Edison Township Public Schools Caucus/Public Meeting
Education Center, 312 Pierson Avenue, Edison, NJ 08837
Tuesday, February 24, 2026 - 5:30 P.M.

1. Meeting Opening

A. Call To Order/Flag Salute - 5:30 P.M.

The meeting was called to order at 5:30 P.M. by Board President, Vishal Patel

B. Roll Call

Board Members Present: Vishal Patel, President, Shannon Peng, Vice President, Jingwei "Jerry" Shi, Virginia White, Anjana Patel, Christopher Lugo, Ronak Patel, Ralph Errico, Russell Azzarello
Board Members Absent:
Administration Present: Edward Aldarelli, Superintendent, Jonathan Toth, Business Administrator/Board Secretary,
Board Attorney: Amy Mueller, Esquire

C. Opening Statement

In accordance with the "Open Public Meetings Act" P.L. 1975, c231 (Sunshine Law), the Edison Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted in the Board of Education Administrative Offices and Posted on the Board's website.

D. Adjourn to Privileged Session

In accordance with N.J.S.A. Section 10:4-12, the Edison Township Board of Education adjourns to confidential session for the purpose of discussing the following:
* Confidential Personnel and Board Matters
* Student Matters
* Pending Litigation
* Legal Matters/Contracts
* Property Acquisition

Motion to Adjourn to Privileged Session at 5:33 P.M.:

Motion: Mr. Errico
Second: Mr. Shi

All in favor, the motion was carried.

E. Reconvene to Open Session

Motion to Reconvene to Open Session at 6:14 P.M.:

Motion: Mr. Errico
Second: Mr. Shi

All in favor, the motion was carried.

At this time, Board Attorney Amy Mueller, read the following to be recorded into the minutes:

BEFORE THE SCHOOL ETHICS COMMISSION
AGENCY DOCKET NO.: 370-10/25
SEC DOCKET NO.: D02-25
RESOLUTION OF SUSPENSION

I/M/O ANJANA PATEL,
EDISON TOWNSHIP BOARD OF EDUCATION, MIDDLESEX COUNTY

Whereas, Anjana Patel (Respondent) is a school official, as defined in the School Ethics Act (Act), serving as a member of the Edison Township Board of Education (Board), located in Middlesex County; and

Whereas, by decision dated October 28, 2025, the School Ethics Commission (Commission) found that Respondent failed to file complete Personal/Relative and Financial Disclosure Statements (Disclosure Statements) as required by *N.J.S.A.* 18A:12-25, *N.J.S.A.* 18A:12-26, and *N.J.A.C.* 6A:28-3.1; and

Whereas, the Commission recommended that the Commissioner of Education impose a penalty of removal, with such removal to become effective immediately upon adoption by the Commissioner of Education. However, if Respondent filed her Disclosure Statements before the Commissioner of Education adopted a

final decision, then the Commission recommended that the Commissioner of Education, in lieu of removal, impose a thirty (30) day suspension, with such suspension to become effective immediately upon adoption by the Commissioner of Education, provided the school official provided written notice that the disclosure statement has been completed and filed; and

Whereas, Respondent filed her Disclosure Statements on November 3, 2025, which was after the issuance of the Commission's decision but before the Commissioner of Education issued a final decision; and

Whereas, by decision dated December 12, 2025, and because Respondent filed her Disclosure Statements after the issuance of the Commission's decision but before the Commissioner of Education issued a final decision, the Commissioner of Education concurred that a penalty of suspension for thirty (30) days was the appropriate penalty int he above-captioned matter; and

Whereas, *N.J.A.C.* 6A:28-9.11(d) provides that for a penalty of censure, suspension or removal, a Resolution shall be adopted at the Commission's next meeting following the Commissioner's imposition of the sanction, and the Resolution shall be read at the Board's next public meeting following adoption by the Commission, shall be posted in such places as the Board posts its public notices for no less than thirty (30) days, shall be published online on the Board's website, if available, for no less than thirty (30) days, and the reading of the resolution shall be memorialized in the Board's meeting minutes, and once approved, a copy of the minutes shall be forwarded to the Commission; and

Now, Therefore Be It Resolved, that the Commission adopts this Resolution stating that Respondent is hereby SUSPENDED for 30 Days (from December 15, 2025 to January 14, 2026) as a penalty for having been found to have violated *N.J.S.A.* 18A:12-25, *N.J.S.A.* 18?A:12-26, and *N.J.A.C.* 6A:28-3.1; and

Be It Further Resolved, that the Edison Township Board of Education is ordered to read this Resolution at its next regularly scheduled public meeting following the Commission's adoption, to post it in such places as the Board posts its public notices for a period of thirty (30) days, and to publish it online on the Board's website, if available, for no less than thirty (30) days; and

Be It Further Resolved, that the Edison Township Board of Education shall provide the Commission with the minutes, once adopted, from the meeting at which it reads the within Resolution.

/s/ Robert W. Bender, Chairperson
School Ethics Commission

I hereby certify that the above Resolution
was adopted by the School Ethics Commission
at its meeting on January 27, 2026.

/s/ Brigid C. Martens, Director
School Ethics Commission

F. Superintendent's Report - Dr. Aldarelli

Dr. Aldarelli gave his monthly report.

G. President's Comments

Mr. V. Patel gave his monthly report

H. Presentation - Audit (Exhibit A)

Mr. James Nemeth, of HFA, presented the 2024-2025 audit findings to the Board.

I. Student Council Representatives

Edison High School Student Council President, Lovein Levin, was absent at this meeting.

John P. Stevens High School Student Council Co-President, Aarush Bolla, gave the monthly report.

2. Review of Agenda Items

Dr. Aldarelli and Mr. Toth reviewed the items to be presented tonight.

3. Comments - Resolutions Only

Public Comments were made

B. Motion to end Public Comments

Motion: Mr. Errico
Second: Mr. Shi

All in favor, the motion was carried.

C. Board Member Comments - Resolutions Only

Comments were made by the Board Members.

4. Personnel

A. Motion

BE IT RESOLVED: that upon the recommendation of the Superintendent of Schools, the Edison Township Board of Education approves Personnel Items B through I. (Exhibit B)

B. Resignations/Terminations/Retirements
C. Appointments
D. Change of Status
E. Leave of Absences
F. Professional Development Credits
G. Salary Guide Credit
H. Coaches
I. District-wide Programs

Motion to approve Personnel Report:

Motion: Mr. Shi
Second: Mr. Azzarello

Yes: Mr. Azzarello, Mr. Errico, Mr. R. Patel, Mr. Lugo, Ms. A. Patel, Mrs. White, Mr. Shi, Ms. Peng, Mr. Shi
Abstained: None
No: None

The motion was carried.

