Paraprofessional	BMELC	Paraprofessional	2/28/23
Marlena Gaines Voluntary	Roosevelt	Paraprofessional	Mt. Pleasant	Paraprofessional	2/1/23
Alyssa Kuglin Voluntary	BMELC	Paraprofessional	Roosevelt	Paraprofessional	2/9/23
Valdete Zherka Voluntary	BMELC	Paraprofessional	Mt. Pleasant	Paraprofessional	2/9/23

6. Upon recommendation of the Superintendent of Schools; approval by the Board of Education for the withholding of increment for the 2023-2024 school year for Employee #4971 pursuant to the agreement.
7. **Resolution to approve contract for Superintendent of Schools: (Att. #6)**
RESOLVED, that the Board approve a contract of employment for Mr. Hayden N. Moore, commencing July 1, 2023 through June 30, 2028, which has been reviewed and approved by the County Executive Superintendent on February 15, 2023, in accordance with N.J.S.A. 18A:7-8(j) and in compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1

B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #7)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the out of state/overnight field trips for the 2022-2023 school year. (Att. #8)



3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of The American Theater Group to provide 4 playwriting workshops to students in Advanced Theater between March 1, 2023 - April 5, 2023 in the amount of \$250.00 funded by local funds.

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
1105013	Chancellor Academy	Tuition: \$32,548.52 76 days @ \$428.27/day	Unbudgeted
2105001	Chapel Hill Academy	1:1 Aide: \$25,000.00 125 days @ \$200.00/day	Unbudgeted
1110040	UCESC-Lamberts Mill Academy	Tuition: \$35,826.60 6 months @ \$5,971.10/month	Budgeted
1809087	Westbridge Academy	Tuition: \$42,228.00 92 days @ \$459.00/day	Budgeted
2910107	Windsor Prep High School	Tuition: \$32,116.00 100 days @ \$321.16/day	Budgeted

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

School	Year	Certificate Rates Less Adjustments	Tuition Paid	Tuition Adjustments
Bergen County Special Services	2021 - 2022	\$198,878.00	\$194,180.00	\$4,698.00
Bonnie Brae	2016 - 2017	\$35,202.06	\$34,780.00	\$422.06
Princeton Child Development Inst.	2021 - 2022	\$135,687.30	\$124,950.00	\$10,737.30
Shepard Preparatory High School	2021 - 2022	\$205,347.21	\$195,831.21	\$9,516.00
Westbridge Academy	2021 - 2022	\$28,174.00	\$25,616.00	\$2,558.00

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	Not to Exceed	Budgeted/Unbudgeted
-----------	----------	-----------------	------	---------------	---------------------



2907094	North Jersey Outreach	ABA Therapy Services ABA Therapy Coordination	18 Weeks - 10 hr week @ \$ 80.00/hr 4 Months - 1 hr/month @ \$125.00/hr.	\$14,400.00 \$500.00	Unbudgeted
2506098	North Jersey Outreach	ABA Therapy Services ABA Therapy Coordination ABA Parent Training	18 Weeks - 6 hr/week @ \$ 80.00/hr. 4 Months - 2 hr/month @ \$125.00/hr 18 Weeks - 2 hr/week @ \$125.00/hr	\$8,640.00 \$1,000.00 \$4,500.00	Unbudgeted
2706115	North Jersey Outreach	ABA Therapy Coordination	4 Months - 50 hr total @ \$125.00/hr	\$6,250.00	Unbudgeted
2910100	North Jersey Outreach	ABA Therapy Services ABA Therapy Coordination	18 Weeks - 4 hr/week @ \$ 80.00/hr. 4 Months - 1 hr/month @ \$125.00/hr	\$5,760.00 \$500.00	Unbudgeted

- Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following service providers for Independent Specialist Evaluations for the 2022-2023 school year:

Provider	Type of Service	Cost	Not to Exceed	Budgeted
Leslie Nagy, M.D.	Psychiatric Evaluation/Report 24 Hour Cancellation Fee No-Show Fee	\$750.00 per Evaluation \$375.00 \$375.00	\$7500.00	Budgeted

b.) Business Office

- Upon recommendation of the Superintendent of Schools approval by the Board of Education of the February 27, 2023 Bills List in the amount of \$24,273,970.11.
- Upon recommendation of the Superintendent of Schools approval by the Board of Education of the January 2023 transfers within the 2022-2023 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #9)
- Secretary's Report - Acceptance and Certification - January 2023

Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the Board Secretary's financial report for the month of January 2023, 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. #10)

- Report of the Treasurer of School Monies - January 2023

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 January 2023, which report is in agreement with the Secretary's Report. (Att. #11)

- Upon the recommendation of the Superintendent of Schools approval of the settlement agreement between the parents of Student #1708024 and the West Orange Board of Education.



6. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Workers' Compensation claim in the matter of Employee #4711, pursuant to the settlement agreement.
7. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Workers' Compensation claim in the matter of Employee #7847, pursuant to the settlement agreement.
8. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Workers' Compensation claim in the matter of Employee #4148, pursuant to the settlement agreement.
9. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Parental Contract for Student Transportation for Student #236129, for the period September 2022 through August 2023, in the amount of \$14,665.00.
10. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Parental Contract for Student Transportation for Student #1713014, for the period February 2023 through August 2023, in the amount of \$3,400.00.
11. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of proposed Non Public Security 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	Lockdown Safety Shades	\$1,091.05

12. Upon the recommendation of the Superintendent of Schools acceptance by the Board of Education of the following donations/awards:

Donor	Recipient	Donation
Jonathan Tick	WOHS Ultimate Frisbee Club	\$400
U.S. Air Force	WOHS AFJROTC Program	3 External Hard Drives 2 Printers 2 Computers 1 Laptop
The Foundation for Impact on Literacy and Learning	Hazel Elementary School	\$500
The Drama Boosters	WOHS Musical and Play	\$6,600

13. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of IT Asset Removal Agreement with UPCYCLE for the removal and data destruction of retired/obsolete IT equipment and to compensate at the District total amount of \$1,800 (Att.# 12)



14. Upon the 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
Golda Och Upper School	Chromebooks and respective Mouse	\$9,571.14

D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending March 8, 2023.
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 January 23, 2023, the Superintendent reported HIB Incident Number(s) 020, 021, 023, 028 to the Board; and

Whereas, on January 30, 2023 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) 020, 021, 023, 028 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 March 20, 2023 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

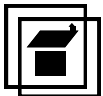
5541 ANTI-HAZING

A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Hazing 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. The Board of Education prohibits acts of hazing and adopts this Policy against hazing in accordance with N.J.S.A. 18A:37-32.2. The provisions of this Policy apply to all schools in the school district.

"Hazing" in a school setting includes, but is not limited to, conduct by an individual(s) who is a member and/or representative of a school-sponsored student organization, club, or athletic team where such individual(s) conditions a student's acceptance as a member into such group on whether the student engages in activities that are humiliating, demeaning, intimidating, and exhausting to the student.

N.J.S.A. 2C:40-3.a. indicates hazing may also include, but is not limited to, the conduct outlined below:

1. An individual(s) causes, coerces, or otherwise induces a student to commit an act that violates Federal or State criminal law;
2. An individual(s) causes, coerces, or otherwise induces a student to consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm or is otherwise deleterious to the student's health;
3. An individual(s) subjects a student to abuse, mistreatment, harassment, or degradation of a physical nature, including, but not limited to, whipping, beating, branding, excessive calisthenics, or exposure to the elements;
4. An individual(s) subjects a student to abuse, mistreatment, harassment, or degradation of a mental or emotional nature, including, but not limited to, activity adversely affecting the mental or emotional health or dignity of the individual, sleep



deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment;

5. An individual(s) subjects a student to abuse, mistreatment, harassment, or degradation of a sexual nature; or
6. An individual(s) subjects a student to any other activity that creates a reasonable likelihood of bodily injury to the student.

Board of Education members, school employees, and contracted service providers are required to report an alleged incident of hazing that may take place or has taken place on or off school grounds to the Principal or designee on the same day when the individual witnessed or received reliable information regarding such an incident. Students, parents, volunteers, or visitors are encouraged to report an alleged incident of hazing that may take place or has taken place on or off school grounds to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident.

Any report of an alleged incident of hazing shall be immediately investigated by the Principal or designee in accordance with procedures used to investigate alleged violations of the Student Discipline/Code of Conduct and Policy and Regulation 5600. A Principal or designee who receives a report of an alleged incident of hazing and fails to initiate or conduct an investigation and fails to minimize or eliminate the hazing may be subject to disciplinary action.

The Principal or designee may identify behavior when investigating an alleged incident of hazing indicating harassment, intimidation, or bullying (HIB) pursuant to N.J.S.A. 18A:37-14 et seq. – the New Jersey Anti-Bullying Bill of Rights Act (ABR). If the Principal or designee identifies behavior indicating HIB, the Principal or designee shall ensure a separate investigation is conducted in accordance with the ABR and Policy 5512.

The Superintendent or designee shall report to local law enforcement any hazing incident that rises to the level of mandatory reporting under the “Uniform Memorandum of Agreement Between Education Officials and Law Enforcement



Officials” or any other agreement between local law enforcement and the school district pursuant to N.J.A.C. 6A:16-5.1(b).

Hazing that involves the participation of a coach, teacher, or other adult may constitute child abuse and shall be addressed in accordance with N.J.S.A. 18A:36-25 and Policy and Regulation 8462.

The Board shall enforce any penalty for violation of this Policy in accordance with the student code of conduct and Policy and Regulation 5600, or any other applicable Board Policy or Regulation. In accordance with N.J.S.A. 18A:37-32.3 appropriate penalties for a violation of this Policy may include, but are not limited to:

1. Withholding of diplomas or transcripts pending compliance with the rules;
2. Rescission of permission for the organization or group whose student member(s) are being penalized under this Policy, to operate on school property or to otherwise operate under the sanction or recognition of the school district; and
3. The imposition of probation, suspension, dismissal, or expulsion of a student member(s).

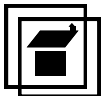
Any discipline instituted in response to a violation of this Policy may be in addition to discipline for a violation of Policy 5512, Policy and Regulation 5600, and any other applicable Board Policy and Regulation.

The school district shall ensure that students are informed of this Policy, including the rules, penalties, and program of enforcement under this Policy. This Policy shall be posted on the school district’s publicly accessible Internet website.

N.J.S.A. 18A:36-25; 18A:37-13.2; 18A:37-14 et seq.; 18A:37-32.2;
18A:37-32.3

N.J.A.C. 6A:16-5.1

Adopted: 23 January 2023



POLICY GUIDE

PROGRAM

2415.05/page 1 of 7

Student Surveys, Analysis, and/or Evaluations,
Examinations, Testing, or Treatment

Jan 22

M

[See **POLICY ALERT Nos. 222 and 226**]

2415.05 STUDENT SURVEYS, ANALYSIS, AND/OR EVALUATIONS, EXAMINATIONS, TESTING, OR TREATMENT

The Protection of Pupil Rights Amendment (PPRA) (20 USC §1232h; 34 CFR Part 98) applies to school districts that receive funding from the United States Department of Education (USDOE). The PPRA requires written consent from parents or the emancipated student the opportunity to opt out of participation in a survey, analysis, evaluation, examination, testing, or treatment funded in whole or in part by a program of the United States Department of Education that concerns one or more of the areas outlined in this Policy.

A. Definitions

“Instructional material” means instructional content that is provided to a student, regardless of its format, including printed or representational materials, audiovisual materials, and materials in electronic or digital formats (such as materials accessible through the Internet). The term does not include academic tests or academic assessments. 20 USC §1232h(c)(6)(A).

“Invasive physical examination” means any medical examination that involves the exposure of private body parts, or any act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening. 20 USC §1232h(c)(6)(B).

“Prior consent” means prior consent of the student, if the student is an adult or emancipated minor or prior written consent of the parent, if the student is an unemancipated minor. 34 CFR §98.4(b).

“Psychiatric or psychological examination or test” means a method of obtaining information, including a group activity, that is not directly related to academic instruction and that is designed to elicit information about attitudes, habits, traits, opinions, beliefs, or feelings. 34 CFR §98.4(c)(1).



POLICY GUIDE

PROGRAM

2415.05/page 2 of 7

Student Surveys, Analysis, and/or Evaluations,
Examinations, Testing, or Treatment

“Psychiatric or psychological treatment” means an activity involving the planned, systematic use of methods or techniques that are not directly related to academic instruction and that is designed to affect behavioral, emotional, or attitudinal characteristics of an individual or group. 34 CFR §98.4(c)(2).

“Research or experimentation program or project” means any program or project in any program that is funded in whole or in part by the Federal Government and is designed to explore or develop new or unproven teaching methods or techniques. 34 CFR §98.3(b).

- B. Parents’ or Emancipated Students’ Right to Inspection of Materials - 34 CFR §98.3 and 20 USC §1232(c)
1. All instructional material, including teachers’ manuals, films, tapes, or other supplementary instructional material which will be used in connection with any survey, analysis, or evaluation as part of any applicable program or any research or experimentation program or project shall be available for inspection by the parents of the children engaged in such program or project in accordance with 20 USC §1232h(a) and 34 CFR §98.3(a).
 - a. The district shall provide reasonable access to instructional material within a reasonable period of time after the request is received in accordance with 20 USC §1232h(c)(1)(C)(ii).
 2. The parent shall have the right, upon request, to inspect a survey created by a third party before the survey is administered or distributed to their student pursuant to 20 USC §1232h(c)(1)(A)(i).
 - a. The district shall provide reasonable access to such survey within a reasonable period of time after the request is received in accordance with 20 USC §1232h(c)(1)(A)(ii).



POLICY GUIDE

PROGRAM

2415.05/page 3 of 7

Student Surveys, Analysis, and/or Evaluations,
Examinations, Testing, or Treatment

3. The parent shall have the right, upon request, to inspect any instrument used in the collection of personal information from students for the purpose of marketing or for selling that information (or otherwise providing that information to others for that purpose), before the instrument is administered or distributed to their student pursuant to 20 USC §1232h(c)(1)(F)(i).
 - a. The district shall provide reasonable access to such instrument within a reasonable period of time after the request is received in accordance with 20 USC §1232h(c)(1)(F)(ii).
- C. Protection of Students' Privacy in Examination, Testing, or Treatment with Prior Consent - 34 CFR §98.4
 1. In accordance with 34 CFR §98.4(a) no student shall be required, as part of any program funded in whole or in part by a program of the USDOE, to submit without prior consent to psychiatric examination, testing, or treatment, or psychological examination, testing, or treatment, in which the primary purpose is to reveal information concerning one or more of the following:
 - a. Political affiliations;
 - b. Mental and psychological problems potentially embarrassing to the student or the student's family;
 - c. Sex behavior and attitudes;
 - d. Illegal, anti-social, self-incriminating, and demeaning behavior;
 - e. Critical appraisals of other individuals with whom the student has close family relationships;
 - f. Legally recognized privileged and analogous relationships, such as those of lawyers, physicians, and ministers; or



POLICY GUIDE

PROGRAM

2415.05/page 4 of 7

Student Surveys, Analysis, ~~and/or~~ Evaluations,
Examinations, Testing, or Treatment

- g. Income, other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under a program.
- D. Protections of Students' Rights for Surveys, Analysis, or Evaluation - 20 USC §1232h
 - 1. In accordance with 20 USC §1232h(b) no student shall be required, as part of any applicable program, to submit to a survey, analysis, or evaluation, without prior consent, that reveals information concerning:
 - a. Political affiliations or beliefs of the student or the student's parent;
 - b. Mental and psychological problems of the student or the student's family;
 - c. Sex behavior or attitudes;
 - d. Illegal, anti-social, self-incriminating, or demeaning behavior;
 - e. Critical appraisals of other individuals with whom the student has close family relationships;
 - f. Legally recognized privileged and analogous relationships, such as those of lawyers, physicians, and ministers;
 - g. Religious practices, affiliations, or beliefs of the student or student's parent; or
 - h. Income, (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under a program).
 - 2. Parents' or Emancipated Students' Right to Opt Out - 20 USC §1232h(c)(2)



POLICY GUIDE

PROGRAM

2415.05/page 5 of 7

Student Surveys, Analysis, ~~and/or~~ Evaluations, Examinations, Testing, or Treatment

- a. The district shall provide notice and offer an opportunity for parents to opt their student out or for emancipated students to opt out of participation in the following activities:
 - (1) Activities involving the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information (or otherwise providing that information to others for that purpose).
 - (2) The administration of any survey containing one or more of the items listed in D.1. above.
 - (3) Any nonemergency, invasive physical examination or screening that is:
 - (a) Required as a condition of attendance;
 - (b) Administered by the school and scheduled by the school in advance; and
 - (c) Not necessary to protect the immediate health and safety of the student, or of other students.
 - b. The district shall directly notify parents at least annually at the beginning of the school year of the specific or approximate dates during the school year when activities described in D.2.a. above are scheduled or expected to be scheduled in accordance with 20 USC §1232h(c)(2)(B).
3. Exceptions – 20 USC §1232h(c)(4)
- a. The provisions of 20 USC §1232h do not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as the following:



POLICY GUIDE

PROGRAM

2415.05/page 6 of 7

Student Surveys, Analysis, ~~and/or~~ Evaluations, Examinations, Testing, or Treatment

- (1) College or other postsecondary education recruitment, or military recruitment in accordance with Policy 9713;
 - (2) Book clubs, magazines, and programs providing access to low-cost literary products;
 - (3) Curriculum and instructional materials used by schools in the district;
 - (4) Tests and assessments used by schools in the district to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments;
 - (5) The sale by students of products or services to raise funds for school-related or education-related activities; and
 - (6) Student recognition programs.
- b. The provisions of this Policy:
- (1) Shall not be construed to preempt applicable provisions of New Jersey law that require parental notification; and
 - (2) Do not apply to any physical examination or screening that is permitted or required by an applicable New Jersey law, including physical examinations or screenings permitted without parental notification.



POLICY GUIDE

PROGRAM

2415.05/page 7 of 7

Student Surveys, Analysis, ~~and/or~~ Evaluations,
Examinations, Testing, or Treatment

4. Policy Adoption or Revision – 20 USC §1232h(c)(2)(A)(i)

The district shall provide this Policy to parents and students at least annually at the beginning of the school year, and provide notice within a reasonable period of time after any substantive change is made to this Policy.

E. Student Privacy – 20 USC §1232h and 34 CFR §98

The district shall ensure a student's privacy is protected regarding any information collected in accordance with this Policy.

F. Violations of the PPRA – 20 USC §1232h and 34 CFR §98

Parents or students who believe their rights under PPRA may have been violated may file a complaint with the USDOE.

In addition to the provisions of 20 USC §1232h, 34 CFR §98, and this Policy, the Superintendent or designee shall ensure compliance with the provisions of N.J.S.A. 18A:36-34 and Policy 9560 – Administration of School Surveys before students are required to participate in any academic or nonacademic survey, assessment, analysis, or evaluation.

The Protection of Pupil Rights Amendment (PPRA)

20 USC §1232h

34 CFR Part 98

Elementary and Secondary Education Act of 1965 (20 USC 2701 et seq.) as
amended by the Every Student Succeeds Act

N.J.S.A 18A:36-34

Adopted:



POLICY GUIDE

PROGRAM

2431.4/page 1 of 3

Prevention and Treatment of Sports-Related

Concussions and Head Injuries

Jan 22

M

[See POLICY ALERT Nos. 190, 194, 197, and 226]

2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED CONCUSSIONS AND HEAD INJURIES

A concussion is a traumatic brain injury caused by a blow or motion to the head or body that disrupts the normal functioning of the brain and can cause significant and sustained neuropsychological impairments including, but not limited to, problem solving, planning, memory, and behavioral problems. In order to ensure safety, it is imperative that students participating in athletic competition, coaches, and parents are educated about the nature and treatment of sports-related concussions and other head injuries. Allowing a student to return to athletic competition before recovering from a concussion increases the chance of a more serious brain injury.

For the purpose of this Policy and Regulation 2431.4, programs of athletic competition shall include high school interscholastic athletic programs, middle school interscholastic athletic programs where school teams or squads play teams or squads from other school districts, intramural athletic programs within a school or among schools in the district, and any cheerleading program or activity in the school district.

The school district shall adopt an athletic head injury safety training program. The program shall be completed by the school physician, any individual who coaches in an athletic competition, an athletic trainer involved in any athletic competition, and the school nurse. The training program shall be in accordance with guidance provided by the New Jersey Department of Education (NJDOE) and the requirements of N.J.S.A. 18A:40-41.2.

The school district shall annually distribute the NJDOE-developed educational fact sheet regarding sports-related concussions and other head injuries to all parents of students participating in any athletic competition or practice and shall obtain a signed acknowledgement of the receipt of the fact sheet by the student and their parent in accordance with N.J.S.A. 18A:40-41.2(c).



POLICY GUIDE

PROGRAM

2431.4/page 2 of 3

Prevention and Treatment of Sports-Related Concussions and Head Injuries

A student who participates in an athletic competition or practice and who sustains or is suspected of sustaining a concussion or other head injury shall be immediately removed from athletic competition or practice. A student removed from athletic competition or practice shall not participate in further athletic competition or practice until they are evaluated by a physician or other licensed healthcare provider trained in the evaluation and management of concussions and receives written clearance from a physician trained in the evaluation and management of concussions to return to athletic competition or practice; and the student returns to regular school activities and is no longer experiencing symptoms of the injury when conducting those activities in accordance with N.J.S.A. 18A:40-41.4.

