

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting October 17, 2022**  
**6:30 P.M. Executive Session**  
**7:30 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Agenda**

**I. ROLL CALL OF THE MEMBERS**

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

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

**III. EXECUTIVE SESSION**

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

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

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

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

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF September 19, 2022 (Att. #1)**

**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS**

- A. Diversity, Equity, Access and Inclusion Update - Dr. Tamika Pollins
- B. HIB Report

**IX. BOARD POLICY (IES)**

- A. First Reading of the following revised policy(ies):

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

**X. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS**

**XI. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS**

**A. PERSONNEL**

**1. Resignations / Retirements / Terminations:**

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

Name	Location	Position	Reason	Effective Date
William Farley	WOHS	Music	Retirement 23 years	7/1/23
Yelena Grushko	.6 Hazel / .4 Liberty	School Psychologist	Resignation	11/28/22
Courtney Molinare	WOHS	Social Studies Leave Replacement	Resignation due to reassignment	11/30/22
Cassandra Parkin	Gregory	Grade 2 Leave Replacement	Resignation	10/17/22
Adam Wasko	WOHS	English	Resignation	9/30/22

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

Name	Location	Position	Reason	Effective Date
Ebony Corbin	Kelly	Paraprofessional	Resignation	11/1/22
Courtney Cottle	Mt. Pleasant	Paraprofessional	Resignation	10/14/22
Maureen Del Plato	Redwood	Paraprofessional	Retirement 21 years	1/1/23
Ernest Jean-Louis	Transportation	Bus Driver Part-time	Retirement 7 years	3/1/23
Roy Smith	Washington	Lunch Aide	Resignation	9/16/22
Luz Vanegas	Liberty	Custodian Mid-shift	Retirement 17 years	10/14/22
Sylvia Vassallo	BMELC	Paraprofessional	Resignation	11/4/22

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

Employee #	Effective Date
9010	10/17/22

**2. Rescissions**

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

Name	Location	Position	Effective Date
Jessica Corino	Edison	Grade 6 Math Lead Teacher	9/20/22

Brian Dillon	Roosevelt	Baseball Coach	9/20/22
Jonathan Petitote	WOHS	Paraprofessional	10/10/22

### 3. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
LaToya Gaines	Gregory	School Psychologist Leave Replacement	Flannely	MA	4	\$66,972 prorated	11/4/22** - 3/17/23
Steven Melendez	Edison	Acting Principal/ Assistant Principal	Fitzgerald Vacancy	MA+45	N/A	\$1,500 per month for additional responsibilities (after first 20 days: 10/7/22)	9/6/22 - 10/18/22 amended from 9/6/22 - 6/30/23
Steven Melendez	Edison	Acting Principal	Fitzgerald Vacancy	MA+45	N/A	\$105.05 per diem for additional responsibilities	10/19/22 - 6/30/23
Courtney Molinare	WOHS	Social Studies	Sweeney	MA	7	\$68,460 prorated	12/1/22 - 6/30/23
Keri Orange-Jones	Edison	Acting Assistant Principal	Melendez Vacancy	DR	N/A	\$141.32 per diem for additional responsibilities	10/19/22 - 6/30/23
Dara Soberman	BMELC	Speech Language Specialist	Cruz	MA+45	14	\$84,883 prorated	12/19/22 - 6/30/23

\*or upon release from current employer      †or upon completion of Onboarding Process  
^pending Criminal History Record check process

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Flamur Aliu	WOHS	Security 10-month	Montplaisir	Security	1	\$43,050 prorated	9/29/22 - 6/30/23
Robin Chernoff	ECLC	Registered Nurse	New	MA	10	\$70,118** prorated	10/18/22* - 6/30/23
Roger Curry	Mt. Pleasant	Custodian Mid-shift	Mantilla	Custodian	1	\$39,375 prorated includes \$285 shift differential	10/18/22* - 6/30/23
Noura Estrada	ECLC	Administrative Assistant	New	Column I	6	\$41,447** prorated	10/25/22 - 6/30/23
Brian Green	Washington	Security	N/A	N/A	N/A	\$26.10 per hour amended from \$25.34 per hour 7 hours per day	9/6/22 - 6/30/23
Tiffany Green	BMELC	Lunch Aide	New	N/A	N/A	\$19.92 per hour	10/18/22 - 6/21/23
Tishonna Green	WOHS	Greeter	Aliu	N/A	N/A	\$20.55 per hour	10/18/22*† - 6/30/23
Kendrick Grey	Mt. Pleasant	Paraprofessional	Cottle	Non Degree	10	\$34,061 prorated	10/18/22† - 6/30/23

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Tiffany Langley	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$23.27 per hour	10/18/22* - 6/21/23
Yanina Martinez	BMELC	Paraprofessional	New	BA	3	\$33,012 prorated	11/1/22* - 6/30/23
Sendi Mendoza	Liberty	Administrative Assistant	DelBarba	Column II	10	\$52,898 prorated	12/19/22^ - 6/30/23
Melissa Mohabir	Washington	Lunch Aide	Smith	N/A	N/A	\$19.92 per hour	10/18/22* - 6/21/23
Kianna Montplaisir	WOHS	Security 12-month	McChee	Security	6	\$58,580 prorated	9/21/22 - 6/30/23
Kayla Negron	WOHS	Paraprofessional	Fortune	BA	4	\$33,318 prorated	10/11/22 - 6/30/23
Mirian Rodriguez	Mt. Pleasant	Lunch Aide	Bennett	N/A	N/A	\$19.92 per hour	10/17/22 - 6/21/23
William Temple	Washington	Paraprofessional Preschool	Francillian	BA	3	\$33,012 prorated	11/16/22^ - 6/30/23

\*pending Criminal History Record Check process  
^or upon completion of Onboarding Process

^or upon release from current employer  
\*\*Funded via Preschool Expansion Aide Grant

- c. Upon recommendation of the Superintendent of Schools, approval to the Board of Education for salary adjustments for the following training level changes for WOEa certificated and non-certificated staff, retroactive to September 1, 2022. (Att. #4)
- d. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following additional teaching assignment(s):

Name	Location	Position	Effective Dates
Jennifer Blume	Edison	Gifted and Talented Enrollment-Vacancy	9/1/22 - 6/30/23
Stephanie Rosario	Edison	Science Enrollment-Vacancy	9/1/22 - 6/30/23
Jean Claude Cenatus	Liberty	French Vacancy-Masse	10/3/22 - 6/22/23
Michael Bridge	Liberty	English Language Arts Leave Replacement-Gordillo	9/28/22 - 11/1/22
Patricia Hack	Liberty	English Language Arts Leave Replacement-Gordillo	9/28/22 - 11/1/22
Patricia Richardson	Liberty	English Language Arts Leave Replacement-Gordillo	9/28/22 - 11/1/22
Nancy Silva	Liberty	English Language Arts Leave Replacement-Gordillo	9/28/22 - 11/1/22
Sandra Marmolejos	Roosevelt	Special Education-ELA Enrollment-Vacancy	9/19/22 - 6/22/23
Saira Azad	WOHS	ESL Enrollment-Vacancy	10/18/ 22 - 6/30/23

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Effective Dates</b>
Elicia Baker	WOHS	English Language Arts Vacancy-Wasko	9/1/22 - 11/1/22 amended from 10/1/22
Kathryn Emolo	WOHS	English Language Arts Vacancy-Wasko	9/1/22 - 11/1/22 amended from 10/1/22
Jennifer Dahl	WOHS	English Language Arts Vacancy-Wasko	9/1/22 - 11/1/22 amended from 10/1/22
Charlene Muldrow	WOHS	English Language Arts Vacancy-Wasko	9/1/22 - 11/1/22 amended from 10/1/22
Molly Wachtel	WOHS	English Language Arts Vacancy-Wasko	9/1/22 - 11/1/22 amended from 10/1/22

- e. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following negotiated co-curricular assignment(s): (Att. #5)
- f. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following additional assignment(s):

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Stipend/Rate of Pay</b>	<b>Effective Dates</b>
Wioletta Baluta	Edison	Grade 6 Math Lead Teacher	\$3,000*	2022-2023
Max Grossman	WOHS	District Sign Maker	\$317.04 per diem as assigned	2022-2023
Christina Binns	WOHS	Library Media Center Afterschool Program	\$38.13 per hour not to exceed 5 hours per week amended from 4 hours	2022-2023
Steven Thompson	WOHS	Library Media Center Afterschool Program:	\$38.13 per hour not to exceed 2 hours per week amended from 4 hours	2022-2023

\*funded via ESSER III

- g. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following staff to provide Curriculum Writing for the 2022-2023 school year at the contractual rate of \$42.49 per hour, funded via ESSER III. (Att. #6)
- h. Upon recommendation of the Superintendent of Schools, approval to the Board of Education for the following certificated staff to provide Professional Development instruction at the contracted rate of \$79.53 per hour effective November 8, 2022, funded via ESSER III. (Att. #7)
- i. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following mentor assignments to be funded by the provisional teacher. (Att. #8)
- j. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following Buildings and Grounds stipend(s) to be paid in December 2022 and June 2023. (Att. #9)
- k. 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
Jessica DiCicco	Rutgers University	Edison	10/4/22 - 12/22/22
Isabella Londono	Montclair State University	WOHS	9/6/22 - 12/9/22 amended from 9/6/22 - 10/1/22

**4. Leaves of Absence:**

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4262 Medical	WOHS	12/12/22 - 12/30/22	N/A	N/A	1/2/23
8651 Medical	WOHS	11/18/22 - 12/14/22	12/15/22 - 12/20/22	N/A	12/21/22
4932 Medical	Liberty	9/1/22 - 11/1/22 amended from 9/1/22 - 9/28/22	N/A	N/A	11/2/22 amended from 9/29/22
7930 Family	WOHS	12/5/22 - 1/6/23	1/9/23 - 3/31/23	N/A	4/3/23
8503 Medical	Redwood	10/27/22 - 11/23/22	N/A	N/A	11/28/22
7730 Medical	St. Cloud	10/3/22 - 11/30/22	N/A	N/A	12/1/22
6701 Family	Redwood / Washington	1/2/23 - 2/9/23	2/10/23 - 5/12/23	N/A	5/15/23
4780 Medical	Redwood	11/21/22 - 2/17/23	N/A	N/A	2/21/23

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
7486 Medical	WOHS	10/4/22 - 12/2/22	N/A	N/A	12/5/22
8343 FMLA	Liberty	N/A	10/26/22 / 12/23/22	N/A	1/2/23
8536 FMLA	Central Office	N/A	N/A	9/12/22 - 11/18/22 amended from 9/12/22 - 10/21/22	11/21/22 amended from 10/24/22
8374 Medical	WOHS	11/14/22 - 12/9/22	N/A	N/A	12/12/22
7485 Medical	BMELC	10/21/22 - 1/20/23	N/A	N/A	1/23/23

**5. Transfer(s):**

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

Name	From	Position	To	Position	Effective Date
Claudia Moncayo Voluntary	.5 Edison / .5 Liberty	.5 Spanish / .5 ESL	.5 Edison / .5 Roosevelt	.5 Spanish / .5 ESL	9/21/22
Jacqueline Nieves Voluntary	.5 Gregory / .5 Redwood	ESL	.5 Washington / .5 Redwood	ESL	10/3/22
Nicole Payne-Venezia Voluntary	.2 Kelly / .8 Hazel	Music	.1 Gregory / .1 Kelly / .8 Hazel	Music	9/1/22

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following job description(s): (Att. #10)

Job Description	New	Revised
Preschool Intervention and Referral Specialist	X	
Inclusion and Access Liaison	X	

7. Upon recommendation of the Superintendent of Schools approval by the Board of Education for 2022-2023 revised rate(s) for hourly and per diem employees/assignments. (Att. #11)
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the revised West Orange Public Schools Organizational Chart. (Att. #12)

**B. CURRICULUM AND INSTRUCTION**

1. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Applications for School Business requests. (Att. #13)
2. Upon the recommendation of the Superintendent of Schools approval by the Board of Education for the following field trip destination for the 2022-2023 school year.

Destination	City	State
Snug Harbor Cultural Center & Botanical Garden	Staten Island	NY

3. Upon the recommendation of the Superintendent of Schools approval by the Board of Education for field trips for the 2022-2023 school year. (Att. #14)
4. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Professional Development on November 8, 2022 funded by ESSER III. (Att. #15)
5. Upon the recommendation of the Superintendent of Schools approval by the Board of Education to submit the 2022-2023 NJDOE Early Childhood Waiver application for square footage and bathroom-in-classroom requirements for 3 Head Start Preschool classrooms.
6. Upon recommendation of the Superintendent of Schools approval by the Board of Education of Mackin Learning to provide 3 hours of Achieving Library Goals with Inclusive Texts Professional Development for elementary school Library Media Specialists for the 2022-2023 school year in the amount of \$2,850 funded by local funds.

7. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the ELL programs (see Attachment A) to be implemented November 2022 - June 2023 and funded by the ESEA Grant Title III / Title III Immigrant. (Att. #16)
8. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the professional service agreement between Ellevation Inc. and West Orange Board of Education for the provision of the Ellevation platform to monitor student progress for current and former ELL students and resources to support English Language Learners in the amount of \$12,500.00 funded by Title III Grant.
9. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Language & Literacy Associates for Multilingual and Multicultural Education (LLAMAME) LLC to provide Sheltered English Instruction to teachers for the 2022-2023 school year in the amount of \$7,500.00 funded by Title III Grant.

**C. FINANCE**

**a.) Special Services**

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

Student #	Placement	Tuition	Budgeted/Unbudgeted
1809088	Chapel Hill Academy	Tuition: \$64,512.00 168 days @ \$384.00/day 1:1 Aide: \$33,600.00 168 days @ \$200.00/day	Budgeted
1606062	Morris Union Jointure Commission	Physical Therapy Services \$5,170.00	Unbudgeted
1207143	Morris Union Jointure Commission	Physical Therapy Services \$5,170.00 Occupational Therapy \$4,860.00	Unbudgeted
2007092	New Beginnings	Tuition: \$65,919.36 156 days @ \$422.56/day 1:1 Aide: \$39,780.00 156 days @ \$255.00/day	Unbudgeted

2. Upon the recommendation of the Superintendent of Schools approval by the Board of Education tuition contracts with Essex County Vocational Technical Schools, Newark, NJ for the 2022-2023 school year as follows:

ID Number	Program	Tuition	Budgeted/Unbudgeted
2201020	Full Time, Newark Tech	\$5,911.00	Unbudgeted
1304002	Full Time, West Caldwell Tech	\$9,104.00	Unbudgeted

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

school year:

Provider	Type of Service	Cost	Not to Exceed
Kid Clan Services, Inc.	Occupational Therapy Gregory and St. Cloud Schools	2 days per week from 11/28/22 to 6/21/23 7 hours per day @ \$90.00/hr	\$34,650.00
	Speech Therapy Betty Maddalena Early Learning Center	4 days per week from 10/24/22 to 12/19/22 7 hours per day @ \$90.00/hr	\$19,530.00
Pillar Care Continuum	Physical Therapy	1 session/week, 26 session in total @ \$125/session	\$3,250.00
		30 minutes after care @ \$25/hour	\$325.00

- Upon recommendation of the Superintendent of Schools approval by the Board of Education for the reimbursement to the parents of a nonpublic school student for educational services provided by Stepping Forward Counseling.

Payment To	Cost
Parent of Nonpublic School Student	\$11,850

- Upon recommendation of the Superintendent approval by the Board of Education the following providers to conduct Psychiatric Evaluations for the 2022-2023 school year:

Provider	Type of Service	Cost	Not to Exceed	Budgeted/ Unbudgeted
Dr. Bindu Khanna	Psychiatric Evaluation/Report	\$800.00 per evaluation \$1,000.00 per complex evaluation	\$16,000.00	Budgeted
Dr. Ellen Platt/ Platt Psychiatric Associates, L.L.C	Psychiatric Evaluation/Report Risk Assessment/Report	\$700 per Evaluation \$150 Expedited Fee \$150 per hour -Translator Fee \$1,2000 per Complex Evaluation	\$6,000.00*	Budgeted  *Revised from Agenda Minutes of August 8, 2022

**b.) Business Office**

- Upon recommendation of the Superintendent approval by the Board of Education for the approval of the 10/17/22 bills list in the amount of \$21,865,687.44
- Upon recommendation of the Superintendent of Schools approval by the Board of Education for the August 2022 transfers within the 2021-2022 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #17)
- Secretary's Report - Acceptance and Certification - August 2022

Upon recommendation of the Superintendent of Schools approval by the Board of Education for the acceptance of the Board Secretary's financial report for the month of XX 2021, 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. #18)

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

Upon recommendation of the Superintendent of Schools approval by the Board of Education for the acknowledgement and acceptance of the Report of the Treasurer of School Monies for the month of August 2022, which report is in agreement with the Secretary's Report. (Att. #19)

5. **Amended** - from Item 6. (Business Office) - August, 17, 2020 Board Meeting

Upon recommendation of the Superintendent of Schools resolution of the Board of Education of West Orange in the county of Essex New Jersey in authorizing Board representatives for the submission of required approval from the New Jersey Department of Education in conjunction with the following project:

**Temporary Classroom Units at Washington ES**

Whereas, the West Orange Board of Education has selected EI Associates, Architects and Engineers to implement the above referenced project. The District is not seeking debt service aid, therefore the projects should be considered Other Capital Projects. Whereas, the project is required to be submitted to the State Department of Education. The projects are consistent with the long range facilities plan in accordance with the requirements of N.J.A.C. 6A:26-2.3, 2.1(f), 3.1 and 3.11.

Now, therefore, be it resolved that the West Orange Board of Education hereby authorizes EI Associates as appropriate representatives of the Board (the "Board Representatives") to submit any required educational plans and schematic plans for the projects. Be it further resolved that the Board Representatives are hereby authorized and directed to submit the schematic plans and any other required information to the Planning Board and the Department of Environmental Protection for review and comment, if necessary with the prescribed project.

In accordance with the requirements of Section 6A:26-2.3 of the New Jersey Administrative Code, the Board approves an amendment to the Long Range Facilities Plan, as necessary, to reflect the Project and approves the submission of such amendment to the New Jersey Department of Education.

6. **Amended** - from Item 7. (Business Office) - December 6, 2021 Board Meeting

Upon recommendation of the Superintendent of Schools resolution of the Board of Education of West Orange in the county of Essex New Jersey in authorizing Board representatives for the submission of required approval from the New Jersey Department of Education in conjunction with the following project:

**Water Infiltration Media Center Renovation at Mt. Pleasant ES**

Whereas, the West Orange Board of Education has selected EI Associates, Architects

and Engineers to implement the above referenced project. The District is not seeking debt service aid, therefore the projects should be considered Other Capital Projects. Whereas, the project is required to be submitted to the State Department of Education. The projects are consistent with the long range facilities plan in accordance with the requirements of N.J.A.C. 6A:26-2.3, 2.1(f), 3.1 and 3.11.

Now, therefore, be it resolved that the West Orange Board of Education hereby authorizes EI Associates as appropriate representatives of the Board (the “Board Representatives”) to submit any required educational plans and schematic plans for the projects. Be it further resolved that the Board Representatives are hereby authorized and directed to submit the schematic plans and any other required information to the Planning Board and the Department of Environmental Protection for review and comment, if necessary with the prescribed project.

In accordance with the requirements of Section 6A:26-2.3 of the New Jersey Administrative Code, the Board approves an amendment to the Long Range Facilities Plan, as necessary, to reflect the Project and approves the submission of such amendment to the New Jersey Department of Education.

**7. Amended - Item 5. (Business Office) - March 14, 2022 Board Meeting**

Upon recommendation of the Superintendent of Schools resolution of the Board of Education of West Orange in the county of Essex New Jersey in authorizing Board representatives for the submission of required approval from the New Jersey Department of Education in conjunction with the following project:

**Retaining Wall Replacement at Washington ES**

Whereas, the West Orange Board of Education has selected EI Associates, Architects and Engineers to implement the above referenced project. The District is not seeking debt service aid, therefore the projects should be considered Other Capital Projects. Whereas, the project is required to be submitted to the State Department of Education. The projects are consistent with the long range facilities plan in accordance with the requirements of N.J.A.C. 6A:26-2.3, 2.1(f), 3.1 and 3.11.

Now, therefore, be it resolved that the West Orange Board of Education hereby authorizes EI Associates as appropriate representatives of the Board (the “Board Representatives”) to submit any required educational plans and schematic plans for the projects. Be it further resolved that the Board Representatives are hereby authorized and directed to submit the schematic plans and any other required information to the Planning Board and the Department of Environmental Protection for review and comment, if necessary with the prescribed project.