5. Administration/Curriculum & Instruction/Pupil-Special Services

. Motion

BE IT RESOLVED: that upon the recommendation of the Superintendent of Schools, the Edison Township Board of Education approves Administration/Curriculum & Instruction and Pupil/Special Services Items B through D.

B. Administration

1. Youth Art Month

WHEREAS, Art Education contributes powerful educational benefits to all elementary, middle and secondary students, including the following:

* Art Education develops students' creative problem-solving and critical thinking abilities;
* Art Education teaches sensitivity to beauty, order and other expressive qualities;
* Art Education gives students a deeper understanding of multi-culture values and beliefs;
* Art Education reinforces and brings to life what students learn in other subjects; and
* Art Education interrelates student learning in art production, art history, art criticism and aesthetics; and

WHEREAS, our national leaders have acknowledged the necessity of including arts experiences in all students' education.

NOW, THEREFORE, BE IT RESOLVED: that the Edison Township Board of Education officially recognizes March 2026 as Youth Art Month, encouraging the support of q1uality school art programs for children and youth.

2. Approval of Policies - First Reading - Revised/New/Abolish (Exhibit C)

* P0142.1 - Nepotism (M) - Revised
* P0143 - Board Member Election and Appointment - Revised
* P0173 - Duties of Public School Accountant - Revised
* P0174 - Legal Services (M) - Revised
* P0177 - Professional Services (M) - Revised
* P1220 - Employment of Chief School Administrator (M) - Revised
* P1552 - Sexual Harassment - Staff (M) - New
* P1570 - Internal Controls (M) - Revised
* P1620 - Administrative Employment Contracts (M) - Revised
* P1636.01 - Notification of Promotion, New Job, and Transfer Opportunities - New
* P1648.15 - Recordkeeping for Healthcare Settings In School Buildings - Covid-19 (M) - Abolished
* P2422 - Statutory Curricular Requirements (M) - Revised

* P2530 - Resource Materials - Revised
* P2535 - Library Material (M) - New
* P3362 - Sexual Harassment (M) - Abolished
* P4352 - Sexual Harassment (M) - Abolished
* P5339.01 - Student Sun Protection (M) - New
* P6111 - Special Education Medicaid Initiative (SEMI) Program (M) - Revised
* P6220 - Budget Preparation (M) - Revised
* P9130 - Public Complaints - Revised

3. Memorandum of Agreement Between New Jersey Institute of Technology and Edison Township Public Schools.

4. Board moves to affirm the findings of the January 20, 2026 Harassment, Intimidation and Bullying (HIB) Report as presented.

C. Curriculum & Instruction

1. NJGPA/DLM/NJSLA Testing Schedule - Spring 2026

Assessment/Grade(s)/Dates:

NJGPA ELA/Math/Writing - Grade 11 - March 17 - 19
NJGPA Make-ups - Grade 11 - March 23 - 24
Dynamic Learning Maps (DLM):
ELA/Math - Grades 3-8, 11 - April 6 - 13
Science - Grades 5, 8, 11 - April 20 - 24 (Make-ups)
NJSLA ELA/Math - Grades 6-8 - April 27-30
NJSLA Science - Grade 8 - May 4 - 5
NJSLA Make-ups - Grades 6-8 - May 4-8
NJSLA ELA/Math - Grades 3-5 - May 4-8
NJSLA Science - Grade 5 - May 11 -12
NJSLA Make-ups - Grades 3-5 - May 11 -15
NJSLA ELA/Math/Writing - Grade 9 - May 19-21
NJSLA Science - Grade 11 - May 19 - 20
NJSLA Make-ups - Grades 9, 11 - May 21 - 22

` Field Trips - February 2026

School/Program/Trip Location/Students/Advisors/Cost to BOE

Edison HS - DECA State Competition (March 2026) - Atlantic City, NJ - 72 Student - 8 Advisors - $1,758.00
Edison HS - Indoor Color Guard at Unionville HS (March 2026) - Kennett Square, PA - 12 Students - 1 Advisor - N/A
Edison HS - Spanish 4H at Liberty State Park Cruise & Lower Manhattan (March 2026) - New York, NY - 18 Students - 1 Advisor - N/A
Edison HS - Exchange Students & Pen Pals at Museum of Natural History & Central Park (March 2026) - New York, NY - 30 Students - 1 Advisor - N/A
Edison HS - Spanish 2H at Independence Hall & Liberty Bell (March 2026) - Philadelphia, PA - 20 Students - 2 Advisors - N/A
Edison HS - Heritage Speaker Class at Rockefeller Center (March 2026) - New York, NY - 20 Students - 2 Advisors - N/A
Edison HS - Italian Classes Attending Pinocchio POP EDU Show at Williamson Theater (March 2026) - Staten Island, NY - 30 Students - 3 Advisors - N/A
Edison HS - NJFCCLA Spring Leadership Conference (March 2026) - Cherry Hill, NJ - 100 Students - 8 Advisors - $3,842.63
Edison HS - Wind Ensemble at University of Delaware, Roselle Center for the Arts (April 2026) - Newark, DE - 42 Students - 3 Advisors - N/A
Edison HS - Indoor Color Guard at Lehigh University (April 2026) - Bethlehem, PA - 12 Students - 1 Advisor - N/A
Edison HS - AP US History Classes Attending 9/11 Memorial & Museum (May 2026) - New York, NY - 90 Students - 9 Advisors - N/A
John P. Stevens HS - Indoor Color Guard at Philadelphia Convention Center (February 2026) - Philadelphia, PA - 15 Students - 2 Advisors - N/A
John P. Stevens HS - DECA State Competition (March 2026) - Atlantic City, NJ - 98 Students - 10 Advisors - $2,757.00
John P. Stevens HS - NJFCCLA Spring Leadership Conference (March 2026) - Cherry Hill, NJ - 80 Students - 6 Advisors - $2,466.54
John P. Stevens HS - Black Student Union Attending The Thrive Hub 5th Annual Career Exploration Conference (March 2026) - Easton, PA - 20 Students - 3 Advisors - N/A
John P. Stevens HS - Indoor Color Guard at Lehigh University (April 2026) - Bethlehem, PA - 15 Students - 2 Advisors - N/A
Herbert Hoover MS - NJFCCLA Spring Leadership Conference (March 2026) - Cherry Hill, NJ - 13 Students - 2 Advisors - $863.18
John Adams MS - Huddle Up Students at Museum of Moving Image (May 2026) - Astoria, NY - 53 Students - 7 Advisors - $83.00
John Adams MS - NJFCCLA Spring Leadership Conference (March 2026) - Cherry Hill, NJ - 49 Students - 5 Advisors - $2,045.45
Thomas Jefferson MS - NJFCCLA Spring Leadership Conference (March 2026) - Cherry Hill, NJ - 3 Students - 1 Advisor - N/A
Woodrow Wilson MS - NJFCCLA Spring Leadership Conference (March 2026) - Cherry Hill, NJ - 29 Students - 3 Advisors - $1,257.27
Benjamin Franklin ES - 5th Graders at Franklin Institute (June 2026) - Philadelphia, PA - 110 Students - 9 Advisors - $4,616.00

(Title I)

3. Professional Development - February 2026 (Exhibit D)

D. Pupil-Special Services

1. Out of District Placements

BE IT RESOLVED: that upon the recommendation of the Superintendent of Schools, the Edison Township Board of Education approves the following Out of District Placements for the Special Education and/or General Education students.