The return of a student to athletic competition or practice shall also be in accordance with the graduated, six-step "Return to Play Progression" recommendations and any subsequent changes or other updates to these recommendations as developed by the Centers for Disease Control and Prevention (CDC). The Board shall revise this Policy and Regulation 2431.4 whenever the CDC changes or otherwise updates the "Return to Play Progression" recommendations.

The school district shall provide a copy of this Policy and Regulation 2431.4 to all youth sports team organizations that operate on school grounds. In accordance with the provisions of N.J.S.A. 18A:40-41.5, the school district shall not be liable for the injury or death of a person due to the action or inaction of persons employed by, or under contract with, a youth sports team organization that operates on school grounds, if the youth sports team organization provides the school district proof of an insurance policy of an amount of not less than \$50,000 per person, per occurrence insuring the youth sports team organization against liability for any bodily injury suffered by a person and a statement of compliance with this Policy and Regulation 2431.4.

Pursuant to N.J.S.A. 18A:40-41.5 and for the purpose of this Policy, a "youth sports team organization" means one or more sports teams organized pursuant to a nonprofit or similar charter or which are member teams in a league organized by or affiliated with a county or municipal recreation department.



POLICY GUIDE

PROGRAM

2431.4/page 3 of 3

Prevention and Treatment of Sports-Related Concussions and Head Injuries

This Policy and Regulation 2431.4 shall be reviewed and approved by the school physician annually and updated as necessary to ensure it reflects the most current information available on the prevention, risk, and treatment of sports-related concussions and other head injuries in accordance with N.J.S.A. 18A:40-41.3.

N.J.S.A. 18A:40-41.1; 18A:40-41.2; 18A:40-41.3; 18A:40-41.4; 18A:40-41.5

Adopted:



POLICY GUIDE

PROGRAM
2622/page 1 of 2
Student Assessment
Jan 22
M

[See POLICY ALERT Nos. 197, 205, 209, 211, 220, and 226]

2622 STUDENT ASSESSMENT

State assessments provide parents with important information about their child's progress; detailed diagnostic information about each individual student's performance that educators, parents, and students can utilize to enhance foundational knowledge and student achievement; and include item analysis which will clarify a student's level of knowledge and understanding of a particular subject or area of a subject. The data derived from State assessments are utilized by teachers and administrators to pinpoint areas of difficulty and customize instruction accordingly. Such data can be accessed and utilized as a student progresses to successive school levels.

The Commissioner of Education, in accordance with N.J.S.A. 18A:7C-1 et seq. and 18A:7E-2 and 3, may implement assessments of student achievement in any grade(s) and by such assessments as the Commissioner deems appropriate. The system and related schedule of Statewide assessments shall be approved by the New Jersey State Board of Education. The school district shall, according to a schedule prescribed by the Commissioner, administer the applicable Statewide assessments pursuant to N.J.A.C. 6A:8-4.1(c) and (d).

Pursuant to N.J.A.C. 6A:8-4.1(c), all students at grade levels three through twelve, and at any other grade(s) designated by the Commissioner pursuant to N.J.A.C. 6A:8-4.1(a), shall take all appropriate Statewide assessments as scheduled. The school district will provide accommodations or modifications to the Statewide assessment system in accordance with the provisions of N.J.A.C. 6A:8-4.1(d).

Students with disabilities as defined in N.J.A.C. 6A:14-1.3 shall participate in Statewide assessments in accordance with N.J.A.C. 6A:14-4.10. The school district shall administer the alternative State assessment for students with disabilities in accordance with the provisions of N.J.A.C. 6A:8-4.1(d)3.

The school district shall implement alternative ways for students to demonstrate graduation proficiency in accordance with N.J.A.C. 6A:8-5.1(a)6, (f), (g), (h), or (i), as applicable.



POLICY GUIDE

PROGRAM
2622/page 2 of 2
Student Assessment

The school district shall maintain an accurate record of each student's performance on Statewide assessments and maintain for every student a ninth grade through graduation transcript in accordance with the provisions of N.J.A.C. 6A:8-4.2(d). The Superintendent shall report assessment results to the public and provide educators, parents, and students with assessment results in accordance with the provisions of N.J.A.C. 6A:8-4.3.

N.J.S.A. 18A:7C-1 et seq.; 18A:7E-2; 18A:7E-3

N.J.A.C. 6A:8-4.1 et seq.; 6A:8-5.1; 6A:14-1.1 et seq.; 6A:14-3.7; 6A:14-4.10

Adopted:



POLICY GUIDE

STUDENTS
5460/page 1 of 15
High School Graduation
Jan 22
M

[See **POLICY ALERT** Nos. 186, 205, 208, 209, 211, and 226]

5460 HIGH SCHOOL GRADUATION

The Board of Education will recognize the successful completion of the secondary school instructional program by the award of a State-endorsed diploma certifying the student has met all State and local requirements for high school graduation in accordance with N.J.A.C. 6A:8-5.1 et seq. The Board will annually certify to the Executive County Superintendent each student who has been awarded a diploma and has met the requirements for graduation.

As defined in N.J.A.C. 6A:8-1.3, “credit” means the award for the equivalent of a class period of instruction, which meets for a minimum of forty minutes, one time per week during the school year or as approved through N.J.A.C. 6A:8-5.1(a)2 and A.1.b. below.

A. High School Graduation Requirements – N.J.A.C. 6A:8-5.1

1. For a State-endorsed diploma, the Board shall develop, adopt, and implement graduation requirements that prepare students for success in post-secondary degree programs, careers, and civic life in the 21st century, and that include the following:
 - a. A graduating student must have earned a minimum of _____ **(four-year high school: no fewer than 120)** credits in courses designed to meet all of the New Jersey Student Learning Standards (NJSLS), including, but not limited to, the following credits:
 - (1) _____ **(At least twenty)** credits in English language arts aligned to grade nine through twelve standards;
 - (2) _____ **(At least fifteen)** credits in mathematics, including Algebra I or the content equivalent; geometry or the content equivalent; and a third year of mathematics that builds on the concepts and skills of algebra and geometry and that prepares students for college and 21st century careers;



POLICY GUIDE

STUDENTS
5460/page 2 of 15
High School Graduation

- (3) ____ **(At least fifteen)** credits in science, including at least five credits in laboratory biology/life science or the content equivalent; one additional laboratory/inquiry-based science course, which shall include chemistry, environmental science, or physics; and one additional laboratory/inquiry-based science course;
- (4) ____ **(At least fifteen)** credits in social studies, including satisfaction of N.J.S.A. 18A:35-1 and 18A:35-2; five credits in world history; and the integration of civics, economics, geography, and global content in all course offerings;
- (5) ____ **(At least two and one-half)** credits in financial, economic, business, and entrepreneurial literacy;
- (6) ____ **(At least three and three-quarters)** credits in health, safety, and physical education during each year of enrollment, distributed as one hundred fifty minutes per week, as required by N.J.S.A. 18A:35-5, 7, and 8;
- (7) ____ **(At least five)** credits in visual and performing arts;
- (8) ____ **(At least five)** credits in world languages or student demonstration of proficiency as set forth in N.J.A.C. 6A:8-5.1(a)2ii(2) and A.1.b.(2)(b) below;
- (9) Technological literacy, consistent with the NJSLS, integrated throughout the curriculum;
- (10) ____ **(At least five)** credits in 21st century life and careers, or career-technical education; and
- (11) Electives as determined by the high school program sufficient to total a minimum of ____ **(must be at least 120)** credits.



POLICY GUIDE

STUDENTS
5460/page 3 of 15
High School Graduation

- b. The 120-credit requirement set forth in N.J.A.C. 6A:8-5.1(a)1. and in A.1.a. above may be met in whole or in part through program completion of a range of experiences that enable students to pursue a variety of individualized learning opportunities, as follows:
 - (1) The district shall establish a process to approve individualized student learning opportunities that meet or exceed the NJSLs.
 - (a) Individualized student learning opportunities in all NJSLs areas include, but are not limited to, the following:
 - (i) Independent study;
 - (ii) Online learning;
 - (iii) Study abroad programs;
 - (iv) Student exchange programs; and
 - (v) Structured learning experiences, including, but not limited to, work-based programs, internships, apprenticeships, and service learning experiences.
 - (b) Individualized student learning opportunities based upon specific instructional objectives aimed at meeting or exceeding the NJSLs shall:
 - (i) Be based on student interest and career goals as reflected in the Personalized Student Learning Plans;
 - (ii) Include demonstration of student competency;



POLICY GUIDE

STUDENTS
5460/page 4 of 15
High School Graduation

- (iii) Be certified for completion based on the district process adopted according to N.J.A.C. 6A:8-5.1(a)2.ii. and A.1.b.(2) below; and
 - (iv) Be on file in the school district and subject to review by the Commissioner of Education or designee.
- (c) Group programs based upon specific instructional objectives aimed at meeting or exceeding the NJSLs shall be permitted and shall be approved in the same manner as other approved courses.
- (2) The district shall establish a process for granting of credits through successful completion of assessments that verify student achievement in meeting or exceeding the NJSLs at the high school level, including standards achieved by means of the individualized student learning opportunities enumerated at N.J.A.C. 6A:8-5.1(a)2 and A.1.b. above. Such programs or assessments may occur all or in part prior to a student's high school enrollment; no such locally administered assessments shall preclude or exempt student participation in applicable Statewide assessments at grades three through twelve.
 - (a) The district shall choose assessments that are aligned with or exceed the NJSLs and may include locally designed assessments.
 - (b) The district shall choose from among the following assessment options to determine if students have achieved the level of language proficiency designated as Novice-High as



POLICY GUIDE

STUDENTS
5460/page 5 of 15
High School Graduation

defined by the American Council on the Teaching of Foreign Languages (ACTFL) and recognized as fulfilling the world languages requirement of the NJSLS:

- (i) The Standards-based Measurement of Proficiency (STAMP) online assessment;
 - (ii) The ACTFL Oral Proficiency Interview (OPI) or the Modified Oral Proficiency Interview (MOPI); or
 - (iii) New Jersey Department of Education-approved locally designed competency-based assessments.
- (3) The district shall establish a process to approve post-secondary learning opportunities that may consist of Advanced Placement (AP) courses, College-Level Examination Program (CLEP), or concurrent/dual enrollment at accredited higher education institutions.
- (a) The district shall award credit for successful completion of an approved, accredited college course that assures achievement of knowledge and skills that meets or exceeds the NJSLS.
- c. Local student attendance requirements;
- d. Other requirements established by the Board of Education as indicated below:

_____;



POLICY GUIDE

STUDENTS

5460/page 6 of 15
High School Graduation

- e. Any statutorily mandated requirements for earning a high school diploma;
- f. The requirement that all students demonstrate proficiency by achieving a passing score on the English Language Arts (ELA) and mathematics components of the State graduation proficiency test or through the alternative means at N.J.A.C. 6A:8-5.1(h) and A.7. below, if applicable, or for students who take the State graduation proficiency test but do not achieve a passing score through the alternative means set forth at N.J.A.C. 6A:8-5.1(g) and (i) and A.6. and A.8. below:
 - (1) Students in the graduating classes of 2019, 2020, 2021, and 2022 shall be required to demonstrate proficiency by achieving a passing score on the high school end-of-course PARCC assessments in ELA 10 and Algebra I or through alternative means set forth at N.J.A.C. 6A:8-5.1(f), (h), and (i) and A.5., A.7., and A.8. below.
- g. For students who have not demonstrated proficiency on the ELA and/or mathematics components of the State graduation proficiency test, the opportunity for the following will be provided:
 - (1) Remediation, pursuant to N.J.S.A. 18A:7C-3.; and
 - (2) One or more additional opportunities to demonstrate proficiency on the State graduation proficiency test, pursuant to N.J.S.A. 18A:7C-6; and
- h. Students graduating from an adult high school shall demonstrate proficiency in the ELA and mathematics components of the State graduation proficiency test, or through alternative means set forth at N.J.A.C. 6A:8-5.1(f) through (i) and A.5. through A.8. below.



POLICY GUIDE

STUDENTS
5460/page 7 of 15
High School Graduation

2. In the development of Personalized Student Learning Plans according to N.J.A.C. 6A:8-3.2(a), the district shall actively encourage all students who have otherwise met the requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a)1 through 3 and A.1.a. through A.1.c. above, to include in their programs of study the following additional credits:
 - a. Five credits in mathematics during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers;
 - b. Five credits in a laboratory science during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers;
 - c. Five credits in social studies during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers; and
 - d. Five credits in world languages during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers.
3. The district shall provide to the Executive County Superintendent the district's graduation requirements each year they are evaluated through Quality Single Accountability Continuum (QSAC) and update the district's filed copy each time the graduation policy is revised.
4. The district shall provide each student entering high school and their parents with a copy of the district's requirements for a State-endorsed diploma and the programs available to assist students in attaining a State-endorsed diploma, in accordance with N.J.S.A. 18A:7C-5.
5. To ensure adequate transition to the new Statewide assessment systems, the district shall provide students in the graduating classes of 2018, 2019, 2020, 2021, and 2022 who have not demonstrated proficiency on the high school end-of-course PARCC assessments in ELA 10 and Algebra I with the opportunity to demonstrate competence through one of the alternative means set forth below:



POLICY GUIDE

STUDENTS
5460/page 8 of 15
High School Graduation

- a. For the graduating classes of 2018, 2019, 2020, 2021, and 2022, students who did not take the ELA 10 and the Algebra I end-of-course PARCC assessment or who take but do not achieve a passing score on both assessments, as required by N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above, may satisfy the State requirement to demonstrate proficiency in English language arts and/or mathematics in one of the following ways:
 - (1) Achieve a passing score, as determined by the Commissioner of Education, on a corresponding substitute competency test in English language arts and/or mathematics, as applicable, or substitute a passing score on another end-of-course PARCC assessment, including ELA 9, ELA 11, Geometry, or Algebra II; or
 - (2) Meet the criteria of the portfolio appeals process.
- 6. For students in the graduating classes of 2023, 2024, and 2025, the alternative means referenced at N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above shall be as follows:
 - a. Achieve a passing score, as determined by the Commissioner of Education and approved by the New Jersey State Board of Education, on a corresponding substitute competency test in English language arts and/or mathematics, as applicable; and/or
 - b. Demonstrate proficiency through the portfolio appeals process, pursuant to N.J.S.A. 18A:7C-3.
- 7. All English language learners (ELLs) shall satisfy the requirements for high school graduation, except ELLs may demonstrate they have attained State minimum levels of proficiency through passage of the portfolio appeals process in their native language, when available, and passage of a New Jersey Department of Education-approved, English fluency assessment.



POLICY GUIDE

STUDENTS
5460/page 9 of 15
High School Graduation

8. Students, including students with disabilities as defined in N.J.A.C. 6A:14-1.3 or eligible under Section 504 of the Rehabilitation Act who participate in the alternative assessment for students with disabilities, are not required to participate in repeated administrations of high school assessment components required at N.J.A.C. 6A:8-4.1(c).
9. For students in the graduating classes of 2019, 2020, 2021, and 2022, the New Jersey Department of Education (NJDOE) shall consider high school end-of-course State assessments to be equivalent to the corresponding high school end-of-course PARCC assessments.

B. High School Diplomas – N.J.A.C. 6A:8-5.2

1. The Board of Education shall award a State-endorsed high school diploma to prospective graduates who have met all of the requirements adopted in accordance with N.J.A.C. 6A:8-5.1(a), (c), or N.J.A.C. 6A:8-5.2(d) and A.1 above, C.1. below, or B.4. below.
2. The Board shall not issue a high school diploma to any student not meeting the criteria specified in the rule provisions referenced in B.1. above.
 - a. The district shall provide students exiting grade twelve without a diploma the opportunity for continued high school enrollment to age twenty or until the requirements for a State-endorsed diploma have been met, whichever comes first.
 - b. The district shall allow any out-of-school individual to age twenty who has otherwise met all State and local graduation requirements but has failed to pass the State proficiency test to demonstrate proficiency through alternative means as set forth at N.J.A.C. 6A:8-5.1(a)6 through N.J.A.C. 6A:8-5.1(i) and in A.1.f. through A.8. above, as applicable, pursuant to the standards applicable to the student's graduating class. Students in graduating classes prior to 2018 shall demonstrate proficiency as set



POLICY GUIDE

STUDENTS
5460/page 10 of 15
High School Graduation

forth for the classes of 2018 through 2022 at N.J.A.C. 6A:8-5.1(f)1 and A.5.a. above. Upon certification of passing the test applicable to the student's class in accordance with N.J.A.C. 6A:8 and this Policy, a State-endorsed diploma shall be granted by the high school of record.

3. Pursuant to N.J.A.C. 6A:20-1.4, the Commissioner of Education shall award a State-issued high school diploma based on achieving the Statewide standard score on the General Education Development test (GED) or other adult education assessments to individuals age sixteen or older who are no longer enrolled in school and have not achieved a high school credential.
4. The Commissioner of Education shall award a State-issued high school diploma to individuals age sixteen or older and no longer enrolled in high school based on official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education. Included in the thirty general education credits must be a minimum of fifteen credits with at least three credits in each of the five general education categories as follows: English; mathematics; science; social science; and the humanities.
5. The Board shall award a State-endorsed high school diploma to any currently enrolled student, regardless of grade level, who:
 - a. Has demonstrated proficiency in the State graduation proficiency test, pursuant to N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above, or as set forth at N.J.A.C. 6A:8-5.1(g) and A.6. above:
 - (1) The Board shall award a State-endorsed high school diploma to any currently enrolled student in the graduating classes of 2019, 2020, 2021, and 2022 who has demonstrated proficiency in the high school end-of-course PARCC assessments in ELA 10 and Algebra I, or as set forth in N.J.A.C. 6A:8-5.1(f) and in A.5. above;



POLICY GUIDE

STUDENTS
5460/page 11 of 15
High School Graduation

- b. Has presented official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education; and
 - c. Has formally requested such early award of a State-endorsed high school diploma.
- 6. Pursuant to N.J.S.A. 18A:7C-7 and 18A:7E-3, the Superintendent shall report annually to the Board at a public meeting not later than September 30, and to the Commissioner of Education:
 - a. The total number of students graduated;
 - b. The number of students graduated under the substitute competency test process;
 - c. The number of students graduated under the portfolio appeals process;
 - d. The number of students receiving State-endorsed high school diplomas as a result of meeting any alternate requirements for graduation as specified in their individualized education programs (IEP);
 - e. The total number of students denied graduation from the twelfth grade class; and
 - f. The number of students denied graduation from the twelfth grade class solely because of failure to pass the high school end-of-course PARCC assessments, the State graduation proficiency test, substitute competency tests, or portfolio appeals process based on the provisions of N.J.A.C. 6A:8.
- C. Students with Disabilities – N.J.A.C. 6A:8-5.1(c) and N.J.A.C. 6A:14-4.11
 - 1. Through the IEP process set forth at N.J.A.C. 6A:14-3.7 and pursuant to N.J.A.C. 6A:14-4.11, the Board may specify alternate requirements for a State-endorsed diploma for individual students with disabilities as defined at N.J.A.C. 6A:14-1.3.



POLICY GUIDE

STUDENTS
5460/page 12 of 15
High School Graduation

- a. The district shall specifically address any alternate requirements for graduation in a student's IEP, in accordance with N.J.A.C. 6A:14-4.11.
 - b. The district shall develop and implement procedures for assessing whether a student has met the specified alternate requirements for graduation individually determined in an IEP.
2. The IEP of a student with a disability who enters a high school program shall specifically address the graduation requirements. The student shall meet the high school graduation requirements pursuant to N.J.A.C. 6A:8-5.1 and A. above, except as specified in the student's IEP. The IEP shall specify which requirements would qualify the student with a disability for the State-endorsed diploma issued by the Board responsible for the student's education.
3. Graduation with a State-endorsed diploma is a change of placement that requires written notice pursuant to N.J.A.C. 6A:14-2.3(f) and (g).
 - a. As part of the written notice, the parent shall be provided with a copy of the procedural safeguards statement published by the NJDOE.
 - b. As with any proposal to change the educational program or placement of a student with a disability, the parent may resolve a disagreement with the proposal to graduate the student by requesting mediation or a due process hearing prior to graduation.
 - c. In accordance with N.J.A.C. 6A:14-3.8(d), a reevaluation shall not be required.
 - d. When a student graduates or exceeds the age of eligibility, the student shall be provided a written summary of their academic achievement and functional performance prior to the date of the student's graduation or the conclusion of the school year in which the student exceeds the age of eligibility. The summary shall include recommendations to assist the student in meeting their postsecondary goals.



POLICY GUIDE

STUDENTS

5460/page 13 of 15
High School Graduation

4. If a student attends a school other than that of the school district of residence that is empowered to grant a diploma, the student shall have the choice of receiving the diploma of the school attended or the diploma of the school district of residence.
 - a. If the school the student is attending declines to issue a diploma to the student, the Board of the school district of residence shall issue the student a diploma if the student has satisfied all State and local graduation requirements, as specified in the student's IEP.
5. If the Board grants an elementary school diploma, a student with a disability who fulfills the requirements of their IEP shall qualify for and receive a diploma.
6. Students with disabilities who meet the standards for graduation according to N.J.A.C. 6A:14-4.11 and C. of this Policy shall have the opportunity to participate in graduation exercises and related activities on a nondiscriminatory basis.