In accordance with the requirements of Section 6A:26-2.3 of the New Jersey Administrative Code, the Board approves an amendment to the Long Range Facilities Plan, as necessary, to reflect the Project and approves the submission of such amendment to the New Jersey Department of Education.

**8. Amended - Item 6. (Business Office) - March 14, 2022 Board Meeting**

Upon recommendation of the Superintendent of Schools resolution of the Board of Education of West Orange in the county of Essex New Jersey in authorizing Board representatives for the submission of required approval from the New Jersey Department of Education in conjunction with the following project:

**Water Infiltration at Administration Building**

Whereas, the West Orange Board of Education has selected EI Associates, Architects and Engineers to implement the above referenced project. The District is not seeking debt service aid, therefore the projects should be considered Other Capital Projects. Whereas, the project is required to be submitted to the State Department of Education. The projects are consistent with the long range facilities plan in accordance with the requirements of N.J.A.C. 6A:26-2.3, 2.1(f), 3.1 and 3.11.

Now, therefore, be it resolved that the West Orange Board of Education hereby authorizes EI Associates as appropriate representatives of the Board (the “Board Representatives”) to submit any required educational plans and schematic plans for the projects. Be it further resolved that the Board Representatives are hereby authorized and directed to submit the schematic plans and any other required information to the Planning Board and the Department of Environmental Protection for review and comment, if necessary with the prescribed project.

In accordance with the requirements of Section 6A:26-2.3 of the New Jersey Administrative Code, the Board approves an amendment to the Long Range Facilities Plan, as necessary, to reflect the Project and approves the submission of such amendment to the New Jersey Department of Education.

- 9. Upon the recommendation of the Superintendent of Schools: Acceptance of the FY2023 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$1,8613.14 for the Rae Kushner Yeshiva High School partnership with Arielle Mazurek.
- 10. Upon recommendation of the Superintendent of Schools approval of the change order for the Washington Elementary School Retaining Wall Project Bid Award #21-17 in the amount of \$5,820.72 for work performed by GPC, Inc.
- 11. Upon recommendation of the Superintendent of Schools acceptance of the following grants/donations:

Donor	Recipient	Donation
Chatham Public Schools	West Orange Public Schools Technology Department	47 Smartboards- \$4700.00

- 12. Upon 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	Replacing of classroom levers on doors	\$2077.50
Playhouse Nursery	Lockdown Safety Shades	\$254.36

**D. REPORTS**

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the acceptance of the HIB Report ending October 17, 2022.

**XII. PETITIONS AND HEARINGS OF CITIZENS**

**XIII. NEXT BOARD MEETING to be held at 7:30 p.m. on November 21, 2022 at West Orange High School.**

**XIV. EXECUTIVE SESSION (as deemed necessary)**

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

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

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

**XV. ADJOURNMENT**

# POLICY GUIDE

STUDENTS

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Harassment, Intimidation, ~~or and~~ Bullying

Oct 22

M

[See POLICY ALERT Nos. 179, 180, 181, 182, 183, 188, 193, 194, 200, 216, 227, and 229]

## 5512 HARASSMENT, INTIMIDATION, OR ~~AND~~ BULLYING

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## A. **Prohibiting Harassment, Intimidation, or Bullying Policy Statement**

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

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); **resource family** ~~foster~~ parent(s); or parent surrogate(s) of a student. When parents are separated or divorced, "parent" means the



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person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

**B. Definition of Harassment, Intimidation, ~~or and~~ Bullying Definition**

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

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



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

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

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

~~Schools are required to address harassment, intimidation, and bullying occurring off school grounds, when there is a nexus between the harassment, intimidation, and bullying and the school (e.g., the harassment, intimidation, or bullying substantially disrupts or interferes with the orderly operation of the school or the rights of other students).~~

~~“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to: a telephone, cellular phone, computer, or pager.~~

## C. Student ~~Expectations~~ **Behavior**

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



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

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

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

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



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Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, **school employees, volunteers, students, and community representatives** ~~instructional staff, student support services staff, school administrators, and school volunteers, as well as community organizations, such as faith based, health and human service, business and law enforcement,~~ in the development of this Policy.

**Pursuant to N.J.A.C. 6A:16-7.1,** ~~Based on locally determined and accepted core ethical values adopted by the Board, pursuant to N.J.A.C. 6A:16-7.1(a)2,~~ the Board **developed** ~~must develop~~ guidelines for student conduct, **taking** ~~pursuant to N.J.A.C. 6A:16-7.1.~~ ~~These guidelines for student conduct will take~~ into consideration **the nature of the behavior; the nature of the student's disability, if any and to the extent relevant;** the developmental ages of students; ~~the~~ severity of the offenses and students' histories of inappropriate behaviors; and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

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

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. **The school district will** ~~Students are encouraged to~~ support ~~other~~ students who:

1. Walk away from acts of harassment, intimidation, ~~or and~~ bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, ~~or and~~ bullying to the designated school staff member.



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## D. Consequences and ~~Appropriate~~ Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct, **and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying.** ~~The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.~~

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

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

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

### Factors for Determining Consequences

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



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## Factors for Determining Remedial Measures

### Personal:

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

### Environmental:

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

## Examples of Consequences and Remedial Measures

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



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## Examples of Consequences:

- **Admonishment;**
- **Temporary removal from the classroom (any removal of .5 days or more must be reported in the Student Safety Data System);**
- **Deprivation of privileges;**
- **Classroom or administrative detention;**
- **Referral to disciplinarian;**
- **In-school suspension during the school week or the weekend;**
- **Out-of-school suspension (short-term or long-term);**
- **Reports to law enforcement or other legal action;**
- **Expulsion; and**
- **Bans from receiving certain services, participating in school-district-sponsored programs or being in school buildings or on school grounds.**

## Examples of Remedial Measures

### Personal:

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



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- **Parent conferences;**
- **Alternative placements (e.g., alternative education programs);**
- **Student treatment; and**
- **Student therapy.**

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

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



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- **Peer support groups;**
- **Alternative placements (e.g., alternative education programs);**
- **School transfers; and**
- **Law enforcement (e.g., safe schools resource officer, juvenile officer) involvement or other legal action.**

**Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.**

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

## ~~Consequences—Students~~

~~Consequences for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a student who commits an act of harassment, intimidation, or bullying are those that are varied and graded according to the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance consistent with the Board's approved Code of Student Conduct and N.J.A.C. 6A:16-7, Student Conduct. The use of negative consequences should occur in conjunction with remediation and not be relied upon as the sole intervention approach.~~

## ~~Factors for Determining Consequences—Student Considerations~~

- ~~1. Age, developmental and maturity levels of the parties involved and their relationship to the school district;~~
- ~~2. Degrees of harm;~~



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3. ~~Surrounding circumstances;~~
4. ~~Nature and severity of the behavior(s);~~
5. ~~Incidences of past or continuing patterns of behavior;~~
6. ~~Relationships between the parties involved; and~~
7. ~~Context in which the alleged incidents occurred.~~

## ~~Factors for Determining Consequences—School Considerations~~

1. ~~School culture, climate, and general staff management of the learning environment;~~
2. ~~Social, emotional, and behavioral supports;~~
3. ~~Student staff relationships and staff behavior toward the student;~~
4. ~~Family, community, and neighborhood situation; and~~
5. ~~Alignment with Board policy and regulations/procedures.~~

## ~~Examples of Consequences~~

1. ~~Admonishment;~~
2. ~~Temporary removal from the classroom;~~
3. ~~Deprivation of privileges;~~
4. ~~Classroom or administrative detention;~~
5. ~~Referral to disciplinarian;~~
6. ~~In school suspension;~~
7. ~~Out of school suspension (short term or long term);~~
8. ~~Reports to law enforcement or other legal action; or~~
9. ~~Expulsion.~~

~~In accordance with N.J.S.A. 18A:37-15.b.(4), the consequences for a student who commits an act of harassment, intimidation, or bullying may vary depending on whether it is the first act of harassment, intimidation, or bullying by a student, the second act, or third or subsequent acts. If it is the third or subsequent act of harassment, intimidation, or bullying by a student, The Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan **when a student is found to be an offender in three harassment, intimidation, or bullying incidents and each subsequent incident occurring within one school year. The student intervention plan may include disciplinary consequences and/or remedial actions and may require the student, accompanied by a parent, to satisfactorily complete a class or training**~~



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~~program to reduce harassment, intimidation, or bullying behavior. Each student intervention plan must be approved by the Superintendent which shall be approved by the Superintendent or designee, and may require the student, accompanied by a parent, to complete in a satisfactory manner a class or training program to reduce harassment, intimidation, or bullying behavior.~~

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

## ~~Appropriate Remedial Actions—Students~~

~~Appropriate remedial action for a student who commits an act of harassment, intimidation, or bullying that takes into account the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance. The appropriate remedial action may also include a behavioral assessment or evaluation including, but not limited to, a referral to the Child Study Team as appropriate; and supportive interventions and referral services, including those at N.J.A.C. 6A:16-8.~~

## ~~Factors for Determining Remedial Measures~~

### ~~Personal~~

- ~~1. Life skill deficiencies;~~
- ~~2. Social relationships;~~
- ~~3. Strengths;~~
- ~~4. Talents;~~
- ~~5. Interests;~~
- ~~6. Hobbies;~~
- ~~7. Extra-curricular activities;~~
- ~~8. Classroom participation;~~
- ~~9. Academic performance; and~~
- ~~10. Relationship to students and the school district.~~



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## Environmental

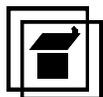
- ~~1. School culture;~~
- ~~2. School climate;~~
- ~~3. Student-staff relationships and staff behavior toward the student;~~
- ~~4. General staff management of classrooms or other educational environments;~~
- ~~5. Staff ability to prevent and manage difficult or inflammatory situations;~~
- ~~6. Social-emotional and behavioral supports;~~
- ~~7. Social relationships;~~
- ~~8. Community activities;~~
- ~~9. Neighborhood situation; and~~
- ~~10. Family situation.~~

~~Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act, and take corrective action for documented systemic problems related to harassment, intimidation, or bullying. The consequences and remedial measures may include, but are not limited to, the examples listed below:~~

## Examples of Remedial Measures

### Personal—Student Exhibiting Bullying Behavior

- ~~1. Develop a behavioral contract with the student. Ensure the student has a voice in the outcome and can identify ways they can solve the problem and change behaviors;~~
- ~~2. Meet with parents to develop a family agreement to ensure the parent and the student understand school rules and expectations;~~
- ~~3. Explain the long-term negative consequences of harassment, intimidation, and bullying on all involved;~~
- ~~4. Ensure understanding of consequences, if harassment, intimidation, and bullying behavior continues;~~
- ~~5. Meet with school counselor, school social worker, or school psychologist to decipher mental health issues (e.g., what is happening and why?);~~
- ~~6. Develop a learning plan that includes consequences and skill building;~~



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- ~~7. Consider wrap-around support services or after-school programs or services;~~
- ~~8. Provide social skill training, such as impulse control, anger management, developing empathy, and problem solving;~~
- ~~9. Arrange for an apology, preferably written;~~
- ~~10. Require a reflective essay to ensure the student understands the impact of their actions on others;~~
- ~~11. Have the student research and teach a lesson to the class about bullying, empathy, or a similar topic;~~
- ~~12. Arrange for restitution (i.e., compensation, reimbursement, amends, repayment), particularly when personal items were damaged or stolen;~~
- ~~13. Explore age appropriate restorative (i.e., healing, curative, recuperative) practices; and~~
- ~~14. Schedule a follow-up conference with the student.~~

## ~~Personal Target/Victim~~

- ~~1. Meet with a trusted staff member to explore the student's feelings about the incident;~~
- ~~2. Develop a plan to ensure the student's emotional and physical safety at school;~~
- ~~3. Have the student meet with the school counselor or school social worker to ensure they do not feel responsible for the bullying behavior;~~
- ~~4. Ask students to log behaviors in the future;~~
- ~~5. Help the student develop skills and strategies for resisting bullying; and~~
- ~~6. Schedule a follow-up conference with the student.~~

## ~~Parents, Family, and Community~~

- ~~1. Develop a family agreement;~~
- ~~2. Refer the family for family counseling; and~~
- ~~3. Offer parent education workshops related to bullying and social-emotional learning.~~



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## Examples of Remedial Measures—Environmental (Classroom, School Building, or School District)

1. ~~Analysis of existing data to identify bullying issues and concerns;~~
2. ~~Use of findings from school surveys (e.g., school climate surveys);~~
3. ~~Focus groups;~~
4. ~~Mailings—postal and email;~~
5. ~~Cable access television;~~
6. ~~School culture change;~~
7. ~~School climate improvement;~~
8. ~~Increased supervision in “hot spots” (e.g., locker rooms, hallways, playgrounds, cafeterias, school perimeters, buses);~~
9. ~~Adoption of evidence based systemic bullying prevention practices and programs;~~
10. ~~Training for all certificated and non-certificated staff to teach effective prevention and intervention skills and strategies;~~
11. ~~Professional development plans for involved staff;~~
12. ~~Participation of parents and other community members and organizations (e.g., Parent Teacher Associations, Parent Teacher Organizations) in the educational program and in problem-solving bullying issues;~~
13. ~~Formation of professional learning communities to address bullying problems;~~
14. ~~Small or large group presentations for fully addressing the actions and the school’s response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions;~~
15. ~~School policy and procedure revisions;~~
16. ~~Modifications of schedules;~~
17. ~~Adjustments in hallway traffic;~~
18. ~~Examination and adoption of educational practices for actively engaging students in the learning process and in bonding students to pro-social institutions and people;~~
19. ~~Modifications in student routes or patterns traveling to and from school;~~
20. ~~Supervision of student victims before and after school, including school transportation;~~
21. ~~Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);~~
22. ~~Targeted use of teacher aides;~~



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- ~~23. Disciplinary action, including dismissal, for school staff who contributed to the problem;~~
- ~~24. Supportive institutional interventions, including participation in the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;~~
- ~~25. Parent conferences;~~
- ~~26. Family counseling;~~
- ~~27. Development of a general harassment, intimidation, and bullying response plan;~~
- ~~28. Behavioral expectations communicated to students and parents;~~
- ~~29. Participation of the entire student body in problem solving harassment, intimidation, and bullying issues;~~
- ~~30. Recommendations of a student behavior or ethics council;~~
- ~~31. Participation in peer support groups;~~
- ~~32. School transfers; and~~
- ~~33. Involvement of law enforcement officers, including school resource officers and juvenile officers or other appropriate legal action.~~

## Consequences and Appropriate Remedial Actions – Adults

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

## Target/Victim Support

~~Districts should identify a range of strategies and resources that will be available to individual victims of harassment, intimidation, and bullying, and respond in a manner that provides relief to victims and does not stigmatize victims or further their sense of persecution. The type, diversity, location, and degree of support are directly related to the student's perception of safety.~~



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~~Sufficient safety measures should be undertaken to ensure the victim's physical and social emotional well being and their ability to learn in a safe, supportive, and civil educational environment.~~

~~Examples of support for student victims of harassment, intimidation, and bullying include:~~

- ~~1. — Teacher aides;~~
- ~~2. — Hallway and playground monitors;~~
- ~~3. — Partnering with a school leader;~~
- ~~4. — Provision of an adult mentor;~~
- ~~5. — Assignment of an adult "shadow" to help protect the student;~~
- ~~6. — Seating changes;~~
- ~~7. — Schedule changes;~~
- ~~8. — School transfers;~~
- ~~9. — Before and after school supervision;~~
- ~~10. — School transportation supervision;~~
- ~~11. — Counseling; and~~
- ~~12. — Treatment or therapy.~~

## E. ~~Reporting~~ Harassment, Intimidation, ~~or and~~ Bullying ~~Reporting~~ Procedure

The Board of Education requires the Principal at each school to be responsible for receiving **all** complaints alleging **harassment, intimidation, or bullying committed by an adult or youth against a student** ~~violations of this Policy~~. All Board members, school employees, and volunteers and contracted service providers who have contact with students, are required to verbally report **alleged acts of harassment, intimidation, or bullying** ~~alleged violations of this Policy~~ to the Principal or ~~the Principal's~~ designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, ~~and volunteers~~ and contracted service providers who have contact with students, also shall submit a **New Jersey Department of Education-approved HIB 338 Form** ~~report in writing~~ to the Principal within two school days of the verbal report. **Failure to make the required report(s) may result in disciplinary action.** ~~The written report shall be on a numbered form developed by the New Jersey Department of Education in accordance with N.J.S.A. 18A:37-15.b.(5). A copy of the form shall be submitted promptly by the Principal to the~~



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~~Superintendent.~~ **The HIB 338 Form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal Law.**

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

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

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

Students, parents, and visitors are encouraged to report alleged **acts** ~~violations~~ of **harassment, intimidation, or bullying** ~~this Policy~~ to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. **The school district shall provide a person an online means to complete the HIB**



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**338 Form to anonymously report an act of harassment, intimidation, or bullying. Formal action for violations of the Code of Student Conduct may not be taken solely on the basis of an anonymous report.**

~~A person may report, verbally or in writing, an act of harassment, intimidation, or bullying committed by an adult or youth against a student anonymously. The Board will not take formal disciplinary action based solely on the anonymous report. The district shall provide a means for a parent to complete an online numbered form developed by the New Jersey Department of Education to confidentially report an incident of harassment, intimidation, or bullying.~~

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

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

~~In accordance with the provisions of N.J.S.A. 18A:37-18, the harassment, intimidation, and bullying law does not prevent a victim from seeking redress under any other available law, either civil or criminal, nor does it create or alter any tort liability.~~

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

A school administrator who receives a report of harassment, intimidation, ~~or~~ **and bullying or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14** ~~from a district employee~~, and fails to initiate or conduct an investigation, or who should have known of an incident of



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harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action. **The district also should consider procedures and disciplinary action when it is found that someone had information regarding a harassment, intimidation, or bullying incident, but did not make the required report(s).**

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

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

The district Anti-Bullying Coordinator shall:

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



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

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
- b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
- c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.

3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;



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- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and
- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

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

## G. **Investigating Allegations of Harassment, Intimidation, or Bullying** ~~Harassment, Intimidation, and Bullying Investigation~~

~~The Board requires a thorough and complete investigation to be conducted for each report of violations and complaints which either identify harassment, intimidation, or bullying or describe behaviors that indicate harassment, intimidation, or bullying.~~



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[Select Option 1 or Option 2]

[Option 1 – Investigate All Reports]

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

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

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

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.