Special Education Students:

Student ID# - 5348108852
Effective Date: 01/05/2026
Previous Placement - Center for Lifelong Learning (Woodbridge Township)
New Placement - Center for Lifelong Learning (Edison Township)
Annual Tuition - $36,406.00
Rationale - IEP Team Decision (Transfer-In)

Student ID# - 6086992738
Effective Date - 11/05/2025
Previous Placement - Lambert Mills Academy
New Placement - Garfield Park Academy
Annual Tuition - $51,780.64
Rationale - IEP Team Decision (Change of Placement)

Student ID# - 8031125185
Effective Date - 02/02/2026
Previous Placement - Honor Ridge Academy
New Placement - N/A
Annual Tuition - ($46,936.50)
Rationale - Terminated Placement (Transfer Out)

Student ID# - 4737838982
Effective Date - 01/21/2026
Previous Placement - East Mountain School
New Placement - Lambert Mills Academy
Annual Tuition - $35,896.00
Rationale - IEP Team decision (Change of Placement)

McKinney-Vento Homeless Assistance Act:

Student ID# - 9309646937
Effective Date - 11/14/2025 - 6/30/2026
Previous Placement - Edison Township Public Schools
New Placement - Hamilton Township School District
Annual Tuition - $17,521.95
Rationale - Displaced Edison Student

Interim Alternative Educational Placement:

State ID# - 4249265431
Effective Date - 12/08/2025
Previous Placement - Edison High School
New Placement - Regional Achievement Educational School
Annual Tuition - $18,000
Rationale - 45 Day Placement

Motion to Approve Administration, Curriculum & Instruction and Pupil-Special Services Resolutions:

Motion: Mr. Shi
Second: Mr. Azzarello

Yes: Mr. Azzarello, Mr. Errico, Mr. R. Patel, Mr. Lugo, Ms. A. Patel, Mrs. White, Mr. Shi, Ms. Peng, Mr. V. Patel
Abstained: None
No: None

The motion was carried.

6. Finance & Facilities

A. Motion

BE IT RESOLVED: that upon the recommendation of the Superintendent of Schools, the Edison Township Board of Education approves Finance & Facilities Items B through G.

B. Monthly Financials & Minutes

1. Bill List - February 2026 - $16,299,909.61
2. Minutes - January 2026
3. Financial Reports:
   * Board Secretary Report
   * Treasurer's Report
   * Transfer Report
   * Void Check Report
4. Fixed Asset Report - N/A
5. Additional Funding Non-Public School Aid - Chapter 192 Compensatory Education $5,888
6. Accept the FY 2025 Annual Comprehensive Financial Report
7. Accept the FY 2025 Corrective Action Plan for the Audit

C. Contract Awards

1. In accordance with N.J.S.A. 18A:18A-11 approve the following co-operative purchasing contracts:
   * Aspire Technology Partners, LLC - Firewall upgrade. NJ State Contract 21-TELE-01506 - Total Amount $81,147.00
   * MAP Restaurant Supplies - Food Service Equipment at Thomas Jefferson Middle School. ESCNJ 24/25-18 - Total Amount $177,790.00

2. In accordance with N.J.S.A. 18A:18A-5, approve a professional service contract with the following vendors:
   * None at this time.

3. Award a contract for the repair and replacement of district sidewalks, curbs, catch basins and concrete pads to MAS Construction. Bid 24-23 - Total Amount $375,000.00.

D. Procurement

   * None at this time.

E. Facilities

1. Change Orders

   Project: Edison High School Interior Alterations
   Change Order: Catcord Construction Company - Cafeteria radiator removal, display case lighting, electrical work, and door hardware & credits for fire alarm scope, AV closet, and soffit framing
   Amount: $42,361.91
   Change in Contract: $2,558,527.91

   Project: Additions and Renovations at John Marshall Elementary School
   Change Order: Dobco, Inc. - Soil testing and Inspections - $68,817.10 charged to Testing Allowance; Upgrade panel coordination, Storm Piping, Police shutdown, Infill openings for crane, Road opening permit, Ductwork penetrations, and Bullet Resistant Solution - $99,878.43 charge to General Allowance.
   Amount: $168,695.53
   Change in Contract: N/A

F. Grants

1. Submission of the NJ High Impact Tutoring Grant Cohort 3, FY '26 & FY '27

BE IT RESOLVED: that upon the recommendation of the Superintendent of Schools, the Edison Township Board of Education approves the submission of the application for the New Jersey Learning Acceleration Program: NJ High Impact Tutoring Grant Cohort 3, Fiscal Year 2026 and Fiscal Year 2027 for up to the amount of $400,000.00.

G. Transportation

1. February 2026 Transportation Report

   A. Rescind the balance of Contract #LAMA 25-26-01 due to many service failures and not meeting the Bid Specifications.

Motion to approve Finance & Facilities Resolutions:

Motion: Mr. Shi
Second: Mr. Azzarello

Yes: Mr. Azzarello, Mr. Erroco, Mr. R. Patel, Mr. Lugo, Ms. A. Patel, Mrs. White, Mr. Shi, Ms. Peng, Mr. V. Patel
Abstained: None
No: None

The motion was carried.

7. Committee Reports

.. Policy Committee

Date: February 4, 2026
Location: Education Center
Committee Members: Ronak Patel, Chair, Anjana Patel, Jingwei "Jerry" Shi, Christopher Lugo

The committee convened to perform a comprehensive review of district governance and to address emerging state guidance regarding school operations. Key discussion points included:
Annual Compliance Review: The Committee verified the completion of various state-mandated administrative tasks, including professional appointments, curriculum updates and safety certifications.
* Budgetary Planning: A discussion took place regarding the budget for the upcoming fiscal year.
* General Policy Alerts: The committee reviewed multiple policy alerts, including Alert #235 and Alert #236, which cover a range of updates to district regulations.
* Fiscal and Health Governance: Discussions were held regarding technical updates to financial oversight policies and protocols related to student health permissions.
* Operational and Legal Designations: The committee reviewed the assignment of personnel authorized to handle specific legal communications.
* Instructional Materials and Staff Conduct: Deliberations occurred regarding the management of library collections and the consolidation of regulations governing staff behavior.
* Governance Updates: The committee examined updates to policies regarding internal relations and the applicability of certain rules to specific staff groups.
* Event Security Initiatives: A proposal was discussed to modify entry requirements and bag restrictions at athletic venues to improve safety.
* Electronic Device Guidance: The committee explored potential revisions to student device usage policies based on recent state recommendations.