[Optional]

D. State Seal of Biliteracy – N.J.A.C. 6A:8-5.3

1. The Board may award a State Seal of Biliteracy to any student who has met all requirements in N.J.A.C. 6A:8-5.2 and B. above and demonstrates proficiency in the following:
 - a. One or more world languages via an approved assessment pursuant to N.J.A.C. 6A:8-5.3(f) and D.6. below during the student's next to last or final year of high school; and
 - (1) Pursuant to N.J.S.A. 18A:7C-15, a foreign language other than English also shall include, but not be limited to, American Sign Language, Latin, and Native American languages.
 - b. English language arts as set forth in N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above.



POLICY GUIDE

STUDENTS
5460/page 14 of 15
High School Graduation

2. A Board that chooses to award the State Seal of Biliteracy shall incorporate the process into the developed, adopted, and implemented Policy 5460 – High School Graduation pursuant to N.J.A.C. 6A:8-5.1(a) and A.1. above, denoting participation in the voluntary program. A Board choosing to participate shall submit, in accordance with N.J.A.C. 6A:8-5.1(d) and A.3. above, a copy of Policy 5460 – High School Graduation that reflects the option for students to participate in the State Seal of Biliteracy.
3. The Board of Education [**shall pay the costs** **shall charge a fee to the student**] for related assessments and transcript insignias.
4. The Board of Education shall do the following:
 - a. Provide the NJDOE with information regarding students who qualify for the State Seal of Biliteracy pursuant to N.J.A.C. 6A:8-5.3(a) and D.1. above;
 - b. Present each student who qualifies pursuant to D.1. above with a New Jersey Department of Education-issued certificate;
 - c. Include the Commissioner of Education-developed insignia on the student's transcript; and
 - d. Maintain appropriate records to identify students who have earned the State Seal of Biliteracy.
5. The Board shall not award a State Seal of Biliteracy to any student who does not meet the criteria in N.J.A.C. 6A:8-5.3(a) and D.1. above and shall not include the Commissioner of Education-developed insignia on the student's transcript.
6. A list of New Jersey Department of Education-approved, nationally recognized assessments and the Statewide scores necessary for a student to satisfy requirements for the State Seal of Biliteracy shall be set by a resolution approved by the New Jersey State Board of Education.



POLICY GUIDE

STUDENTS
5460/page 15 of 15
High School Graduation

- a. If an approved assessment, pursuant to N.J.A.C. 6A:8-5.3(f) and D.6. above, does not exist for a particular language, the Board may administer a NJDOE-approved, locally designed proficiency-based assessment.]

N.J.S.A. 18A:7C-3; 18A:7C-5; 18A:7C-6; 18A:7C-7; 18A:7C-15; 18A:7E-3
18A:35-1; 18A:35-2; 18A:35-5; 18A:35-7; 18A:35-8

N.J.A.C. 6A:8-1.3; 6A:8-5.1 et seq.; 6A:14-1.3; 6A:14-2.3; 6A:14-3.7
6A:14-3.8; 6A:14-4.11; 6A:20-1.4

Adopted:



POLICY GUIDE

OPERATIONS

8465/page 1 of 3

Bias Hate Crimes and Bias-Related Acts

Jan 22

M

[See POLICY ALERT No. 226]

8465 BIAS HATE CRIMES AND BIAS-RELATED ACTS

The Board of Education is committed to providing a safe and healthy environment for all children in the school district. **Bias Hate** crimes and bias-related acts involving students can lead to further violence and retaliation. **Bias Hate** crimes and bias-related acts, by their nature are confrontational, inflame tensions, and promote social hostility and will not be tolerated by the school district. The School district employees will work closely with local law enforcement and the county prosecutor's office to report or eliminate the commission of **bias hate** crimes and bias-related acts.

Definitions

A "**bias hate crime**" **means** is any criminal offense where the person or persons committing the offense acted with a purpose to intimidate an individual or group of individuals because of race;; color;; **religion; gender;** disability;; ~~religion;~~ sexual orientation;; **gender identity or expression; national origin;** or ethnicity.

A "bias-related act" **means** is an act directed at a person, group of persons, private property, or public property that is motivated in whole or **in** part by racial;; gender;; disability;; religion; ~~or~~ sexual orientation;; **gender identity or expression; national origin;** or ethnic prejudice. A bias-related act need not involve conduct that constitutes a criminal offense.

All **bias hate** crimes are also bias-related acts, but not all bias-related acts will constitute a **bias hate** crime.

Required Actions

School employees shall immediately notify the Principal and the Superintendent or designee when in the ~~Whenever any school employee in the~~ course of ~~their his/her~~ employment **they** develops reason to believe that ~~(1) a bias hate crime or bias-related act has been committed or is about to be committed in accordance with N.J.A.C. 6A:16-6.3(e). on school property, or has been or is about to be committed by any student, whether on or off school property, and whether or not such offense was or is about to be committed during operating~~



POLICY GUIDE

OPERATIONS

8465/page 2 of 3

Bias Hate Crimes and Bias-Related Acts

~~school hours, or (2) a student enrolled in the school has been or is about to become the victim of a hate crime, whether committed on or off school property or during operating school hours, the school employee shall immediately notify the Building Principal and Superintendent, who in turn,~~

The Superintendent or designee shall promptly notify the _____ local pPolice dDepartment and the bBias iInvestigation oOfficer for the county prosecutor's office when a bias crime or bias-related act has been committed or is about to be committed in accordance with N.J.A.C. 6A:16-6.3(e)1.

~~The Principal and the Superintendent~~ **or designee shall immediately notify the _____ local pPolice dDepartment and the bias investigation officer for the county prosecutor's office immediately where** if there is reason to believe that a **bias hate crime or bias-related act** that involves an act of violence has been or is about to be physically committed against a student, or there is otherwise reason to believe that a life has been or will be threatened **in accordance with N.J.A.C. 6A:16-6.3(e)2.**

~~Whenever any school employee in the course of his/her employment has reason to believe that a bias-related act has been committed or is about to be committed on school property, or has been or is about to be committed by any student, whether on or off school property and whether or not such bias-related act was or is to be committed during operating school hours, the school employee should immediately notify the Building Principal and Superintendent, who in turn should promptly notify the _____ Police Department.~~

~~In deciding whether to refer the matter of a bias-related act to the _____ Police Department or the county prosecutor's office, the Building Principal and the Superintendent, should consider the nature and seriousness of the conduct and the risk that the conduct posed to the health, safety and well-being of any student, school employee or member of the general public. The Building Principal and Superintendent should also consider the possibility that the suspected bias-related act could escalate or result in some form of retaliation which might occur within or outside school property.~~



POLICY GUIDE

OPERATIONS

8465/page 3 of 3

Bias Hate Crimes and Bias-Related Acts

It is understood a referral to the _____ **local pPolice dDepartment** or county prosecutor's office **pursuant to the Memorandum of Agreement between Education and Law Enforcement Officials** is only a transmittal of information that might be pertinent to a law enforcement investigation and is not an accusation or formal charge.

Unless the _____ **local pPolice dDepartment** or the county prosecutor's office request otherwise, the school district may continue to investigate a suspected **bias hate** crime or bias-related act occurring on school **grounds property** and may take such actions as necessary and appropriate to redress and remediate any such acts.

School officials will secure and preserve any such graffiti or other evidence of a suspected **bias hate** crime or bias-related act pending the arrival of the _____ **local pPolice dDepartment** or the county prosecutor's office. The school officials, **where when** feasible, will cover or conceal such evidence until the arrival of the _____ **local pPolice dDepartment** or county prosecutor's office.

N.J.S.A. 2C:16-1

N.J.A.C. 6A:16-6.1 ~~et seq.~~; **6A:16-6.2**; 6A:16-6.3(e)

State Memorandum of Agreement approved by the Department of Law & Public Safety and the Department of Education

Adopted:



POLICY GUIDE

COMMUNITY
9560/page 1 of 4
Administration of School Surveys
Jan 22
M

[See POLICY ALERT No. 226]

9560 ADMINISTRATION OF SCHOOL SURVEYS

The Board of Education believes the administration of school surveys may be necessary and valuable to the educational program in the school district. The Board recognizes certain student information is personal and some students or parents may not want this information shared with the school district. Therefore, the Board shall ensure school surveys are administered in accordance with N.J.S.A. 18A:36-34 and 18A:36-34.1 and this Policy.

A. School Surveys, Certain, Parental Consent Required Before Administration – N.J.S.A. 18A:36-34

1. Unless the school district receives prior written informed consent from a student's parent and provides for a copy of the document to be available for viewing at convenient locations and time periods, the school district shall not administer to a student any academic or nonacademic survey, assessment, analysis, or evaluation which reveals information concerning:
 - a. Political affiliations;
 - b. Mental and psychological problems potentially embarrassing to the student or the student's family;
 - c. Sexual behavior and attitudes;
 - d. Illegal, anti-social, self-incriminating, and demeaning behavior;
 - e. Critical appraisals of other individuals with whom a respondent has a close family relationship;
 - f. Legally recognized privileged or analogous relationships, such as lawyers, physicians, and ministers;



POLICY GUIDE

COMMUNITY
9560/page 2 of 4
Administration of School Surveys

- g. Income, other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under a program; or
 - h. Social security number.
 - 2. The school district shall request prior written informed consent at least two weeks prior to the administration of the survey, assessment, analysis, or evaluation.
 - 3. A student shall not participate in any survey, assessment, analysis, or evaluation that concerns the issues listed in A.1. above and N.J.S.A. 18A:36-34.a. unless the school district has obtained prior written informed consent from the student's parent.
- B. Voluntary Survey for Students with Prior Parental Written Notification – N.J.S.A. 18A:36-34.1
 - 1. In accordance with N.J.S.A. 18A:36-34.1 and notwithstanding, N.J.S.A. 18A:36-34 and A. above, or any other law, rule, or regulation to the contrary, if the school district sends prior written notification to the parent of the student, the school district may administer an anonymous, voluntary survey, assessment, analysis, or evaluation to the student which reveals information concerning any of the following issues:
 - a. Use of alcohol, tobacco, drugs, and vaping;
 - b. Sexual behavior and attitudes;
 - c. Behaviors that may contribute to intentional or unintentional injuries or violence; or
 - d. Physical activity and nutrition-related behaviors.



POLICY GUIDE

COMMUNITY
9560/page 3 of 4
Administration of School Surveys

2. Written notification provided by the school district to the parent of the student shall be delivered to the parent by regular mail, electronic mail, or a written acknowledgement form to be delivered by the student at least two weeks prior to administration of the survey, assessment, analysis, or evaluation. Written notification shall contain, at minimum, the following information:
 - a. A description of the survey, assessment, analysis, or evaluation;
 - b. The purpose for which the survey, assessment, analysis, or evaluation is needed;
 - c. The entities and persons that will have access to the information generated by the survey, assessment, analysis, or evaluation;
 - d. Specific instruction as to when and where the survey, assessment, analysis, or evaluation will be available for parental review prior to its administration;
 - e. The method by which the parent can deny permission to administer the survey, assessment, analysis, or evaluation to the student; a form specifically providing for such denial shall be included with this notice;
 - f. The names and contact information of persons to whom questions can be directed; and
 - g. A statement advising that failure to respond indicates approval of participation in the survey, assessment, analysis, or evaluation.
3. Information obtained through a survey, assessment, analysis, or evaluation administered to a student in accordance with N.J.S.A. 18A:36-34.1 and B. above, shall be submitted to the New Jersey Department of Education and the New Jersey Department of Health. Information may be used to develop public health initiatives and prevention programs. Information shall not be used for marketing or other commercial purposes that are not related to student health.



POLICY GUIDE

COMMUNITY
9560/page 4 of 4
Administration of School Surveys

C. Violations – N.J.S.A. 18A:36-34.d.

A violation by the school district of N.J.S.A. 18A:36-34; 18A:36-34.1, and this Policy shall be subject to such monetary penalties as determined by the New Jersey Commissioner of Education.

D. Compliance with Federal Law

In addition to compliance with the provisions of N.J.S.A. 18A:36-34, 18A:36-34.1, and this Policy, the Superintendent or designee shall ensure compliance with the provisions of Policy 2415.05 – Student Surveys, Analysis, Evaluations, Examinations, Testing, or Treatment before students are required to participate in a survey, analysis, evaluation, examination, testing, or treatment funded in whole or part by a program of the United States Department of Education that concerns one or more of the areas outlined in Policy 2415.05.

N.J.S.A. 18A:36-34; 18A:36-34.1

Adopted:



REGULATION GUIDE

PROGRAM

R 2431.4/page 1 of 7

Prevention and Treatment of Sports-Related
Concussions and Head Injuries

Jan 22

M

[See **POLICY ALERT** Nos. 194, 197, and 226]

R 2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED CONCUSSIONS AND HEAD INJURIES

A concussion is a traumatic brain injury caused by a blow or motion to the head or body that disrupts the normal functioning of the brain and can cause significant and sustained neuropsychological impairments including, but not limited to, problem solving, planning, memory, and behavioral problems. Allowing a student to return to athletic competition or practice before recovering from a concussion increases the chance of a more serious brain injury. The following procedures shall be followed to implement N.J.S.A. 18A:40-41.1 et seq. and Policy 2431.4.

A. Athletic Head Injury Safety Training Program

1. The school district will adopt an athletic head injury safety training program.
2. The training program shall be completed by the school physician, any individual who coaches in an athletic competition, an athletic trainer involved in any athletic competition, and the school nurse.
3. This training program shall be in accordance with the guidance provided by the New Jersey Department of Education (NJDOE) and the requirements of N.J.S.A. 18A:40-41.2.

B. Prevention

1. The school district may require pre-season baseline testing of students before the student begins participation in athletic competition or practice. The baseline testing program shall be reviewed and approved by the school physician trained in the evaluation and management of sports-related concussions and other head injuries.



REGULATION GUIDE

PROGRAM

R 2431.4/page 2 of 7

Prevention and Treatment of Sports-Related
Concussions and Head Injuries

2. The Principal or designee will review educational information for students participating in athletic competition or practice on the prevention of concussions.
3. All school staff members, students participating in athletic competition or practice, and parents of students participating in athletic competition or practice shall be annually informed through the distribution of the NJDOE Concussion and Head Injury Fact Sheet and Parent/Guardian Acknowledgement Form and other communications from the Principal and coaches on the importance of early identification and treatment of concussions to improve recovery.

C. Signs or Symptoms of Concussion or Other Head Injury

1. Possible signs of concussions may be observed by coaches, athletic trainer, school or team physician, school nurse, or other school staff members. Possible signs of a concussion may be, but are not limited to:
 - a. Appearing dazed, stunned, or disoriented;
 - b. Forgetting plays or demonstrating short-term memory difficulty;
 - c. Exhibiting difficulties with balance or coordination;
 - d. Answering questions slowly or inaccurately; and/or
 - e. Losing consciousness.
2. Possible symptoms of concussion shall be reported by the student participating in athletic competition or practice to coaches, athletic trainer, school or team physician, school nurse, and/or parent. Possible symptoms of a concussion may be, but are not limited to:
 - a. Headache;
 - b. Nausea/vomiting;



REGULATION GUIDE

PROGRAM

R 2431.4/page 3 of 7

Prevention and Treatment of Sports-Related
Concussions and Head Injuries

- c. Balance problems or dizziness;
- d. Double vision or changes in vision;
- e. Sensitivity to light or sound/noise;
- f. Feeling sluggish or foggy;
- g. Difficulty with concentration and short-term memory;
- h. Sleep disturbance; or
- i. Irritability.

D. Medical Attention for a Student Suspected of a Concussion or Other Head Injury

1. A student who participates in athletic competition or practice and who sustains or is suspected of having sustained a concussion or other head injury while engaged in an athletic competition or practice shall be immediately removed from athletic competition or practice.
 - a. A staff member supervising the student during the athletic competition or practice shall immediately contact the school physician, athletic trainer, or school nurse to examine the student.
 - (1) The school physician, athletic trainer, or school nurse shall determine if the student has sustained or may have sustained a concussion or other head injury. The school physician, athletic trainer, or school nurse shall determine if emergency medical responders shall be called to athletic competition or practice.
 - (2) In the event the school physician, athletic trainer, or school nurse determine the student did not sustain a concussion or other head injury, the student shall not be permitted to participate in any further athletic competition or practice until written medical clearance is provided in accordance with E. below.



REGULATION GUIDE

PROGRAM

R 2431.4/page 4 of 7

Prevention and Treatment of Sports-Related Concussions and Head Injuries

2. The staff member supervising a student who has been removed from athletic competition or practice in accordance with D.1. above or another staff member shall contact the student's parent and the Principal or designee as soon as possible after the student has been removed from the athletic competition or practice.
 - a. A parent shall monitor their student for symptoms of a concussion or other head injury upon receiving such notification.

E. Medical Examination and Written Medical Clearance

1. A student who was removed from athletic competition or practice in accordance with D.1. shall not participate in further athletic competition or practice until:
 - a. The student is examined by a physician or other licensed healthcare provider trained in the evaluation and management of concussions;
 - b. The student receives written medical clearance from a physician trained in the evaluation and management of concussions to return to competition or practice; and
 - c. The student returns to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities.
2. The student's written medical clearance from a physician must indicate a medical examination has determined:
 - a. The student's injury was not a concussion or other head injury, the student is asymptomatic at rest, and the student may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities; or
 - b. The student's injury was a concussion or other head injury and the student's physician will monitor the student to determine when the student is asymptomatic at rest and



REGULATION GUIDE

PROGRAM

R 2431.4/page 5 of 7

Prevention and Treatment of Sports-Related
Concussions and Head Injuries

when the student may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities.

3. The student's written medical clearance must be reviewed and approved by the school physician.
4. The student may not begin the graduated return to athletic competition and practice protocol in F. below until the student receives a medical examination and provides the required written medical clearance.
5. A written medical clearance not in compliance with the provisions of E. will not be accepted.

F. Graduated Return to Athletic Competition and Practice Protocol

1. The return of a student to athletic competition and practice shall be in accordance with the graduated, six-step "Return to Play Progression" recommendations and any subsequent changes or updates to those recommendations as developed by the Centers for Disease Control and Prevention.

a. Back to Regular Activities (Such as School)

The student is back to their regular activities (such as school) and has the green-light from the student's physician approved by the school physician to begin the return to play process. A student's return to regular activities involves a stepwise process. It starts with a few days of rest (two-three days) and is followed by light activity (such as short walks) and moderate activity (such as riding a stationary bike) that do not worsen symptoms.

b. Light Aerobic Activity

Begin with light aerobic exercise only to increase the student's heart rate. This means about five to ten minutes on an exercise bike, walking, or light jogging. No weight lifting at this point.



REGULATION GUIDE

PROGRAM

R 2431.4/page 6 of 7

Prevention and Treatment of Sports-Related
Concussions and Head Injuries

c. Moderate Activity

Continue with activities to increase the student's heart rate with body or head movement. This includes moderate jogging, brief running, moderate-intensity stationary biking, and/or moderate-intensity weightlifting (less time and/or less weight from their typical routine).

d. Heavy, Non-Contact Activity

Add heavy non-contact physical activity, such as sprinting/running, high-intensity stationary biking, regular weightlifting routine, and/or non-contact sport-specific drills (in three planes of movement).

e. Practice and Full Contact

The student may return to practice and full contact (if appropriate for the athletic competition) in controlled practice.

f. Athletic Competition

The student may return to athletic competition or practice.

2. It is important for a student's parent(s) and coach(es) to watch for concussion symptoms after each day's "Return to Play Progression" activity. A student should only move to the next step if they do not have any new symptoms at the current step.
3. If a student's symptoms return or if they develop new symptoms, this is a sign that a student is pushing too hard. The student should stop these activities and the student's health care provider should be contacted. After more rest and no concussion symptoms, a student can start at the previous step if approved by the student's healthcare provider and provides written medical clearance to the school physician.



REGULATION GUIDE

PROGRAM

R 2431.4/page 7 of 7

Prevention and Treatment of Sports-Related
Concussions and Head Injuries

G. Temporary Accommodations for Student's Participating in Athletic Competition with Sports-Related Head Injuries

1. The concussed brain is affected in many functional aspects as a result of the injury. Memory, attention span, concentration, and speed of processing significantly impact learning. Further, exposing the concussed student to the stimulating school environment may delay the resolution of symptoms needed for recovery. Accordingly, consideration of the cognitive effects in returning to the classroom is also an important part of the treatment of sports-related concussions and head injuries.
2. To recover, cognitive rest is just as important as physical rest. Reading, studying, computer usage, testing, texting, and watching movies if a student is sensitive to light/sound can slow a student's recovery. The Principal or designee may look to address the student's cognitive needs as described below. Students who return to school after a concussion may need to:
 - a. Take rest breaks as needed;
 - b. Spend fewer hours at school;
 - c. Be given more time to take tests or complete assignments (all courses should be considered);
 - d. Receive help with schoolwork;
 - e. Reduce time spent on the computer, reading, and writing; and/or
 - f. Be granted early dismissal from class to avoid crowded hallways.

Adopted:



REGULATION GUIDE

PROGRAM

R 2460.30/page 1 of 4

Additional/Compensatory Special Education
and Related Services

Jan 22

M

[See **POLICY ALERT No. 226**]

R 2460.30 ADDITIONAL/COMPENSATORY SPECIAL EDUCATION AND RELATED SERVICES

The Board of Education shall provide additional or compensatory special education and related services to students with disabilities beyond the age of twenty-one pursuant to N.J.S.A. 18A:46-6.3.

As used in N.J.A.C. 18A:46-6.3(h) and this Regulation, “parent” means the natural or adoptive parent, the legal guardian, resource family parent when willing to so serve, a surrogate parent, or a person acting in the place of a parent, such as a grandparent or stepparent with whom the student lives, or a person legally responsible for the student’s welfare. “Parent” shall also include an adult student who has attained the age of eighteen, who is not under legal guardianship, and who is entitled to receive special education and related services.