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

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

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

**A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A.**



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**18A:37-15b(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4.1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.**

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

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

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



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## [Option 2 – Principal’s Preliminary Determination

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

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

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

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



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

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

**The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or ten school days from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.**

**The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two**



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

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

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

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



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**conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.**

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

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

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

## **~~[Option—Principal's Preliminary Determination~~**

~~However, prior to initiating the investigation, the Principal or designee, in consultation with the Anti-Bullying Specialist, may make a preliminary determination as to whether the reported incident or complaint, assuming all facts presented are true, is a report within the scope of the definition of harassment, intimidation, and bullying under the Anti-Bullying Bill of Rights Act, N.J.S.A. 18A:37-14.~~



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~~The Principal shall report to the Superintendent if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying. The Superintendent may require the Principal to conduct an investigation of the incident if the Superintendent determines that an investigation is necessary because the incident is within the scope of the definition of harassment, intimidation, and bullying. The Superintendent shall notify the Principal of this determination in writing. An investigation required by the Superintendent must be completed as soon as possible, but not later than ten school days, from the date of the written notification from the Superintendent to the Principal.~~

~~The Principal shall complete the written report form developed by the New Jersey Department of Education, in accordance with N.J.S.A. 18A:37-15.b.(5), even if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying pursuant to N.J.S.A. 18A:37-14. This written report form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal law.~~

~~The Principal or designee, upon making a preliminary determination the incident or complaint is not within the scope of the definition of harassment, intimidation, and bullying, shall inform the parents of the parties involved, who may appeal the preliminary determination to the Board of Education and thereafter to the Commissioner of Education in accordance with N.J.A.C. 6A:3.~~

~~A Board hearing shall be held within ten business days of receipt of the request for a Board hearing. If the preliminary determination, upon review of the facts presented in the reported incident or complaint, is to continue with the harassment, intimidation, and bullying investigation, the investigation shall be completed in accordance with N.J.S.A. 18A:37-15.b.(6) and this Policy.~~

~~The Superintendent shall provide annually to the Board of Education information on the number of times a preliminary determination was made that an incident or complaint was outside the scope of the definition of harassment, intimidation, or bullying for the purposes of the State's monitoring of the school district pursuant to N.J.S.A. 18A:17-46.]~~



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~~The investigation shall be initiated by the Principal or the Principal's designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school Anti-Bullying Specialist in coordination with the Principal. The Principal may appoint additional personnel who are not school Anti-Bullying Specialists to assist with the investigation. Investigations or complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The Superintendent or designee will appoint a staff member to complete investigations involving allegations against a staff member serving in a supervisory or administrative position.~~

~~The investigation shall be completed and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the incident. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school Anti-Bullying Specialist shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.~~

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

~~The Superintendent shall report the results of each investigation to the Board of Education no later than the date of the regularly scheduled Board of Education meeting following the completion of the investigation. The Superintendent's report shall include information on any consequences~~



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~~imposed under the Code of Student Conduct, any services provided, training established, or other action taken or recommended by the Superintendent.~~

~~Parents of involved student offenders and targets/victims shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents shall include the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, and whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board of Education.~~

~~A parent may request a hearing before the Board of Education after receiving the written information about the investigation. Any request for such a hearing shall be filed with the Board Secretary no later than sixty calendar days after the written information is provided to the parents. The hearing shall be held within ten business days of the request. The Board of Education shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school Anti-Bullying Specialist and others, as appropriate, regarding the incident, the findings from the investigation of the incident, recommendations for consequences or services, and any programs instituted to reduce such incidents, prior to rendering a determination. A redacted copy of the completed written report form developed by the New Jersey Department of Education that removes all student identification information shall be confidentially shared with the Board of Education after the conclusion of the investigation if a hearing with the Board of Education is requested by the parents pursuant to N.J.S.A. 18A:37-15.b.(6)(d).~~

~~At the regularly scheduled Board of Education meeting following its receipt of the Superintendent's report on the results of the investigations to the Board or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the~~



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~~Commissioner of Education, in accordance with N.J.A.C. 6A:3, Controversies and Disputes, no later than ninety days after issuance of the Board of Education's decision.~~

~~A parent, student, or organization may file a complaint with the Division on Civil Rights within one hundred eighty days of the occurrence of any incident of harassment, intimidation, or bullying based on membership in a protected group as enumerated in the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.).~~

## H. **Responding to Harassment, Intimidation, or Bullying** ~~Range of Responses to an Incident of Harassment, Intimidation, or Bullying~~

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



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**In considering whether a response beyond the individual is appropriate, school officials shall consider the nature and circumstances of the act; the degree of harm; the nature and severity of the behavior; past incidences or past or continuing patterns of behavior; and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom, school building, school district) responses can range from school and community surveys, to mailings, to focus groups, to adoption of research-based harassment, intimidation, or bullying prevention program models, to training for certificated and non-certificated staff, to participation of parents and other community members and organizations, to small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions, and to the involvement of law enforcement officers, including safe schools resource officers.**

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

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

1. Individual responses can include ~~consistent and appropriate~~ positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) **and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report or other legal action) intended to remediate the problem behaviors.**
2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays ~~(when implemented with sensitivity to a student's situation or involvement with harassment, intimidation, and bullying),~~ research



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projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.

3. School responses can include theme days, learning station programs, ~~“acts of kindness” programs or awards, use of student survey data to plan prevention and intervention programs and activities, social norms campaigns, posters, public service announcements, “natural helper” or peer leadership programs, “upstander” programs, parent programs~~ **and information disseminated to students and parents, such as fact sheets or newsletters** ~~the dissemination of information to students and parents explaining acceptable uses of electronic and wireless communication devices~~ **or strategies for fostering expected student behavior,** ~~and harassment, intimidation, and bullying prevention curricula or campaigns.~~
4. District-wide responses can **include community involvement in policy review and development; professional development programs; adoption of curricular and school-wide programs, coordination** ~~comprise of adoption of school-wide programs, including enhancing the school climate, involving the community in policy review and development, providing professional development~~ ~~coordinating with community-based organizations (e.g., mental health, health services, health facilities, law enforcement~~ **officials, faith-based organizations); and disseminating information on the core ethical values adopted by the Board’s Code of Student Conduct, per N.J.A.C. 6A:16-7.1(a)2** ~~launching harassment, intimidation, and bullying prevention campaigns.~~

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



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

## I. Reprisal or Retaliation ~~Prohibited~~

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

~~Examples of consequences and remedial measures for students who engage in reprisal or retaliation are listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.~~

~~Examples of consequences for a school employee or a contracted service provider who has contact with students who engage in reprisal or retaliation may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds.~~

~~Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.~~



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~~Examples of consequences for a Board member who engages in reprisal or retaliation may include, but not be limited to: reprimand, legal action, and other action authorized by statute or administrative code. Remedial measures may include, but not be limited to: counseling and professional development.~~

J. ~~Consequences and Appropriate Remedial Action for False Accusations of Harassment, Intimidation, or Bullying~~

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

1. Students - Consequences and appropriate remedial action for a student **could** ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1 et seq., Discipline of **Pupils** ~~Students~~ and as set forth in N.J.A.C. 6A:16-7.2, Short-term ~~s~~Suspensions, N.J.A.C. 6A:16-7.3, Long-term ~~s~~Suspensions, and N.J.A.C. 6A:16-7.4, Expulsions; ~~and those listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.~~
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ could entail discipline in accordance with district policies, procedures, and agreements; ~~and which may include, but not be limited to: reprimand, suspension, increment withholding, termination, and/or bans from providing services, participating in school district sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.~~



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3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services. ~~Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.~~

**K. Additional Policy Requirements ~~Harassment, Intimidation, and Bullying~~  
Policy Publication and Dissemination**

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

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

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



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

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

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

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



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

~~The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.~~

~~The Superintendent or designee shall post a link to the district's Harassment, Intimidation, and Bullying Policy that is prominently displayed on the homepage of the school district's website. The district will notify students and parents this Harassment, Intimidation, and Bullying Policy is available on the school district's website.~~

~~The Superintendent shall post the name, school phone number, school address, and school email address of the district Anti Bullying Coordinator on the home page of the school district's website. Each Principal shall post the name, school phone number, address, and school email address of both the Anti Bullying Specialist and the district Anti Bullying Coordinator on the home page of each school's website. The Superintendent or designee shall post the contact information for the New Jersey School Climate State Coordinator on the school district's and on each school's website in the same location as this Policy is posted.~~

~~The Superintendent or designee shall post on the school district's and each school's website the current version of "Guidance for Parents on the Anti-Bullying Bill of Rights Act" developed by the New Jersey Department of Education.~~



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

~~The Superintendent and Principal(s) shall provide training on the school district's Harassment, Intimidation, and Bullying Policy to current and new school employees; including administrators, instructors, student support services, administrative/office support, transportation, food service, facilities/maintenance; contracted service providers; and volunteers who have significant contact with students; and persons contracted by the district to provide services to students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying.~~

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

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

~~The school district shall provide time during the usual school schedule for the Anti-Bullying Coordinator and each school Anti-Bullying Specialist to participate in harassment, intimidation, and bullying training programs.~~

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



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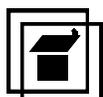
The school district shall annually observe a “Week of Respect” beginning with the first Monday in October. In order to recognize the importance of character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation,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

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

~~M. Harassment, Intimidation, and Bullying Policy Reevaluation, Reassessment, and Review~~

~~The Superintendent shall develop and implement a process for annually discussing the school district’s Harassment, Intimidation, and Bullying Policy with students.~~

~~The Superintendent, Principal(s), and the Anti-Bullying Coordinator, with input from the schools’ Anti-Bullying Specialists, shall annually conduct a reevaluation, reassessment, and review of the Harassment, Intimidation, and Bullying Policy, and any report(s) and/or finding(s) of the School Safety/School Climate Team(s). The Superintendent shall recommend to the Board necessary revisions and additions to the Policy consistent with N.J.S.A. 18A:37-15.c., as well as to harassment, intimidation, and bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.~~



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**MN.** Reports to Board of Education and New Jersey Department of Education

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

**NO.** School and District Grading Requirements

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

**OP.** Reports to Law Enforcement

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

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

**PQ.** Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of



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employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.

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

## **QR.** Students with Disabilities

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

## ~~S.~~ ~~Approved Private Schools for Students with Disabilities (APSSD)~~

~~In accordance with the provisions of N.J.A.C. 6A:16-7.7(a)2.ix.(2), the Board of Education shall investigate a complaint or report of harassment, intimidation, or bullying, pursuant to N.J.A.C. 6A:16-7.7(a)2.ix. and Section G. of this Policy, occurring on Board of Education school buses, at Board of Education school sponsored functions, and off school grounds involving a student who attends an APSSD. The investigation shall be conducted by a Board of Education Anti Bullying Specialist, in consultation with the APSSD.~~

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

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

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

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – **August 2022** ~~April 2011~~ – New Jersey Department of Education  
Memorandum – ~~New Jersey Commissioner of Education – Guidance for Schools on Implementing the Anti-Bullying Bill of Rights Act – December 16, 2011~~

Adopted:



### 8505 LOCAL WELLNESS POLICY/NUTRIENT STANDARDS FOR MEALS AND OTHER FOODS

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

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

#### A. Wellness Policy Goals

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

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



- d. Food service staff, in consultation with the Principal or School Wellness Policy Coordinator, will coordinate obtaining student input on menu planning that will include taste testing of new nutritional food, satisfaction surveys, and other activities that will promote nutrition awareness.
  - e. Food service staff will place the healthier food items in the service line where students are more likely to choose them.
  - f. Parents will be provided the nutritional standards of the HHFKA and encourage parents to pack lunches and snacks that meet the HHFKA nutritional standards.
2. Goals for Nutrition Education – The following activities will be coordinated in each school in the district:
- a. The Principal or School Wellness Policy Coordinator will ensure each student receives at least one presentation per school year that promotes good nutrition and nutrition education. These presentations may be provided through classroom visits from school staff members trained in nutrition, school-wide or group assembly programs, during health/physical education classes during the school year, or any other presentation manner. This requirement may be provided as part of nutrition education provided to students as part of the district's curriculum.
  - b. The Principal or School Wellness Policy Coordinator will post the nutritional guidelines of the HHFKA in the area of the school building where food and beverages are served.
  - c. The school lunch menu will include nutritional information, activities, recipes, and/or any other information that encourages the selection of healthy food items and for students to make informed choices about nutrition, health, and physical activity.
3. Goals for Physical Activity
- a. The following activities will be coordinated in each elementary school in the district:



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





- b. The Principal or School Wellness Policy Coordinator will coordinate information being disseminated to students and parents promoting the school lunch program, nutrition, and nutrition education.
  - c. The school district will celebrate a School Wellness Week, as determined by the Superintendent of Schools, where schools will have special activities throughout the week to promote nutrition and physical activity. These special activities will be planned and coordinated by each school's Principal and/or School Wellness Policy Coordinator.
  - d. The Principal and/or School Wellness Policy Coordinator will encourage fund-raising activities that promote physical activity such as walk-a-thons, teacher-student activity competitions, family activity nights, and school dances.
5. Annual School Progress Report
- a. The goals for nutrition promotion, nutrition education, physical activity, and other school-based activities that promote student wellness shall be evaluated annually by the Principal or designee of each school and the School Wellness Policy Coordinator in an Annual School Progress Report provided to the Superintendent of Schools before May 1.
  - b. The Annual School Progress Report shall present the extent to which each school is in compliance with this Policy, the progress made in attaining the goals of this Policy, any recommended changes to this Policy, and an action plan for the following school year to achieve the school's annual goals and objectives.
6. Annual District Summary Progress Report
- a. Upon receiving the Annual School Progress Report from each school, the District Wellness Policy Coordinator will compile an Annual District Summary Progress Report to be presented to the Superintendent and Board of Education at a public meeting before May 30 of the current school year. The public will be provided an opportunity to review and comment on the Annual District Summary Progress Report at the Board meeting.





C. District Coordinator

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

D. Wellness Policy Assessment

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



E. Records

1. The District Wellness Policy Coordinator shall ensure records are maintained to document compliance with the requirements of the District Wellness Policy. Such records will include, but not be limited to:
  - a. The Board-approved Wellness Policy;
  - b. Documentation demonstrating the Policy has been made available to the public;
  - c. Documentation of the efforts made in the school district to review and update the Policy;
  - d. Documentation demonstrating compliance with the annual public notification requirements;
  - e. Documentation demonstrating the most recent assessment on Policy implementation; and
  - f. Documentation demonstrating the most recent assessment on the implementation of the School Wellness Policy has been made available to the public.

F. Publication/Dissemination

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

The Healthy, Hunger-Free Kids Act of 2010

Adopted: 26 July 2021



**Training Level Changes  
Retroactive to September 1, 2022**

First	Last	School	Position	From			To		
				Guide	Step	Salary	Guide	Step	Salary
Bryan	Azzato*	Edison	PE/Health	MA+15	17	\$116,843.00	MA+30	17	\$122,202.00
Paige	Battista	Mt. Pleasant	Grade 4	MA+15	9	\$73,917.00	MA+30	9	\$79,119.00
Jenna	Bleeke*	Mt. Pleasant	Library Media	MA+15	17	\$118,452.00	MA+30	17	\$123,811.00
Emily	Blum	Roosevelt	Paraprofessional	BA	3	\$33,012.00	MA	3	\$35,270.00
Shena	Brown*	St. Cloud	Nurse	MA	17	\$111,506.00	MA+15	17	\$116,843.00
Chelsea	Campanaro	Liberty	Social Studies	BA	12	\$66,685.00	BA+15	12	\$67,429.00
Caitlin	Carlson	Washington	Art	BA+15	10	\$66,396.00	BA+30	10	\$69,024.00
Meghan	Colabella	Edison	Social Studies	MA+30	9	\$79,119.00	MA+45	9	\$80,926.00
Maria	David*	Liberty	Special Ed	MA+30	17	\$125,430.00	MA+45	17	\$127,051.00
Bridget	Day	Gregory	Library Media	MA	4	\$66,972.00	MA+15	4	\$71,293.00
Daniel	D'Elia*	WOHS	Special Ed	MA+30	16	\$103,906.00	MA+45	16	\$106,777.00
Christina	DeMarco*	WOHS	Paraprofessional	BA	13	\$40,509.00	MA	13	\$42,950.00
Brittany	Dietz	CO	Math Coach	MA+30	11	\$80,287.00	MA+45	11	\$82,119.00
William	Dowd	Liberty	Social Studies	MA+30	10	\$79,895.00	MA+45	10	\$81,719.00
Janine	Duarte	Washington	Grade 5	MA	8	\$68,930.00	MA+15	8	\$73,377.00
Anthony	Edelstein*	WOHS	Special Ed	MA+45	16	\$106,777.00	DR	16	\$110,834.00
Rana	Elkadi	WOHS	English	BA+30	9	\$68,354.00	MA	9	\$69,437.00
Michael	Falzarano	Kelly	PE/Health	BA	4	\$62,718.00	BA+15	4	\$63,418.00
Christina	Ferinde	Edison	Special Ed	MA+30	11	\$80,287.00	MA+45	11	\$82,119.00
Katherine	Garcia	WOHS	Mathematics	MA+30	8	\$78,541.00	MA+45	8	\$80,335.00
Lizandra	Geraldo	Roosevelt	Mathematics	BA+15	5	\$63,975.00	MA	5	\$67,560.00
Christina	Graff	WOHS	Social Worker	MA+15	15	\$83,883.00	MA+30	15	\$87,729.00
Darnell	Grant♦	WOHS	WOMA	BA+30	17	\$109,287.16	MA+15	17	\$115,835.16
Francesca	Hoffer	WOHS	Math	MA	7	\$68,460.00	MA+30	7	\$78,006.00
Kathy	Jackson*	Edison	Career Ed	MA+45	17	\$123,823.00	DR	17	\$127,095.00
Sheyla	Jannah	Edison	Mathematics	BA+15	16	\$82,015.00	MA	16	\$88,225.00
Lauren	Kenny	Washington	Special Ed	BA+15	8	\$65,272.00	MA	8	\$68,930.00
Daniel	Lardaro	WOHS	Special Ed	BA	9	\$65,026.00	MA	9	\$69,437.00
Michele	Lloyd	Washington	Resource Room	MA	11	\$70,461.00	MA+15	11	\$75,008.00
Alyssa	Lore	WOHS	Special Ed	BA+15	9	\$65,752.00	MA	9	\$69,437.00
Joann	Mace*	Gregory	Grade 2	MA+15	17	\$118,452.00	MA+30	17	\$123,811.00
Bree	MacNett	WOHS	Special Ed	MA+15	14	\$77,763.00	MA+30	14	\$83,069.00

**Training Level Changes  
Retroactive to September 1, 2022**

First	Last	School	Position	From			To		
				Guide	Step	Salary	Guide	Step	Salary
Spyridon	Mantzas	Edison	Special Ed	MA	7	\$68,460.00	MA+15	7	\$72,878.00
Arielle	Mazurek	WOHS	Special Ed	BA	11	\$65,987.00	BA+30	11	\$69,362.00
Jeffrey	Mazurek	WOHS	PE/Health	BA+15	11	\$66,723.00	MA+15	11	\$75,008.00
Nicole	Mindo	Kelly	Special Ed	BA+15	10	\$66,396.00	BA+30	10	\$69,024.00
Marisa	Mitterman*	Washington	Library Media	MA+30	17	\$122,202.00	MA+45	17	\$123,823.00
Eugene	Palatianos* <sup>o</sup>	WOHS	Athletic Trainer	MA+15	17	\$146,259.75	MA+45	17	\$154,984.75
Peter	Pascarella	Edison	Special Ed	BA+15	17	\$104,683.00	MA+15	17	\$111,231.00
Emily	Peterson	WOHS	Science	MA	12	\$71,208.00	MA+15	12	\$75,803.00
Eugene	Pinkney	WOHS	PE/Health	MA+15	14	\$77,763.00	MA+30	14	\$83,069.00
Lisa	Rodino	Washington	Special Ed	BA+30	17	\$111,904.00	MA	17	\$113,115.00
Stephanie	Rosario	Edison	Science	BA+30	9	\$68,354.00	MA+30	9	\$79,119.00
Melissa	Sande	WOHS	Performing Arts	MA	10	\$70,118.00	MA+15	10	\$74,642.00
Jacquelyn	Santucci	Redwood	Special Ed	MA+30	8	\$78,541.00	MA+45	8	\$80,335.00
Ashley	Sivo <sup>o</sup>	WOHS	Athletic Trainer	MA+15	10	\$93,302.50	MA+45	10	\$102,148.75
Carolyn	Slomkowski	St. Cloud	Grade 1	BA	12	\$66,685.00	BA+15	12	\$67,429.00
Erin	Smith	Liberty	Special Ed	BA	8	\$64,552.00	BA+15	8	\$65,272.00
Alison	Soccio-Willemsen	Washington	Music	MA+30	10	\$79,895.00	MA+45	10	\$81,719.00
Joe	Spina	WOHS	Special Ed	MA+15	16	\$93,110.00	MA+30	16	\$98,294.00
Nicole	Suriano-Postiglione*	BMELC	Special Ed	MA	16	\$95,446.00	MA+15	16	\$100,331.00
Jaime	Toriello*	Liberty	Social Studies	BA	11	\$71,599.00	BA+15	11	\$72,335.00
Peter	Tourian	WOHS	Science	MA+30	17	\$116,590.00	MA+45	17	\$118,211.00
Chiaohan	Yu	Liberty	Chinese	MA+15	11	\$75,008.00	MA+30	11	\$80,287.00
Jessica	Viavattine	Washington	Grade 4	MA	11	\$70,461.00	MA+15	11	\$75,008.00
Taylor	Welsh	Roosevelt	School Counselor	MA	4	\$66,972.00	MA+15	4	\$71,293.00
Denise	Werzen*	WOHS	School Nurse	MA+45	17	\$123,823.00	DR	17	\$127,095.00
Joshua	Zimmer	WOHS	Music	MA	10	\$70,118.00	MA+15	10	\$74,642.00