B. Finance and Facilities Committee

Date: February 5, 2026
Location: Education Center
Committee Members: Vishal Patel, Chair, Ralph Errico, Shannon Peng, Jingwei "Jerry" Shi

The committee met to discuss several ongoing administrative and operational matters concerning the district's infrastructure and long-term planning. Key highlights of the discussion included:
* Budgetary Planning: A status update and general discussion took place regarding the budget for the upcoming fiscal year.
* Property Acquisition: Updates were provided regarding the timeline for necessary state approvals related to a specific property purchase.
* Infrastructure Development: The committee reviewed options for building a new student center through a phase of the ESIP program.
* Transportation Services: A review was conducted regarding the pricing structure for subscription-based busing.
* Fiscal Oversight: The results of a recent audit were noted, which reflected the current standing of the district's financial records.
* Capital Projects: The committee assessed the status of upcoming capital projects for the next fiscal year.

C. Transportation Committee

Date: February 18, 2026
Location: Education Center
Committee Members: Ralph Errico, Chair, Virginia White, Anjana Patel, Russell Azzarello

The committee convened to evaluate the general status of the transportation department and its current operational capacity. The following areas were addressed:
* Fleet Management: There was a discussion regarding the condition of the bus fleet, including units currently out of service and the potential need for vehicle replacements.
* Department Equipment: The committee reviewed the status of camera systems within the department.
* Subscription Services: A plan was discussed regarding the administration of subscription busing, including the processing of applications and the placement of students.
* Route Adjustments: Potential corrections to certain school maps and specific residential area assignments were reviewed.
* Field Trip Activity: The committee noted the total activity involving field trip requests for the current academic year and was informed by the administration that protocols for field trips and budget allotments were being looked into.

D. Township Liaison Committee

Date: February 5, 2026
Location: Education Center
In attendance: Shannon Peng, Chair, Vishal Patel, Jingwei "Jerry" Shi, Edward Aldarelli, Ed.D., Christopher Huss, Ed.D., Jonathan Toth, Mayor Joshi, Chief of Staff Mr. Diehl, Councilman Biral Patel

* America's 250th Anniversary Celebratiton
  * Engaged students in brainstorming ideas for educational programming and student involvement related to the celebration series
  * Discussed joint planning efforts and proposed timeline

Action Item: Continue coordination between the school district and township for upcoming commemorative events. (Dr. Huss, Mayor's Office)

* Shared Services Collaboration

1) School Facility Usage:
   * Reviewed current use of school facilities (recreation, athletic fields, etc.)
   * Discussed ways to streamline the rental/reservation process to improve efficiency and better serve students and residents

   Action Item: District to contact Township Recreation Department (Director Dan Reeve) to review current facility usage and explore process improvements

2) Resource Sharing Opportunities Discussed:
   * Combined purchasing (e.g., salt, fuel)
   * Storm coordination

3) Old Business:
   * Woodrow Wilson Middle School Cricket/Baseball Field

   Action Item: Council will revisit Resolution R426-072024 (Councilman Biral Patel)

   * 401 Division Street status

   Action Item: Explore potential uses of the property (currently for sale) that may benefit the school district (Mayor's Office)

4) JP Stevens HS Stormwater Trench Maintenance

   Action Item: District to obtain research findings from the Township Engineering Department (Mr. Toth)

5) Long-Term Financing Opportunities

   * This is where the district can really benefit from the collaboration with the township. Discussed potential shared financing strategies to support facility enhancements and upgrades while minimizing taxpayer burden.

III. Sidewalk Safety & Infrastructure

* Floyd Street improvements near JP Stevens High School
* Enforcement of sidewalk ordinance for new construction within two miles of schools

Collectively, the committee conducted a highly efficient meeting with clearly defined goals, action items, and designated responsible parties. Special thanks to Dr. Aldarelli, Mr. Toth and committee members for proactively identifying collaboration opportunities. Appreciation to the Mayor's Office for its enthusiastic partnership and willingness to work closely with the district. Thank you to Councilman Biral Patel for taking the lead on several discussed initiatives.

The committee looks forward to the next meeting.

E. Curriculum Committee

Date: February 10, 2026 - 4:30 P.M. - 5:30 P.M.
Location: Education Center
Attendees: Shannon Peng, Chair, Vishal Patel, Ronak Patel, Jingwei "Jerry" Shi, Edward Aldarelli, Ed.D., Baninder Goomer, Joan Valentine, Ed.D.

Meeting Focus: Expanding Summer Programs:

With a 10-233k summer break, the committee discussed expanding structured academic opportunities while maintaining a balance of fun and enrichment. the goal is to help students explore interests, strengthen skills, and prepare for the upcoming school year.

In addition to existing K-8 enrichment and sports programs, we are significantly expanding middle and high school offerings. New courses will run in flexible 2- or 4-week sessions (approximately 1.5 hours per day).

, rogram Goals:
* Explore academic and extracurricular interests
* Provide academic support and enrichment
* Prepare students for rigorous fall coursework

Junior Scholars (Middle School-In-Person)
* Essay Writing (for each rising 6th, 7th, 8th graders)
* CSI (Crime Scene Investigation)
* Intro to AI & Engineering
* Pre-Med Junior
* Cool Chemistry

High School Scholars (In-Person)
* Essay Writing
* Public Speaking/Debate
* Pre-Med
* Pre-Law
* Robotics
* Intro to Business Law
* Intro to Marketing
* Political Science
* Intro to Anatomy and Physiologhy
* EHS Stem Academy
* BioMedical Academy

Although the meeting lasted one hour, many more hours of planning and collaboration took place behind the scenes to make these changes possible. Special thanks to Dr. Aldarelli for his strong support and to Dr. Valentine for leading the work to finalize requirements and redesign the program.

We look forward to providing all students - especially our middle and high school students - with a summer experience that balances fun and growth.