A. Additional Special Education and Related Services

1. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:
 - a. In the 2021-2022 school year, provide special education and related services contained in an Individualized Education Program (IEP) to a student with disabilities who attains the age of twenty-one during the 2020-2021 school year, provided the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2021-2022 school year.



REGULATION GUIDE

PROGRAM

R 2460.30/page 2 of 4

Additional/Compensatory Special Education
and Related Services

- (1) A student receiving special education and related services pursuant to N.J.S.A. 18A:46-6.3.a. and A.1. shall not be eligible to receive such education and services beyond June 30, 2022, unless otherwise provided in a student's IEP or as ordered by a hearing officer, complaint investigation, or court of competent jurisdiction.
2. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:
 - a. In the 2022-2023 school year, provide special education and related services contained in an IEP to a student with disabilities who attains the age of twenty-one during the 2021-2022 school year, provided the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2022-2023 school year.
 - (1) A student receiving special education and related services pursuant to N.J.S.A. 18A:46-6.3.b. and A.2. shall not be eligible to receive such education and services beyond June 30, 2023, unless otherwise provided in a student's IEP or as ordered by a hearing officer, complaint investigation, or court of competent jurisdiction.
3. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:



REGULATION GUIDE

PROGRAM

R 2460.30/page 3 of 4

Additional/Compensatory Special Education
and Related Services

- a. In the 2023-2024 school year, provide special education and related services contained in an IEP to a student with disabilities who attains the age of twenty-one during the 2022-2023 school year, provided that the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2023-2024 school year.

- (1) A student receiving special education and related services pursuant to N.J.S.A. 18A:46-6.3.c. and A.3. shall not be eligible to receive such education and services beyond June 30, 2024, unless otherwise provided in a student's IEP or as ordered by a hearing officer, complaint investigation, or court of competent jurisdiction.

B. Rights, Privileges, and Remedies

1. A student receiving special education and related services, including transition services, pursuant to N.J.S.A. 18A:46-6.3 and this Regulation shall be afforded the same rights, privileges, and remedies provided to students with disabilities pursuant to State law, New Jersey State Board of Education regulations concerning special education, and the Federal "Individuals with Disabilities Education Act," (IDEA) 20 USC §1400 et seq.
2. Any disputes that arise with respect to the provision or nature of services provided to a student with disabilities in the additional year as provided in accordance with N.J.S.A. 18A:46-6.3.a., b. and c., and A. above may be addressed as determined by the parent of the student with disabilities, by either:
 - a. Mediation;
 - b. A written request for a complaint investigation submitted to the Director of the Office of Special Education Policy and Dispute Resolution in the New Jersey Department of Education; or



REGULATION GUIDE

PROGRAM

R 2460.30/page 4 of 4

Additional/Compensatory Special Education
and Related Services

- c. A special education due process hearing pursuant to IDEA, N.J.S.A. 18A:46, or administrative code.

C. Funding

1. The special education and related services, including transition services, provided to students with disabilities pursuant to the provisions of N.J.S.A. 18A:46-6.3 and this Regulation, to the extent permitted by Federal law, be paid for from the monies received by the State or a school district under the Federal "Coronavirus Aid, Relief, and Economic Security (CARES) Act," Pub.L.116-136, the Federal "Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act, 2021," Pub.L.116-260, the Federal "American Rescue Plan (ARP) Act," Pub.L.117-2, or any other Federal funding provided to address the impact of the coronavirus pandemic on elementary and secondary schools as it becomes available.
2. To the extent the Federal funds described in N.J.S.A. 18A:46-6.3.e.(1) and C.1. above do not cover the costs borne by the school district to provide the special education and related services, including transition services, to students with disabilities pursuant to the provisions of N.J.S.A. 18A:46-6.3 and this Regulation, the State of New Jersey shall appropriate funds as necessary from the Property Tax Relief Fund to reimburse the school district for these costs.
3. The special education and related services funded pursuant to the provisions of N.J.S.A. 18A:46-6.3.e. may include, but are not limited to, the additional staff, programs, and facilities deemed necessary by the school district to provide the special education and related services, including transition services, required under N.J.S.A. 18A:46-6.

Adopted:



REGULATION GUIDE

PROGRAM
R 2622/page 1 of 5
Student Assessment
Jan 22
M

[See POLICY ALERT No. 226]

R 2622 STUDENT ASSESSMENT

A. Statewide Assessment System – N.J.A.C. 6A:8-4.1

1. The school district shall, according to a schedule prescribed by the Commissioner of Education, administer the applicable Statewide assessments, including the following major components: the elementary assessment component for grades three through five; the middle school assessment component for grades six through eight; the high school assessment component; and the alternative State assessment for students with disabilities; and provide notification to each student entering grades three through twelve of the Statewide assessment schedule.
2. Pursuant to N.J.A.C. 6A:8-4.1(c), all students at grade levels three through twelve, and at any other grade(s) designated by the Commissioner of Education pursuant to N.J.A.C. 6A:8-4.1(a), shall take all appropriate Statewide assessments as scheduled.
 - a. The school district shall provide all appropriate accommodations or modifications to the Statewide assessment system as specified by the New Jersey Department of Education (NJDOE) for English language learners (ELLs) and students with disabilities as defined in N.J.A.C. 6A:14-1.3 or eligible under Section 504 of the Rehabilitation Act as specified in a student's Individualized Education Program (IEP) or 504 plan in accordance with N.J.A.C. 6A:8-4.1(d)1.
 - (1) The school district may administer the Statewide assessments in mathematics to ELLs in their native language, when available, and/or English.



REGULATION GUIDE

PROGRAM
R 2622/page 2 of 5
Student Assessment

- (2) The school district shall have the option for a first-year ELL of substituting a NJDOE-approved language proficiency test only for the English language arts component of the Statewide assessment, when the student has entered the United States after June 1 of the calendar year prior to the test administration.
 - b. The school district shall ensure students with disabilities as defined in N.J.A.C. 6A:14-1.3 participate in Statewide assessments in accordance with N.J.A.C. 6A:14-4.10.
 - c. At specific times prescribed by the Commissioner of Education, the school district shall administer the alternative State assessment for students with disabilities to students with severe disabilities who cannot participate in other assessments due to the severity of their disabilities in accordance with N.J.A.C. 6A:8-4.1(d)3.
 - d. The school district shall implement alternative ways for students to demonstrate graduation proficiency in accordance with N.J.A.C. 6A:8-5.1(a)6, (f), (g), (h), or (i), as applicable.
3. Test Administration Procedures and Security Measures
- a. The school district shall be responsible for ensuring the security of all components of the Statewide assessment system that are administered within the school district.
 - b. All Statewide assessments shall be administered in accordance with the NJDOE's required test administration procedures and security measures.
 - c. Any breach of such procedures or measures shall be immediately reported to the Superintendent or designee.



REGULATION GUIDE

PROGRAM
R 2622/page 3 of 5
Student Assessment

B. Documentation of Student Achievement – N.J.A.C. 6A:8-4.2

1. After each test administration, the NJDOE shall provide the Superintendent the following:
 - a. Rosters of student performance in each content area;
 - b. Individual student reports; and
 - c. School and school district summary data, including school and school district means, numbers tested, and percent achieving at each performance level.
 - (1) The school district summary data shall be aggregated and disaggregated, and school summary data shall be disaggregated, for students with disabilities as defined in N.J.A.C. 6A:14-1.3 and for ELLs.
2. The school district shall transmit within ten business days any official records, including transcripts, of students who transfer to other school districts or institutions.
3. The school district shall maintain an accurate record of each student's performance on Statewide assessments.
4. The school district shall maintain for every student a ninth grade through graduation transcript that contains the following, as available:
 - a. Results of all applicable State assessments, including assessments that satisfy graduation requirements set forth at N.J.A.C. 6A:8-5.1(a)6;
 - b. Results of any English language proficiency assessments according to N.J.A.C. 6A:8-5.1(h);
 - c. Evidence of instructional experience and performance in the New Jersey Student Learning Standards (NJSLS);
 - d. Evidence of technological literacy;



REGULATION GUIDE

PROGRAM
R 2622/page 4 of 5
Student Assessment

- e. Evidence of career education instructional experiences and career development activities;
- f. Evidence of State-issued occupational licenses and credentials, industry-recognized occupational credentials, and/or technical skill assessments for students enrolled in NJDOE-approved career and technical education programs pursuant to N.J.A.C. 6A:19-3.2; and
- g. Any other information deemed appropriate by the school district.

C. Accountability – N.J.A.C. 6A:8-4.3

- 1. The Superintendent shall report final results of annual assessments to the Board and members of the public at a public meeting within sixty days of receipt of the information from the NJDOE.
- 2. The Superintendent shall provide educators, parents, and students with results of annual assessments as required under N.J.A.C. 6A:8-4.2(a) and B.1. above, within thirty days of receipt of information from the NJDOE.
- 3. The school district shall provide appropriate instruction to improve skills and knowledge for students performing below the established levels of student proficiency in any content area either on the Statewide or local assessments.
- 4. All students shall be expected to demonstrate the knowledge and skills of the NJSLS as measured by the Statewide assessment system.

D. Annual Review and Evaluation of School Districts – N.J.A.C. 6A:8-4.4

- 1. The NJDOE shall review the performance of schools and school districts by using a percent of students performing at the proficient level as one measure of annual measurable objective (AMO) and incorporating a progress criterion indicative of systemic reform.



REGULATION GUIDE

PROGRAM
R 2622/page 5 of 5
Student Assessment

- a. The review shall include the performance of all students, including students with disabilities as defined by N.J.A.C. 6A:14-1.3, students from major racial and ethnic groups, economically disadvantaged students, and ELLs.
- b. The review shall take place at each grade level in which Statewide assessments are administered, using the AMO targets.

E. Public Reporting – N.J.A.C. 6A:8-4.5

1. In accordance with the requirements of N.J.A.C. 6A:8-4.5, the NJDOE shall report annually to the New Jersey State Board of Education and the public on the progress of all students and student subgroups in meeting the NJSLs as measured by the Statewide assessment system by publishing and distributing the NJDOE's annual New Jersey School Report Card in accordance with N.J.S.A. 18A:7E-2 through 5.
2. After each test administration, the NJDOE shall report to the Board on the performance of all students and of student subgroups.

F. Parental Notification

Parents shall be informed of the school district assessment system and of any special tests that are to be administered to their children.

Adopted:



REGULATION GUIDE

OPERATIONS

R 8465/page 1 of 5

Bias Hate Crimes and Bias-Related Acts

Jan 22

M

[See **POLICY ALERT No. 226**]

R 8465 **BIAS HATE CRIMES AND BIAS-RELATED ACTS**

A. Definitions

1. A **bias hate crime means** is any criminal offense where the person or persons committing the offense acted with a purpose to intimidate an individual or group of individuals because of race;; color;; **religion**; gender;; disability;; ~~religion~~; sexual orientation;; **gender identity or expression**; **national origin**; or ethnicity.
2. A bias-related act **means** is an act directed at a person, group of persons, private property, or public property that is motivated in whole or in part by racial;; gender;; disability;; religion;; sexual orientation;; **gender identity or expression**; **national origin**; or ethnic prejudice. A bias-related act need not involve **conduct** an act that constitutes a criminal offense.
3. All **bias hate crimes** are also bias-related acts, but not all bias-related acts will constitute a **bias hate crime**.

B. Procedure For Reporting **Bias Hate Crimes and Bias-Related Acts**

1. A school employee **shall immediately** ~~will~~ notify the Building Principal **and the Superintendent or designee when** ~~whenver~~ the school employee, in the course of **their** ~~his/her~~ employment, **they** ~~they~~ develops reason to believe that:
 - a. A **bias hate crime or a bias-related act** has been committed or is about to be committed on school **grounds property**; ~~or~~
 - b. A **bias hate crime or a bias-related act** has been or is about to be committed by any student, ~~whether~~ on or off school **grounds, property** and whether ~~or not~~ such offense was or is about to be committed during operating school hours; or
 - c. ~~That~~ A student enrolled in the school has been or is about to become the victim of a **bias hate crime or bias-related act**, ~~whether committed on or off school grounds, property~~ or during **operating** school hours.



REGULATION GUIDE

OPERATIONS

R 8465/page 2 of 5

Bias Hate Crimes and Bias-Related Acts

2. The ~~Superintendent or designee Building Principal~~ shall promptly will notify the Superintendent, the _____ local pPolice dDepartment and the bBias iInvestigation oOfficer for the county prosecutor's office **when a bias crime or bias-related act has been committed or is about to be committed on school grounds, or has been or is about to be committed by a student on or off school grounds, and whether such offense was or is to be committed during operating school hours, or a student enrolled in the school has been or is about to become the victim of a bias crime or bias-related act on or off school grounds, or during operating school hours.**
3. The ~~Principal and the Superintendent or designee~~ shall immediately notify the _____ local pPolice dDepartment and the **bias investigation officer for the county prosecutor's office immediately where** if there is reason to believe that a **bias hate crime or bias-related act** that involves an act of violence has been or is about to be physically committed against a student, or there is otherwise reason to believe that a life has been or will be threatened.

C. ~~Procedure For Reporting Bias Incidents~~

1. ~~A school employee should immediately notify the Building Principal whenever the school employee, in the course of his/her employment, develops reason to believe that:~~
 - a. ~~A bias-related act has been committed or is about to be committed on school property; or~~
 - b. ~~A bias-related act has been or is about to be committed by any student, whether on or off school property and whether or not such bias-related act was or is to be committed during school hours.~~
2. ~~The Building Principal will notify the Superintendent and the _____ Police Department.~~



REGULATION GUIDE

OPERATIONS

R 8465/page 3 of 5

Bias Hate Crimes and Bias-Related Acts

3. ~~In deciding whether to refer the matter of a bias-related act to the _____ Police Department or the county prosecutor's office, the Building Principal and the Superintendent, should consider:~~
 - a. ~~The nature and seriousness of the conduct; and~~
 - b. ~~The risk that the conduct posed to the health, safety and well-being of any student, school employee or member of the general public.~~
4. ~~The Building Principal will consult with the Superintendent and should consider:~~
 - a. ~~That the police department or the county prosecutor's office may possess, or have access to, other information that could put the suspected bias-related act in proper context, which could shed light on the motivation for the act or some other unsolved hate crime; and~~
 - b. ~~The possibility that the suspected incident could escalate or result in some form of retaliation that might occur within or outside school property.~~

CD. Nature of Referral

1. The mandatory referral for suspected or committed **bias hate crimes** and the ~~presumptive referral for suspected or committed bias-related acts as described in N.J.A.C. 6A:16-6.3(e) and this the Regulation~~ is only a request to the law enforcement agencies to conduct an investigation and is nothing more than the transmittal of information which may be pertinent to any such law enforcement investigation.
2. ~~Any referral in accordance with this regulation is not an accusation or formal charge.~~
3. ~~Any referral pursuant to this regulation is predicated on the basis of reasonable suspicion, which is less than probable cause, less than the proof sufficient to sustain an adjudication of delinquency or a finding of guilt in a court of law and less than the proof sufficient to justify the imposition of school discipline.~~



REGULATION GUIDE

OPERATIONS

R 8465/page 4 of 5

Bias Hate Crimes and Bias-Related Acts

4. ~~All doubts by school officials should be resolved in favor of referring a matter to the _____ Police Department or the county prosecutor's office.~~

DE. Concurrent Jurisdiction

1. Unless the _____ **local pPolice dDepartment** or the county prosecutor's office request otherwise, ~~the school officials distriet~~ may continue to investigate a suspected **bias hate** crime or bias-related act occurring on school **grounds property** and may take such actions as necessary and appropriate to redress and remediate any such acts.
2. The **Sschool** officials will **immediately** discontinue **any ongoing school the in-school** investigation if the _____ **local pPolice dDepartment** or the county prosecutor's office believe the school investigation could jeopardize an on-going law enforcement investigation or otherwise endanger the public safety.
 - a. **Upon notice provided in D.2. above, school officials will take no further action without providing notice to and receiving the assent of the local police department or the county prosecutor's office.**

EF. Preservation of Evidence

1. School officials will secure and preserve any such graffiti or other evidence of a suspected **bias hate** crime or bias-related act pending the arrival of the _____ **local pPolice dDepartment** or the county prosecutor's office.
2. The school officials, when feasible, will cover or conceal such evidence until the arrival of the _____ **local pPolice dDepartment** or county prosecutor's office in a manner designed to minimize the harm and continued exposure to students by such evidence, ~~but that will not permanently damage or destroy such evidence or otherwise limit its utility in an ongoing investigation or prosecution.~~



REGULATION GUIDE

OPERATIONS

R 8465/page 5 of 5

Bias Hate Crimes and Bias-Related Acts

3. The _____ Police Department and/or the county prosecutor's office will photograph or otherwise document the location and content of any such graffiti or other bias-based evidence as soon as possible, so that the graffiti or other evidence may be removed or eliminated at the school district's earliest opportunity.

Issued:



Training Level Changes
Retroactive to January 1, 2023

First	Last	School	Position	<u>From</u>			<u>To</u>		
				Guide	Step	Salary	Guide	Step	Salary
Alison	Bielinski	WOHS	OT	MA+15	17	\$111,231.00	MA+30	17	\$116,590.00
Caitlin	Carlson	Washington	Art	BA+30	10	\$69,024.00	MA	10	\$70,118.00
Francesco	Composto	Redwood	Music	MA	10	\$70,118.00	MA+15	10	\$74,642.00
Sebastian	DePinho*	Kelly	PE/Health	MA+30	17	\$123,811.00	MA+45	17	\$125,432.00
Keli	Eason	Gregory	Special Ed	MA	5	\$67,560.00	MA+15	5	\$71,919.00
Lainie	Epitropakis	St. Clous	Special Ed	MA	16	\$88,225.00	MA+15	16	\$93,110.00
Gina	Graziosa	WOHS	PE/Health	BA+30	11	\$69,362.00	MA	11	\$70,461.00
Jun	Lewin	Edison	Mandarin	MA+30	9	\$79,119.00	MA+45	9	\$80,926.00
Ursula	McGee*	Hazel	Grade 5	MA+15	17	\$116,843.00	MA+30	17	\$122,202.00
Diane	Phelan*	Kelly	Special Ed	MA+30	17	\$122,202.00	MA+45	17	\$123,823.00
Alyssa	Rogers	Redwood	Special Ed	BA+30	4	\$65,926.00	MA	4	\$66,972.00
Maitry	Sewnath	WOHS	SAC	MA+30	10	\$79,895.00	MA+45	10	\$81,719.00
Carolyn	Slomkowski	St. Cloud	Grade 1	BA+15	12	\$67,429.00	BA+30	12	\$70,096.00
Alex	Walton	Mt. Pleasant	Music	BA	4	\$62,718.00	BA+15	4	\$63,418.00

*includes longevity

**EMPLOYMENT AGREEMENT
BETWEEN
WEST ORANGE BOARD OF EDUCATION
AND
HAYDEN MOORE**

This Employment Agreement (“Agreement”) is made this _____ day of _____, 2023 between the West Orange Board of Education, which has its offices located at 179 Eagle Rock Avenue, West Orange, New Jersey 07052 (hereinafter referred to as the “Board”) and Hayden Moore, (hereinafter referred to as the “Superintendent” or “Mr. Moore”).

WHEREAS, the Board is desirous of appointing Mr. Moore to perform the duties of Superintendent of Schools; and

WHEREAS, Mr. Moore is desirous of accepting the Board’s appointment to the position of Superintendent of Schools; and

WHEREAS, the parties are desirous of entering into an agreement which sets forth the terms and conditions of the appointment; and

WHEREAS, the Executive County Superintendent has reviewed and approved, according to standards adopted by the Commissioner of Education, this Employment Agreement pursuant to N.J.S.A. 18A:7-8(j).

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

1. TERM

The Board hereby employs Mr. Moore and Mr. Moore hereby accepts the appointment as Superintendent of Schools for the period beginning July 1, 2023 through and

ending June 30, 2028, subject to the non-renewal, termination, and revocation provisions contained herein.

2. SALARY

A. For the 2023-2024 school year, the Board shall pay Mr. Moore an annual salary of \$225,000.00 (which includes the \$5,000.00 high school salary increment and his current longevity payment). Each July 1st thereafter during the term of this Agreement, the Board shall increase the base salary by an additional two percent (2%) each school year.

Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight July 1, 2028 (after the final day of this Agreement) unless the parties have agreed to a contract extension and that extension has been approved by the Essex County Executive County Superintendent. Any renewal, extension, or modification of this Agreement shall comply with the notice provisions of *P.L.2007, c. 53, The School District Accountability Act* and *N.J.A.C. 6A:23A-3.1, et seq.*

B. No Reduction in Salary/Compensation. During the term of this Employment Agreement, including any extension hereof, the Superintendent shall not be reduced in compensation and/or benefits except as otherwise provided by law.

C. Statutory Annuity Salary Reduction Program. The Superintendent shall have the right at any time during his employment, to take a reduction in salary and require the Board to use an amount corresponding to such reduction to purchase a tax sheltered annuity and/or mutual fund investment in accordance with *N.J.S.A. 18A:66-127, et seq.* and applicable tax laws, including Sections 403(b) and 457(b) of the Federal Internal Revenue Code. The maximum amount of reduction in salary authorized shall be the maximum tax deferral amount permitted by the Federal Internal Revenue Code.