\*includes longevity

<sup>^</sup>1.25 x salary

♦includes pensionable stipend

<sup>o</sup>effective July 1, 2022

### Co-Curricular Assignments

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Stipend</b>	<b>Effective Dates</b>
Nicole Kuser	Gregory	Student Council Co-Advisor	\$782 amended from \$1,564	2022-2023
Kristen Landosca	Gregory	Student Council Co-Advisor	\$782	2022-2023
Francesco Composto	Hazel	Orchestra Club	\$600	2022-2023
Delisa Jackson	Hazel	Hip-Hop Club	\$600	2022-2023
Michelle Ledesma	Hazel	Painting Club	\$600	2022-2023
Marybeth Sabates	Hazel	STEM Club	\$600	2022-2023
Joyce Soto	Hazel	Kindness Club	\$600	2022-2023
Anthony Carsillo	Kelly	Morning Makers Club-Grade 5	\$600	2022-2023
Kelly Clancy	Kelly	Sign Club	\$600	2022-2023
Francesco Composto	Kelly	Orchestra Club	\$600	2022-2023
Emily DeBaun-Orr	Kelly	Morning Makers Club-Grade 4	\$600	2022-2023
Michael Falzarano	Kelly	Baseball Club	\$600	2022-2023
Jennifer Barta	Mt. Pleasant	Conflict Resolution Co-Advisor	\$782	2022-2023
Lisa Struncis	Mt. Pleasant	Conflict Resolution Co-Advisor	\$782	2022-2023
Wendy Japaz	Mt. Pleasant	Student Council Co-Advisor	\$782	2022-2023
Jodi Lombardy	Mt. Pleasant	Student Council Co-Advisor	\$782	2022-2023
Rebecca Beutel	Redwood	Challenge 24-Grade 5	\$500	2022-2023
Francesco Composto	Redwood	Orchestra Club	\$500	2022-2023
Kim Fields-Murphy	Redwood	Signature Club	\$500	2022-2023
Carly Lovejoy	Redwood	Challenge 24-Grade 4	\$500	2022-2023
Gary Margerum	Redwood	Chamber Chorus	\$500	2022-2023
Mark Minniti	Redwood	Garden Club	\$500	2022-2023
Frank Auletta	St. Cloud	Environmental Club	\$765	2022-2023
Gerard Franck	St. Cloud	Math Club	\$765	2022-2023
Francesco Composto	St. Cloud	Orchestra Club	\$765	2022-2023
Jennifer Catalano	Washington	Budding Artists' Club	\$428	2022-2023
Katherine Fitzpatrick	Washington	Budding Artists' Club	\$428	2022-2023
Nicole Antunes	Washington	Cursive Writing Club	\$428	2022-2023
Amy Jakimas	Washington	Cursive Writing Club	\$428	2022-2023
Nicole Antunes	Washington	Girls' on the Run Club	\$428	2022-2023
Jessica Veneziano	Washington	Girls' on the Run Club	\$428	2022-2023

### Co-Curricular Assignments

Name	Location	Position	Stipend	Effective Dates
Maria Pirovano	Washington	Spanish Club	\$428	2022-2023
Christian Lighty	Roosevelt	Soccer: Boys'	\$5,392	2022-2023
Patricia Aldworth	WOHS	Spring Musical: Technical Director amended from Media Coordinator	\$1,553	2022-2023
Kathryn Emolo	WOHS	Fall Drama: Ticket Manager	\$700 amended from \$545	2022-2023
Kathryn Emolo	WOHS	Spring Drama: Ticket Manager	\$700 amended from \$545	2022-2023
Debra Coen	WOHS	Fall Drama: Assistant to Director	\$1,500 amended from \$747	2022-2023
Lauren Grof-Tisza	WOHS	Fall Drama: Lights	\$1,553 amended from \$777	2022-2023
Lauren Grof-Tisza	WOHS	Program Coordinator amended from Graphic Design	\$545	2022-2023

**Curriculum Writing Projects  
2022-2023  
Funded via ESSER III**

<b>Department</b>	<b>Writer's Name</b>	<b>Title of Project</b>	<b>Hours</b>
<b>Career Education / Library Science</b>	Kimberly Szalkai WOHS	Business Organization Management	\$42.49 per hour not to exceed 30 hours
	Maria Frangos WOHS	Business Organization Management	\$42.49 per hour not to exceed 30 hours
	Demond Cowins WOHS	Career Education A	\$42.49 per hour not to exceed 30 hours
	Jason Lamont Jackson WOHS	Concepts of Entrepreneurship	\$42.49 per hour not to exceed 60 hours
	Jeanina Abramo WOHS	Creativity and Innovation in the Culinary Arts	\$42.49 per hour not to exceed 15 hours
	Kaitlin Higgins WOHS	Creativity and Innovation in the Culinary Arts	\$42.49 per hour not to exceed 15 hours
	Monica Merino WOHS	Interior Design B	\$42.49 per hour not to exceed 30 hours
	Emily DeBaun-Orr Kelly	Library Elementary Education	\$42.49 per hour not to exceed 30 hours
	Joyce Soto Hazel/Kelly	Library Elementary Education	\$42.49 per hour not to exceed 30 hours
	Janelle Morales WOHS	Marketing	\$42.49 per hour not to exceed 30 hours
<b>ELA</b>	Amy McEntee Edison	ELA 6	\$42.49 per hour not to exceed 30 hours
	Sheniece Jackson Edison	ELA 6	\$42.49 per hour not to exceed 30 hours
	Alexa Guzman Liberty	ELA 7	\$42.49 per hour not to exceed 30 hours
	Nancy Silva Liberty	ELA 7	\$42.49 per hour not to exceed 30 hours
	Norah Rivera WOHS	H English 9	\$42.49 per hour not to exceed 20 hours

**Curriculum Writing Projects  
2022-2023  
Funded via ESSER III**

<b>Department</b>	<b>Writer's Name</b>	<b>Title of Project</b>	<b>Hours</b>
	Janine Sullivan WOHS	IH 9 Differentiation	\$42.49 per hour not to exceed 15 hours
	Rana Elkaadi WOHS	H English 10	\$42.49 per hour not to exceed 20 hours
	Elicia Baker WOHS	IH 10 Differentiation	\$42.49 per hour not to exceed 15 hours
	Teresa Harris WOHS	H Lit and American Experience	\$42.49 per hour not to exceed 20 hours
	Charlene Muldrow WOHS	H Contemporary World Lit	\$42.49 per hour not to exceed 20 hours
	Craig Champagne WOHS	H British World Lit	\$42.49 per hour not to exceed 20 hours
<b>ESL</b>	Amy Lourenco WOHS	ESL 3 Literature	\$42.49 per hour not to exceed 60 hours
	Saira Azad WOHS	ESL 4 Literature	\$42.49 per hour not to exceed 60 hours
	Eileen Milano Redwood	ESL Study Skills	\$42.49 per hour not to exceed 60 hours
<b>Health and Physical Education</b>	Franco Cozzolino Redwood	Elementary PE Curriculum	\$42.49 per hour not to exceed 20 hours
	Sebastian DePinho Kelly	Elementary PE Curriculum	\$42.49 per hour not to exceed 20 hours
<b>Mathematics</b>	Kaitlyn Antico WOHS	Algebra I	\$42.49 per hour not to exceed 30 hours
	Katherine Garcia WOHS	Algebra I	\$42.49 per hour not to exceed 30 hours
	Kaitlyn Antico WOHS	Honors Algebra I	\$42.49 per hour not to exceed 10 hours
	Katherine Garcia WOHS	Honors Algebra I	\$42.49 per hour not to exceed 10 hours

**Curriculum Writing Projects  
2022-2023  
Funded via ESSER III**

<b>Department</b>	<b>Writer's Name</b>	<b>Title of Project</b>	<b>Hours</b>
	Leslie Bagen WOHS	Geometry and Analysis	\$42.49 per hour not to exceed 30 hours
	Jonathan Tick WOHS	Geometry and Analysis	\$42.49 per hour not to exceed 30 hours
	Leslie Bagen WOHS	Honors Geometry and Analysis	\$42.49 per hour not to exceed 10 hours
	Jonathan Tick WOHS	Honors Geometry and Analysis	\$42.49 per hour not to exceed 10 hours
	Katelyn Antico WOHS	Calculus	\$42.49 per hour not to exceed 60 hours
	Michael Denburg WOHS	Statistics	\$42.49 per hour not to exceed 30 hours
	Thomas Gargiulo WOHS	Statistics	\$42.49 per hour not to exceed 30 hours
	Allan Norville WOHS	College Math	\$42.49 per hour not to exceed 60 hours
<b>Science</b>	Karen Green WOHS	Animal Behavior	\$42.49 per hour not to exceed 30 hours
	Tantanya Hodges WOHS	Chemistry	\$42.49 per hour not to exceed 20 hours
	Helen Huang-Hobbs WOHS	Chemistry	\$42.49 per hour not to exceed 20 hours
	Emily Peterson WOHS	Chemistry	\$42.49 per hour not to exceed 20 hours
	Shane Daiek WOHS	Forensics	\$42.49 per hour not to exceed 30 hours
	Catherine Connors WOHS	Honors Anatomy and Physiology	\$42.49 per hour not to exceed 10 hours
	Michele Schultz WOHS	Honors Anatomy and Physiology	\$42.49 per hour not to exceed 10 hours

**Curriculum Writing Projects  
2022-2023  
Funded via ESSER III**

<b>Department</b>	<b>Writer's Name</b>	<b>Title of Project</b>	<b>Hours</b>
	Helen Huang-Hobbs WOHS	Honors Chemistry	\$42.49 per hour not to exceed 20 hours
	Shane Daiek WOHS	Honors Environmental Science	\$42.49 per hour not to exceed 60 hours
	Mark Kirchenbauer WOHS	Honors Physics	\$42.49 per hour not to exceed 20 hours
	Katherine Fitzpatrick Washington	Science Grade K	\$42.49 per hour not to exceed 10 hours
	Jennifer Catalano Washington	Science Grade K	\$42.49 per hour not to exceed 10 hours
	Christie Landau Redwood	Science Grade 2	\$42.49 per hour not to exceed 20 hours
	Christie Landau Redwood	Science Grade 3	\$42.49 per hour not to exceed 20 hours
	Carly Lovejoy Redwood	Science Grade 4	\$42.49 per hour not to exceed 20 hours
	Shane Daiek WOHS	Voyage into Space	\$42.49 per hour not to exceed 30 hours
<b>Social Studies</b>	Olivia Betances Roosevelt	American Civics	\$42.49 per hour not to exceed 15 hours
	William Dowd Liberty	American Civics	\$42.49 per hour not to exceed 15 hours
	Olivia Betances Roosevelt	Honors American Civics	\$42.49 per hour not to exceed 15 hours
	William Dowd Liberty	Honors American Civics	\$42.49 per hour not to exceed 15 hours
	Andrew Guglielmo WOHS	US History 1	\$42.49 per hour not to exceed 30 hours
	Andrew Guglielmo WOHS	Honors US History I	\$42.49 per hour not to exceed 30 hours

**Curriculum Writing Projects  
2022-2023  
Funded via ESSER III**

<b>Department</b>	<b>Writer's Name</b>	<b>Title of Project</b>	<b>Hours</b>
	Congzhou Du	US History 1	\$42.49 per hour not to exceed 20 hours
	Congzhou Du	Honors US History 1	\$42.49 per hour not to exceed 20 hours
<b>Special Education</b>	Kimberly Tawil Mt. Pleasant	Autism Math 3	\$42.49 per hour not to exceed 30 hours
	Joseph Postiglione Mt. Pleasant	Autism Math 4	\$42.49 per hour not to exceed 30 hours
	Rebecca Figueiras Kelly	Autism Math 5	\$42.49 per hour not to exceed 30 hours
	Daniel Capriola WOHS	Study Skills 2	\$42.49 per hour not to exceed 30 hours
<b>Visual and Performing Arts</b>	Joseph Romano Edison	Band	\$42.49 per hour not to exceed 30 hours
	Bonnie Pomeroy Edison	Chorus / General Music	\$42.49 per hour not to exceed 30 hours
	Erin Lagatic WOHS	Music Theory	\$42.49 per hour not to exceed 30 hours
	Elena Peres WOHS	Orchestra	\$42.49 per hour not to exceed 30 hours

**Professional Development  
November 8, 2022  
Funded via ESSER III**

<b>Name</b>	<b>Department</b>	<b>Name of PD</b>	<b>Rate of Pay</b>	<b>Effective Date</b>
Mark Lagatic Gregory/Mt. Pleasant	Visual & Performing Arts	Using Data to Inform Instruction: Band and Orchestra	\$79.53 per hour not to exceed 3 hours	11/8/22
Colleen Martin Roosevelt	Visual & Performing Arts	Using Data to Inform Instruction: Chorus	\$79.53 per hour not to exceed 3 hours	11/8/22
Emily DeBaun-Orr Kelly	Career Education / Library Sciences	Hands-on Makerspace Activities in the LMC	\$79.53 per hour not to exceed 2 hours	11/8/22
Andrea Klein Gregory	ESL K - 5	Data Analysis and Instructional Planning	\$79.53 per hour not to exceed 3 hours	11/8/22
Teresita Bradley Redwood	ESL K - 5	Data Analysis and Instructional Planning	\$79.53 per hour not to exceed 3 hours	11/8/22
Sebastian DePinho Kelly	Health & PE	Cooperative Games	\$79.53 per hour not to exceed 3 hours	11/8/22
Michael Falzarano Kelly	Health & PE	Cooperative Games	\$79.53 per hour not to exceed 3 hours	11/8/22
Greg Marchesi St. Cloud	Health & PE	Golf	\$79.53 per hour not to exceed 3 hours	11/8/22
Kim Carissimo Liberty	Health & PE	NARCAN Training & LBGTQ Inclusivity in the Classroom	\$79.53 per hour not to exceed 3 hours	11/8/22
Tim Blumkin WOHS	Health & PE	Red Cross CPR Training	\$79.53 per hour not to exceed 3 hours	11/8/22
Danielle Tracy WOHS	Health & PE	Project Adventure Course Instruction & Safety Grades 9-10	\$79.53 per hour not to exceed 3 hours	11/8/22
Charles Mound WOHS	Health & PE	Speed Agility & Conditioning K-12	\$79.53 per hour not to exceed 3 hours	11/8/22
Jeffrey Mazurek WOHS	Health & PE	Pickleball Grades 3-7	\$79.53 per hour not to exceed 3 hours	11/8/22
Lee Cohen WOHS	Special Services	Crisis Prevention & Intervention Training: Initial & Recertification	\$79.53 per hour not to exceed 6 hours	11/8/22
Nicole Dalle-Molle .8 Kelly / .2 BMELC	Special Services	Crisis Prevention & Intervention Training: Initial & Recertification	\$79.53 per hour not to exceed 6 hours	11/8/22
Elsa Batista	World Language	Using Data and Strategies for World Language Instruction	\$79.53 per hour not to exceed 3 hours	11/8/22

**Mentor Assignments: 2022-2023**

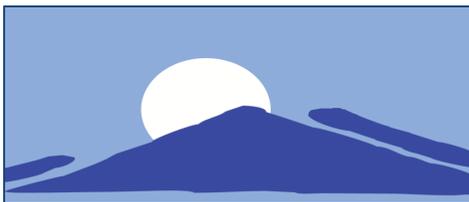
<b>Mentor</b>	<b>Provisional Teacher</b>	<b>Location</b>	<b>Stipend</b>	<b>Effective Dates</b>
Lori Belott	Alyssa Gossett	Gregory	\$147	9/1/22 – 11/18/22
Oliva Betances	Eddie Arriba	Roosevelt	\$550	9/1/22 – 6/30/23
Dara Brevard	Antonina Mammana	WOHS	\$550	9/1/22 – 6/30/23
Jennifer Catalano	Amanda Dempsey	ECLC	\$330	9/1/22 – 6/30/23
Jessica Cicerone	Alexa Pizzuta	BMELC	\$275	9/1/22 – 12/23/22
Lisa DeMichelle	Amanda Goldman	Redwood	\$550	9/1/22 – 6/30/23
Diana Ferrera	Jailyn McBurrows-Calhoun	Mt. Pleasant	\$550	9/1/22 – 6/30/23
Ellen Kearns	Alyssa Gbur	St. Cloud	\$550	9/1/22 – 6/30/23
Rose Marie Kelly	Cristianna Barcz	Gregory	\$550	9/1/22 – 6/30/23
Rose Marie Kelly	Alison Furman	Gregory	\$105	9/1/22 – 11/4/22
Lauren Kenny	Nicole DeJoseph	Washington	\$385	9/1/22 – 2/4/23
Paul Kirsch	Suzy Louie	Washington	\$275	9/1/22 - 6/30/23
Hulya Kose	Lauren McBrinn	Gregory	\$550	9/1/22 – 6/30/23
Ryan Krewer	Alexa Tammone	Liberty	\$550	9/1/22 – 6/30/23
Jennifer Marchesi	Gertrude Naples	St. Cloud	\$550	9/1/22 – 6/30/23
Danielle Marino	Gabrielle Vega	Gregory	\$550	9/1/22 – 6/30/23
Kristen Mindo	Heesook Inn	Redwood	\$404	9/1/22 – 2/11/23
Jessica Morano	Marjhani Simpson	Redwood	\$1,000	9/1/22 – 6/30/23
Stephanie Ross	Amanda Hilsinger	Kelly	\$550	9/1/22 – 6/30/23
Christopher Todd	Ezekiel Timen	Liberty	\$550	9/1/22 – 6/30/23
Robin Zaroni	Ashley Morris	Redwood	\$550	9/1/22 – 6/30/23

**Buildings Grounds Stipends to be Paid in Two Installments: December 2022 and June 2023**

First	Last	DOH	Black Seal	Forklift	Grounds Lead	HVAC	Journeyman	Electrical	Locksmith	Location	Notes
Timothy	Allen	3/1/2004	\$ 1,150.00	\$ 150.00	\$ 5,000.00	\$ -	\$ -	\$ -	\$ -	Grounds	
Jose	Andrade-Pineyro	9/22/2020	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,500.00	Maintenance	
Rosa	Ardon	8/12/2003	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Roosevelt	
Carmine	Bassolino	6/23/2021	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Grounds	
Luz	Bermudez	7/1/2008	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Redwood	
Edward	Cassidy	5/10/1988	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Henry	Charles	4/17/1991	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Elmer	Ciamillo	7/1/2000	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Grounds	
Gerard	Companion, Jr.	4/13/2009	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Hazel	
Gerard	Companion, Sr.	5/1/2001	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Kelly	prorated, retiring 1/1/23
Gustavo	Contreras	2/23/2015	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Gregory	
Raul	Contreras Veloz	5/4/2010	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Grounds	
Maria	Cruz	5/1/2000	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Redwood	
Delmi	Cruz	2/1/2005	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Cesar	Esquivel	3/2/2009	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Grounds	
Michael	Facchiano	8/1/1991	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Administration	
Juan	Febrero Alves	2/11/2020	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Edison	
Antonio	Fernandez-Batista	7/19/2006	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Gregory	
Joseph	Ferville	9/6/2016	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Roosevelt	
Juan	Flores	5/15/2006	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Grounds	
Noah	Formey	4/7/2014	\$ 1,150.00	\$ -	\$ -	\$ 1,500.00	\$ -	\$ -	\$ -	Maintenance	
Rosa	Gomez	11/16/2005	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Liberty	
Luis	Grajales	9/23/2019	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Grounds	
Mercedes	Hidalgo	2/10/2015	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Marcelous	Hockaday	10/30/2017	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Redwood	
Michael	Housel	7/13/2015	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Brian	Kearns	8/30/2013	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Administration	
Fazal	Khan	7/18/1994	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Hazel	
Juan	Lopez	9/6/2016	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Grounds	
Christian	Lopez	7/1/2014	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Washington	
Claudy	Louigene	1/15/2005	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Aracelio	Mantilla	1/10/2006	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Mt. Pleasant	prorated, retired 8/1/22
Ike	Martin	1/3/2006	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Grounds	
Nicholas	McCormick	7/16/2012	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ 1,500.00	\$ -	\$ -	Maintenance	
Maire	Meme	9/19/2017	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Mt. Pleasant	
Brano	Micic	2/1/2001	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Zeljko	Miric	7/1/2000	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	St. Cloud	
Gordana	Miric	7/1/2000	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	prorated, retiring 11/1/22
Moshe	Mitchell	9/4/2012	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Roosevelt	