F. Athletic Committee

Date: February 11, 2026
Location: Education Center
Attendees: Ralph Errico, Chair, Christopher Huss, Ed.D., Dave Marzano, Dave Sandaal

Discussion:
* Update on Winter Sports
  * Hockey costs approximately $70K - may need to revisit Memorandum of Understanding with Metuchen
  * Discussed Freshman teams and participation numbers
  * JPS Winter Sports 2025/2026 update
  * EHS Winter Sports 2025-2026 update
* Needs/Wants for Spring Sports
  * Discussed typical uniforms and equipment needs - noting out of the ordinary
Coaching vacancies (if any)
  * JPS stull needs a Track & Field Coach for throwing events
  * EHS needs one assistant boys' volleyball coach and track advisors for intramurals
* Uniforms - Discussed agreement with Under Armour and 40% discount
* Middle School Flag Football pilot to begin this Spring
* Open gyms are going well
  * Uses include volleyball, lacrosse, and basketball
* Cricket Field for JPS
  * Use Woodrow Wilson MS as home field
  * Work around middle school teams schedules
* Building/Facilities Requests
  * EHS trainer's room could use upgrades/remodeling
  * JPS weight room and training room upgrading/remodeling
  * Wishlist: New gymnasium for EHS
  * Wishlist: new bleachers for JPS with storage underneath

G. Special Education Committee

Date: February 4, 2026 - 4:30 P.M.
Location: Education Center
Attendees: Ronak Patel, Chair, Christopher Lugo, Virginia White, Russell Azzarello, Thomas Toohey, Ed.D., Edward Aldarelli, Ed.D., Kate Gousman

* Discussion was held regarding program changes at the Edison Success Academy for the 2025-2026 school year:
  * Specifically the increase in the size of the program with the addition of staff.
  * The expansion of the Edison Success Academy to include tuition based placements was reviewed, along with clarification of referral, intake and placement procedures.
  * Prosperi, a virtual counseling service at the Edison Success Academy, provides guidance on how to transition internships into employment opportunities after high school.
* An overview of Behavioral Threat Assessment and Management was provided
  * Including the background and purpose of the framework.
  * The protections afforded to students with disabilities within the process, and ongoing staff training and

implementation efforts were also reviewed.
* Staff wellness supports and available district resources were reviewed:
  * Such as, the district wellness portal, Wellness Collective, and Rewards Program were highlighted.
* Mental health and wellness support for students were discussed.

8. Public Comments

A. Comments made by the Public

B. Motion to end public comments.

Motion: Mr. Errico
Second: Mr. Shi

All in favor, the motion was carried.

9. Board Member Comments

A. Comments made by the Board

10. Adjournment

A. Motion to Adjourn

Motion: Mr. Errico
Second: Mr. Shi

All in favor, the meeting was adjourned at 7:49 P.M.

Respectfully submitted,

Jonathan Toth
Secretary

EXHIBIT A

SYNOPSIS OF AUDIT REPORT FOR PUBLIC DISTRIBUTION

TOWNSHIP OF EDISON SCHOOL DISTRICT
COUNTY OF MIDDLESEX

As required by Title 18A:23-4, the following is a synopsis of the audit of the financial statements and supplementary data of the Governmental Activities for the year ended June 30, 2025.

	GENERAL FUND	SPECIAL REVENUE FUND	CAPITAL PROJECTS FUND	DEBT SERVICE FUND	TOTAL GOVERNMENTAL FUNDS
ASSETS					
Cash & Cash Equivalents	$ 25,293,726	$ 1,887,331	$ -	$ 8,750	$ 27,189,807
Cash Held with Fiscal Agent	-	-	42,550,569	-	42,550,569
Receivables, Net:					
Interfund Receivable	5,384,517	-	-	-	5,384,517
Due from Other Governments:					
Federal	82,551	1,654,382	-	-	1,736,933
State	5,391,716	190,936	-	-	5,582,652
Other	-	99,866	-	-	99,866
Restricted Cash & Cash Equivalents	26,666,232	-	-	-	26,666,232
Total Assets	$ 62,818,742.00	$ 3,832,515.00	$42,550,569.00	$ 8,750.00	$ 109,210,576.00
LIABILITIES & FUND BALANCES					
Liabilities:					
Accounts Payable	$ 7,253,845	$ -	$ 1,580,095	$ -	$ 8,833,940
Intergovernmental Payable:					
State	-	200,147	-	-	200,147
Unemployment Trust Liability	1,103,335	-	-	-	1,103,335
Other Current Liabilities	2,545,748	-	-	-	2,545,748
Interfund Payable	3,112	1,895,882	3,488,635	-	5,387,629
Unearned Revenue	-	158,144	-	-	158,144
Payroll Deductions and Withholdings	1,888,760	-	-	-	1,888,760
Total Liabilities	12,794,800	2,254,173	5,068,730	-	20,117,703
Fund Balances:					
Restricted for:					
Capital Reserve	23,580,532	-	-	-	23,580,532
Maintenance Reserve	1,331,592	-	-	-	1,331,592
Emergency Reserve	1,000,000	-	-	-	1,000,000
Excess Surplus	6,050,252	-	-	-	6,050,252
Excess Surplus Designated for Subsequent Year	16,925,084	-	-	-	16,925,084
Reserve for Unemployment Claims	754,108	-	-	-	754,108
Capital Projects	-	-	23,849,756	-	23,849,756
Debt Service	-	-	-	8,750	8,750
Scholarships	-	8,573	-	-	8,573
Student Activities	-	1,569,769	-	-	1,569,769
Committed to:					
Other Purposes	-	-	13,632,083	-	13,632,083
Assigned to:					
Other Purposes	382,374	-	-	-	382,374
Total Fund Balances	50,023,942	1,578,342	37,481,839	8,750	89,092,873
Total Liabilities & Fund Balances	$ 62,818,742	$ 3,832,515	$ 42,550,569	$ 8,750	$ 109,210,576

TOWNSHIP OF EDISON SCHOOL DISTRICT
GOVERNMENTAL FUNDS
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES
YEAR ENDED JUNE 30, 2025