3. VACATION/PERSONAL/SICK LEAVE

A. Vacation Leave. The Superintendent shall be entitled to an annual vacation of twenty-two (22) working days per year. All of the vacation days shall be available for the Superintendent's use on July 1st of each year of the Agreement. The Superintendent is encouraged to use at least two weeks of vacation during periods when school is not in session.

The Superintendent shall take his vacation time after giving the Board President reasonable notice. School vacations do not constitute time off for the Superintendent, unless he uses his vacation leave time or the district offices are closed. The Superintendent may take vacation days during the school year, upon notice to the Board President. The Superintendent is expected to attend to the business of the district as required for the smooth and efficient operation of the school district. The Superintendent shall document the use of accrued vacation days with the Board Secretary.

The Board encourages the Superintendent to take his full vacation allotment each year. Unused vacation days will only carry over to the subsequent contract year; thereafter, if unused, they will be forfeited.

Upon separation from employment, the Superintendent shall be paid for his unused, accumulated vacation days. The per diem rate for unused vacation days shall be calculated as 1/260th of the Superintendent's final annual salary. The Board shall make any such payment within thirty (30) days after the Superintendent's last day of employment. If the Superintendent dies, the value of his unused, prorated vacation days will be paid to his estate.

B. Sick Leave. The Superintendent shall receive twelve (12) sick days annually. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. In accordance with *N.J.S.A. 18A:30-3.6*, upon the Superintendent's retirement, the Board shall pay him the dollar value of the Superintendent's remaining, earned unused sick days at the per diem

value of 1/260th of his final annual salary subject to a maximum payment of \$15,000.00. Payment shall be made by the Board within thirty (30) days of the Superintendent's last day of employment.

C. Personal Leave. The Superintendent shall be entitled to three (3) personal days per school year, to attend to personal business during the school day, with full pay during the work year. Personal days may be taken during the school year with the prior permission of the Board President. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be reflected on time-off slips filed with the Board Secretary. Personal days are non-cumulative and non-reimbursable.

4. BEREAVEMENT LEAVE

A. The Superintendent shall be entitled to a leave of absence without loss of pay following a death in the immediate family (e.g., spouse, son, daughter, father, grandparent, mother, sister, brother, mother-in-law, father-in-law, daughter-in-law, and/or son-in-law). It shall be granted for five (5) consecutive calendar days, following the date of death.

B. The Superintendent shall be entitled to one (1) days' leave of absence without loss of pay following the death of a relative outside the immediate family occurs.

5. HOLIDAYS

The Superintendent shall be entitled to all holidays in accordance with the Central Office Administrative Calendar approved by annually by the Board.

6. PROFESSIONAL CERTIFICATION

Mr. Moore shall hold a valid New Jersey Administrator's Certificate or Eligibility to act as a Superintendent in the State of New Jersey.

7. DUTIES

Mr. Moore agrees to give his best professional services and faithfully perform the duties of Superintendent of Schools which are assigned by the Board and prescribed by Federal and State Law, the regulations of the State Board of Education and other agencies, and the by-laws, policies and regulations of the Board.

Mr. Moore agrees to devote his full time, skills, labor, and attention to this employment during the term of this Agreement. However, he may serve as a consultant to other districts or educational agencies, lecture, engage in writing activities and speaking engagements provided that same are of a short-term duration as described herein based on his discretion and with prior notice to the Board President. Should the Superintendent 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. The Superintendent shall notify the Board President 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 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.

8. MEDICAL AND OTHER BENEFITS

A. Mr. Moore shall be entitled to medical, eye/vision, dental insurance, pension, and other benefits as are provided to other administrators in the District.

B. Pursuant to applicable law and regulation, the employee shall contribute an amount toward payment of premiums at the Tier IV rates set forth in P.L. 2011, Ch. 78 set forth in *N.J.S.A. 18A:16-17.1*. Said premium contributions shall be made via payroll deduction.

C. Tuition Reimbursement. In accordance with *N.J.S.A. 18A:6-8.5*, the Board shall reimburse the Superintendent for tuition costs incurred for graduate level courses at an accredited institution of higher education that are part of a formal program of studies leading to the awarding of a Doctoral Degree in an area and/or discipline judged to be of benefit to the Board. The Superintendent shall be entitled to reimbursement for tuition costs up to a maximum \$5,000. The Superintendent shall seek Board approval prior to enrolling in any graduate course of study.

D. Professional Liability. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and/or employee of the Board, provided the incident, which is the subject of any such demand, claim, suit, action or legal proceeding, arose while the Superintendent was acting within the scope of his employment. The Board further agrees to cover the Superintendent under the Board's liability insurance policies.

E. Computer/iPad. The Board shall supply the Superintendent with the use of a new laptop computer/iPad (with Internet access) which is the property of the Board and shall be returned to the District at the end of the Superintendent's employment with the District. The Board shall be responsible for all maintenance and software updates associated with the laptop computer. The laptop computer/iPad shall be replaced as necessary.

F. Cellular Phone. The Board shall supply the Superintendent with the use of a cellular phone which is the property of the Board and shall be returned to the District at the end

of the Superintendent's employment with the District. The Board shall be responsible for all costs associated with its maintenance. Incidental personal use of the device by the Superintendent shall be permitted.

G. Mileage Reimbursement. The Superintendent shall be paid an allowance of \$200 per month as reimbursement for use of his vehicle in performance of his duties. There will be no additional reimbursement of mileage allowance paid, except for travel outside of New Jersey.

9. REIMBURSEMENT FOR EXPENDITURES

Mr. Moore shall be entitled to reimbursement for expenditures in connection with his responsibilities as Superintendent of Schools, including fees, mileage and meals for attendance at seminars and workshops sponsored by New Jersey School Boards Association (NJSBA), New Jersey Association of School Administrators (NJASA), Essex County Association of School Administrators (ECASA), and the Essex County Superintendents of Schools upon prior approval by the Board and submission of receipts and certified purchase orders to the Board. Mr. Moore shall be reimbursed monthly in accordance with the Board's regular monthly bill list. Reimbursement or payment for such expenses shall be made in accordance with Board policies, N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-67.1 et seq. and the State's regulations regarding travel covered under Circular Letter 08-13-OMB, and any subsequent circular letters which may be issued by the State Office of Management and Budget.

10. PROFESSIONAL DEVELOPMENT

A. The Superintendent shall represent the Board at up to two (2) national conferences (e.g. AP National Conference, ASCD Conference, AASA National Conference) per school year that the Board and the Superintendent agree would be beneficial to the Superintendent's work in the district, and for which the Board provides prior, written approval. In addition, each school

year the Superintendent shall be permitted to attend the NJASA Spring Conference, NJSBA Fall Workshop and Techspo. The Board shall grant the Superintendent professional release time to attend said conferences and workshops. All costs of attendance, including travel expenses, mileage calculated at the then-current New Jersey State mileage reimbursement rate, food, lodging, and registration fees shall be previously approved and paid (and/or reimbursed) by the Board in accordance with all applicable State laws and administrative regulations, as well as any Board policy and/or regulations governing same.

B. The Board shall reimburse the Superintendent for all expenses related to the NJDOE certification and mentorship programs in an amount not to exceed \$2,500. In addition to the professional development opportunities contained herein, the Board shall permit the Superintendent to attend the NJASA New Superintendents Academy/Leadership Academy and grant him professional release time to attend same. The Board shall pay for the Superintendent's fees for registration and participation in said activities

C. Professional Memberships: The Superintendent shall be entitled to membership, at the Board's expense, for professional dues in the following professional associations: NJASA, AASA, NJPSA, and the Essex County Administrators Association and/or other organizations deemed important by the Superintendent and the Board.

11. EVENING MEETINGS

Mr. Moore shall attend evening meetings as necessary, including, but not limited to, Board meetings and Committee meetings, and such other evening meetings when requested by the Board.

12. ANNUAL EVALUATION AND DISTRICT GOALS

The Board shall evaluate the performance of the Superintendent at least once a year on or before June 30th in accordance with statutes, regulations and Board policy relating to Superintendent Evaluations. Each annual evaluation shall be in writing and shall represent a majority of the Board. A copy of the evaluation shall be provided to the Superintendent, and the Superintendent and the Board shall meet to discuss the findings. The Board may meet in closed session to discuss the evaluation and the Superintendent's performance where a Rice Notice has been served upon the Superintendent, giving notice that the Superintendent's employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the district, which shall include encouragement of student achievement, the responsibilities of the Superintendent as set forth in the job description for the position of Superintendent, and such other criteria as the State Board of Education shall by regulation prescribe.

In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it 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 Board deems performance to be unsatisfactory. The Superintendent shall have the right to respond in writing to the evaluation; this response shall become a permanent attachment to the evaluation in question. On or before June 1st of each year of this Employment Agreement, the Superintendent and the Board shall meet to review the evaluation format and to mutually determine the evaluation format to be used in the subsequent

school year. The Superintendent shall be entitled to copies of any back-up materials utilized in the process.

The final draft of the annual evaluation shall be adopted by the Board by June 30th of each year of this Agreement. The Superintendent shall propose a schedule for evaluation for the next year to the Board President.

Within sixty (60) days of the execution of this Employment Agreement, the parties shall meet to establish the district's goals and objectives for the 2023-24 school year. Said goals and objectives shall be reduced to writing and shall be among the criteria by which the Superintendent is evaluated, as hereinafter provided. On, or prior to, September 1st of each succeeding school year, the parties will meet to establish the district's goals and objectives for the next succeeding school year, in the same manner and with the same effect as heretofore described.

The parties also agree that the Board shall not hold any discussions regarding the Superintendent's employment, unless the Superintendent is given written notice at least 48 hours in advance, is given the opportunity to address the Board in closed session, and is permitted to have a representative of his choosing speak on his behalf. In addition, the Board shall not hold any discussions with regard to the Superintendent's performance, or that may adversely affect the Superintendent's employment, in public session, unless the Superintendent requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

13. TERMINATION OF EMPLOYMENT AGREEMENT

A. This Agreement shall terminate under any one of the following circumstances:

- (1) Failure to possess/obtain proper certification;

(2) Revocation or suspension of the Superintendent's certificate, in which case this Agreement 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 Board to the Superintendent, by February 1, 2028 of the Board's intent not to renew this Agreement; or

(6) Material misrepresentation of employment history, educational and professional credentials, and criminal background, subject to *N.J.S.A. 18A:6-10, et seq.*

B. In the event the Superintendent is arrested and charged with a criminal offense, which could result in forfeiture under *N.J.S.A. 2C:51-2* or *N.J.S.A. 18A:6-7.1*, the Board reserves the right to suspend him pending resolution of the criminal charges. Such suspensions shall be with pay prior to indictment, and may be with or without pay, at the Board's discretion, subsequent to indictment, unless the Board certifies contractual tenure charges.

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

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

E. The Superintendent shall not be dismissed or reduced in compensation during the term of this Agreement, except as authorized by this Employment Agreement and *N.J.S.A. 18A:17-20.2*, provided, however, that the Board shall have the authority to relieve the Superintendent of the performance of his duties in accordance with *N.J.S.A. 18A:27-9*, so long as it continues to pay his salary and benefits for the duration of the term. The parties understand

that any early termination must comply with the provisions of P.L. 2007, c. 53, The School District Accountability Act.

F. It is understood that the Superintendent may make a good faith effort to find employment elsewhere as soon as possible and prior to the expiration date of the within Contract or return to his principal or assistant superintendent position.

G. Mr. Moore will be provided with the opportunity to return to his high school principal position at one of the district high schools full-time for any of the reasons listed below or as prescribed by New Jersey Tenure and Seniority laws: (i) the Board non-renews this Employment Agreement in accordance with Renewal-Nonrenewal Section below and/or otherwise fails to offer Mr. Moore a successor agreement; (ii) Mr. Moore does not agree to a successor agreement; (iii) the Executive County Superintendent does not approve a successor agreement containing a financial compensation package that is equal to or better than that contained in this Agreement; (iv) any part of this Agreement is found to be invalid by the Commissioner, the Executive County Superintendent, or a court of law; or (v) a mutual agreement between the Board and Mr. Moore.

In the event Mr. Moore returns to his principal position, he will return with all the benefits and perquisites of other existing administration association members. His salary upon return will be equal to the salary he would have received had he continued in that role in accordance with the applicable collective negotiations agreement and the terms contained therein.

In the event the parties agree to terminate this Contract prior to its expiration date and Mr. Moore does not return to his principal position, in accordance with *N.J.S.A. 18A:17-20.2a* and *N.J.A.C. 6A:23A-3.2*, and to relieve the Superintendent from the actual performance of his

duties, upon the approval of the Commissioner of Education, the Board shall compensate the Superintendent for either three (3) months' salary times the number of years remaining on this Contract, with proration for partial years, not to exceed 12 months, or the remaining salary due to completion of this Contract, whichever is less, minus compensation from any and all other employment. It is understood that the Superintendent must make a good faith effort to find employment elsewhere as soon as possible and prior to the expiration date of the within Contract. The salary received by the Superintendent in such employment shall be deducted from the payments made to the Superintendent by the Board. Insurance benefits will be adjusted to reflect coverage, if any, in the new position.

14. RENEWAL – NON RENEWAL

Upon Executive County Superintendent's review and approval, his Employment Agreement shall automatically renew for a term of five (5) years, expiring June 30, 2033, unless either of the following occurs:

A. The Board, by contract, reappoints the Superintendent for a different term allowable by law; or

B. The Board notifies the Superintendent in writing, on or prior to February 1, 2028, that he will not be reappointed at the end of the current term, in which case his employment in the position of Superintendent shall cease upon the expiration of this Agreement.

15. GOVERNING LAW AND CONFLICTS

This Employment Agreement is subject to Title 18A of the New Jersey Statutes and Title 6A of the New Jersey Administrative Code, as such statutes and regulations may from time to time be amended. 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 State or Federal law, then, unless otherwise prohibited by 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 Employment Contract.

16. SAVINGS CLAUSE

If, during the term of this Employment Agreement, it is found a specific clause of the Employment Agreement is illegal, the remainder of the Employment Agreement not affected by such a ruling shall remain in force. The parties hereto represent to each other that they fully understand the terms and conditions of this Employment Agreement, and agree to be bound by same pursuant to the rules and regulations of the Department of Education and the laws of the State of New Jersey.

17. MODIFICATION CLAUSE

This Employment Agreement may not be modified, amended or waived except by a written instrument duly executed by both parties and review and approval by the Executive County Superintendent. New Jersey law shall govern the execution, delivery, interpretation, performance and the enforcement of this Employment Agreement. Any amendments to this Employment Agreement shall not create a new agreement or agreement term but shall only constitute an amendment to the existing Employment Agreement.

18. INDEMNIFICATION

Mr. Moore shall be accorded all of the statutory protections related to the indemnification of school district officers and employees as set forth in N.J.S.A. 18A:16-6 and N.J.S.A. 16-6-1, insofar as permitted by law.

19. REVOCATION CLAUSE

The parties agree that in the event the Superintendent's certification is permanently revoked, all provisions of this Employment Agreement shall be null and void as of the date of the

revocation, and if the Superintendent is lawfully precluded from performing his duties by 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 Superintendent's employment shall cease.

20. COMPLETE AGREEMENT

This Employment Agreement embodies the entire agreement between the parties and cannot be varied except by written agreement of the parties.

21. RELEASE OF PERSONNEL INFORMATION AND PERSONNEL RECORDS

The Superintendent shall have the right, upon request, to review the contents of his personnel file and to receive one copy at the Board's expense of any documents contained therein. He shall be entitled to have a representative accompany him during such review. At least once every year, the Superintendent shall have the right to indicate those documents and/or other materials in his file that he believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified by him shall be destroyed.

No material derogatory to the Superintendent's conduct, service, character, or personality shall be placed in his personnel file unless he has had an opportunity to review the material. The Superintendent shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Superintendent shall also have the right to submit a written answer to such material.

IN WITNESS WHEREOF, the parties have caused this Employment Agreement to be duly executed by the Board President and on the date shown below and the Board Secretary/School Business Administrator has caused the corporate seal to be affixed hereto on

the same date.

WITNESS:

Tonya Flowers, Business Administrator/
Board Secretary

Brian Rock, School Board President

DATED:_____

DATED:_____

WITNESS:

Tonya Flowers, Board Administrator/
Board Secretary

Hayden Moore
Superintendent of Schools

DATED:_____

DATED:_____

**Applications for Absence for School Business 2022-2023
3-8-2023**

Name	Position	School	Conference	Dates	Amount	Funded
Eddie Bejian	Wrestling Coach	Out of District	NJSIAA State Competition Atlantic City, NJ	3/1/23 - 3/4/23	\$743.30	Local
Gregory Cohen	Director of Transportation	Transportation Building	School Transportation Supervisors 53rd Annual Conference Atlantic City, NJ	3/30/23, 3/31/23	\$747.65	Local
Vincent Cordasco	Wrestling Coach	Out of District	NJSIAA State Competition Atlantic City, NJ	3/1/23 - 3/4/23	\$743.30	Local
Stephanie Diegmann	ELA Teacher	Hazel	Restorative Practices in the Classroom: Build Better Relationships and More Effectively manage Student Behavior West Orange, NJ	3/14/23	\$279.00	Local
Dante Fernandez	Track & Field Coach	WOHS	2023 New Balance Indoor Track & field Nationals Boston, MA	3/9/23 - 3/12/23	\$801.00	Local
Gisselle Heredia	ESL K-5 Teacher	Hazel	Help English Learners Exit Your ELL Program: Impactful Strategies to Increase Student Success West Orange, NJ	3/14/23	\$279.00	Title III Funds
Jason-Lamont Jackson Sr.	Track & Field Coach	WOHS	2023 New Balance Indoor Track & field Nationals Boston, MA	3/9/23 - 3/12/23	\$1,201.00	Local
Kathy Jackson	Track & Field Coach	WOHS	2023 New Balance Indoor Track & field Nationals Boston, MA	3/9/23 - 3/12/23	\$1,201.00	Local
Kristen Junchaya	ESL K-5 Teacher	Hazel	Help English Learners Exit Your ELL Program: Impactful Strategies to Increase Student Success West Orange, NJ	3/14/23	\$279.00	Title III Funds
Jeffrey Mazurek	Wrestling Coach	WOHS	NJSIAA State Competition Atlantic City, NJ	3/1/23 - 3/4/23	\$1156.30	Local
Justine O'Grady	Special Education	Hazel	Restorative Practices in the Classroom: Build Better Relationships and More Effectively manage Student Behavior West Orange, NJ	3/14/23	\$279.00	Local

Filipe Santiago	Director of Technology	Administration Building	COSN - Consortium for School Networking Austin, TX	3/19/23 - 3/22/23	\$2,101.80	Local
Joe Spina	Wrestling Coach	WOHS	NJSIAA State Competition Atlantic City, NJ	3/1/23 - 3/4/23	\$743.30	Local
Stephan Zichella	Athletic Director	WOHS	NJSIAA State Competition Atlantic City, NJ	3/1/23 - 3/4/23	\$743.30	Local

West Orange School District Field Trips

Out of State

2022-2023 School Year

February 27, 2023

School	Grades	Course / Group	Destination	City	State
Roosevelt	8	8th Grade Chorus	Dorney Park & Wildwater Kingdom	Allentown	PA
WOHS	9-12	Choir Group	Google Headquarters	New York	NY

Overnight

2022-2023 School Year

February 27, 2023

School	Grades	Course / Group	Destination	City	State
WOHS	10-12	Junior Statesmen of America	DoubleTree by Hilton Hotel	Arlington	VA

January 2023 Transfers					
From			To		
11-000-216-320	Pur Srv-Related Srv	71,079	11-000-217-106	Sal-Aides-One to One	31,079
11-000-291-270	Health Benefits	21,085	11-216-100-106	Sal-Aides-Preschool Prog	61,085
11-000-100-562	Tuition-Other LEA	65,000	11-000-217-320	Pur Prof Srv-One to One	65,000
11-000-219-320	Pur Prof Srv-CST	4,000	11-000-219-600	CST-Supplies	4,000
11-000-230-331	Legal Service	14,310			
11-000-230-339	Oth Pur Professional Srv	40,000			
11-000-230-530	Communications	30,000			
11-000-230-590	Other Pur Srv	4,000	11-000-230-100	Sal-Admin Office	9,310
11-000-230-895	Dues and Fees	1,000	11-000-230-334	Architect Fees	80,000
11-000-291-270	Health Benefits	72,400	11-000-240-103	Sal-Prin/Asst Prin	72,400
11-000-262-420	Custodial-Cont Srv	2,000	11-000-261-420	Required Maint-Cont Srv	50,000
11-000-263-420	Grounds-Cont Srv	65,000	11-000-262-490	Rental-Equip	2,000
			11-000-262-610	Custodial Supplies	15,000
			11-000-262-441	Rental-BMELC	22,000
11-000-100-566	Tuition-Private	243,085	11-000-270-518	Transp-Sp ED	280,000
11-000-270-161	Sal-Transp-Sp ED	80,000	11-000-291-270	Health Benefits	21,085
11-000-270-107	Sal-Aides-Transp	60,000			
11-000-270-160	Sal-Transp-Reg Ed	10,000	11-000-270-162	Sal-Home & School	50,000
11-000-270-161	Sal-Transp-Sp ED	30,000	11-000-270-350	Transp-Management Fee	25,000
11-000-270-511	Transp-Home & Sch	44,000	11-000-270-503	Aid in Lieu	61,000
11-000-270-593	Transp-Misc Purch Srv	12,000	11-000-270-514	Transp-Parent Contracts	20,000
11-000-291-270	Health Benefits	18,786	11-130-100-101	Sal-Grades 6-8	75,000
11-120-100-101	Sal-Grades1-5	82,995	11-230-100-101	Sal-Basic Skills	26,781
			11-190-100-610	Instructional Supplies	6,875
11-190-100-640	Textbooks	19,875	11-190-100-890	Other Objects	13,000
			11-000-100-566	Tuition-Private	1,615
			11-201-100-101	Sal-ID Program	12,746
11-000-219-104	Sal-CST	50,000	11-201-100-106	Sal-Aides-ID Progam	35,639