**Buildings Grounds Stipends to be Paid in Two Installments: December 2022 and June 2023**

First	Last	DOH	Black Seal	Forklift	Grounds Lead	HVAC	Journeyman	Electrical	Locksmith	Location	Notes
Fernando	Molina	4/2/2007	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Nicholas	Munoz	10/1/2010	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Administration	
Shaliesha	Murray	8/23/2021	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	St. Cloud	
Gerard	Narcisse	5/1/1993	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Jonathan	Nelson	5/17/2021	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Maintenance	
Marco	Ortiz Lopez	7/1/2019	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	St. Cloud	
Vito	Pantaleo	10/13/1998	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Liberty	
Ramon	Perez	7/1/2006	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Maintenance	
Jose	Perez	9/1/2006	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Leonides	Perez Velez	10/8/2013	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Claudio	Raglievich	10/11/1999	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Kelly	
Vladimir	Rotbaum	7/1/2006	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Edison	
Robert	Sabino	2/10/2015	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	BMELC	
Juan	Saker	1/1/2006	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Roosevelt	
Angela	Salazar	11/12/2006	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Liberty	
Carlos	Salazar	1/1/2006	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	WOHS	
Larry	Sanders	7/1/2015	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Mt. Pleasant	
Ghassan	Shakshir	12/9/2015	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Liberty	
James	Smith	3/1/1993	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Redwood	prorated, retired 8/1/22
William	Temple	11/1/2000	\$ 1,150.00	\$ 150.00	\$ -	\$ -	\$ -	\$ -	\$ -	Maintenance	
Edwin	Torres	7/7/2011	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Gregory	
Luz	Vaneges	1/1/2006	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Liberty	prorated, retiring 10/15/22
Giovanni	Veloz	1/15/2005	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Edison	
Richard	Walsh	10/9/2013	\$ 1,150.00	\$ 150.00	\$ -	\$ 1,500.00	\$ -	\$ -	\$ -	Maintenance	
Robert	Williams	8/21/2013	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Washington	
Glen	Wnek	8/1/1986	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Kelly	prorated, retired 9/1/22



**West Orange Public Schools**  
West Orange, New Jersey

<b>Title:</b> Preschool Intervention and Referral Specialist (PIRS)
<b>Location:</b> District
<b>Organizational Responsibilities:</b>  <b>Reports to:</b> Supervisor of Early Childhood Education
<b>Terms of Employment:</b> 10-month WOE A
<b>Job Goals:</b> To provide and maintain high levels of quality instruction by assisting and supporting preschool teachers while collaborating with all team members to provide recommendations for academic and behavioral supports for students in need.
<b>Qualifications:</b> <ol style="list-style-type: none"><li>1. A Master's degree</li><li>2. LDT-C Certificate, School Psychologist Certificate or School Social Worker Certificate required</li><li>3. A minimum of 3 years experience in areas related to early childhood education or special education / child study team member.</li><li>4. Experience providing professional development through workshops and/or mentoring</li><li>5. Experience with performance-based preschool assessments</li><li>6. Bilingual preferred</li><li>7. Required criminal history check and proof of U.S. citizenship or legal resident alien status</li></ol>
<b>Performance Responsibilities:</b>  <b><u>Curriculum &amp; Professional Development</u></b> <ol style="list-style-type: none"><li>1. Visit classrooms on a regular basis to coach and provide feedback to teachers to improve teaching practices through the reflective cycle.</li><li>2. Coach classroom teachers and consult with Master Teacher Coach on the use of The Pyramid Model.</li><li>3. Provide professional development 2-3 times per year to preschool staff with a focus on behavior modifications</li><li>4. Provide written strategies for classroom and behavior management.</li><li>5. Model lessons and strategies in the classroom to help mitigate challenging behaviors.</li><li>6. Create and implement Preschool Intervention and Referral Team (PIRT) intervention</li></ol>

- plans.
7. Assist teachers with using performance-based assessment data and results of structured classroom observations to determine and support a high level of curriculum implementation.
  8. Plan specific goals and training opportunities, including, but not limited to, modeling classroom practices and lessons, facilitating PLC meetings, and planning and implementing workshops, to improve weak areas identified from structured observation instruments (aggregated data), curriculum observation instruments, performance-based assessment results, district evaluation data, and other information.
  9. Confer with administration to coordinate, articulate, and provide professional development for all early childhood staff.
  10. Provide individualized follow-up support to the teacher's level of development and plan small group meetings/trainings for teachers with similar needs.
  11. Refer children, when all other efforts have failed, to the school district child study team.
  12. Work with staff to ensure transition of student files to kindergarten at the completion of preschool program.
  13. Reflect on own professional development needs, attend workshops, read research articles, consult with others, etc.

### **Support**

1. Confer regularly with the preschool intervention and referral team to discuss how to support teachers and parents with children who have challenging behaviors.
2. Confer regularly with the community parent involvement specialist to plan for smooth transitions for children entering preschool or going to kindergarten and assist in planning parent involvement activities (e.g., ensuring that the results of the performance-based assessment along with other information about the preschoolers are shared with kindergarten staff, planning parent workshops together, planning visits to kindergarten classrooms).
3. Perform additional duties as assigned that are directly related to early childhood classroom improvement.

### **Evaluation**

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date:



**West Orange Public Schools**  
West Orange, New Jersey

<b>Title:</b> Inclusion and Access Liaison
<b>Location:</b> West Orange High School
<b>Organizational Responsibilities Reports to:</b> Executive Director of Special Services
<b>Terms of Employment:</b> Stipend position
<b>Job Goals:</b> To work in collaboration with staff at West Orange High School to promote access and inclusion for students with disabilities with a focus on extracurricular activities that take place outside of the regular school day
<b>Qualifications:</b> <ol style="list-style-type: none"><li>1. NJDOE Certification preferred; or high school diploma; college-level coursework in education or related totaling 60 college credits</li><li>2. Demonstrates the knowledge and ability to work with students with disabilities</li><li>3. Knowledge of extracurricular clubs and activities offered at West Orange High School</li><li>4. Required criminal history background check and proof of U.S. citizenship or legal resident alien status</li></ol>
<b>Performance Responsibilities:</b> <ol style="list-style-type: none"><li>1. Establishes connection with staff at West Orange High School, who oversees clubs and extracurricular activities</li><li>2. Facilitates the distribution of information to parents, guardians, community members, specific to the offering of clubs and extracurricular activities</li><li>3. Works in cooperation with staff, who oversee clubs and extracurricular activities to identify any students with a disability, who may require specific support to participate</li><li>4. Engages in communication with case managers to determine the needs of students with disabilities as it relates to the participation in clubs and extracurricular activities</li><li>5. Monitors the effectiveness of the support provided to students with disabilities, who participate in extracurricular clubs and activities</li></ol>
<b>Evaluation</b> Stipend position

Board Approved Date:

**West Orange Public Schools**

**HOURLY AND PER DIEM RATES 2022-2023**

Effective 7/19/2022

CATEGORY	AMOUNT		
	Standard (1-20 days)	Long Term Substitute 21-60 days (Vacancy Coverage)	Leave Replacement 21-60 days (Leave of Absence Coverage)
Substitutes: Teachers (CE, CEAS, Standard, Substitute) <i>If preparing lesson plans/communicating w/parents</i> Administrators Nurses Administrative Assistants Custodians	\$160.00/day \$200.00/day \$500.00/day \$250.00/day \$91.00/day \$15.00/hour	BA \$314.00 MA \$335.00	BA \$314.00 MA \$335.00
Home Instruction, Test Preparation & In-Service Instructors	\$79.53/hour**		
Intramural Sports, Summer Workshops, Curriculum Council, Curriculum Writing & after- hours language translation	\$42.49/hour**		
Paraprofessionals to provide student assistance for afterschool activities/sports	\$25.06/hour**		
Official Chaperones (school dances & other co- educational social activities) & State Music Auditions	\$130.74/evening**		
Overnight Chaperones	\$230.97/evening**		
School Counselor Summer Work (per diem)	\$435.79 per day**		
Building Principal Coverage by District Supervisor	\$250.00 per day		
Lunch Aides (not to exceed assigned hours)	\$19.92 per hour		
Clerical Aides (not to exceed 7 hours / day)	\$20.55 per hour		
Greeters	\$20.55 per hour		
Residency Officers	\$32.93 per hour		
Security (PT)	\$26.10 per hour		
Student Help	\$13.00 per hour		
Transportation Allowance (prevailing approved rate NJ OMB)	<b>\$.47 mile</b>		

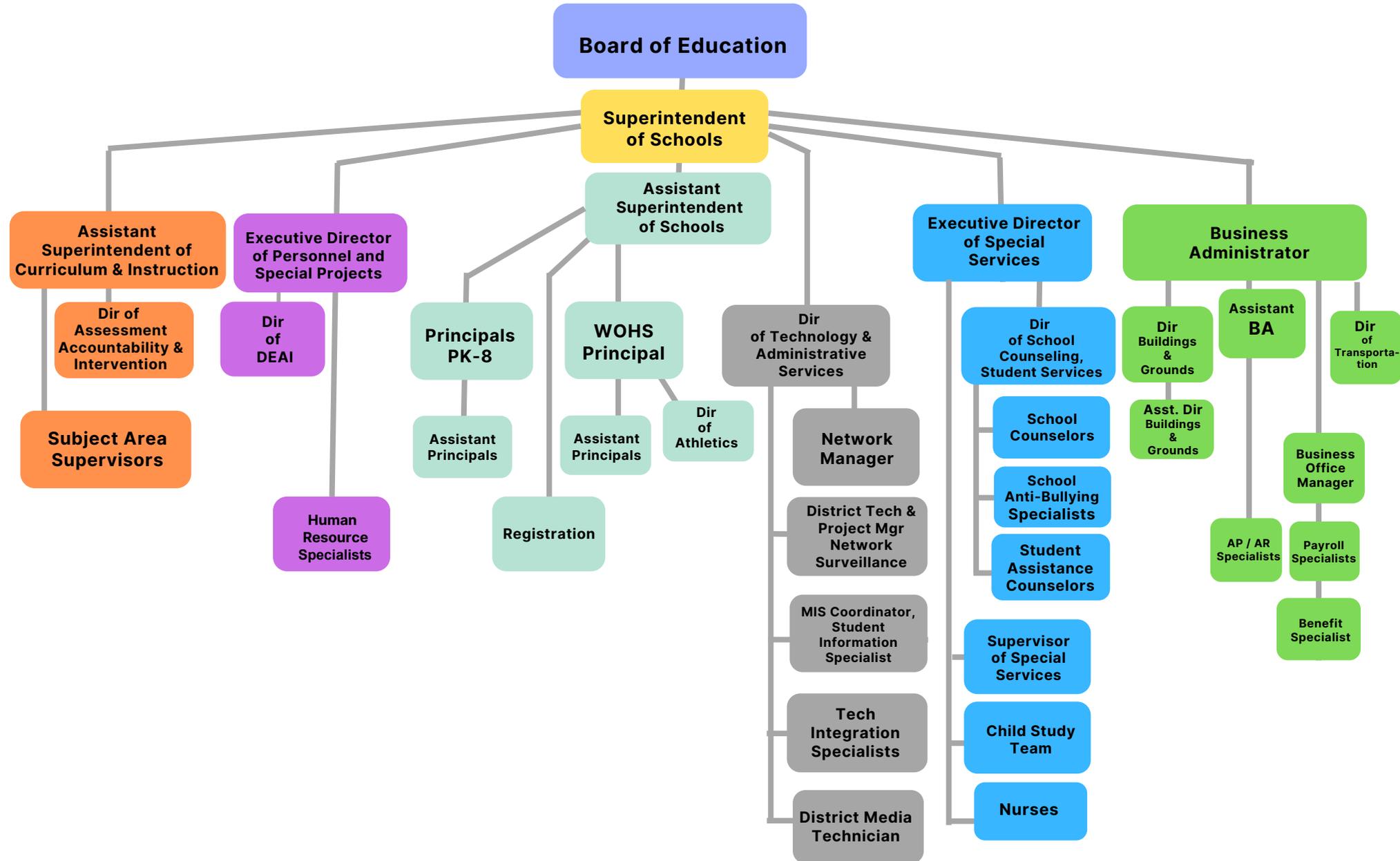
County Substitute Certificates may be issued for a 5-year period but the holder can serve no more than 20 consecutive days in the same position in one school district during the school year. Such certificate, which is issued by the County Superintendent of Schools, carries none of the accrued benefits, such as pension and tenure, to which a regularly-employed teacher is entitled.

\*\*WAEA-Negotiated

**BOARD APPROVED:**

# West Orange Public Schools

## Organizational Chart



Updated  
10-12-22

**Applications for Absence for School Business 2022-2023  
10-17-2022**

Name	Position	School	Conference	Dates	Amount	Funded
Cristianna Barcz	Kindergarten Teacher	Gregory	Foundations Level K Launch Workshop Virtual	11/29/22	\$299.00	Local
Emily Boyle	Grade 2 Teacher	Kelly	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local
Lisa Brattoli	Grade 1 Teacher	Kelly	A Kaleidoscope of Experts on Key Issues Virtual	10/14/22, 10/15/22	\$175.00	Local
April Clark	Art Teacher	WOHS	Art Educators of NJ Conference Long Branch, NJ	10/13/22, 10/14/22	\$100.00 \$176.60	Local Teacher pays
Lee Cohen	Psychologist	WOHS	NCI Blended Renewal Training Edison, NJ	2/23/23	\$1,557.75	Local
Andrew Crozier	Grade 1 Teacher	Kelly	Foundations Level I Launch Workshop	11/14/22	\$299.00	Local
Margaret Da Costa Pereira	Master Teacher/Coach	WOECLC	HighScope Preschool Curriculum Course Virtual	11/1/22, - 11/3/22, 12/6/22, 12/7/22, 1/10/23 - 1/12/23, 2/7/23, 2/8/23, 3/7/23 - 3/9/23, 4/4/23, 4/5/23, 5/2/23, 5/4/23	\$3,900.00	ESSER III
Nicole Dallel-Molle	Psychologist	Kelly	NCI Blended Renewal Training Edison, NJ	2/23/23	\$1,549.00	Local
Diana Ferrera	Reading Specialist	Mt. Pleasant	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local
Alison Furman	Kindergarten Teacher	Gregory	Foundations Level K Launch Workshop Virtual	11/29/22	\$299.00	Local
Mathew Gervasio	Grade 1 Teacher	Kelly	Foundations Level I Launch Workshop	11/14/22	\$299.00	Local
Michelle Herrera	Grade 1 Teacher	Gregory	Foundations Level I Launch Workshop	11/14/22	\$299.00	Local
Kimya Jackson	Principal	Redwood	2022 National Blue Ribbon Schools Ceremony Washington, DC	11/2/11 - 11/4/22	\$821.71	Local
Melissa Jenkins	Grade 1 Teacher	Mt. Pleasant	Foundations Level I Launch Workshop	11/14/22	\$299.00	Local
Jeannie Kivlon	Kindergarten Teacher	Kelly	Foundations Level K Launch Workshop	11/29/22	\$299.00	Local

			Virtual			
Bridget Lynch	Grade 1 Teacher	Gregory	Foundations Level I Launch Workshop	11/14/22	\$299.00	Local
Alexandra Mallinas	Grade 2 Teacher	Gregory	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local
Dayna Martinez	Administrative Assistant	Redwood	2022 National Blue Ribbon Schools Ceremony Washington, DC	11/2/11 - 11/4/22	\$821.71	Local
Caroline McDermott	Grade 2 Teacher	St. Cloud	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local
Karen Miola	Reading Specialist	Gregory	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local
Allison Neaman	Kindergarten Teacher	Redwood	Foundations Level K Launch Workshop Virtual	11/29/22	\$299.00	Local
Emma Pacifico	Grade 2 Teacher	St. Cloud	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local
Cassandra Parkin	Grade 2 Teacher	Gregory	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local
Tamika Pollins	Director of Diversity Equity Access and Inclusion	Administration Building	NJSBA Workshop Atlantic City, NJ	10/24/22, 10/25/22, 10/26/22	\$303.76	Local
Kimberly Roman	Kindergarten Teacher	Gregory	Foundations Level K Launch Workshop Virtual	11/29/22	\$299.00	Local
Nikole Santucci	Grade 2 Teacher	St. Cloud	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local
Diane Talman	Grade 2 Teacher	Gregory	Foundations Level 2 Launch Workshop	11/28/22	\$299.00	Local

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

School	Grades	Course / Group	Destination	City	State
LIBERTY	8	8TH Grade	Kalahari Indoor Waterpark	Pocono Manor	PA
REDWOOD	5	5TH Grade	American Museum of Natural History	New York	NY
ROOSEVELT	8	Explorer's Club	911 Memorial & Museum	New York	NY
ROOSEVELT	8	8TH Grade	Kalahari Indoor Waterpark	Pocono Manor	PA
WOHS	9-12	Institute for Citizen Empowerment	Immigrant NYC Walking Tour	New York	NY
WOHS	9-12	Chinese 2/Chinese 2 Honors	Snug Harbor Cultural Center & Botanical Garden	Staten Island	NY
WOHS	9-12	Spanish Club	Repertorio Espanol - Gramercy Arts Theatre	New York	NY
WOHS	9-12	Science	Bronx Zoo	BronX	NY
WOHS	9-12	3D Design Classes	Metropolitan Museum of Art	New York	NY
WOHS	9-12	Virtual Enterprise	New York Stock Exchange	New York	NY
WOHS	9-12	Institute For Citizen Empowerment US History 1	Philadelphia Museum of Art	Philadelphia	PA
WOHS	9-12	3D Design Classes	Metropolitan Museum of Art	New York	NY
WOHS	9-12	Advanced Theatre	Broadway Show and Broadway Classroom	New York	NY
WOHS	9-12	3D Design Classes	Museum of Modern Art (MOMA)	New York	NY
WOHS	9-12	Art 2B	The High Line	New York	NY



**Professional Development  
November 8, 2022**

<b>Presenter Name</b>	<b>Professional Development</b>	<b>Department</b>	<b>Cost</b>
Montclair Art Museum	Eco Art	Visual & Performing Arts	\$500.00
Shawna Longo	Culturally Responsive Practices in the Arts	Visual & Performing Arts	\$750.00
Lindsay Simmons, Mackin	Integrating Real-World Challenges in the Makerspace	Career Education / Library Sciences	\$1,900.00
Curriculum Associates	Full Day iReady Reading: Using Data and Program Resources to Target ELL Reading Instruction	ESL 6 - 12	\$4,000 Title III Funding
Curriculum Associates	iReady Assessment and Evaluation Tool Actionable Data: Using iReady to Support Learning Acceleration to increase Student Achievement in Mathematics	Math K - 5	\$5,250.00
Ashley Burns, LPC (Rutgers University Behavioral Health Care)	Supporting Student Engagement using Social and Emotional Learning Strategies	School Counseling	\$1,200 Funded by ESSER II
Dr. Melissa Donadio (Rutgers University Behavioral Health Care)	Creating Responsive Environments for 2SLGBTQIA+ Youth	School Counseling	

**Attachment A: ELL Programs funded by ESEA Grant (Title III / Title III Immigrant)**

1. Upon recommendation of the Superintendent of Schools, approval of the ELL Literacy and Language Support Program for **Hazel Elementary School** between November 2022 through March 2023 in the amount of \$2,681.45 funded by Title III Grant.
2. Upon recommendation of the Superintendent of Schools, approval of the ELL Literacy and Language Support Program for **Kelly Elementary School** between November 2022 through March 2023 in the amount of \$2,681.45 funded by Title III Grant.
3. Upon recommendation of the Superintendent of Schools, approval of the ELL Literacy and Language Support Program for **Mt. Pleasant Elementary School** between November 2022 through March 2023 in the amount of \$2,681.45 funded by Title III Grant.
4. Upon recommendation of the Superintendent of Schools, approval of the ELL Literacy and Language Support Program for **Washington Elementary School** between November 2022 through March 2023 in the amount of \$2,681.45 funded by Title III Grant.
5. Upon recommendation of the Superintendent of Schools, approval of the ELL Literacy and Language Support Program for **Gregory Elementary School** between November 2022 through March 2023 in the amount of \$2,681.45 funded by Title III Grant.
6. Upon recommendation of the Superintendent of Schools, approval of the ELL Tutoring and Language Support Program for **Liberty Middle School** between November 2022 through March 2023 in the amount of \$7,850.00 funded by Title III Immigrant Grant.
7. Upon recommendation of the Superintendent of Schools, approval of the ELL Tutoring and Language Support Program for **Roosevelt Middle School** between January 2022 through June 2022 in the amount of \$7,850.00 funded by Title III Immigrant Grant.
8. Upon recommendation of the Superintendent of Schools, approval of the **ESL Literacy Program** to provide ESL Literacy classes to the West Orange Community between January 2022 through June 2022 in the total amount of \$5,165.13 funded by Title III Grant.
9. Upon recommendation of the Superintendent of Schools, approval of the **West Orange High School** Newcomer ELL Orientation Sessions for the 2022-2023 School Year to provide student orientation sessions to newcomer ELLs in the total amount of \$1,345.00 funded by Title III Grant.
10. Upon recommendation of the Superintendent of Schools, approval of the Newcomer Parent Program at **Washington School** between November 2022 through January 2023 in the total amount of \$3,000 funded by Title III Grant.