	GENERAL FUND	SPECIAL REVENUE FUND	CAPITAL PROJECTS FUND	DEBT SERVICE FUND	TOTAL GOVERNMENTAL FUNDS
Revenues:					
Local Sources:					
Local Tax Levy	$ 235,013,168	$ -	$ -	$ -	$ 235,013,168
Tuition Charges	32,225	-	-	-	32,225
Transportation Charges	1,444,620	-	-	-	1,444,620
Miscellaneous	2,305,024	2,519,071	1,487,462	-	6,311,557
Total Local Sources	238,795,037	2,519,071	1,487,462	-	242,801,570
State Sources	167,156,047	1,465,357	-	-	168,621,404
Federal Sources	120,779	8,811,323	-	-	8,932,102
Total Revenues	406,071,863	12,795,751	1,487,462	-	420,355,076
Expenditures:					
Instruction:					
Regular Instruction	118,370,611	4,146,749	-	-	122,517,360
Special Education Instruction	20,478,435	-	-	-	20,478,435
Other Instruction	5,236,753	-	-	-	5,236,753
Support Services:					
Tuition	13,656,730	-	-	-	13,656,730
Attendance & Social Work Services	361,247	-	-	-	361,247
Health Services	2,737,029	-	-	-	2,737,029
Student & Instruction Related Services	28,351,392	8,518,824	-	-	36,870,216
General Administrative	4,084,205	-	-	-	4,084,205
School Administrative Services	11,524,252	-	-	-	11,524,252
Central Services	2,599,989	-	-	-	2,599,989
Administrative Information Technology	3,526,315	-	-	-	3,526,315
Plant Operations & Maintenance	25,654,463	-	-	-	25,654,463
Pupil Transportation	23,732,390		-	-	23,732,390
Unallocated Benefits	54,121,131	-	-	-	54,121,131
On Behalf TPAF Pension and Social Security Contributions	70,020,204	-	-	-	70,020,204
Special Schools	952,426	-	-	-	952,426
Transfer to Charter Schools	-	32,847	50,395,383	-	50,428,230
Capital Outlay	17,510,764	-	-	-	17,510,764
Debt Service:					
Interest	102,117	-	-	-	102,117
Total Expenditures	403,020,453	12,698,420	50,395,383	-	466,114,256
Excess/(Deficiency) of Revenues Over Expenditures	3,051,410	97,331	(48,907,921)	-	(45,759,180)
Other Financing Sources (Uses):					
Transfers In	1,718,363	-	18,716,518	-	20,434,881
Transfers Out	(18,716,518)	-	(1,718,363)	-	(20,434,881)
Transfer to Charter Schools	(1,415,679)	-	-	-	(1,415,679)
John Marshall Lease		-	36,000,000	-	36,000,000
Total Other Financing Sources (Uses)	(18,413,834)	-	52,998,155	-	34,584,321
Net Changes in Fund Balances	(15,362,424)	97,331	4,090,234	-	(11,174,859)
Fund Balance, July 1	65,386,366	1,481,011	33,391,605	8,750	100,267,732
Proof	$ 50,023,942	$ 1,578,342	$ 37,481,839	$ 8,750	$ 89,092,873

SYNOPSIS OF AUDIT REPORT FOR PUBLIC DISTRIBUTION

TOWNSHIP OF EDISON SCHOOL DISTRICT
COUNTY OF MIDDLESEX

As required by Title 18A:23-4, the following is a synopsis of the audit of the financial statements and supplementary data of the Governmental Activities for the year ended June 30, 2025.

	GENERAL FUND	SPECIAL REVENUE FUND	CAPITAL PROJECTS FUND	DEBT SERVICE FUND	TOTAL GOVERNMENTAL FUNDS
ASSETS					
Cash & Cash Equivalents	$ 25,293,726	$ 1,887,331	$ -	$ 8,750	$ 27,189,807
Cash Held with Fiscal Agent	-	-	42,550,569	-	42,550,569
Receivables, Net:					
Interfund Receivable	5,384,517	-	-	-	5,384,517
Due from Other Governments:					
Federal	82,551	1,654,382	-	-	1,736,933
State	5,391,716	190,936	-	-	5,582,652
Other	-	99,866	-	-	99,866
Restricted Cash & Cash Equivalents	26,666,232	-	-	-	26,666,232
Total Assets	$ 62,818,742.00	$ 3,832,515.00	$42,550,569.00	$ 8,750.00	$ 109,210,576.00
LIABILITIES & FUND BALANCES					
Liabilities:					
Accounts Payable	$ 7,253,845	$ -	$ 1,580,095	$ -	$ 8,833,940
Intergovernmental Payable:					
State	-	200,147	-	-	200,147
Unemployment Trust Liability	1,103,335	-	-	-	1,103,335
Other Current Liabilities	2,545,748	-	-	-	2,545,748
Interfund Payable	3,112	1,895,882	3,488,635	-	5,387,629
Unearned Revenue	-	158,144	-	-	158,144
Payroll Deductions and Withholdings	1,888,760	-	-	-	1,888,760
Total Liabilities	12,794,800	2,254,173	5,068,730	-	20,117,703
Fund Balances:					
Restricted for:					
Capital Reserve	23,580,532	-	-	-	23,580,532
Maintenance Reserve	1,331,592	-	-	-	1,331,592
Emergency Reserve	1,000,000	-	-	-	1,000,000
Excess Surplus	6,050,252	-	-	-	6,050,252
Excess Surplus Designated for Subsequent Year	16,925,084	-	-	-	16,925,084
Reserve for Unemployment Claims	754,108	-	-	-	754,108
Capital Projects	-	-	23,849,756	-	23,849,756
Debt Service	-	-	-	8,750	8,750
Scholarships	-	8,573	-	-	8,573
Student Activities	-	1,569,769	-	-	1,569,769
Committed to:					
Other Purposes	-	-	13,632,083	-	13,632,083
Assigned to:					
Other Purposes	382,374	-	-	-	382,374
Total Fund Balances	50,023,942	1,578,342	37,481,839	8,750	89,092,873
Total Liabilities & Fund Balances	$ 62,818,742	$ 3,832,515	$ 42,550,569	$ 8,750	$ 109,210,576

TOWNSHIP OF EDISON SCHOOL DISTRICT
GOVERNMENTAL FUNDS
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES
YEAR ENDED JUNE 30, 2025