January 2023 Transfers					
From			To		
11-000-100-566	Tuition-Private	36,711	11-204-100-101	Sal-LLD Program	36,711
11-214-100-106	Sal-Aides-Autism	16,294	11-204-100-106	Sal-Aides-LLD Program	16,294
11-212-100-101	Sal-MD Program	1,503	11-212-100-106	Sal-Aides-MD Program	1,503
			11-190-100-106	Sal-Aides-Classroom	33,012
11-213-100-106	Sal-Aides-Resource Room	64,000	11-213-100-101	Sal-Resource Room	30,988
			12-000-217-730	Equipment-Student Support	2,576
12-000-252-730	Equipment-Technology	10,100	12-000-262-730	Equipment-B&G	3,574
12-140-100-730	Equipment-Gr 9-12	4,700	12-401-100-730	Equipment-Co-Curricular	8,650
11-190-100-610	Instructional Supplies	4,510	12-120-100-730	Equipment-Gr 1-5	4,510
Total		1,178,433	Total		1,178,433

2/13 7:44am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 7 Month Period Ending 01/31/2023

=====

ASSETS AND RESOURCES

=====

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

101	Cash in bank		\$28,125,356.10
102-107	Cash and cash equivalents		\$27,959.74
116	Capital reserve Account		\$2,368,533.72
117	Maint. Reserve Account		\$2,000,080.27
121	Tax levy receivable		\$61,544,306.33
	Accounts receivable:		
132	Interfund	\$500.00	
141	Intergovernmental - State	\$14,969,253.10	
153,154	Other (net of est uncollectible of \$_____)	\$3,212,405.10	\$18,182,158.20
	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	(177,529,092.35)	
			\$2,442,105.65
	Total assets and resources		114,712,078.01

=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 7 Month Period Ending 01/31/2023

LIABILITIES AND FUND EQUITY

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

421	Accounts Payable	\$132,524.93
	Other current liabilities including Net Assets	\$5,317,169.52
TOTAL LIABILITIES		\$5,449,694.45

FUND BALANCE

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

753	Reserve for Encumbrances - Current Year		\$87,571,680.83
754	Reserve for Encumbrance - Prior Year		\$501,633.55
	Reserved fund balance:		
761	Capital reserve account -	\$2,368,499.41	
604	Add: Increase in capital reserve	\$100.00	
			\$2,368,599.41
769	Restricted Balance for Unemployment Fund		\$452,894.05
580	Unemployment Trust Liability	\$166,647.38	
			\$166,647.38
764	Reserve for Maintenance	\$2,000,035.06	
606	Add: Increase in Maintenance Reserve	\$100.00	
			\$2,000,135.06
601	Appropriations	186,741,697.96	
602	Less : Expenditures	\$93,249,569.93	
603	Encumbrances	\$88,073,314.38 (181,322,884.31)	
			\$5,418,813.65
	Total Appropriated		\$98,480,403.93
--- U n a p p r o p r i a t e d ---			
770	Unreserved Fund Balance -		\$14,675,472.63
303	Budgeted Fund Balance		(\$3,893,493.00)

TOTAL FUND BALANCE	109,262,383.56
TOTAL LIABILITIES AND FUND EQUITY	114,712,078.01

West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 7 Month Period Ending 01/31/2023

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	186,741,697.96	181,322,884.31	\$5,418,813.65
Revenues	(179,971,198.00)	(177,529,092.35)	(\$2,442,105.65)
	<u>\$6,770,499.96</u>	<u>\$3,793,791.96</u>	<u>\$2,976,708.00</u>
Change in Capital Reserve accounts:			
604 Plus - Increase in reserve	\$100.00		
Change in Tuition Reserve accounts:			
Change in Maintenance Reserve account:			
606 Plus - Increase in reserve	\$100.00		
Change in Unemployment Fund account:			
580 Plus - Increase in reserve	\$166,647.38		
Subtotal Reserve Adjustments	<u>\$166,847.38</u>	<u>\$166,847.38</u>	
Less: Adjust for prior year encumb.	(\$2,877,206.96)	(\$2,877,206.96)	
Budgeted Fund Balance	<u>\$4,060,140.38</u>	<u>\$1,083,432.38</u>	<u>\$2,976,708.00</u>
Recapitulation of Budgeted Fund Balance by Subfund Fund 10 (includes 10, 11, 12, and 13)	<u>\$4,060,140.38</u>	<u>\$1,083,432.38</u>	<u>\$2,810,060.62</u>
TOTAL Budgeted Fund Balance	<u>\$4,060,140.38</u>	<u>\$1,083,432.38</u>	<u>\$2,976,708.00</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 7 Month Period Ending 01/31/2023

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	148,065,135.00	148,048,530.36		\$16,604.64
3XXX	From State Sources	\$31,672,985.00	\$29,372,985.00		\$2,300,000.00
4XXX	From Federal Sources	\$233,078.00	\$104,782.06		\$128,295.94
52XX	From Transfers		\$2,794.93		(\$2,794.93)
TOTAL REVENUE/SOURCES OF FUNDS		179,971,198.00	177,529,092.35		\$2,442,105.65
*** EXPENDITURES ***		APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
--- CURRENT EXPENSE ---					
11-1XX-100-XXX	Regular Programs - Instruction	\$52,046,582.60	\$26,403,357.56	\$24,754,464.69	\$888,760.35
11-2XX-100-XXX	Special Education - Instruction	\$19,182,612.00	\$9,571,357.06	\$9,415,177.75	\$196,077.19
11-230-100-XXX	Basic Skills - Remedial Instruction	\$3,300,014.00	\$1,652,630.05	\$1,643,634.09	\$3,749.86
11-240-100-XXX	Bilingual Education - Instruction	\$1,773,556.00	\$879,673.76	\$888,412.12	\$5,470.12
11-401-100-XXX	School-Spon. Cocurr. Acti-Instr	\$738,895.00	\$185,048.81	\$452,776.70	\$101,069.49
11-402-100-XXX	School-Spons. Athletics - Instruction	\$1,738,028.61	\$842,415.63	\$765,730.79	\$129,882.19
--- UNDISTRIBUTED EXPENDITURES ---					
11-000-100-XXX	Instruction	\$11,556,155.69	\$6,081,796.76	\$5,145,224.85	\$329,134.08
11-000-211-XXX	Attendance and Social Work Services	\$268,077.00	\$188,741.32	\$76,969.60	\$2,366.08
11-000-213-XXX	Health Services	\$1,717,400.94	\$833,853.76	\$843,971.71	\$39,575.47
11-000-216-XXX	Speech, OT,PT & Related Svcs	\$2,758,603.00	\$1,197,169.15	\$1,402,018.00	\$159,415.85
11-000-217-XXX	Other Support Serv - Students Extra Srvc	\$901,184.00	\$308,112.70	\$514,968.60	\$78,102.70
11-000-218-XXX	Guidance	\$3,527,030.00	\$1,846,711.47	\$1,578,668.46	\$101,650.07
11-000-219-XXX	Child Study Teams	\$4,719,326.00	\$2,351,413.11	\$2,255,349.45	\$112,563.44
11-000-221-XXX	Improv of Inst. - Instruc Staff	\$2,254,219.17	\$1,033,558.82	\$1,180,686.29	\$39,974.06
11-000-222-XXX	Educational Media Serv/School Library	\$1,377,745.46	\$753,314.25	\$617,374.45	\$7,056.76
11-000-223-XXX	Instructional Staff Training Services	\$364,314.10	\$71,491.36	\$50,225.87	\$242,596.87
11-000-230-XXX	Supp. Serv.-General Administration	\$2,646,541.71	\$1,565,572.14	\$992,788.54	\$88,181.03
11-000-240-XXX	Supp. Serv.-School Administration	\$6,675,076.09	\$3,737,103.81	\$2,863,641.62	\$74,330.66
11-000-25X-XXX	Central Serv & Admin. Inform. Tech.	\$3,479,215.71	\$2,026,906.70	\$1,370,934.56	\$81,374.45
11-000-261-XXX	Require Maint. for School Facilities	\$1,981,730.34	\$1,169,803.51	\$651,755.51	\$160,171.32
11-000-262-XXX	Custodial Services	\$10,725,992.16	\$5,629,516.65	\$4,893,103.99	\$203,371.52
11-000-263-XXX	Care and Upkeep of Grounds	\$1,092,158.86	\$481,121.03	\$357,634.62	\$253,403.21
11-000-266-XXX	Security	\$1,071,091.58	\$623,275.06	\$378,805.87	\$69,010.65
11-000-270-XXX	Student Transportation Services	\$15,634,149.13	\$8,257,776.81	\$7,053,334.71	\$323,037.61
11-XXX-XXX-2XX	Allocated and Unallocated Benefits	\$29,778,453.24	\$12,319,082.94	\$16,664,504.53	\$794,865.77
TOTAL GENERAL CURRENT EXPENSE					
EXPENDITURES/USES OF FUNDS		181,308,152.39	\$90,010,804.22	\$86,812,157.37	\$4,485,190.80

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 7 Month Period Ending 01/31/2023

*** EXPENDITURES - cont'd ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$553,322.57	\$199,406.81	\$259,228.20	\$94,687.56
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$4,411,781.00	\$2,876,851.90	\$702,108.81	\$832,820.29
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
 TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	 \$4,965,103.57	 \$3,076,258.71	 \$961,337.01	 \$927,507.85
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
 10-000-100-56X Transfer of Funds to Charter Schools	 \$468,442.00	 \$162,507.00	 \$299,820.00	 \$6,115.00
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
 TOTAL GENERAL FUND EXPENDITURES	 186,741,697.96	 \$93,249,569.93	 \$88,073,314.38	 \$5,418,813.65
	<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 7 Month Period Ending 01/31/2023

	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	\$232,693.50	(\$77,342.50)
1910 Rents and Royalties	\$50,000.00	\$18,065.00	\$31,935.00
1XXX Miscellaneous	\$143,449.00	\$90,536.86	\$52,912.14
	<u> </u>	<u> </u>	<u> </u>
TOTAL LOCAL	148,065,135.00	148,048,530.36	\$16,604.64
	<u>=====</u>	<u>=====</u>	<u>=====</u>
--- 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
	<u>=====</u>	<u>=====</u>	<u>=====</u>
--- FEDERAL SOURCES ---			
4200 Federal Grants including Medicaid Reimbursement	\$233,078.00	\$73,792.85	\$159,285.15
4210 FFCRA/SEMI and ARRA/SEMI Revenue		\$30,989.21	(\$30,989.21)
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$233,078.00	\$104,782.06	\$128,295.94
	<u>=====</u>	<u>=====</u>	<u>=====</u>
--- OTHER FINANCING SOURCES ---			
52XX Transfers from other funds		\$2,794.93	(\$2,794.93)
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$0.00	\$2,794.93	(\$2,794.93)
	<u>=====</u>	<u>=====</u>	<u>=====</u>
TOTAL REVENUES/SOURCES OF FUNDS	179,971,198.00	177,529,092.35	\$2,442,105.65
	<u>=====</u>	<u>=====</u>	<u>=====</u>

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 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-105-100-936 Local Contrib-Tfr to Spc Rev-Inclusion	\$53,106.00	\$53,106.00	.00	.00
11-110-100-101 Kindergarten - Salaries of Teachers	\$2,432,693.00	\$1,186,637.37	\$1,221,647.25	\$24,408.38
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$16,896,010.00	\$8,348,909.01	\$8,394,251.25	\$152,849.74
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$11,232,325.00	\$5,571,708.50	\$5,632,164.05	\$28,452.45
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$16,418,456.00	\$8,237,172.83	\$8,138,000.80	\$43,282.37
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$133,650.00	\$52,527.59	\$61,853.13	\$19,269.28
11-150-100-320 Purchased Prof.-Ed. Services	\$100,350.00	\$28,845.35	\$71,504.65	.00
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$949,481.00	\$453,794.12	\$494,539.88	\$1,147.00
11-190-100-320 Purchased Prof.-Ed. Services	\$519,950.00	\$213,952.51	\$105,907.00	\$200,090.49
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)	\$772,678.00	\$559,025.11	\$133,744.88	\$79,908.01
11-190-100-610 General Supplies	\$2,401,405.60	\$1,648,347.67	\$464,263.84	\$288,794.09
11-190-100-640 Textbooks	\$82,503.00	\$38,914.50	\$20,492.95	\$23,095.55
11-190-100-800 Other Objects	\$50,975.00	\$10,417.00	\$13,170.01	\$27,387.99
TOTAL	\$52,046,582.60	\$26,403,357.56	\$24,754,464.69	\$888,760.35
--- SPECIAL EDUCATION - INSTRUCTION ---				
Cognitive - Mild:				
11-201-100-101 Salaries of Teachers	\$787,676.00	\$415,893.27	\$371,764.80	\$17.93
11-201-100-106 Other Salaries for Instruction	\$794,746.00	\$415,497.61	\$379,247.87	\$0.52
11-201-100-610 General Supplies	\$5,125.00	\$2,065.01	\$912.55	\$2,147.44
11-201-100-800 Other Objects	\$5,800.00	\$2,040.79	\$502.00	\$3,257.21
TOTAL	\$1,593,347.00	\$835,496.68	\$752,427.22	\$5,423.10
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$2,390,657.00	\$1,226,777.85	\$1,143,506.74	\$20,372.41
11-204-100-106 Other Salaries for Instruction	\$1,263,987.00	\$644,256.61	\$618,353.50	\$1,376.89
11-204-100-610 General Supplies	\$20,107.00	\$2,526.99	\$1,590.53	\$15,989.48
TOTAL	\$3,674,751.00	\$1,873,561.45	\$1,763,450.77	\$37,738.78
Behavioral Disabilities:				
11-209-100-101 Salaries of Teachers	\$398,100.00	\$185,357.40	\$198,646.00	\$14,096.60
11-209-100-106 Other Salaries for Instruction	\$203,786.00	\$90,556.50	\$104,834.50	\$8,395.00
11-209-100-610 General supplies	\$13,364.00	\$4,303.13	\$5,597.31	\$3,463.56
11-209-100-800 Other Objects	\$350.00	.00	\$250.00	\$100.00
TOTAL	\$615,600.00	\$280,217.03	\$309,327.81	\$26,055.16
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$217,985.00	\$110,303.48	\$107,681.00	\$0.52
11-212-100-106 Other Salaries for Instruction	\$457,363.00	\$238,377.02	\$218,985.00	\$0.98
11-212-100-610 General supplies	\$6,450.00	\$1,361.18	\$4,383.79	\$705.03
TOTAL	\$681,798.00	\$350,041.68	\$331,049.79	\$706.53

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
Resource Room/Resource Center:				
11-213-100-101 Salaries of Teachers	\$6,047,361.00	\$2,990,443.42	\$3,047,983.18	\$8,934.40
11-213-100-106 Other Salaries for Instruction	\$847,543.00	\$404,455.06	\$426,581.00	\$16,506.94
11-213-100-610 General supplies	\$23,838.00	\$7,206.89	\$2,082.51	\$14,548.60
TOTAL	\$6,918,742.00	\$3,402,105.37	\$3,476,646.69	\$39,989.94
Autism:				
11-214-100-101 Salaries of Teachers	\$1,004,445.00	\$510,593.24	\$491,583.50	\$2,268.26
11-214-100-106 Other Salaries for Instruction	\$1,493,537.00	\$763,098.29	\$724,104.63	\$6,334.08
11-214-100-610 General Supplies	\$84,516.00	\$44,107.45	\$13,255.06	\$27,153.49
11-214-100-800 Other Objects	\$500.00	.00	.00	\$500.00
TOTAL	\$2,582,998.00	\$1,317,798.98	\$1,228,943.19	\$36,255.83
Preschool Disabilities - Full-Time:				
11-216-100-101 Salaries of Teachers	\$1,125,601.00	\$575,268.08	\$548,331.62	\$2,001.30
11-216-100-106 Other Salaries for Instruction	\$1,636,387.00	\$806,286.16	\$824,926.03	\$5,174.81
11-216-100-600 General Supplies	\$69,388.00	\$47,917.39	\$18,052.76	\$3,417.85
TOTAL	\$2,831,376.00	\$1,429,471.63	\$1,391,310.41	\$10,593.96
Home Instruction:				
11-219-100-101 Salaries of Teachers	\$195,000.00	\$73,448.38	\$86,739.73	\$34,811.89
11-219-100-320 Purchased Prof.-Ed. Services	\$89,000.00	\$9,215.86	\$75,282.14	\$4,502.00
TOTAL	\$284,000.00	\$82,664.24	\$162,021.87	\$39,313.89
TOTAL SPECIAL ED - INSTRUCTION	\$19,182,612.00	\$9,571,357.06	\$9,415,177.75	\$196,077.19
--- Basic Skills/Remedial-Instruction ---				
11-230-100-101 Salaries of Teachers	\$3,291,739.00	\$1,648,904.50	\$1,642,833.06	\$1.44
11-230-100-610 General Supplies	\$8,275.00	\$3,725.55	\$801.03	\$3,748.42
TOTAL	\$3,300,014.00	\$1,652,630.05	\$1,643,634.09	\$3,749.86
--- Bilingual Education-Instruction ---				
11-240-100-101 Salaries of Teachers	\$1,734,311.00	\$863,072.03	\$871,238.97	\$0.00
11-240-100-610 General Supplies	\$29,745.00	\$9,283.09	\$14,991.79	\$5,470.12
11-240-100-640 Textbooks	\$9,500.00	\$7,318.64	\$2,181.36	.00
TOTAL	\$1,773,556.00	\$879,673.76	\$888,412.12	\$5,470.12
--- School spons.cocurricular activities-Instruction ---				
11-401-100-100 Salaries	\$542,261.00	\$110,183.12	\$431,964.62	\$113.26
11-401-100-500 Purchased Services (300-500 series)	\$94,750.00	\$35,227.18	\$10,965.00	\$48,557.82
11-401-100-600 Supplies and Materials	\$78,725.00	\$35,448.51	\$9,497.08	\$33,779.41
11-401-100-800 Other Objects	\$23,159.00	\$4,190.00	\$350.00	\$18,619.00
TOTAL	\$738,895.00	\$185,048.81	\$452,776.70	\$101,069.49
--- School sponsored athletics-Instruct. ---				
11-402-100-100 Salaries	\$1,239,048.00	\$639,203.59	\$599,844.41	.00
11-402-100-500 Purchased Services (300-500 series)	\$301,638.50	\$105,423.54	\$132,002.62	\$64,212.34
11-402-100-600 Supplies and Materials	\$134,392.11	\$88,115.50	\$33,883.76	\$12,392.85
11-402-100-800 Other Objects	\$62,950.00	\$9,673.00	.00	\$53,277.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$1,738,028.61	\$842,415.63	\$765,730.79	\$129,882.19
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-561 Tuition to Other LEAs within State Regular	\$20,000.00	\$13,116.66	\$6,558.34	\$325.00
11-000-100-562 Tuition to Other LEAs within State Special	\$1,388,445.00	\$649,978.01	\$672,628.46	\$65,838.53
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$41,466.00	\$16,550.80	\$24,826.20	\$89.00
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$60,072.00	\$23,670.40	\$35,505.60	\$896.00
11-000-100-565 Tuition to Co.Spec.Serv. & Reg. Day schls	\$397,034.00	\$148,805.02	\$236,625.98	\$11,603.00
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$9,082,356.00	\$5,068,913.87	\$3,889,310.83	\$124,131.30
11-000-100-569 Tuition - Other	\$566,782.69	\$160,762.00	\$279,769.44	\$126,251.25
TOTAL	\$11,556,155.69	\$6,081,796.76	\$5,145,224.85	\$329,134.08
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$184,993.00	\$106,847.44	\$76,519.60	\$1,625.96
11-000-211-300 Purchased Prof. & Tech. Svc.	\$82,184.00	\$81,639.65	\$450.00	\$94.35
11-000-211-600 Supplies and Materials	\$900.00	\$254.23	.00	\$645.77
TOTAL	\$268,077.00	\$188,741.32	\$76,969.60	\$2,366.08
--- Health services ---				
11-000-213-100 Salaries	\$1,549,213.00	\$754,859.07	\$780,450.56	\$13,903.37
11-000-213-300 Purchased Prof. & Tech. Svc.	\$124,975.00	\$51,908.61	\$60,961.25	\$12,105.14
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	\$25,264.08	\$2,304.90	\$7,373.96
11-000-213-800 Other Objects	\$3,770.00	\$1,822.00	\$255.00	\$1,693.00
TOTAL	\$1,717,400.94	\$833,853.76	\$843,971.71	\$39,575.47
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$2,085,653.00	\$1,044,678.50	\$1,024,332.80	\$16,641.70
11-000-216-320 Purchased Prof. Ed. Services	\$643,958.00	\$146,191.50	\$376,706.00	\$121,060.50
11-000-216-600 Supplies and Materials	\$27,992.00	\$6,299.15	\$979.20	\$20,713.65
11-000-216-800 Other Objects	\$1,000.00	.00	.00	\$1,000.00
TOTAL	\$2,758,603.00	\$1,197,169.15	\$1,402,018.00	\$159,415.85
--- Other support services - Students - Extra Srvc				
11-000-217-100 Salaries	\$358,640.00	\$143,184.30	\$179,580.00	\$35,875.70
11-000-217-320 Purchased Prof. Ed. Services	\$542,444.00	\$164,928.40	\$335,388.60	\$42,127.00
11-000-217-600 Supplies and Materials	\$100.00	.00	.00	\$100.00
TOTAL	\$901,184.00	\$308,112.70	\$514,968.60	\$78,102.70
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$2,795,308.00	\$1,419,693.24	\$1,343,290.00	\$32,324.76
11-000-218-105 Sal Secr. & Clerical Asst.	\$487,500.00	\$276,190.72	\$205,203.60	\$6,105.68
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$204,097.00	\$142,288.16	\$25,512.00	\$36,296.84
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	\$8,139.35	\$3,949.33	\$23,481.32
11-000-218-800 Other Objects	\$3,315.00	\$400.00	.00	\$2,915.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$3,527,030.00	\$1,846,711.47	\$1,578,668.46	\$101,650.07
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$3,984,868.00	\$1,994,670.81	\$1,949,155.12	\$41,042.07
11-000-219-105 Sal Secr. & Clerical Asst.	\$465,859.00	\$272,320.36	\$192,964.40	\$574.24
11-000-219-320 Purchased Prof. - Ed. Services	\$117,000.00	\$20,775.00	\$80,225.00	\$16,000.00
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	\$3,574.98	\$3,260.91	\$3.11
11-000-219-600 Supplies and Materials	\$69,457.00	\$30,069.37	\$29,744.02	\$9,643.61
11-000-219-800 Other Objects	\$500.00	\$200.00	.00	\$300.00
TOTAL	\$4,719,326.00	\$2,351,413.11	\$2,255,349.45	\$112,563.44
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$1,757,890.00	\$844,921.97	\$889,648.03	\$23,320.00
11-000-221-104 Salaries Other Prof. Staff	\$119,000.00	\$393.00	\$118,500.00	\$107.00
11-000-221-105 Sal Secr. & Clerical Asst.	\$172,982.00	\$87,183.54	\$71,987.20	\$13,811.26
11-000-221-176 Sal. Facilitators, Math, Literacy Coaches	\$200,216.00	\$99,798.58	\$100,417.42	.00
11-000-221-500 Other Purchased Services (400-500 series)	\$500.00	\$172.58	\$103.07	\$224.35
11-000-221-600 Supplies and Materials	\$2,631.17	\$911.15	\$30.57	\$1,689.45
11-000-221-800 Other Objects	\$1,000.00	\$178.00	.00	\$822.00
TOTAL	\$2,254,219.17	\$1,033,558.82	\$1,180,686.29	\$39,974.06
--- Educational media serv./sch. library ---				
11-000-222-100 Salaries	\$1,226,143.00	\$619,030.62	\$607,112.38	.00
11-000-222-300 Purchased Prof. & Tech Svc.	\$19,117.25	\$13,414.93	\$1,112.25	\$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	\$131,685.21	\$120,586.70	\$9,149.82	\$1,948.69
11-000-222-800 Other Objects	\$300.00	\$282.00	.00	\$18.00
TOTAL	\$1,377,745.46	\$753,314.25	\$617,374.45	\$7,056.76
--- Instructional Staff Training Services ---				
11-000-223-104 Salaries Other Prof. Staff	\$18,657.00	\$3,499.56	\$15,157.44	.00
11-000-223-390 Other Purch. Prof. & Tech Svc.	\$247,812.00	\$53,104.44	\$19,501.82	\$175,205.74
11-000-223-500 Other Purchased Services (400-500 series)	\$87,295.10	\$14,498.36	\$15,566.61	\$57,230.13
11-000-223-600 Supplies and Materials	\$5,900.00	.00	.00	\$5,900.00
11-000-223-800 Other Objects	\$4,650.00	\$389.00	.00	\$4,261.00
TOTAL	\$364,314.10	\$71,491.36	\$50,225.87	\$242,596.87
--- Support services-general administration ---				
11-000-230-100 Salaries	\$814,710.00	\$436,956.01	\$374,772.23	\$2,981.76
11-000-230-331 Legal Services	\$435,690.00	\$182,949.22	\$185,110.78	\$67,630.00
11-000-230-332 Audit Fees	\$74,355.00	\$36,430.00	\$37,925.00	.00
11-000-230-334 Architectural/Engineering Services	\$128,047.54	\$35,030.00	\$92,500.00	\$517.54
11-000-230-339 Other Purchased Prof. Svc.	\$74,205.00	\$51,960.30	\$21,916.61	\$328.09
11-000-230-340 Purchased Tech. Services	\$27,546.00	\$4,500.00	\$22,500.00	\$546.00
11-000-230-530 Communications/Telephone	\$463,806.80	\$249,982.95	\$209,572.59	\$4,251.26
11-000-230-580 Travel - All Other	\$3,500.00	\$214.26	.00	\$3,285.74
11-000-230-585 BOE Other Purchased Prof. Svc.	\$5,750.00	\$3,119.45	\$786.00	\$1,844.55
11-000-230-590 Misc Purchased Services (400-500)	\$527,887.00	\$520,267.63	\$7,107.56	\$511.81