10/4 12:48pm

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
General Fund - Fund 10  
Interim Balance Sheet  
For 2 Month Period Ending 08/31/2022

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ASSETS AND RESOURCES

=====

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

101	Cash in bank		\$16,715,701.14
102-107	Cash and cash equivalents		\$27,959.74
116	Capital reserve Account		\$368,505.67
117	Maint. Reserve Account		\$1,000,052.05
121	Tax levy receivable		134,973,584.75
	Accounts receivable:		
132	Interfund	\$1,646,573.59	
141	Intergovernmental - State	\$34,421,439.19	
153,154	Other (net of est uncollectible of \$ _____)	\$5,357,221.19	\$41,425,233.97
	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	(177,115,190.52)	
			\$2,856,007.48

Total assets and resources

197,388,622.80

=====

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
General Fund - Fund 10  
Interim Balance Sheet  
For 2 Month Period Ending 08/31/2022

=====

LIABILITIES AND FUND EQUITY

=====

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

421	Accounts Payable	\$5,632,351.65
	Other current liabilities including Net Assets	\$2,045,723.68

TOTAL LIABILITIES

-----  
\$7,678,075.33  
=====

F U N D   B A L A N C E

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

753	Reserve for Encumbrances - Current Year	164,067,136.45
754	Reserve for Encumbrance - Prior Year	\$1,665,018.69
	Reserved fund balance:	
761	Capital reserve account -	\$368,499.41
604	Add: Increase in capital reserve	\$2,000,100.00
		-----
		\$2,368,599.41
769	Restricted Balance for Unemployment Fund	\$452,865.61
580	Unemployment Trust Liability	\$278,680.20
		-----
		\$278,680.20
764	Reserve for Maintenance	\$1,000,035.06
606	Add: Increase in Maintenance Reserve	\$1,000,100.00
		-----
		\$2,000,135.06
601	Appropriations	186,742,697.96
602	Less : Expenditures	\$13,222,010.40
603	Encumbrances	165,732,155.14 (178,954,165.54)
		-----
		\$7,788,532.42

Total Appropriated

-----  
178,620,967.84

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

770	Unreserved Fund Balance -	\$14,984,072.63
303	Budgeted Fund Balance	(\$3,894,493.00)

TOTAL FUND BALANCE

-----  
189,710,547.47

TOTAL LIABILITIES AND FUND EQUITY

197,388,622.80  
=====

West Orange Board of Education  
 General Fund - Fund 10  
 Interim Balance Sheet  
 For 2 Month Period Ending 08/31/2022

RECAPITULATION OF FUND BALANCE:	Budgeted	Actual	Variance
	_____	_____	_____
Appropriations	186,742,697.96	178,954,165.54	\$7,788,532.42
Revenues	(179,971,198.00)	(177,115,190.52)	(\$2,856,007.48)
	\$6,771,499.96	\$1,838,975.02	\$4,932,524.94
Change in Capital Reserve accounts:			
604 Plus - Increase in reserve	\$2,000,100.00		
Change in Tuition Reserve accounts:			
Change in Maintenance Reserve account:			
606 Plus - Increase in reserve	\$1,000,100.00		
Change in Unemployment Fund account:			
580 Plus - Increase in reserve	\$278,680.20		
Subtotal Reserve Adjustments	\$3,278,880.20	\$3,278,880.20	
Less: Adjust for prior year encumb.	(\$2,877,206.96)	(\$2,877,206.96)	
Budgeted Fund Balance	\$7,173,173.20	\$2,240,648.26	\$4,932,524.94
Recapitulation of Budgeted Fund Balance by Subfund			
Fund 10 (includes 10, 11, 12, and 13)	\$7,173,173.20	\$2,240,648.26	\$4,653,844.74
TOTAL Budgeted Fund Balance	\$7,173,173.20	\$2,240,648.26	\$4,932,524.94

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 2 Month Period Ending 08/31/2022

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	148,065,135.00	147,739,599.28		\$325,535.72
3XXX	From State Sources	\$31,672,985.00	\$29,372,985.00		\$2,300,000.00
4XXX	From Federal Sources	\$233,078.00	\$2,606.24		\$230,471.76
TOTAL REVENUE/SOURCES OF FUNDS		179,971,198.00	177,115,190.52		\$2,856,007.48
=====					
					AVAILABLE
*** EXPENDITURES ***					
		APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	BALANCE
--- CURRENT EXPENSE ---					
11-1XX-100-XXX	Regular Programs - Instruction	\$51,817,380.60	\$980,955.33	\$49,555,264.65	\$1,281,160.62
11-2XX-100-XXX	Special Education - Instruction	\$19,303,910.00	\$487,798.20	\$18,554,262.07	\$261,849.73
11-230-100-XXX	Basic Skills - Remedial Instruction	\$3,265,766.00	\$835.37	\$3,260,082.75	\$4,847.88
11-240-100-XXX	Bilingual Education - Instruction	\$1,773,556.00	\$2,393.27	\$1,732,800.02	\$38,362.71
11-401-100-XXX	School-Spon. Cocurr. Acti-Instr	\$737,395.00	\$26,119.61	\$576,958.71	\$134,316.68
11-402-100-XXX	School-Spons. Athletics - Instruction	\$1,715,668.61	\$115,287.81	\$1,402,061.87	\$198,318.93
--- UNDISTRIBUTED EXPENDITURES ---					
11-000-100-XXX	Instruction	\$12,072,442.69	\$1,869,536.19	\$9,585,792.10	\$617,114.40
11-000-211-XXX	Attendance and Social Work Services	\$268,077.00	\$111,867.49	\$155,215.16	\$994.35
11-000-213-XXX	Health Services	\$1,717,400.94	\$37,882.67	\$1,625,194.69	\$54,323.58
11-000-216-XXX	Speech, OT,PT & Related Svcs	\$2,924,182.00	\$84,825.53	\$2,585,088.41	\$254,268.06
11-000-217-XXX	Other Support Serv - Students Extra Srvc	\$805,105.00	\$36,187.00	\$751,451.00	\$17,467.00
11-000-218-XXX	Guidance	\$3,527,030.00	\$224,376.87	\$3,211,393.20	\$91,259.93
11-000-219-XXX	Child Study Teams	\$4,767,487.00	\$215,662.95	\$4,429,574.05	\$122,250.00
11-000-221-XXX	Improv of Inst. - Instruc Staff	\$2,254,219.17	\$38,750.57	\$2,202,593.69	\$12,874.91
11-000-222-XXX	Educational Media Serv/School Library	\$1,367,551.46	\$65,116.98	\$1,280,380.34	\$22,054.14
11-000-223-XXX	Instructional Staff Training Services	\$367,853.10	\$41,604.44	\$26,851.05	\$299,397.61
11-000-230-XXX	Supp. Serv.-General Administration	\$2,454,541.71	\$383,740.60	\$1,929,878.12	\$140,922.99
11-000-240-XXX	Supp. Serv.-School Administration	\$6,524,676.09	\$936,354.37	\$5,502,437.26	\$85,884.46
11-000-25X-XXX	Central Serv & Admin. Inform. Tech.	\$3,479,215.71	\$628,193.41	\$2,711,575.04	\$139,447.26
11-000-261-XXX	Require Maint. for School Facilities	\$1,931,730.34	\$480,273.89	\$924,097.48	\$527,358.97
11-000-262-XXX	Custodial Services	\$10,548,041.16	\$1,400,387.41	\$8,830,750.37	\$316,903.38
11-000-263-XXX	Care and Upkeep of Grounds	\$1,157,158.86	\$168,650.60	\$607,239.64	\$381,268.62
11-000-266-XXX	Security	\$1,074,091.58	\$111,226.99	\$862,215.11	\$100,649.48
11-000-270-XXX	Student Transportation Services	\$15,459,649.13	\$1,469,029.95	\$13,424,228.85	\$566,390.33
11-XXX-XXX-2XX	Allocated and Unallocated Benefits	\$29,999,533.24	\$1,939,026.16	\$27,512,602.04	\$547,905.04
TOTAL GENERAL CURRENT EXPENSE					
EXPENDITURES/USES OF FUNDS		181,313,662.39	\$11,856,083.66	163,239,987.67	\$6,217,591.06
=====					

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 2 Month Period Ending 08/31/2022

*** EXPENDITURES - cont'd ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$548,812.57	\$12,269.95	\$265,319.21	\$271,223.41
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$4,411,781.00	\$1,292,080.79	\$1,877,076.26	\$1,242,623.95
	-----	-----	-----	-----
TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	\$4,960,593.57	\$1,304,350.74	\$2,142,395.47	\$1,513,847.36
	=====	=====	=====	=====
10-000-100-56X Transfer of Funds to Charter Schools	\$468,442.00	\$61,576.00	\$349,772.00	\$57,094.00
TOTAL GENERAL FUND EXPENDITURES	186,742,697.96	\$13,222,010.40	165,732,155.14	\$7,788,532.42
	=====	=====	=====	=====

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 2 Month Period Ending 08/31/2022

		ESTIMATED	ACTUAL	UNREALIZED
		-----	-----	-----
--- LOCAL SOURCES ---				
1210	Local Tax Levy	147,706,335.00	147,706,335.00	.00
1310	Tuition from Individuals	\$10,000.00	\$900.00	\$9,100.00
1320	Tuition from LEAs Within State	\$155,351.00	.00	\$155,351.00
1910	Rents and Royalties	\$50,000.00	\$1,175.00	\$48,825.00
1XXX	Miscellaneous	\$143,449.00	\$31,189.28	\$112,259.72
TOTAL LOCAL		148,065,135.00	147,739,599.28	\$325,535.72
		=====	=====	=====
--- STATE SOURCES ---				
3121	Categorical Transportation Aid	\$3,033,009.00	\$3,033,009.00	.00
3131	Extraordinary Aid	\$2,250,000.00	.00	\$2,250,000.00
3132	Categorical Special Education Aid	\$4,159,988.00	\$4,159,988.00	.00
3176	Equalization	\$20,313,635.00	\$20,313,635.00	.00
3177	Categorical Security	\$1,866,353.00	\$1,866,353.00	.00
3190	Other Unrestricted State Aid	\$50,000.00	.00	\$50,000.00
TOTAL		\$31,672,985.00	\$29,372,985.00	\$2,300,000.00
		=====	=====	=====
--- FEDERAL SOURCES ---				
4200	Federal Grants including Medicaid Reimbursement	\$233,078.00	\$2,606.24	\$230,471.76
TOTAL		\$233,078.00	\$2,606.24	\$230,471.76
		=====	=====	=====
--- OTHER FINANCING SOURCES ---				
TOTAL REVENUES/SOURCES OF FUNDS		179,971,198.00	177,115,190.52	\$2,856,007.48
		=====	=====	=====

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 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-110-100-101 Kindergarten - Salaries of Teachers	\$2,490,693.00	.00	\$2,490,693.00	.00
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$17,137,316.00	.00	\$17,048,761.00	\$88,555.00
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$11,207,325.00	.00	\$11,171,329.00	\$35,996.00
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$16,415,456.00	\$11,489.19	\$16,326,137.81	\$77,829.00
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$145,000.00	\$1,866.96	\$143,133.04	\$0.00
11-150-100-320 Purchased Prof.-Ed. Services	\$89,000.00	.00	\$84,000.00	\$5,000.00
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$946,469.00	.00	\$946,427.00	\$42.00
11-190-100-320 Purchased Prof.-Ed. Services	\$119,100.00	\$500.00	\$15,298.09	\$103,301.91
11-190-100-340 Purchased Technical Services	\$3,000.00	.00	\$2,925.00	\$75.00
11-190-100-500 Other Purch. Serv. (400-500 series)	\$843,678.00	\$347,944.41	\$236,170.65	\$259,562.94
11-190-100-610 General Supplies	\$2,275,890.60	\$600,436.73	\$1,063,422.34	\$612,031.53
11-190-100-640 Textbooks	\$106,478.00	\$13,101.04	\$25,842.72	\$67,534.24
11-190-100-800 Other Objects	\$37,975.00	\$5,617.00	\$1,125.00	\$31,233.00
TOTAL	\$51,817,380.60	\$980,955.33	\$49,555,264.65	\$1,281,160.62
--- SPECIAL EDUCATION - INSTRUCTION ---				
Cognitive - Mild:				
11-201-100-101 Salaries of Teachers	\$774,930.00	\$25,716.58	\$738,282.00	\$10,931.42
11-201-100-106 Other Salaries for Instruction	\$786,574.00	\$13,231.68	\$741,531.00	\$31,811.32
11-201-100-610 General Supplies	\$5,125.00	\$304.29	\$1,376.60	\$3,444.11
11-201-100-800 Other Objects	\$5,800.00	\$320.00	\$530.00	\$4,950.00
TOTAL	\$1,572,429.00	\$39,572.55	\$1,481,719.60	\$51,136.85
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$2,428,946.00	\$102,048.46	\$2,294,774.00	\$32,123.54
11-204-100-106 Other Salaries for Instruction	\$1,250,350.00	\$66,189.73	\$1,176,300.00	\$7,860.27
11-204-100-610 General Supplies	\$20,107.00	\$546.62	\$2,168.52	\$17,391.86
TOTAL	\$3,699,403.00	\$168,784.81	\$3,473,242.52	\$57,375.67
Behavioral Disabilities:				
11-209-100-101 Salaries of Teachers	\$396,154.00	\$0.00	\$396,154.00	\$0.00
11-209-100-106 Other Salaries for Instruction	\$176,647.00	.00	\$176,647.00	.00
11-209-100-610 General supplies	\$14,449.00	\$200.00	\$3,969.68	\$10,279.32
11-209-100-800 Other Objects	\$350.00	.00	.00	\$350.00
TOTAL	\$587,600.00	\$200.00	\$576,770.68	\$10,629.32
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$214,729.00	\$5,124.48	\$209,601.00	\$3.52
11-212-100-106 Other Salaries for Instruction	\$455,717.00	\$18,494.02	\$436,415.00	\$807.98
11-212-100-610 General supplies	\$5,950.00	\$350.00	\$4,500.00	\$1,100.00
TOTAL	\$676,396.00	\$23,968.50	\$650,516.00	\$1,911.50
Resource Room/Resource Center:				
11-213-100-101 Salaries of Teachers	\$6,150,618.00	\$0.00	\$6,112,802.00	\$37,816.00

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
11-213-100-106 Other Salaries for Instruction	\$939,543.00	.00	\$909,312.00	\$30,231.00
11-213-100-610 General supplies	\$23,838.00	\$431.41	\$7,206.57	\$16,200.02
TOTAL	\$7,113,999.00	\$431.41	\$7,029,320.57	\$84,247.02
Autism:				
11-214-100-101 Salaries of Teachers	\$998,895.00	\$41,262.74	\$955,914.00	\$1,718.26
11-214-100-106 Other Salaries for Instruction	\$1,515,381.00	\$82,494.20	\$1,429,799.00	\$3,087.80
11-214-100-610 General Supplies	\$85,016.00	\$6,109.79	\$49,947.75	\$28,958.46
11-214-100-800 Other Objects	\$500.00	.00	.00	\$500.00
TOTAL	\$2,599,792.00	\$129,866.73	\$2,435,660.75	\$34,264.52
11-215-100-106 Other Salaries for Instruction	\$1,700.00	.00	\$1,671.04	\$28.96
TOTAL	\$1,700.00	\$0.00	\$1,671.04	\$28.96
Preschool Disabilities - Full-Time:				
11-216-100-101 Salaries of Teachers	\$1,125,601.00	\$30,746.88	\$1,084,074.00	\$10,780.12
11-216-100-106 Other Salaries for Instruction	\$1,573,602.00	\$63,251.44	\$1,506,803.00	\$3,547.56
11-216-100-600 General Supplies	\$69,388.00	\$7,240.51	\$59,219.61	\$2,927.88
TOTAL	\$2,768,591.00	\$101,238.83	\$2,650,096.61	\$17,255.56
Home Instruction:				
11-219-100-101 Salaries of Teachers	\$195,000.00	\$23,735.37	\$171,264.30	\$0.33
11-219-100-320 Purchased Prof.-Ed. Services	\$89,000.00	.00	\$84,000.00	\$5,000.00
TOTAL	\$284,000.00	\$23,735.37	\$255,264.30	\$5,000.33
TOTAL SPECIAL ED - INSTRUCTION	\$19,303,910.00	\$487,798.20	\$18,554,262.07	\$261,849.73
--- Basic Skills/Remedial-Instruction ---				
11-230-100-101 Salaries of Teachers	\$3,257,491.00	\$0.00	\$3,257,491.00	\$0.00
11-230-100-610 General Supplies	\$8,275.00	\$835.37	\$2,591.75	\$4,847.88
TOTAL	\$3,265,766.00	\$835.37	\$3,260,082.75	\$4,847.88
--- Bilingual Education-Instruction ---				
11-240-100-101 Salaries of Teachers	\$1,734,311.00	\$0.00	\$1,721,475.00	\$12,836.00
11-240-100-610 General Supplies	\$29,745.00	\$2,393.27	\$8,249.36	\$19,102.37
11-240-100-640 Textbooks	\$9,500.00	.00	\$3,075.66	\$6,424.34
TOTAL	\$1,773,556.00	\$2,393.27	\$1,732,800.02	\$38,362.71
--- School spons.cocurricular activities-Instruction ---				
11-401-100-100 Salaries	\$542,261.00	.00	\$537,017.00	\$5,244.00
11-401-100-500 Purchased Services (300-500 series)	\$89,750.00	\$7,611.53	\$23,800.00	\$58,338.47
11-401-100-600 Supplies and Materials	\$82,225.00	\$16,908.08	\$15,201.71	\$50,115.21
11-401-100-800 Other Objects	\$23,159.00	\$1,600.00	\$940.00	\$20,619.00
TOTAL	\$737,395.00	\$26,119.61	\$576,958.71	\$134,316.68
--- School sponsored athletics-Instruct. ---				
11-402-100-100 Salaries	\$1,216,688.00	\$52,312.00	\$1,164,376.00	.00
11-402-100-500 Purchased Services (300-500 series)	\$301,638.50	\$44,352.00	\$160,480.82	\$96,805.68
11-402-100-600 Supplies and Materials	\$134,392.11	\$18,623.81	\$70,465.05	\$45,303.25

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
11-402-100-800 Other Objects	\$62,950.00	.00	\$6,740.00	\$56,210.00
TOTAL	\$1,715,668.61	\$115,287.81	\$1,402,061.87	\$198,318.93
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-561 Tuition to Other LEAs within State Regular	\$20,000.00	\$2,186.11	\$17,488.89	\$325.00
11-000-100-562 Tuition to Other LEAs within State Special	\$1,677,945.00	\$169,931.50	\$1,482,939.99	\$25,073.51
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$35,466.00	.00	\$35,466.00	.00
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$50,072.00	.00	\$50,072.00	.00
11-000-100-565 Tuition to Co.Spec.Serv. & Reg. Day schls	\$311,034.00	\$15,753.00	\$199,892.00	\$95,389.00
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$9,271,143.00	\$1,637,947.89	\$7,469,068.22	\$164,126.89
11-000-100-569 Tuition - Other	\$706,782.69	\$43,717.69	\$330,865.00	\$332,200.00
TOTAL	\$12,072,442.69	\$1,869,536.19	\$9,585,792.10	\$617,114.40
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$184,993.00	\$30,527.84	\$154,465.16	.00
11-000-211-300 Purchased Prof. & Tech. Svc.	\$82,184.00	\$81,339.65	\$750.00	\$94.35
11-000-211-600 Supplies and Materials	\$900.00	.00	.00	\$900.00
TOTAL	\$268,077.00	\$111,867.49	\$155,215.16	\$994.35
--- Health services ---				
11-000-213-100 Salaries	\$1,534,213.00	\$18,766.19	\$1,504,222.25	\$11,224.56
11-000-213-300 Purchased Prof. & Tech. Svc.	\$139,975.00	\$16,606.61	\$95,430.25	\$27,938.14
11-000-213-500 Other Purchd. Serv.(400-500 series)	\$4,500.00	.00	.00	\$4,500.00
11-000-213-600 Supplies and Materials	\$34,942.94	\$2,509.87	\$23,795.69	\$8,637.38
11-000-213-800 Other Objects	\$3,770.00	.00	\$1,746.50	\$2,023.50
TOTAL	\$1,717,400.94	\$37,882.67	\$1,625,194.69	\$54,323.58
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$2,085,653.00	\$33,816.23	\$2,042,471.00	\$9,365.77
11-000-216-320 Purchased Prof. Ed. Services	\$809,537.00	\$49,562.50	\$537,687.50	\$222,287.00
11-000-216-600 Supplies and Materials	\$27,992.00	\$1,446.80	\$4,929.91	\$21,615.29
11-000-216-800 Other Objects	\$1,000.00	.00	.00	\$1,000.00
TOTAL	\$2,924,182.00	\$84,825.53	\$2,585,088.41	\$254,268.06
--- Other support services - Students - Extra Srvs				
11-000-217-100 Salaries	\$327,561.00	.00	\$326,681.00	\$880.00
11-000-217-320 Purchased Prof. Ed. Services	\$477,444.00	\$36,187.00	\$424,770.00	\$16,487.00
11-000-217-600 Supplies and Materials	\$100.00	.00	.00	\$100.00
TOTAL	\$805,105.00	\$36,187.00	\$751,451.00	\$17,467.00
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$2,793,077.00	\$64,496.92	\$2,718,232.47	\$10,347.61
11-000-218-105 Sal Secr. & Clerical Asst.	\$482,685.00	\$70,426.84	\$412,258.16	.00
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$211,143.00	\$89,264.36	\$72,343.80	\$49,534.84
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	\$188.75	\$7,306.24	\$28,075.01
11-000-218-800 Other Objects	\$3,315.00	.00	\$539.00	\$2,776.00