	GENERAL FUND	SPECIAL REVENUE FUND	CAPITAL PROJECTS FUND	DEBT SERVICE FUND	TOTAL GOVERNMENTAL FUNDS
Revenues:					
Local Sources:					
Local Tax Levy	$ 235,013,168	$ -	$ -	$ -	$ 235,013,168
Tuition Charges	32,225	-	-	-	32,225
Transportation Charges	1,444,620	-	-	-	1,444,620
Miscellaneous	2,305,024	2,519,071	1,487,462	-	6,311,557
Total Local Sources	238,795,037	2,519,071	1,487,462	-	242,801,570
State Sources	167,156,047	1,465,357	-	-	168,621,404
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Total Revenues	406,071,863	12,795,751	1,487,462	-	420,355,076
Expenditures:					
Instruction:					
Regular Instruction	118,370,611	4,146,749	-	-	122,517,360
Special Education Instruction	20,478,435	-	-	-	20,478,435
Other Instruction	5,236,753	-	-	-	5,236,753
Support Services:					
Tuition	13,656,730	-	-	-	13,656,730
Attendance & Social Work Services	361,247	-	-	-	361,247
Health Services	2,737,029	-	-	-	2,737,029
Student & Instruction Related Services	28,351,392	8,518,824	-	-	36,870,216
General Administrative	4,084,205	-	-	-	4,084,205
School Administrative Services	11,524,252	-	-	-	11,524,252
Central Services	2,599,989	-	-	-	2,599,989
Administrative Information Technology	3,526,315	-	-	-	3,526,315
Plant Operations & Maintenance	25,654,463	-	-	-	25,654,463
Pupil Transportation	23,732,390		-	-	23,732,390
Unallocated Benefits	54,121,131	-	-	-	54,121,131
On Behalf TPAF Pension and Social Security Contributions	70,020,204	-	-	-	70,020,204
Special Schools	952,426	-	-	-	952,426
Transfer to Charter Schools	-	32,847	50,395,383	-	50,428,230
Capital Outlay	17,510,764	-	-	-	17,510,764
Debt Service:					
Interest	102,117	-	-	-	102,117
Total Expenditures	403,020,453	12,698,420	50,395,383	-	466,114,256
Excess/(Deficiency) of Revenues Over Expenditures	3,051,410	97,331	(48,907,921)	-	(45,759,180)
Other Financing Sources (Uses):					
Transfers In	1,718,363	-	18,716,518	-	20,434,881
Transfers Out	(18,716,518)	-	(1,718,363)	-	(20,434,881)
Transfer to Charter Schools	(1,415,679)	-	-	-	(1,415,679)
John Marshall Lease		-	36,000,000	-	36,000,000
Total Other Financing Sources (Uses)	(18,413,834)	-	52,998,155	-	34,584,321
Net Changes in Fund Balances	(15,362,424)	97,331	4,090,234	-	(11,174,859)
Fund Balance, July 1	65,386,366	1,481,011	33,391,605	8,750	100,267,732
Proof	$ 50,023,942	$ 1,578,342	$ 37,481,839	$ 8,750	$ 89,092,873

EXHIBIT B

4. Personnel

Subject	**B. Resignations/Terminations/Retirements**
Meeting	Feb 24, 2026 - Edison Township Public Schools Caucus/Public Meeting
Type	Information

BE IT
RESOLVED:
that upon the recommendation of the Superintendent of Schools, the Edison Board of Education approves the following personnel items as indicated:

RESIGNATIONS/TERMINATIONS

Ahirwar, Neelam - Lunch Aide - Menlo Park School
Effective: 02/27/26
Reason: Personal

Altinok, Mehtap - Paraprofessional - Edison High School
Effective: 03/29/26
Reason: Personal

Deepan, Navita - Lunch Aide - James Madison Primary School
Effective: 02/18/26
Reason: Offer Rescinded

Dinesh, Divya - Lunch Aide - Menlo Park School
Effective: 01/20/26
Reason: Declined Offer

Franklin, Jessica - District Interventionist - John Adams Middle School
Effective: 04/09/26
Reason: Personal

Punjabi, Akansha - Lunch Aide - Washington School
Effective: 01/21/26
Reason: Personal

Ramesh, Jyothi - Lunch Aide - John Marshall School
Effective: 02/06/26
Reason: Termination

Sudock, Kathleen - Custodian - Thomas Jefferson Middle School
Effective: 04/30/26
Reason: Personal

RETIREMENTS

Chaballa, Stephen - Teacher - Health/PE - John Adams Middle School
Effective: 06/3026

30 years, 6 months of service

Fischetti, Maureen - School Nurse - Menlo Park School
'ffective: 06/30/26
∠3 years of service

Hoops, Karen - School Secretary I - Woodrow Wilson Middle School
Effective: 07/31/26
26 years, 1 month of service

McNulty, Cindy - Facility Manager - Woodrow Wilson Middle School
Effective: 07/31/26
23 years, 8 months of service

Medina, Judy - Teacher - English - Herbert Hoover Middle School
Effective: 06/30/26
30 years, 3 months of service

Primamore, Kathleen - Teacher - Grade 2 - Lincoln School
Effective: 06/30/26
25 years of service

Rahman, Saadia - Paraprofessional - Washington School
Effective: 04/30/26
20 years, 8 months of service

Timberlake, Karen - District Interventionist - Benjamin Franklin School
.ffective: 06/30/26
12 years, 5 months of service

Vallely, Roseanne - Teacher - Grade 3 - Martin Luther King School
Effective: 06/30/26
31 years, 3 months of service

Wein, Marla - Speech - Lindeneau Elementary School
Effective: 06/30/26
34 years, 2 months of service

4. Personnel

Subject	**C. Appointments**
Meeting	Feb 24, 2026 - Edison Township Public Schools Caucus/Public Meeting
Type	Information

Appointments: Certified Staff - Employment Verification Pending (N.J.S.A. 18A:6-7.6, et.seq)

CERTIFIED STAFF

Huang, Janelle Effective 02/18/26-06/30/26	MA $64,750 prorated	Leave of Absence	Long Term Substitute Teacher - Grade 1 John Marshall School (for ID #109167)

SUPPORT STAFF

Elmenshawy, Shaimaa Effective TBD-06/30/26	Step 5/BA $30,600 prorated	Resignation	Paraprofessional EELC (for K. Kaur)
Hingorani, Meher Effective TBD-06/30/26	Step 3/BA $27,100 prorated	Retirement	Paraprofessional SC AUT Herbert Hoover Middle School (for M. Kelly-Russo)
Jobity, Jason Effective 03/16/26-06/30/26	Step 10/BA $38,100 prorated	Transfer	Paraprofessional 1:1 LLD (stipend) Edison High School (for S. Sladowsky)
Melendez, Adriana Effective 02/09/26-06/30/26	Step 3 $45,220 prorated	Retirement	Bus Driver Education Center (for J. Scioscia)

SUBSTITUTES AS NEEDED FOR THE 2025-2026 SCHOOL YEAR

Retired Teacher - $350/day
Hinterstein, Jannine

Custodian - $23.89/hour
Baker, Kenneth
Sudock, Kathleen

4. Personnel

Subject **D. Change of Status**

Meeting Feb 24, 2026 - Edison Township Public Schools Caucus/Public Meeting

Type Information

CHANGE OF STATUS: CERTIFICATED STAFF

Butler, Michelle	Teacher - Special Education AUT Woodrow Wilson Middle School Effective TBD-06/30/26	Revised Start Date	Teacher - Special Education AUT Woodrow Wilson Middle School Effective 03/09/26-06/30/26
Chessere, Mia	Long Term Substitute Teacher - Grade 5 Woodbrook School Effective TBD-04/30/26	Revised Start Date	Long Term Substitute Teacher - Grade 5 Woodbrook School Effective 01/20/26-04/30/26
Garcia, Madeline	Long Term Substitute Teacher - Grade 5 James Madison Intermediate School Effective TBD-06/30/26	Revised Start Date	Long Term Substitute Teacher - Grade 5 James Madison Intermediate School Effective 01/27/26-06/30/26
Kanase, Bhakti	Long Term Substitute Teacher - Math Woodrow Wilson Middle School Effective TBD-06/01/26	Revised Start Date	Long Term Substitute Teacher - Math Woodrow Wilson Middle School Effective 01/29/26-06/01/26
Syed, Nawazish	Long Term Substitute Teacher - Science Herbert Hoover Middle School Effective TBD-06/08/26	Revised Start Date	Long Term Substitute Teacher - Science Herbert Hoover Middle School Effective 01/27/26-06/08/26
Weiss, Jessica	Long Term Substitute Teacher - Grade 1 James Madison Primary School Effective 11/25/25-04/17/26	Revised Contract	Long Term Substitute Teacher - Grade 1 James Madison Primary School Effective 11/25/25-04/14/26 then Long Term Substitute Teacher - Music Martin Luther King School Effective 04/15/26-06/30/26 (for ID #108897)