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-230-610 General Supplies	\$16,937.50	\$10,581.03	\$2,636.16	\$3,720.31
11-000-230-630 BOE In-House Training/Meeting Supplies	\$4,250.00	\$715.26	\$3,284.74	\$250.00
11-000-230-890 Misc. Expenditures	\$42,856.87	\$6,203.33	\$34,676.87	\$1,976.67
11-000-230-895 BOE Membership Dues and Fees	\$27,000.00	\$26,662.70	.00	\$337.30
TOTAL	\$2,646,541.71	\$1,565,572.14	\$992,788.54	\$88,181.03
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$4,638,016.00	\$2,655,624.23	\$1,980,289.27	\$2,102.50
11-000-240-105 Sal Secr. & Clerical Asst.	\$1,833,108.00	\$988,127.41	\$844,980.13	\$0.46
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$39,200.00	\$36,325.19	.00	\$2,874.81
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	\$615.36	\$14,113.71	\$34,920.93
11-000-240-600 Supplies and Materials	\$110,577.09	\$53,486.62	\$23,913.51	\$33,176.96
11-000-240-800 Other Objects	\$3,525.00	\$2,925.00	\$345.00	\$255.00
TOTAL	\$6,675,076.09	\$3,737,103.81	\$2,863,641.62	\$74,330.66
--- Central Services ---				
11-000-251-100 Salaries	\$1,561,690.00	\$916,205.26	\$645,482.36	\$2.38
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	\$68,112.28	\$38,555.32	\$110.40
11-000-251-340 Purchased Technical Services	\$88,515.00	\$81,628.39	\$4,253.75	\$2,632.86
11-000-251-592 Misc Pur Serv (400-500 series)	\$63,697.00	\$17,549.11	\$31,092.07	\$15,055.82
11-000-251-600 Supplies and Materials	\$37,498.04	\$28,512.69	\$6,742.80	\$2,242.55
11-000-251-89X Other Objects	\$8,150.00	\$5,337.00	.00	\$2,813.00
TOTAL	\$1,878,328.04	\$1,128,830.08	\$726,126.30	\$23,371.66
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$1,349,227.00	\$755,437.93	\$584,694.94	\$9,094.13
11-000-252-340 Purchased Technical Services	\$153,652.00	\$96,699.34	\$22,500.00	\$34,452.66
11-000-252-500 Other Pur Serv. (400-500 series)	\$10,840.00	\$377.06	\$54.33	\$10,408.61
11-000-252-600 Supplies and Materials	\$83,658.67	\$43,057.43	\$37,558.99	\$3,042.25
11-000-252-800 Other Objects	\$3,510.00	\$2,504.86	.00	\$1,005.14
TOTAL	\$1,600,887.67	\$898,076.62	\$644,808.26	\$58,002.79
TOTAL Cent. Svcs. & Admin IT	\$3,479,215.71	\$2,026,906.70	\$1,370,934.56	\$81,374.45
--- Required Maint.for School Facilities ---				
11-000-261-420 Cleaning, Repair & Maint. Svc	\$1,630,980.34	\$1,033,019.60	\$569,481.40	\$28,479.34
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	\$291,675.00	\$122,707.91	\$77,823.11	\$91,143.98
11-000-261-800 Other Objects	\$24,075.00	\$14,076.00	\$1,770.00	\$8,229.00
TOTAL	\$1,981,730.34	\$1,169,803.51	\$651,755.51	\$160,171.32
--- Custodial Services ---				
11-000-262-1XX Salaries	\$4,883,262.00	\$2,902,152.80	\$1,977,129.05	\$3,980.15
11-000-262-107 Salaries of Non-Instructional Aids	\$727,016.00	\$319,713.36	\$400,268.64	\$7,034.00
11-000-262-199 Unused Vac Payment to Term/Ret Staff	\$80,000.00	\$27,498.26	\$44,619.30	\$7,882.44
11-000-262-300 Purchased Prof. & Tech. Svc.	\$356,900.00	\$198,798.00	\$147,218.00	\$10,884.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$391,340.00	\$185,599.59	\$155,354.70	\$50,385.71
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$553,809.00	\$236,104.36	\$269,153.31	\$48,551.33
11-000-262-444 Lease Purch Paymts - Energy Saving	\$674,306.00	\$337,152.25	\$337,152.25	\$1.50
11-000-262-490 Other Purchased Property Svc.	\$159,800.00	\$76,664.94	\$82,101.01	\$1,034.05
11-000-262-520 Insurance	\$335,119.00	\$335,070.42	.00	\$48.58
11-000-262-580 Travel	\$4,700.00	.00	.00	\$4,700.00
11-000-262-610 General Supplies	\$490,422.16	\$408,618.03	\$26,186.39	\$55,617.74
11-000-262-621 Energy (Natural Gas)	\$704,813.00	\$91,847.57	\$612,965.43	.00
11-000-262-622 Energy (Electricity)	\$1,314,075.00	\$495,140.15	\$818,481.60	\$453.25
11-000-262-626 Energy (Gasoline)	\$40,380.00	\$14,590.69	\$21,349.31	\$4,440.00
11-000-262-8XX Other Objects	\$10,050.00	\$566.23	\$1,125.00	\$8,358.77
TOTAL	\$10,725,992.16	\$5,629,516.65	\$4,893,103.99	\$203,371.52
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$617,585.00	\$370,398.18	\$246,994.32	\$192.50
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$387,582.52	\$84,889.10	\$98,925.60	\$203,767.82
11-000-263-610 General Supplies	\$86,991.34	\$25,833.75	\$11,714.70	\$49,442.89
TOTAL	\$1,092,158.86	\$481,121.03	\$357,634.62	\$253,403.21
--- Security ---				
11-000-266-100 Salaries	\$773,879.00	\$431,932.82	\$341,944.47	\$1.71
11-000-266-199 Unused Vac Payment to Term/Ret Staff	\$5,200.00	\$5,182.08	\$17.92	.00
11-000-266-300 Purchased Prof. & Tech. Svc.	\$29,150.00	\$23,725.00	\$2,500.00	\$2,925.00
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$109,296.00	\$53,758.63	\$1,705.00	\$53,832.37
11-000-266-610 General Supplies	\$153,566.58	\$108,676.53	\$32,638.48	\$12,251.57
TOTAL	\$1,071,091.58	\$623,275.06	\$378,805.87	\$69,010.65
TOTAL Oper & Maint of Plant Services	\$14,870,972.94	\$7,903,716.25	\$6,281,299.99	\$685,956.70
--- Student transportation services ---				
11-000-270-107 Salaries of Non-Instructional Aids	\$422,132.00	\$236,827.76	\$185,303.49	\$0.75
11-000-270-160 Sal Pupil Trans (Bet Home & Sch)-reg	\$549,096.00	\$294,537.33	\$254,124.63	\$434.04
11-000-270-161 Sal Pupil Trans (Bet Home & Sch)-Sp Ed	\$537,822.00	\$314,603.37	\$223,217.70	\$0.93
11-000-270-162 Sal Pupil Trans. Other than Bet Home & Sch	\$165,000.00	\$81,544.91	\$83,455.09	.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.	\$227,330.00	\$138,875.69	\$87,917.03	\$537.28
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$34,598.00	\$29,774.29	\$4,758.50	\$65.21
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$163,350.00	\$43,120.43	\$72,483.46	\$47,746.11
11-000-270-443 Lease Purch Payments - School Buses	\$249,008.00	\$246,972.23	.00	\$2,035.77
11-000-270-503 Contr Svc-Aid in Lieu Payments-Non Pub Sch	\$661,000.00	\$500.00	\$599,500.00	\$61,000.00
11-000-270-511 Contract Svc (btw Home & Sch.)-vendors	\$5,404,550.00	\$3,115,571.55	\$2,227,250.00	\$61,728.45
11-000-270-512 Contract Svc (other btw home & sch)-vndrs	\$356,353.00	\$187,370.78	\$45,169.22	\$123,813.00
11-000-270-514 Contract Svc (Sp Ed.)-vendors	\$45,165.00	\$7,332.50	\$32,293.60	\$5,538.90
11-000-270-515 Contract Svc (Sp Ed.)-joint agreements	\$1,300.00	.00	.00	\$1,300.00
11-000-270-517 Contract Svc (reg std) - ESCs	\$324,000.00	\$137,610.00	\$186,390.00	.00
11-000-270-518 Contract Svc (Sp Ed) - ESCs	\$6,264,500.00	\$3,270,725.54	\$2,985,071.91	\$8,702.55
11-000-270-580 Travel	\$2,000.00	\$97.29	.00	\$1,902.71

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-270-593 Misc. Purchased Svc.- Transp.	\$98,587.00	\$98,035.00	.00	\$552.00
11-000-270-610 General Supplies	\$5,000.00	\$3,720.43	\$614.84	\$664.73
11-000-270-615 Transportation Supplies	\$112,558.13	\$40,351.21	\$65,435.24	\$6,771.68
11-000-270-800 Misc. Expenditures	\$6,900.00	\$6,329.00	\$350.00	\$221.00
TOTAL	\$15,634,149.13	\$8,257,776.81	\$7,053,334.71	\$323,037.61
--- Personal Services-Employee Benefits---				
11-XXX-XXX-210 Group Insurance	\$3,100.00	\$1,346.30	.00	\$1,753.70
11-XXX-XXX-220 Social Security Contributions	\$2,100,000.00	\$1,248,158.66	\$851,808.17	\$23.17
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$2,825,688.24	.00	\$2,743,461.24	\$82,227.00
11-XXX-XXX-248 Other Retirement - Deferred PERS	\$77,000.00	.00	\$72,603.00	\$4,397.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$85,000.00	\$27,146.27	\$45,075.73	\$12,778.00
11-XXX-XXX-250 Unemployment Compensation	\$50,000.00	.00	.00	\$50,000.00
11-XXX-XXX-260 Workman's Compensation	\$455,316.00	\$212,416.16	\$4,375.00	\$238,524.84
11-XXX-XXX-270 Health Benefits	\$22,622,814.00	\$10,179,463.22	\$12,052,619.06	\$390,731.72
11-XXX-XXX-280 Tuition Reimbursement	\$285,000.00	\$35,219.91	\$249,780.09	.00
11-XXX-XXX-290 Other Employee Benefits	\$952,050.00	\$324,169.42	\$615,394.24	\$12,486.34
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$322,485.00	\$291,153.00	\$29,388.00	\$1,944.00
TOTAL	\$29,778,453.24	\$12,319,082.94	\$16,664,504.53	\$794,865.77
Total Undistributed Expenditures	102,528,464.18	\$50,476,321.35	\$48,891,961.23	\$3,160,181.60
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	181,308,152.39	\$90,010,804.22	\$86,812,157.37	\$4,485,190.80
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	181,308,152.39	\$90,010,804.22	\$86,812,157.37	\$4,485,190.80

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
*** CAPITAL OUTLAY ***				
--- EQUIPMENT ---				
Regular programs-instruction				
12-120-100-730 Grades 1-5	\$9,186.00	.00	\$9,186.00	.00
12-130-100-730 Grades 6-8	\$12,000.00	.00	\$11,954.00	\$46.00
12-140-100-730 Grades 9-12	\$44,178.00	\$18,541.63	\$14,078.28	\$11,558.09
Special education - instruction				
12-4XX-100-730 School-spons. & oth instr prog	\$130,045.95	\$26,723.08	\$73,288.85	\$30,034.02
12-000-21X-730 Support services-Related & Extraord.	\$2,576.00	.00	\$2,575.50	\$0.50
12-000-220-730 Support services-instruc. staff	\$87,955.98	\$73,716.04	\$12,360.00	\$1,879.94
12-000-240-730 School administration	\$17,493.48	\$9,325.00	\$8,168.48	.00
12-000-252-730 Admin. Info. Tech.	\$194,393.16	\$23,799.19	\$123,825.09	\$46,768.88
12-000-262-730 Undist. Exp.-Custodial Services	\$51,094.00	\$47,301.87	\$3,792.00	\$0.13
12-000-266-730 Undist. Exp.-Security	\$4,400.00	.00	.00	\$4,400.00
Undist. Exp. - Non-instructional Services				
TOTAL	\$553,322.57	\$199,406.81	\$259,228.20	\$94,687.56
--- Facilities acquisition and construction services ---				
12-000-400-334 Architectural/Engineering Services	\$157,775.00	\$67,561.25	\$4,178.75	\$86,035.00
12-000-400-450 Construction Services	\$4,139,015.00	\$2,751,795.15	\$640,434.56	\$746,785.29
12-000-400-896 Assmt for Debt Service on SDA Funding	\$114,991.00	\$57,495.50	\$57,495.50	.00
Sub Total	\$4,411,781.00	\$2,876,851.90	\$702,108.81	\$832,820.29
TOTAL	\$4,411,781.00	\$2,876,851.90	\$702,108.81	\$832,820.29
TOTAL CAPITAL OUTLAY EXPENDITURES	\$4,965,103.57	\$3,076,258.71	\$961,337.01	\$927,507.85

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 7 Month Period Ending 01/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
10-000-100-56X Transfer of Funds to Charter Schls.	\$468,442.00	\$162,507.00	\$299,820.00	\$6,115.00
TOTAL GENERAL FUND EXPENDITURES	186,741,697.96	\$93,249,569.93	\$88,073,314.38	\$5,418,813.65

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10

For 7 Month Period Ending 01/31/2023

I, Tony 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

2/15/23

Date

2/13 7:44am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 7 Month Period Ending 01/31/23

ASSETS AND RESOURCES

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

101	Cash in bank		(\$655,475.95)
	Accounts receivable:		
141	Intergovernmental - State	\$1,000,704.10	
142	Intergovernmental - Federal	\$482,376.16	
153,154	Other (net of estimated uncollectible of \$____)	\$5,000.00	
			<u>\$1,488,080.26</u>

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

301	Estimated Revenues	\$11,188,013.64	
302	Less Revenues	(\$4,129,764.60)	
			<u>\$7,058,249.04</u>
	Total assets and resources		<u><u>\$7,890,853.35</u></u>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 7 Month Period Ending 01/31/23

LIABILITIES AND FUND EQUITY

--- LIABILITIES ---

421	Accounts Payable	\$3,061.50
		\$3,061.50
TOTAL LIABILITIES		\$3,061.50

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year	\$3,647,153.42
754	Reserve for encumbrances - Prior Year	\$474,593.97
758	Reserve Fund Balance - Student Activities	\$218,907.59
601	Appropriations	\$11,188,013.64
602	Less: Expenditures	\$3,993,723.35
603	Encumbrances	\$3,647,153.42 (\$7,640,876.77)
		\$3,547,136.87
TOTAL FUND BALANCE		\$7,887,791.85
TOTAL LIABILITIES AND FUND EQUITY		\$7,890,853.35

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 7 Month Period Ending 01/31/23