West Orange Board of Education  
 GENERAL FUND - FUND 10  
 STATEMENT OF APPROPRIATIONS  
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
 For 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$3,527,030.00	\$224,376.87	\$3,211,393.20	\$91,259.93
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$4,034,868.00	\$92,190.66	\$3,904,724.03	\$37,953.31
11-000-219-105 Sal Secr. & Clerical Asst.	\$465,859.00	\$77,187.74	\$388,671.26	.00
11-000-219-320 Purchased Prof. - Ed. Services	\$121,000.00	\$3,700.00	\$91,300.00	\$26,000.00
11-000-219-390 Other Purch. Prof. & Tech Svc.	\$74,803.00	\$29,802.59	.00	\$45,000.41
11-000-219-592 Misc Purch Ser(400-500 O/than Resid costs)	\$5,000.00	\$349.00	\$2,669.00	\$1,982.00
11-000-219-600 Supplies and Materials	\$65,457.00	\$12,432.96	\$42,009.76	\$11,014.28
11-000-219-800 Other Objects	\$500.00	.00	\$200.00	\$300.00
TOTAL	\$4,767,487.00	\$215,662.95	\$4,429,574.05	\$122,250.00
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$1,753,396.00	\$9,568.75	\$1,743,791.17	\$36.08
11-000-221-104 Salaries Other Prof. Staff	\$119,000.00	.00	\$119,000.00	.00
11-000-221-105 Sal Secr. & Clerical Asst.	\$178,453.00	\$29,031.22	\$140,510.95	\$8,910.83
11-000-221-176 Sal. Facilitators,Math, Literacy Coaches	\$199,239.00	.00	\$199,226.00	\$13.00
11-000-221-500 Other Purchased Services (400-500 series)	\$500.00	.00	.00	\$500.00
11-000-221-600 Supplies and Materials	\$2,631.17	\$150.60	\$65.57	\$2,415.00
11-000-221-800 Other Objects	\$1,000.00	.00	.00	\$1,000.00
TOTAL	\$2,254,219.17	\$38,750.57	\$2,202,593.69	\$12,874.91
--- Educational media serv./sch.library ---				
11-000-222-100 Salaries	\$1,226,143.00	\$12,533.32	\$1,208,729.68	\$4,880.00
11-000-222-300 Purchased Prof. & Tech Svc.	\$19,117.25	\$12,414.93	\$2,112.25	\$4,590.07
11-000-222-500 Other Purchased Services (400-500 series)	\$500.00	.00	.00	\$500.00
11-000-222-600 Supplies and Materials	\$121,491.21	\$39,891.73	\$69,538.41	\$12,061.07
11-000-222-800 Other Objects	\$300.00	\$277.00	.00	\$23.00
TOTAL	\$1,367,551.46	\$65,116.98	\$1,280,380.34	\$22,054.14
--- Instructional Staff Training Services ---				
11-000-223-104 Salaries Other Prof. Staff	\$18,657.00	.00	\$18,657.00	.00
11-000-223-390 Other Purch. Prof. & Tech Svc.	\$249,512.00	\$41,604.44	\$2,990.00	\$204,917.56
11-000-223-500 Other Purchased Services (400-500 series)	\$89,134.10	.00	\$4,904.05	\$84,230.05
11-000-223-600 Supplies and Materials	\$5,900.00	.00	.00	\$5,900.00
11-000-223-800 Other Objects	\$4,650.00	.00	\$300.00	\$4,350.00
TOTAL	\$367,853.10	\$41,604.44	\$26,851.05	\$299,397.61
--- Support services-general administration ---				
11-000-230-100 Salaries	\$688,400.00	\$103,627.44	\$577,274.53	\$7,498.03
11-000-230-331 Legal Services	\$400,000.00	\$10,178.73	\$339,821.27	\$50,000.00
11-000-230-332 Audit Fees	\$74,355.00	.00	\$74,355.00	.00
11-000-230-334 Architectural/Engineering Services	\$46,047.54	\$19,630.00	\$26,017.54	\$400.00
11-000-230-339 Other Purchased Prof. Svc.	\$123,205.00	\$29,211.94	\$41,258.06	\$52,735.00
11-000-230-340 Purchased Tech. Services	\$26,546.00	\$1,500.00	\$11,500.00	\$13,546.00
11-000-230-530 Communications/Telephone	\$463,306.80	\$97,898.23	\$364,913.17	\$495.40
11-000-230-585 BOE Other Purchased Prof. Svc.	\$5,750.00	\$1,150.00	\$1,571.45	\$3,028.55
11-000-230-590 Other Purchased Services	\$537,887.00	\$82,266.46	\$446,589.34	\$9,031.20

West Orange Board of Education  
 GENERAL FUND - FUND 10  
 STATEMENT OF APPROPRIATIONS  
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
 For 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-230-610 General Supplies	\$16,937.50	\$5,313.50	\$9,790.16	\$1,833.84
11-000-230-630 BOE In-House Training/Meeting Supplies	\$4,250.00	\$337.27	\$3,662.73	\$250.00
11-000-230-890 Misc. Expenditures	\$39,856.87	\$5,964.33	\$32,926.87	\$965.67
11-000-230-895 BOE Membership Dues and Fees	\$28,000.00	\$26,662.70	\$198.00	\$1,139.30
TOTAL	\$2,454,541.71	\$383,740.60	\$1,929,878.12	\$140,922.99
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$4,490,616.00	\$727,824.56	\$3,762,791.44	.00
11-000-240-105 Sal Secr. & Clerical Asst.	\$1,833,108.00	\$192,340.87	\$1,638,713.67	\$2,053.46
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$39,200.00	.00	\$39,000.00	\$200.00
11-000-240-300 Purchased Prof. & Tech. Svc.	\$1,000.00	.00	.00	\$1,000.00
11-000-240-500 Other Purchased Services (400-500 series)	\$49,650.00	\$150.00	\$12,575.00	\$36,925.00
11-000-240-600 Supplies and Materials	\$107,577.09	\$16,038.94	\$46,632.15	\$44,906.00
11-000-240-800 Other Objects	\$3,525.00	.00	\$2,725.00	\$800.00
TOTAL	\$6,524,676.09	\$936,354.37	\$5,502,437.26	\$85,884.46
--- Central Services ---				
11-000-251-100 Salaries	\$1,558,564.00	\$257,223.64	\$1,296,717.96	\$4,622.40
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	\$23,971.02	\$82,796.58	\$10.40
11-000-251-340 Purchased Technical Services	\$88,515.00	\$77,374.64	\$8,507.50	\$2,632.86
11-000-251-592 Misc Pur Serv (400-500 series )	\$69,323.00	\$4,900.91	\$23,691.18	\$40,730.91
11-000-251-600 Supplies and Materials	\$34,998.04	\$4,027.93	\$18,030.31	\$12,939.80
11-000-251-89X Other Objects	\$8,150.00	\$110.00	\$3,346.00	\$4,694.00
TOTAL	\$1,878,328.04	\$379,093.49	\$1,433,089.53	\$66,145.02
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$1,349,227.00	\$207,481.89	\$1,141,745.11	.00
11-000-252-340 Purchased Technical Services	\$153,652.00	\$7,585.15	\$106,816.19	\$39,250.66
11-000-252-500 Other Pur Serv. (400-500 series )	\$10,840.00	\$230.00	.00	\$10,610.00
11-000-252-600 Supplies and Materials	\$83,658.67	\$31,382.88	\$29,839.35	\$22,436.44
11-000-252-800 Other Objects	\$3,510.00	\$2,420.00	\$84.86	\$1,005.14
TOTAL	\$1,600,887.67	\$249,099.92	\$1,278,485.51	\$73,302.24
TOTAL Cent. Svcs. & Admin IT	\$3,479,215.71	\$628,193.41	\$2,711,575.04	\$139,447.26
--- Required Maint.for School Facilities ---				
11-000-261-420 Cleaning, Repair & Maint. Svc	\$1,580,980.34	\$437,966.05	\$820,117.84	\$322,896.45
11-000-261-421 Lead Testing of Drinking Water	\$35,000.00	.00	\$2,681.00	\$32,319.00
11-000-261-610 General Supplies	\$294,675.00	\$42,199.84	\$92,770.64	\$159,704.52
11-000-261-800 Other Objects	\$21,075.00	\$108.00	\$8,528.00	\$12,439.00
TOTAL	\$1,931,730.34	\$480,273.89	\$924,097.48	\$527,358.97
--- Custodial Services ---				
11-000-262-1XX Salaries	\$4,707,111.00	\$744,343.58	\$3,962,767.42	\$0.00
11-000-262-107 Salaries of Non-Instructional Aids	\$727,016.00	\$16,686.60	\$710,329.40	.00
11-000-262-199 Unused Vac Payment to Term/Ret Staff	\$80,000.00	\$2,352.38	\$73,709.26	\$3,938.36
11-000-262-300 Purchased Prof. & Tech. Svc.	\$492,100.00	\$62,716.00	\$271,317.00	\$158,067.00

West Orange Board of Education  
 GENERAL FUND - FUND 10  
 STATEMENT OF APPROPRIATIONS  
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
 For 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$293,340.00	\$44,187.22	\$216,804.29	\$32,348.49
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$532,809.00	\$115,435.84	\$370,931.99	\$46,441.17
11-000-262-444 Lease Purch Paymts - Energy Saving	\$674,306.00	.00	\$674,304.50	\$1.50
11-000-262-490 Other Purchased Property Svc.	\$156,800.00	\$19,191.40	\$137,389.96	\$218.64
11-000-262-520 Insurance	\$334,819.00	.00	\$334,818.21	\$0.79
11-000-262-580 Travel	\$5,000.00	.00	.00	\$5,000.00
11-000-262-610 General Supplies	\$475,422.16	\$251,611.92	\$168,035.56	\$55,774.68
11-000-262-621 Energy (Natural Gas)	\$704,813.00	\$3,711.03	\$701,101.97	.00
11-000-262-622 Energy (Electricity)	\$1,314,075.00	\$139,556.44	\$1,173,770.81	\$747.75
11-000-262-626 Energy (Gasoline)	\$40,380.00	\$470.00	\$35,470.00	\$4,440.00
11-000-262-8XX Other Objects	\$10,050.00	\$125.00	\$0.00	\$9,925.00
TOTAL	\$10,548,041.16	\$1,400,387.41	\$8,830,750.37	\$316,903.38
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$607,067.00	\$104,500.14	\$502,564.86	\$2.00
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$463,100.52	\$55,541.00	\$89,283.74	\$318,275.78
11-000-263-610 General Supplies	\$86,991.34	\$8,609.46	\$15,391.04	\$62,990.84
TOTAL	\$1,157,158.86	\$168,650.60	\$607,239.64	\$381,268.62
--- Security ---				
11-000-266-100 Salaries	\$773,879.00	\$62,927.74	\$705,429.36	\$5,521.90
11-000-266-199 Unused Vac Payment to Term/Ret Staff	\$5,200.00	.00	\$5,200.00	.00
11-000-266-300 Purchased Prof. & Tech. Svc.	\$29,150.00	\$23,725.00	.00	\$5,425.00
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$120,296.00	\$1,943.63	\$51,815.00	\$66,537.37
11-000-266-610 General Supplies	\$145,566.58	\$22,630.62	\$99,770.75	\$23,165.21
TOTAL	\$1,074,091.58	\$111,226.99	\$862,215.11	\$100,649.48
TOTAL Oper & Maint of Plant Services	\$14,711,021.94	\$2,160,538.89	\$11,224,302.60	\$1,326,180.45
--- Student transportation services ---				
11-000-270-107 Salaries of Non-Instructional Aids	\$482,132.00	\$24,357.88	\$452,132.00	\$5,642.12
11-000-270-160 Sal Pupil Trans(Bet Home & Sch)-reg	\$559,096.00	\$41,626.59	\$514,833.41	\$2,636.00
11-000-270-161 Sal Pupil Trans(Bet Home & Sch)-Sp Ed	\$647,822.00	\$47,328.57	\$597,258.00	\$3,235.43
11-000-270-162 Sal Pupil Trans.Other than Bet Home & Sch	\$75,000.00	.00	\$75,000.00	.00
11-000-270-199 Unused Vac Payment to Term/Ret Staff	\$3,900.00	\$3,877.50	.00	\$22.50
11-000-270-350 Management Fee - ESC Transp. Prog.	\$199,830.00	\$10,477.36	\$188,700.00	\$652.64
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$34,598.00	\$18,878.29	\$10,746.00	\$4,973.71
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$163,350.00	\$8,210.92	\$100,175.52	\$54,963.56
11-000-270-443 Lease Purch Payments - School Buses	\$289,008.00	\$218,466.94	\$28,505.29	\$42,035.77
11-000-270-503 Contr Svc-Aid in Lieu Paymnts-Non Pub Sch	\$700,000.00	.00	\$600,000.00	\$100,000.00
11-000-270-511 Contract Svc (btw Home & Sch.)-vendors	\$5,448,550.00	\$595,571.55	\$4,852,978.45	.00
11-000-270-512 Contract Svc (other btw home & sch)-vndrs	\$356,353.00	\$11,250.00	\$50,000.00	\$295,103.00
11-000-270-514 Contract Svc (Sp Ed.)-vendors	\$25,165.00	\$7,332.50	\$1,516.09	\$16,316.41
11-000-270-515 Contract Svc (Sp Ed.)-joint agreements	\$2,500.00	.00	.00	\$2,500.00
11-000-270-517 Contract Svc (reg std) - ESCs	\$324,000.00	\$5,565.00	\$318,435.00	.00
11-000-270-518 Contract Svc (Sp Ed) - ESCs	\$5,912,500.00	\$468,967.45	\$5,443,092.48	\$440.07
11-000-270-580 Travel	\$2,000.00	.00	.00	\$2,000.00

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
	-----	-----	-----	-----
11-000-270-593 Misc. Purchased Svc.- Transp.	\$110,587.00	.00	\$98,035.00	\$12,552.00
11-000-270-610 General Supplies	\$5,000.00	\$1,731.55	\$629.12	\$2,639.33
11-000-270-615 Transportation Supplies	\$112,558.13	\$1,187.85	\$91,042.49	\$20,327.79
11-000-270-800 Misc. Expenditures	\$5,700.00	\$4,200.00	\$1,150.00	\$350.00
TOTAL	\$15,459,649.13	\$1,469,029.95	\$13,424,228.85	\$566,390.33
--- Personal Services-Employee Benefits---				
11-XXX-XXX-210 Group Insurance	\$3,100.00	.00	.00	\$3,100.00
11-XXX-XXX-220 Social Security Contributions	\$2,100,000.00	\$246,672.87	\$1,843,411.61	\$9,915.52
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$2,850,688.24	.00	\$2,850,688.24	.00
11-XXX-XXX-248 Other Retirement - Deferred PERS	\$77,000.00	.00	\$77,000.00	.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$85,000.00	\$1,309.90	\$68,690.10	\$15,000.00
11-XXX-XXX-250 Unemployment Compensation	\$50,000.00	.00	.00	\$50,000.00
11-XXX-XXX-260 Workman's Compensation	\$455,316.00	\$102,577.73	\$27,037.16	\$325,701.11
11-XXX-XXX-270 Health Benefits	\$22,858,894.00	\$1,324,120.15	\$21,435,681.54	\$99,092.31
11-XXX-XXX-280 Tuition Reimbursement	\$285,000.00	\$26,465.51	\$233,534.49	\$25,000.00
11-XXX-XXX-290 Other Employee Benefits	\$912,050.00	\$17,727.00	\$876,170.90	\$18,152.10
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$322,485.00	\$220,153.00	\$100,388.00	\$1,944.00
TOTAL	\$29,999,533.24	\$1,939,026.16	\$27,512,602.04	\$547,905.04
Total Undistributed Expenditures	102,699,986.18	\$10,242,694.07	\$88,158,557.60	\$4,298,734.51
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	181,313,662.39	\$11,856,083.66	163,239,987.67	\$6,217,591.06
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	181,313,662.39	\$11,856,083.66	163,239,987.67	\$6,217,591.06
	=====	=====	=====	=====

West Orange Board of Education  
 GENERAL FUND - FUND 10  
 STATEMENT OF APPROPRIATIONS  
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
 For 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance	
*** CAPITAL OUTLAY ***					
--- EQUIPMENT ---					
Regular programs-instruction					
12-120-100-730	Grades 1-5	\$4,676.00	.00	\$4,676.00	.00
12-130-100-730	Grades 6-8	\$12,000.00	.00	\$11,954.00	\$46.00
12-140-100-730	Grades 9-12	\$56,470.00	.00	\$32,619.91	\$23,850.09
Special education - instruction					
12-4XX-100-730	School-spons. & oth instr prog	\$113,803.95	\$2,944.95	\$74,233.43	\$36,625.57
12-000-220-730	Support services-instruc. staff	\$87,955.98	.00	\$67,755.98	\$20,200.00
12-000-240-730	School administration	\$17,493.48	\$9,325.00	\$8,168.48	.00
12-000-252-730	Admin. Info. Tech.	\$209,893.16	.00	\$23,799.19	\$186,093.97
12-000-262-730	Undist. Exp.-Custodial Services	\$42,120.00	.00	\$42,112.22	\$7.78
12-000-266-730	Undist. Exp.-Security	\$4,400.00	.00	.00	\$4,400.00
Undist. Exp. - Non-instructional Services					
TOTAL					
	\$548,812.57	\$12,269.95	\$265,319.21	\$271,223.41	
--- Facilities acquisition and construction services ---					
12-000-400-334	Architectural/Engineering Services	\$157,775.00	\$21,125.00	\$77,636.25	\$59,013.75
12-000-400-450	Construction Services	\$4,139,015.00	\$1,270,955.79	\$1,684,449.01	\$1,183,610.20
12-000-400-896	Assmt for Debt Service on SDA Funding	\$114,991.00	.00	\$114,991.00	.00
Sub Total					
	\$4,411,781.00	\$1,292,080.79	\$1,877,076.26	\$1,242,623.95	
TOTAL					
	\$4,411,781.00	\$1,292,080.79	\$1,877,076.26	\$1,242,623.95	
TOTAL CAPITAL OUTLAY EXPENDITURES					
	\$4,960,593.57	\$1,304,350.74	\$2,142,395.47	\$1,513,847.36	

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 2 Month Period Ending 08/31/2022

	Appropriations	Expenditures	Encumbrances	Available Balance
10-000-100-56X Transfer of Funds to Charter Schls.	\$468,442.00	\$61,576.00	\$349,772.00	\$57,094.00
TOTAL GENERAL FUND EXPENDITURES	186,742,697.96	\$13,222,010.40	165,732,155.14	\$7,788,532.42

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

For 2 Month Period Ending 08/31/2022

I, Tonya 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

10/11/22  
Date

10/4 12:36pm

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
Interim Balance Sheet  
For 2 Month Period Ending 08/31/22

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ASSETS AND RESOURCES

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

101	Cash in bank		\$1,172,856.35
	Accounts receivable:		
141	Intergovernmental - State	\$3,515.20	
142	Intergovernmental - Federal	\$2,813,586.39	
153,154	Other (net of estimated uncollectible of \$____)	\$7,556.20	
			\$2,824,657.79
	Other Current Assets		\$0.00

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

301	Estimated Revenues	\$8,541,649.97	
302	Less Revenues	(\$266,749.93)	
			\$8,274,900.04
	Total assets and resources		\$12,272,414.18

REPORT OF THE SECRETARY  
 TO THE BOARD OF EDUCATION  
 West Orange Board of Education  
 Special Revenue Fund - Fund 20  
 Interim Balance Sheet  
 For 2 Month Period Ending 08/31/22

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LIABILITIES AND FUND EQUITY

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

411	Intergovernmental accounts payable - State	\$112,323.45
421	Accounts Payable	\$1,117,064.28
	Other current liabilities	\$1,600,000.00
	TOTAL LIABILITIES	\$2,829,387.73
		=====

F U N D   B A L A N C E

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

753	Reserve for encumbrances - Current Year	\$3,790,672.29
754	Reserve for encumbrances - Prior Year	\$1,321,549.97
758	Reserve Fund Balance - Student Activities	\$218,907.59
601	Appropriations	\$8,541,649.97
602	Less: Expenditures	\$639,081.08
603	Encumbrances	\$3,790,672.29    (\$4,429,753.37)
		\$4,111,896.60
	TOTAL FUND BALANCE	\$9,443,026.45
	TOTAL LIABILITIES AND FUND EQUITY	\$12,272,414.18

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 2 Month Period Ending 08/31/22

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	\$182,944.42	\$75,490.01		\$107,454.41
2XXX From Intermediate Sources	\$46,319.75	\$38,655.92		\$7,663.83
3XXX From State Sources	\$848,149.00	\$152,604.00		\$695,545.00
4XXX From Federal Sources	\$7,464,236.80	.00		\$7,464,236.80
<b>TOTAL REVENUE/SOURCES OF FUNDS</b>	<b>\$8,541,649.97</b>	<b>\$266,749.93</b>		<b>\$8,274,900.04</b>
=====				
				AVAILABLE
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	BALANCE
LOCAL PROJECTS:				
Other Local Projects (001-199)	\$79,264.17	\$590.00	\$12,750.00	\$65,924.17
Student Activity Fund (475)	\$150,000.00	\$5,591.68	.00	\$144,408.32
<b>TOTAL LOCAL PROJECTS</b>	<b>\$229,264.17</b>	<b>\$6,181.68</b>	<b>\$12,750.00</b>	<b>\$210,332.49</b>
STATE PROJECTS:				
Preschool Education Aid (218)	\$26,000.00	.00	\$25,073.10	\$926.90
Nonpublic textbooks (501)	\$93,258.00	\$66,710.24	\$25,865.55	\$682.21
Nonpublic auxiliary services (502)	\$17,614.00	.00	\$15,930.00	\$1,684.00
Nonpublic handicapped services (506)	\$203,059.00	.00	\$162,264.00	\$40,795.00
Nonpublic nursing services (509)	\$158,592.00	.00	\$158,592.00	.00
Nonpublic Technology Aid (510)	\$59,346.00	.00	.00	\$59,346.00
Nonpublic School Programs (511)	\$290,280.00	\$15,816.60	\$166,916.52	\$107,546.88
<b>TOTAL STATE PROJECTS</b>	<b>\$848,149.00</b>	<b>\$82,526.84</b>	<b>\$554,641.17</b>	<b>\$210,980.99</b>
FEDERAL PROJECTS:				
ESSA Title I - Part A/D (231-239)	\$1,198,121.00	\$391.54	\$792,924.97	\$404,804.49
ESSA Title III - English Lang Enhancement (241-245)	\$93,121.00	\$19,618.00	\$9,415.60	\$64,087.40
I.D.E.A. Part B (Handicapped) (250-259)	\$1,942,188.00	\$313,948.07	\$1,439,605.92	\$188,634.01
ESSA Title II - Part A/D (270-279)	\$209,648.00	.00	\$81,037.00	\$128,611.00
ESSA Title IV (280-289)	\$74,931.00	.00	\$40,935.00	\$33,996.00
Vocational Education (361-389)	\$57,181.00	\$11,545.10	\$34,554.24	\$11,081.66
CARES Act Education Stabilization Fund (477)	\$52,055.93	.00	.00	\$52,055.93
CRRSA-ESSER II Grant Program (483)	\$25,919.65	.00	\$25,919.00	\$0.65
CRRSA Act-Learning Acceleration Grant Program (484)	\$123,341.61	.00	.00	\$123,341.61
CRRSA Act-Mental Health Grant Program (485)	\$8,225.00	\$5,871.80	.00	\$2,353.20
ARP - ESSER Grant Program (487)	\$2,976,062.89	\$198,998.05	\$567,962.14	\$2,209,102.70
ARP - ESSER Accelerated Learning Coaching (488)	\$540,033.72	.00	\$149,846.25	\$390,187.47
ARP - ESSER Evidence-Based Summer Learning (489)	\$44,729.00	.00	\$35,352.00	\$9,377.00
ARP - ESSER Evidence-Based Comprehensive (490)	\$44,729.00	.00	\$44,729.00	.00
ARP - ESSER NJ Tiered System of Supports (491)	\$45,000.00	.00	.00	\$45,000.00
ARP - Homeless Children & Youth II (496)	\$28,950.00	.00	\$1,000.00	\$27,950.00
<b>TOTAL FEDERAL PROJECTS</b>	<b>\$7,464,236.80</b>	<b>\$550,372.56</b>	<b>\$3,223,281.12</b>	<b>\$3,690,583.12</b>

\*\*\* EXPENDITURES \*\*\*

	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	_____	_____	_____	_____
*** TOTAL EXPENDITURES ***	\$8,541,649.97	\$639,081.08	\$3,790,672.29	\$4,111,896.60
	=====	=====	=====	=====

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 2 Month Period Ending 08/31/22

	ESTIMATED	ACTUAL	UNREALIZED
1760 Student Activity Fund Revenue	\$150,000.00	\$41,918.49	\$108,081.51
1XXX Other Revenue from Local Sources	\$32,944.42	\$33,571.52	(\$627.10)
	<u>\$182,944.42</u>	<u>\$75,490.01</u>	<u>\$107,454.41</u>
=====			
--- INTERMEDIATE SOURCES ---			
2XXX From Intermediate Sources	\$46,319.75	\$38,655.92	\$7,663.83
	<u>\$46,319.75</u>	<u>\$38,655.92</u>	<u>\$7,663.83</u>
=====			
--- STATE SOURCES ---			
3218 Preschool Education Aid	\$26,000.00	.00	\$26,000.00
32XX Other Restricted Entitlements	\$822,149.00	\$152,604.00	\$669,545.00
	<u>\$848,149.00</u>	<u>\$152,604.00</u>	<u>\$695,545.00</u>
=====			
--- FEDERAL SOURCES ---			
4411-16 Title I	\$1,198,121.00	.00	\$1,198,121.00
4451-55 Title II	\$209,648.00	.00	\$209,648.00
4491-94 Title III	\$93,121.00	.00	\$93,121.00
4471-74 Title IV	\$74,931.00	.00	\$74,931.00
4420-29 I.D.E.A. Part B (Handicapped)	\$1,942,188.00	.00	\$1,942,188.00
4430 Vocational Education	\$57,181.00	.00	\$57,181.00
4530 CARES Act Education Stabilization Fund	\$52,055.93	.00	\$52,055.93
4534 CRRSA Act - ESSER II	\$25,919.65	.00	\$25,919.65
4535 CRRSA Act - Learning Acceleration Grant	\$123,341.61	.00	\$123,341.61
4536 CRRSA Act - Mental Health Grant	\$8,225.00	.00	\$8,225.00
4540 ARP-ESSER Grant Program	\$2,976,062.89	.00	\$2,976,062.89
4541 ARP-ESSER Accelerated Learning Coaching	\$540,033.72	.00	\$540,033.72
4542 ARP-ESSER Evidence-Based Summer Learning	\$44,729.00	.00	\$44,729.00
4543 ARP-ESSER Evidence-Based Comprehensive Beyond the School Day	\$44,729.00	.00	\$44,729.00
	<u>\$44,729.00</u>	<u>.00</u>	<u>\$44,729.00</u>
4544 ARP-ESSER NJ NTiered System of Supports	\$45,000.00	.00	\$45,000.00
4546 ARP - Homeless Children & Youth II	\$28,950.00	.00	\$28,950.00
	<u>\$7,464,236.80</u>	<u>\$0.00</u>	<u>\$7,464,236.80</u>
=====			
TOTAL REVENUES/SOURCES OF FUNDS	<u>\$8,541,649.97</u>	<u>\$266,749.93</u>	<u>\$8,274,900.04</u>
=====			

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 2 Month Period Ending 08/31/22

	Appropriations	Expenditures	Encumbrances	Available Balance
<b>Local Projects:</b>				
20-001-XXX-XXX to 20-199-XXX-XXX Local Projects	\$79,264.17	\$590.00	\$12,750.00	\$65,924.17
20-475-XXX-XXX Student Activity Fund	\$150,000.00	\$5,591.68	.00	\$144,408.32
<b>TOTAL LOCAL PROJECTS</b>	<b>\$229,264.17</b>	<b>\$6,181.68</b>	<b>\$12,750.00</b>	<b>\$210,332.49</b>
<b>State Projects:</b>				
--- Preschool Education Aid - Instruction ---				
20-218-100-101 Salaries of Teachers	\$20,000.00	.00	\$19,520.16	\$479.84
20-218-100-106 Other Sal. For Instruction	\$6,000.00	.00	\$5,552.94	\$447.06
Total Instruction	\$26,000.00	\$0.00	\$25,073.10	\$926.90
--- TOTAL Preschool Education Aid ---	\$26,000.00	\$0.00	\$25,073.10	\$926.90
--- Other State Programs ---				
20-501-XXX-XXX to 20-511-XXX-XXX Nonpublic Programs	\$822,149.00	\$82,526.84	\$529,568.07	\$210,054.09
--- TOTAL Other State Programs ---	\$822,149.00	\$82,526.84	\$529,568.07	\$210,054.09
=====				
<b>TOTAL STATE PROJECTS</b>	<b>\$848,149.00</b>	<b>\$82,526.84</b>	<b>\$554,641.17</b>	<b>\$210,980.99</b>
<b>Federal Projects:</b>				
--- CARES Act Educational Stabilization Fund ---				
--- Instruction ---				
20-477-100-600 Instructional Supplies	\$18,797.00	.00	.00	\$18,797.00
Total Instruction	\$18,797.00	\$0.00	\$0.00	\$18,797.00
--- Support Services ---				
20-477-200-300 Professional Tech Services	\$4,824.00	.00	.00	\$4,824.00
20-477-200-400 Purchased Property	\$24,504.00	.00	.00	\$24,504.00
20-477-200-500 Other Purchased Services	\$1,918.00	.00	.00	\$1,918.00
20-477-200-600 Supplies and Materials	\$2,012.93	.00	.00	\$2,012.93
Total Support Services	\$33,258.93	\$0.00	\$0.00	\$33,258.93
<b>TOTAL CARES Act Education Stabilization Fund</b>	<b>\$52,055.93</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$52,055.93</b>
--- 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	\$391.54	\$792,924.97	\$404,804.49
20-241 to 20-245-XXX-XXX ESSA Title III - Part A/D	\$93,121.00	\$19,618.00	\$9,415.60	\$64,087.40
20-25X-XXX-XXX I.D.E.A. Part B	\$1,942,188.00	\$313,948.07	\$1,439,605.92	\$188,634.01
20-27X-XXX-XXX ESSA Title II - Part A/D	\$209,648.00	.00	\$81,037.00	\$128,611.00

	Appropriations	Expenditures	Encumbrances	Available Balance
	-----	-----	-----	-----
20-28X-XXX-XXX ESSA Title IV	\$74,931.00	.00	\$40,935.00	\$33,996.00
20-361 to 20-389-XXX-XXX Vocational Education	\$57,181.00	\$11,545.10	\$34,554.24	\$11,081.66
20-483-XXX-XXX CRRSA-ESSER II Grant Program	\$25,919.65	.00	\$25,919.00	\$0.65
20-484-XXX-XXX CRRSA Act-Learning Acceleration Grant Program	\$123,341.61	.00	.00	\$123,341.61
20-485-XXX-XXX CRRSA Act-Mental Health Grant Program	\$8,225.00	\$5,871.80	.00	\$2,353.20
20-487-XXX-XXX ARP-ESSER Grant Program	\$2,976,062.89	\$198,998.05	\$567,962.14	\$2,209,102.70
20-488-XXX-XXX ARP-ESSER Accelerated Learning Coaching	\$540,033.72	.00	\$149,846.25	\$390,187.47
20-489-XXX-XXX ARP-ESSER Evidence-Based Summer Learning	\$44,729.00	.00	\$35,352.00	\$9,377.00
20-490-XXX-XXX ARP-ESSER Evidence-Based Comprehensive	\$44,729.00	.00	\$44,729.00	.00
20-491-XXX-XXX ARP-ESSER NJ Tiered System of Supports	\$45,000.00	.00	.00	\$45,000.00
20-496-XXX-XXX ARP - Homeless Children & Youth II	\$28,950.00	.00	\$1,000.00	\$27,950.00
TOTAL Other Federal Programs	\$7,412,180.87	\$550,372.56	\$3,223,281.12	\$3,638,527.19
	=====	=====	=====	=====
TOTAL FEDERAL PROJECTS	\$7,464,236.80	\$550,372.56	\$3,223,281.12	\$3,690,583.12
20-XXX-XXX-XXX All Other State/Fed/Loc Projects	\$0.00	\$0.00	\$0.00	\$0.00
	=====	=====	=====	=====
TOTAL EXPENDITURES	\$8,541,649.97	\$639,081.08	\$3,790,672.29	\$4,111,896.60
	=====	=====	=====	=====

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

Special Revenue Fund - Fund 20  
For 2 Month Period Ending 08/31/22

I, Tonya 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

10/11/22  
Date

10/4 12:36pm

REPORT OF THE SECRETARY  
 TO THE BOARD OF EDUCATION  
 West Orange Board of Education  
 Capital Projects Fund - Fund 30  
 Interim Balance Sheet  
 For 2 Month Period Ending 08/31/22

=====  
 ASSETS AND RESOURCES  
 =====

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

101	Cash in bank		\$248,645.76
-----	--------------	--	--------------

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

301	Estimated Revenues		\$247,783.47
302	Less Revenues		(\$248,645.76)
		_____	(\$862.29)
			_____
	Total assets and resources		\$247,783.47
			=====

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

Capital Projects Fund - Fund 30  
Interim Balance Sheet  
For 2 Month Period Ending 08/31/22

=====  
LIABILITIES AND FUND EQUITY  
=====

FUND BALANCE

-----

--- Appropriated ---

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

--- Unappropriated ---

TOTAL FUND BALANCE \$247,783.47

TOTAL LIABILITIES AND FUND EQUITY \$247,783.47

=====

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 2 Month Period Ending 08/31/22

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1510 Earnings on Investments		\$862.29		(\$862.29)
Other Revenue/Source of Funds	\$247,783.47	\$247,783.47		\$0.00
	-----	-----	-----	-----
TOTAL REVENUE/SOURCES OF FUNDS	\$247,783.47	\$248,645.76		(\$862.29)
	=====	=====	=====	=====
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	-----	-----	-----	-----
30-XXX-XXX-73X Equipment	\$247,783.47	.00	.00	\$247,783.47
TOTAL EXPENDITURES	\$247,783.47	\$0.00	\$0.00	\$247,783.47
*** TOTAL EXPENDITURES AND TRANSFERS	\$247,783.47	\$0.00	\$0.00	\$247,783.47
	=====	=====	=====	=====

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

Capital Projects Fund - Fund 30  
For 2 Month Period Ending 08/31/22

I, Tonye 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

10/11/22  
\_\_\_\_\_  
Date

10/4 12:36pm

REPORT OF THE SECRETARY  
 TO THE BOARD OF EDUCATION  
 West Orange Board of Education  
 Debt Service Fund - Fund 40  
 Interim Balance Sheet  
 For 2 Month Period Ending 08/31/22

=====  
 ASSETS AND RESOURCES  
 =====

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

101	Cash in bank		\$189,032.35
121	Tax levy receivable		\$5,086,669.00
	Accounts receivable:		
141	Intergovernmental - State	\$809,099.00	
		-----	-----
			\$809,099.00

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

301	Estimated Revenues		\$5,895,768.00
302	Less Revenues	(\$5,895,768.00)	
		-----	-----
	Total assets and resources		\$6,084,800.35
			=====

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

Debt Service Fund - Fund 40  
 Interim Balance Sheet  
 For 2 Month Period Ending 08/31/22

=====

LIABILITIES AND FUND EQUITY

=====

FUND BALANCE

-----			
--- Appropriated ---			
753	Reserve for encumbrances - Current Year		\$5,895,765.75
	Reserved fund balance:		
601	Appropriations	\$5,895,768.00	
603	Encumbrances	\$5,895,765.75	(\$5,895,765.75)
			\$2.25
	Total Appropriated		\$5,895,768.00
--- Unappropriated ---			
770	Fund Balance		\$189,032.35
	TOTAL FUND BALANCE		\$6,084,800.35
	TOTAL LIABILITIES AND FUND EQUITY		\$6,084,800.35

=====				
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	
	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 2 Month Period Ending 08/31/22

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

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

Debt Service Fund - Fund 40  
 INTERIM STATEMENTS COMPARING  
 BUDGET REVENUE WITH ACTUAL TO DATE AND  
 APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
 For 2 Month Period Ending 08/31/22

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

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

For 2 Month Period Ending 08/31/22

I, Tonya 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

10/11/22  
Date

REPORT OF THE TREASURER  
TO THE BOARD OF EDUCATION

DISTRICT OF WEST ORANGE

ALL FUNDS

FOR THE MONTH ENDING AUGUST 31, 2022

	Beginning Cash Balance	Cash Receipts	Cash Disbursements	Ending Cash Balance
<b>GOVERNMENTAL FUNDS</b>				
General Fund - Fund 10	18,473,892.09	8,136,588.74	11,243,850.56	15,366,630.27
Capital Reserve -Fund 10	368,502.34	3.33		368,505.67
Emergency Reserve -Fund 10	0.00	25.00	25.00	0.00
Maintenance Reserve -Fund 10	1,000,043.01	9.04		1,000,052.05
Workers Comp Claims Fund-Fund 10	90,000.00	13,289.44	13,289.44	90,000.00
Unemployment Trust Fund-Fund 10	685,146.66	5.82		685,152.48
Payroll Agency-Fund 10	2,991,086.24	1,134,065.05	3,551,450.34	573,700.95
Flex Account-Fund 10	217.44	3,508.93	3,508.93	217.44
Flex Account-Fiscal Agent-Fund 10	27,959.74			27,959.74
Special Revenue Fund - Fund 20	257,009.35	1,529,091.00	868,478.40	917,621.95
Student Activity Fund - Fund 20	218,539.16	41,579.24	4,884.00	255,234.40
Capital Projects Fund - Fund 30	248,252.20	393.56		248,645.76
Debt Service Fund - Fund 40	189,032.35			189,032.35
<b>Total Governmental Funds</b>	<b>24,549,680.58</b>	<b>10,858,559.15</b>	<b>15,685,486.67</b>	<b>19,722,753.06</b>
<b>ENTERPRISE FUNDS</b>				
Food Service Fund - Fund 60	3,024,923.12	70,233.58	95,387.81	2,999,768.89
Enrichment Fund - Fund 61	49,114.80		18,718.30	30,396.50
<b>Total Enterprise Funds</b>	<b>3,074,037.92</b>	<b>70,233.58</b>	<b>114,106.11</b>	<b>3,030,165.39</b>
<b>AGENCY FUNDS</b>				
Payroll	0.00	5,447,715.24	5,446,511.47	1,203.77
<b>Total Agency Funds</b>	<b>0.00</b>	<b>5,447,715.24</b>	<b>5,446,511.47</b>	<b>1,203.77</b>
<b>TOTAL ALL FUNDS</b>	<b>27,623,718.50</b>	<b>16,376,507.97</b>	<b>21,246,104.25</b>	<b>22,754,122.22</b>



Treasurer of School Monies

10/11/22  
Date