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	\$244,121.52	\$240,053.89		\$4,067.63
2XXX	From Intermediate Sources	\$60,655.14	\$49,252.71		\$11,402.43
3XXX	From State Sources	\$2,741,259.18	\$2,556,238.00		\$185,021.18
4XXX	From Federal Sources	\$8,141,977.80	\$1,284,220.00		\$6,857,757.80
TOTAL REVENUE/SOURCES OF FUNDS		\$11,188,013.64	\$4,129,764.60		\$7,058,249.04
*** EXPENDITURES ***					AVAILABLE BALANCE
LOCAL PROJECTS:		APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	
	Other Local Projects (001-199)	\$104,776.66	\$18,588.51	\$6,735.78	\$79,452.37
	Student Activity Fund (475)	\$200,000.00	\$176,681.31	.00	\$23,318.69
TOTAL LOCAL PROJECTS		\$304,776.66	\$195,269.82	\$6,735.78	\$102,771.06
STATE PROJECTS:					
	Preschool Education Aid (218)	\$1,947,765.00	\$759,504.93	\$922,237.15	\$266,022.92
	Nonpublic Teacher STEM Grant (480-481)	\$7,965.18	.00	.00	\$7,965.18
	Nonpublic textbooks (501)	\$93,258.00	\$91,771.49	\$1,122.86	\$363.65
	Nonpublic auxiliary services (502)	\$15,930.00	\$676.00	\$15,254.00	.00
	Nonpublic handicapped services (506)	\$168,123.00	\$25,964.70	\$136,299.30	\$5,859.00
	Nonpublic nursing services (509)	\$158,592.00	\$63,436.80	\$95,155.20	.00
	Nonpublic Technology Aid (510)	\$59,346.00	\$2,842.16	\$32,694.79	\$23,809.05
	Nonpublic School Programs (511)	\$290,280.00	\$94,379.00	\$169,687.48	\$26,213.52
TOTAL STATE PROJECTS		\$2,741,259.18	\$1,038,575.08	\$1,372,450.78	\$330,233.32
FEDERAL PROJECTS:					
	ESSA Title I - Part A/D (231-239)	\$1,198,121.00	\$344,661.08	\$468,284.10	\$385,175.82
	ESSA Title III - English Lang Enhancement (241-245)	\$93,121.00	\$48,112.59	\$7,877.91	\$37,130.50
	I.D.E.A. Part B (Handicapped) (250-259)	\$1,942,188.00	\$1,062,004.91	\$722,380.64	\$157,802.45
	ESSA Title II - Part A/D (270-279)	\$209,648.00	\$45,728.50	\$59,749.12	\$104,170.38
	ESSA Title IV (280-289)	\$74,931.00	\$46,518.25	\$2,500.00	\$25,912.75
	Vocational Education (361-389)	\$57,181.00	\$34,963.89	\$12,895.06	\$9,322.05
	CARES Act Education Stabilization Fund (477)	\$54,431.93	.00	.00	\$54,431.93
	CRRSA-ESSER II Grant Program (483)	\$25,919.65	\$25,919.00	.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	\$6,458.98	.00	\$1,766.02
	ACERS Program (486)	\$675,365.00	\$396,653.75	\$278,710.47	\$0.78
	ARP - ESSER Grant Program (487)	\$2,976,062.89	\$629,794.40	\$585,652.54	\$1,760,615.95
	ARP - ESSER Accelerated Learning Coaching (488)	\$540,033.72	\$55,632.13	\$101,100.00	\$383,301.59
	ARP - ESSER Evidence-Based Summer Learning (489)	\$44,729.00	\$27,080.98	\$8,271.02	\$9,377.00
	ARP - ESSER Evidence-Based Comprehensive (490)	\$44,729.00	\$26,499.99	\$18,229.01	.00
	ARP - ESSER NJ Tiered System of Supports (491)	\$45,000.00	\$1,200.00	\$2,316.99	\$41,483.01
	ARP - Homeless Children & Youth II (496)	\$28,950.00	\$8,650.00	.00	\$20,300.00

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
TOTAL FEDERAL PROJECTS	\$8,141,977.80	\$2,759,878.45	\$2,267,966.86	\$3,114,132.49
*** TOTAL EXPENDITURES ***	\$11,188,013.64	\$3,993,723.35	\$3,647,153.42	\$3,547,136.87

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 7 Month Period Ending 01/31/23

		ESTIMATED	ACTUAL	UNREALIZED
1760	Student Activity Fund Revenue	\$200,000.00	\$194,932.37	\$5,067.63
1XXX	Other Revenue from Local Sources	\$44,121.52	\$45,121.52	(\$1,000.00)
	Total Revenues from Local Sources	\$244,121.52	\$240,053.89	\$4,067.63
--- INTERMEDIATE SOURCES ---</td <td data-kind="ghost"></td> <td data-kind="ghost"></td> <td data-kind="ghost"></td> <td data-kind="ghost"></td>				
2XXX	From Intermediate Sources	\$60,655.14	\$49,252.71	\$11,402.43
	Total Revenue Intermediate Sources	\$60,655.14	\$49,252.71	\$11,402.43
--- STATE SOURCES ---</td <td data-kind="ghost"></td> <td data-kind="ghost"></td> <td data-kind="ghost"></td> <td data-kind="ghost"></td>				
3212	Nonpublic Teacher STEM Grant	\$7,965.18	.00	\$7,965.18
3218	Preschool Education Aid	\$1,947,765.00	\$1,947,765.00	.00
32XX	Other Restricted Entitlements	\$785,529.00	\$608,473.00	\$177,056.00
	Total Revenue from State Sources	\$2,741,259.18	\$2,556,238.00	\$185,021.18
--- FEDERAL SOURCES ---</td <td data-kind="ghost"></td> <td data-kind="ghost"></td> <td data-kind="ghost"></td> <td data-kind="ghost"></td>				
4411-16	Title I	\$1,198,121.00	\$195,432.00	\$1,002,689.00
4451-55	Title II	\$209,648.00	\$39,669.00	\$169,979.00
4491-94	Title III	\$93,121.00	\$45,036.00	\$48,085.00
4471-74	Title IV	\$74,931.00	\$44,365.00	\$30,566.00
4420-29	I.D.E.A. Part B (Handicapped)	\$1,942,188.00	\$854,283.00	\$1,087,905.00
4430	Vocational Education	\$57,181.00	\$34,495.00	\$22,686.00
4530	CARES Act Education Stabilization Fund	\$54,431.93	.00	\$54,431.93
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	\$6,458.00	\$1,767.00
4537	ACSERS Special Ed and Related Services	\$675,365.00	.00	\$675,365.00
4540	ARP-ESSER Grant Program	\$2,976,062.89	.00	\$2,976,062.89
4541	ARP-ESSER Accelerated Learning Coaching	\$540,033.72	\$54,632.00	\$485,401.72
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	\$1,200.00	\$43,800.00
4546	ARP - Homeless Children & Youth II	\$28,950.00	\$8,650.00	\$20,300.00
	Total Revenues from Federal Sources	\$8,141,977.80	\$1,284,220.00	\$6,857,757.80
	TOTAL REVENUES/SOURCES OF FUNDS	\$11,188,013.64	\$4,129,764.60	\$7,058,249.04

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 7 Month Period Ending 01/31/23

	Appropriations	Expenditures	Encumbrances	Available Balance
Local Projects:				
20-001-XXX-XXX to 20-199-XXX-XXX Local Projects	\$104,776.66	\$18,588.51	\$6,735.78	\$79,452.37
20-475-XXX-XXX Student Activity Fund	\$200,000.00	\$176,681.31	.00	\$23,318.69
TOTAL LOCAL PROJECTS	\$304,776.66	\$195,269.82	\$6,735.78	\$102,771.06
State Projects:				
--- Preschool Education Aid - Instruction ---				
20-218-100-101 Salaries of Teachers	\$282,340.00	\$125,417.59	\$132,165.89	\$24,756.52
20-218-100-106 Other Sal. For Instruction	\$126,062.00	\$59,204.00	\$66,857.50	\$0.50
20-218-100-321 Purchased Prof & Ed Services	\$31,359.00	\$10,608.00	\$3,328.00	\$17,423.00
20-218-100-600 General Supplies	\$92,247.00	\$82,652.36	\$8,099.99	\$1,494.65
Total Instruction	\$532,008.00	\$277,881.95	\$210,451.38	\$43,674.67
--- Preschool Education Aid - Support Services ---				
20-218-200-102 Salaries of Supervisors of Instruction	\$103,883.00	\$43,132.50	\$60,750.00	\$0.50
20-218-200-105 Salaries of Secr. And Clerical Assistants	\$33,780.00	\$13,055.82	\$20,723.50	\$0.68
20-218-200-176 Salaries of Master Teachers	\$63,366.00	\$27,250.56	\$36,115.20	\$0.24
20-218-200-200 Personal Services - Employee Benefits	\$218,689.00	.00	.00	\$218,689.00
20-218-200-321 Purchased Educ. Services-Contracted Pre-K	\$480,570.00	\$192,228.00	\$288,342.00	.00
20-218-200-325 Purchased Educ. Services-Head Start	\$398,295.00	\$159,318.00	\$238,977.00	.00
20-218-200-440 Rentals	\$90,000.00	\$40,000.00	\$50,000.00	.00
20-218-200-516 Contr. Trans. Serv. (Field Trips.)	\$3,600.00	\$150.00	\$1,841.00	\$1,609.00
20-218-200-580 Travel	\$1,500.00	.00	.00	\$1,500.00
20-218-200-600 Supplies and Materials	\$22,074.00	\$6,488.10	\$15,037.07	\$548.83
Total Support Services	\$1,415,757.00	\$481,622.98	\$711,785.77	\$222,348.25
-- TOTAL Preschool Education Aid --	\$1,947,765.00	\$759,504.93	\$922,237.15	\$266,022.92
-- Other State Programs --				
20-501-XXX-XXX to 20-511-XXX-XXX Nonpublic Programs	\$785,529.00	\$279,070.15	\$450,213.63	\$56,245.22
20-480-XXX-XXX Nonpublic Teacher STEM Grant	\$7,965.18	.00	.00	\$7,965.18
-- TOTAL Other State Programs --	\$793,494.18	\$279,070.15	\$450,213.63	\$64,210.40
TOTAL STATE PROJECTS	\$2,741,259.18	\$1,038,575.08	\$1,372,450.78	\$330,233.32
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

	Appropriations	Expenditures	Encumbrances	Available Balance
--- Support Services ---				
20-477-200-300 Professional Tech Services	\$7,200.00	.00	.00	\$7,200.00
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	\$35,634.93	\$0.00	\$0.00	\$35,634.93
TOTAL CARES Act Education Stabilization Fund	\$54,431.93	\$0.00	\$0.00	\$54,431.93
--- 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	\$344,661.08	\$468,284.10	\$385,175.82
20-241 to 20-245-XXX-XXX ESSA Title III - Part A/D	\$93,121.00	\$48,112.59	\$7,877.91	\$37,130.50
20-25X-XXX-XXX I.D.E.A. Part B	\$1,942,188.00	\$1,062,004.91	\$722,380.64	\$157,802.45
20-27X-XXX-XXX ESSA Title II - Part A/D	\$209,648.00	\$45,728.50	\$59,749.12	\$104,170.38
20-28X-XXX-XXX ESSA Title IV	\$74,931.00	\$46,518.25	\$2,500.00	\$25,912.75
20-361 to 20-389-XXX-XXX Vocational Education	\$57,181.00	\$34,963.89	\$12,895.06	\$9,322.05
20-483-XXX-XXX CRRSA-ESSER II Grant Program	\$25,919.65	\$25,919.00	.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	\$6,458.98	.00	\$1,766.02
20-486-XXX-XXX ACSERS Special Ed and Related Services Program	\$675,365.00	\$396,653.75	\$278,710.47	\$0.78
20-487-XXX-XXX ARP-ESSER Grant Program	\$2,976,062.89	\$629,794.40	\$585,652.54	\$1,760,615.95
20-488-XXX-XXX ARP-ESSER Accelerated Learning Coaching	\$540,033.72	\$55,632.13	\$101,100.00	\$383,301.59
20-489-XXX-XXX ARP-ESSER Evidence-Based Summer Learning	\$44,729.00	\$27,080.98	\$8,271.02	\$9,377.00
20-490-XXX-XXX ARP-ESSER Evidence-Based Comprehensive	\$44,729.00	\$26,499.99	\$18,229.01	.00
20-491-XXX-XXX ARP-ESSER NJ Tiered System of Supports	\$45,000.00	\$1,200.00	\$2,316.99	\$41,483.01
20-496-XXX-XXX ARP - Homeless Children & Youth II	\$28,950.00	\$8,650.00	.00	\$20,300.00
TOTAL Other Federal Programs	\$8,087,545.87	\$2,759,878.45	\$2,267,966.86	\$3,059,700.56
TOTAL FEDERAL PROJECTS	\$8,141,977.80	\$2,759,878.45	\$2,267,966.86	\$3,114,132.49
20-XXX-XXX-XXX All Other State/Fed/Loc Projects	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL EXPENDITURES	\$11,188,013.64	\$3,993,723.35	\$3,647,153.42	\$3,547,136.87

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

Special Revenue Fund - Fund 20
For 7 Month Period Ending 01/31/23

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

2/15/23
Date

2/13 7:44am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Capital Projects Fund - Fund 30
Interim Balance Sheet
For 7 Month Period Ending 01/31/23

=====

ASSETS AND RESOURCES

=====

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

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

301	Estimated Revenues	\$247,783.47	
302	Less Revenues	(\$250,578.40)	
			(\$2,794.93)
Total assets and resources			(\$2,794.93)

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

Capital Projects Fund - Fund 30
Interim Balance Sheet
For 7 Month Period Ending 01/31/23

LIABILITIES AND FUND EQUITY

FUND BALANCE

--- Appropriated ---

601	Appropriations		\$247,783.47	
602	Less : Expenditures	\$250,578.40		
			(\$250,578.40)	
				(\$2,794.93)
	Total Appropriated			(\$2,794.93)

--- Unappropriated ---

TOTAL FUND BALANCE	(\$2,794.93)
TOTAL LIABILITIES AND FUND EQUITY	(\$2,794.93)

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 7 Month Period Ending 01/31/23

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1510 Earnings on Investments		\$2,794.93		(\$2,794.93)
Other Revenue/Source of Funds	\$247,783.47	\$247,783.47		\$0.00
TOTAL REVENUE/SOURCES OF FUNDS	\$247,783.47	\$250,578.40		(\$2,794.93)
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
30-XXX-XXX-73X Equipment	\$247,783.47	\$247,783.47	.00	.00
30-000-4XX-930 Transfer from Capital Projects		\$2,794.93	.00	(\$2,794.93)
Total fac.acq.and constr. serv.	\$0.00	\$2,794.93	\$0.00	(\$2,794.93)
TOTAL EXPENDITURES	\$247,783.47	\$250,578.40	\$0.00	(\$2,794.93)
30-000-520-930 Transfers to other funds		\$2,794.93	.00	(\$2,794.93)
*** TOTAL EXPENDITURES AND TRANSFERS	\$247,783.47	\$253,373.33	\$0.00	(\$5,589.86)

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

Capital Projects Fund - Fund 30
For 7 Month Period Ending 01/31/23

I, Tonye M. Flower, 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

2/15/23
Date

ASSETS AND RESOURCES

301	Estimated Revenues	\$5,895,768.00	
302	Less Revenues	(\$5,895,768.00)	
	Total assets and resources		\$601,793.60

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

Debt Service Fund - Fund 40
Interim Balance Sheet
For 7 Month Period Ending 01/31/23

LIABILITIES AND FUND EQUITY

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year	\$412,759.00
	Reserved fund balance:	

601	Appropriations	\$5,895,768.00
602	Less : Expenditures	\$5,483,006.75
603	Encumbrances	\$412,759.00 (\$5,895,765.75)
		\$2.25

Total Appropriated	\$412,761.25
--------------------	--------------

--- Unappropriated ---

770	Fund Balance	\$189,032.35
-----	--------------	--------------

TOTAL FUND BALANCE	\$601,793.60
--------------------	--------------

TOTAL LIABILITIES AND FUND EQUITY	\$601,793.60
-----------------------------------	--------------

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 7 Month Period Ending 01/31/23

	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 7 Month Period Ending 01/31/23

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES/Enc.	AVAILABLE BALANCE
	<u> </u>	<u> </u>	<u> </u>
--- 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
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$5,895,768.00	\$5,895,765.75	\$2.25
	<u> </u>	<u> </u>	<u> </u>
TOTAL USES OF FUNDS BEFORE TRANSFERS	\$5,895,768.00	\$5,895,765.75	\$2.25
	<u> </u>	<u> </u>	<u> </u>
*** TOTAL USES OF FUNDS ***	\$5,895,768.00	\$5,895,765.75	\$2.25
	<u> </u>	<u> </u>	<u> </u>

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education
Debt Service Fund - Fund 40

For 7 Month Period Ending 01/31/23

I, Tony 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

2/15/03
Date


REPORT OF THE TREASURER
TO THE BOARD OF EDUCATION

DISTRICT OF WEST ORANGE

ALL FUNDS

FOR THE MONTH ENDING JANUARY 31, 2023

	Beginning Cash Balance	Cash Receipts	Cash Disbursements	Ending Cash Balance
GOVERNMENTAL FUNDS				
General Fund - Fund 10	25,867,037.27	16,432,958.26	18,420,945.09	23,879,050.44
Capital Reserve -Fund 10	2,368,517.88	15.84		2,368,533.72
Maintenance Reserve -Fund 10	2,000,085.20	15.07	20.00	2,000,080.27
Workers Comp Claims Fund-Fund 10	90,000.00	11,485.23	11,485.23	90,000.00
Unemployment Trust Fund-Fund 10	619,536.17	5.26		619,541.43
Payroll Agency-Fund 10	2,948,137.59	5,596,394.25	5,008,235.19	3,536,296.65
Flex Account-Fund 10	217.58	37,116.69	36,866.69	467.58
Flex Account-Fiscal Agent-Fund 10	27,959.74			27,959.74
Special Revenue Fund - Fund 20	(639,127.54)	1,005,425.78	1,258,932.84	(892,634.60)
Student Activity Fund - Fund 20	248,994.26	20,297.44	32,133.05	237,158.65
Capital Projects Fund - Fund 30	2,794.93		2,794.93	0.00
Debt Service Fund - Fund 40	(1,998,184.92)	423,889.08		(1,574,295.84)
Total Governmental Funds	31,535,968.16	23,527,602.90	24,771,413.02	30,292,158.04
ENTERPRISE FUNDS				
Food Service Fund - Fund 60	3,313,873.38	195,499.67	717,763.30	2,791,609.75
Enrichment Fund - Fund 61	17,312.86	1,000.00		18,312.86
Total Enterprise Funds	3,331,186.24	196,499.67	717,763.30	2,809,922.61
AGENCY FUNDS				
Payroll	0.00	6,019,970.67	6,018,689.85	1,280.82
Total Agency Funds	0.00	6,019,970.67	6,018,689.85	1,280.82
TOTAL ALL FUNDS	34,867,154.40	29,744,073.24	31,507,866.17	33,103,361.47


Treasurer of School Monies

2/15/23
Date

IT Asset Removal Agreement

Client: WEST ORANGE SCHOOL DISTRICT

Client Contact: Anthony Picinich

Date: February 16, 2023

Presented By: UPCYCLE USA, LLC.

Upcycle LLC Contacts/Title	Project Role	Contact Info
Mark DeTroia – Purchasing Director	Key contact for all inquiries regarding project management.	973-567-8341 mark@upcyclellc.com purchasing@upcyclellc.com
Lawrence Caprio-Operations Manager	Secondary contact for all inquiries regarding scheduling and logistics	973-575-5800 larry@upcyclellc.com
Debra Vazzano-Logistics	Secondary contact for all inquiries regarding scheduling and logistics	973-575-5800 Debbiev@upcyclellc.com

Upcycle is dedicated to providing a cost effective, environmentally conscious, socially responsible and secure outlet for end of life IT equipment while improving the access to vital technology for those in need. We are excited to partner with WEST ORANGE SCHOOL DISTRICT, in the disposition of your retired IT equipment. Our goal is to make the process of partnering with Upcycle as effortless and rewarding as possible. We pride ourselves on being flexible and amenable to fit each of our clients' needs and specific requests. All services listed below are guaranteed by Upcycle USA, LLC upon agreeing to the terms and conditions of the corresponding IT ASSET REMOVAL AGREEMENT.

Services:

- Upcycle USA LLC will provide and be responsible for the trucking, transportation, and labor associated with the packaging and removal of all equipment from the storage unit, office or facility where the equipment is being held.
- Upcycle USA LLC guarantees FULL removal of ALL assets identified for disposal.
- Upcycle USA LLC will accept anything with a plug in any condition and will pick up any and all of your end of life equipment and electronic waste.

- Each shipment will be assigned a unique job number and all assets associated with the job will be identified and counted with an inventory in the form of a BOL being provided on site.
- Upcycle USA LLC will perform discovery services per unit to assure all data bearing devices are purged of confidential client information. Hard drives will be wiped according to Department of Defense standards (DOD 5220.22M). A Certificate of Destruction (COD) will be provided upon completion of data security services.
- All equipment will be transported by UPCYCLE employees in an UPCYCLE vehicle directly to an UPCYCLE facility.
- If units cannot be refurbished and restored to good working condition, they will be recycled according to the industry standard responsible recycling practices (R2). A Certificate of Recycling (COR) will be generated after all equipment has been processed.
- UPCYCLE maintains relationships with NPO's around the country, and a portion of all asset recovery projects are dedicated to supporting these relationships.
- The following reports will be provided to the Client.
- **A Bill of Lading** provided on site, listing of all equipment received.
- **A Certificate of Recycling** guaranteeing that all equipment is recycled according to local, state, and federal guidelines.
- **A Certificate of Destruction** that pertains to all hard drives and documents the full and complete erasure of all hard drives from this pick up.

Based on the list of equipment (see attached) and the delivery of the agreed upon services, we are able to offer \$1800.

There will be no charge for any of the aforementioned services.

A check will be mailed within 30 days of pickup.

Furthermore, UpCycle LLC confirms that the equipment listed below will be stored in a secured environment and the network configuration for the equipment listed below will be completely erased with a COD affirming the completion of these services.

To accept this proposal please email purchasing@upcyclellc.com and someone will reach out within 24 hours to coordinate the scheduling of a truck and team to come out and perform your removal. Upon agreeing to this proposal, UPCYCLE will guarantee all of the aforementioned services as well as be responsible for all of the boxes, pallets, and trucks required for pick up.

There are no EXTRA charges or hidden fees associated with this proposal.

We appreciate the opportunity to work together and look forward to building a long term and mutually beneficial relationship between our organizations.

We are able to tailor our IT asset removal projects to each client's specifications, please feel free to contact me directly with any questions and or requests.

Thank you for your support and commitment to handling your EOL equipment responsibly.

Mark DeTroia

www.upcyclellc.com mark@upcyclellc.com

973-575-5800