CHANGE OF STATUS: SUPPORT STAFF

Bahuguna, Meghna	Lunch Aide Woodbrook School Effective TBD-06/30/26	Revised Start Date	Lunch Aide Woodbrook School Effective 02/11/26-06/30/26

Gupta, Archana	Lunch Aide Martin Luther King School Effective TBD-06/30/26	Revised Start Date	Lunch Aide Martin Luther King School Effective 02/02/26-06/30/26
Jerez, Evelyn	Bus Driver Education Center Effective TBD-06/30/26	Revised Start Date	Bus Driver Education Center Effective 01/28/26-06/30/26
Rizwan, Noreen	Lunch Aide James Madison Primary School Effective TBD-06/30/26	Revised Start Date	Lunch Aide James Madison Primary School Effective 02/18/26-06/30/26
Rodriguez, Elisamarie	Lunch Aide EELC Effective 09/01/25-06/30/26	Transfer	Lunch Aide John Marshall School Effective 02/10/26-06/30/26 (for G. Dykstra)
Rodriguez, Sharon	Paraprofessional AUT John P. Stevens High School Effective 09/01/25-06/30/26	Transfer	Paraprofessional AUT Jame Monroe School Effective 01/26/26-06/30/26
Solomon Padmanabhan, Vidhua	Lunch Aide Lincoln School Effective TBD-06/30/26	Revised Start Date	Lunch Aide Lincoln School Effective 02/03/26-06/30/26
Vangoor, Swetha	Lunch Aide Menlo Park School Effective TBD-06/30/26	Revised Start Date	Lunch Aide Menlo Park School Effective 02//23/26-06/30/26

4. Personnel

Subject	**E. Leave of Absences**
Meeting	Feb 24, 2026 - Edison Township Public Schools Caucus/Public Meeting
Type	Information

LEAVES OF ABSENCE

105547 - Woodbrook School
Fed FMLA without Pay - 02/06/26-03/06/26

106831 - Martin Luther King School
NJFLA without Pay - 02/23/26-03/19/26

109726 - Lincoln School
Revised Maternity with Pay - 02/01/26-03/14/26
Revised NJFLA without Pay - 03/16/26-06/10/26

107157 - Woodrow Wilson Middle School
NJFLA without Pay - 02/23/26-03/19/26
NJFLA without Pay - 05/01/26-06/30/26

108598 - Edison High School
Medical without pay, with Benefits - 02/11/26-03/14/26

126077 - Woodrow Wilson Middle School
Fed FMLA without Pay - 01/26/26-03/24/26

125943 - Herbert Hoover Middle School
Revised Medical/Family with Pay - 01/06/26-01/09/26
Medical/Family with Pay - 01/20/26-01/27/26

103275 - Education Center
NJFLA without Pay - 02/09/26-02/26/26

124080 - John Marshall School
Medical with Pay - 04/10/26-04/18/26
Maternity with Pay - 04/19/26-05/21/26
Fed FMLA without Pay - 05/22/26-05/30/26
NJFLA without Pay - 06/01/26-06/17/26

109333 - Benjamin Franklin School
Medical with Pay - 04/07/26-04/14/26
Maternity with Pay - 04/15/26-05/26/26
NJFLA without Pay - 05/27/26-06/30/26

107070 - Herbert Hoover Middle School
Revised Maternity with Pay - 02/03/26-02/17/26
Revised Fed FMLA without Pay - 02/18/26-03/15/26
Revised NJFLA without Pay - 03/16/26-06/10/26

101665 - Education Center
Revised Medical with Pay - 07/30/25-03/31/26

100545 - Lindeneau School
Revised Medical with Pay - 01/08/26-02/25/26

104466 - Washington School
Revised Medical with Pay - 12/19/25-02/01/26

101145 - John P. Stevens High School
Medical with Pay - 10/17/25-12/10/25
Revised Medical without Pay, with Benefits - 12/11/25-02/22/26

105912 - Woodrow Wilson Middle School
Medical with Pay - 02/20/26-03/31/26

125025 - Herbert Hoover Middle School
Revised Fed FMLA without Pay - 02/04/26-03/31/26
NJFLA without Pay - 04/06/26-06/30/26

107678 - FDR School
Medical/Family with Pay - 02/12/26-02/25/26
Personal without Pay - 02/26/26-03/05/26

125685 - Herbert Hoover Middle School
Medical/Family with Pay - 05/11/26-06/11/26

102839 - Thomas Jefferson Middle School
Medical with Pay - 01/29/26-02/25/26
Fed FMLA without Pay - 02/26/26-05/10/26

104036 - Woodbrook School
Fed FMLA without Pay - 01/29/26-03/27/26

126177 - James Monroe School
Medical without Pay - 02/18/26-04/16/26

106278 - Benjamin Franklin School
Medical with Pay - 02/11/26-03/06/26

106357 - John Adams Middle School
Revised Medical/family with Pay - 02/18/26-03/26/26
Revised NJFLA without Pay - 03/27/26-06/07/26

108004 - John P. Stevens High School
NJFLA without Pay - 03/16/26-04/12/26

107094 - Herbert Hoover Middle School
Revised Medical with Pay - 01/26/26-02/12/26
Revised Maternity with Pay - 02/13/26-03/26/26
Revised NJFLA without Pay - 03/27/26-06/07/26

106249 - Woodrow Wilson Middle School
Revised Medical with Pay - 01/20/26-02/11/26
Revised Maternity with Pay - 02/12/26-03/25/26
Revised NJFLA without Pay - 03/26/26-05/31/26

4. Personnel

Subject **F. Professional Development Credits**

Meeting Feb 24, 2026 - Edison Township Public Schools Caucus/Public Meeting

Type

SALARY ADJUSTMENTS FOR CERTIFIED STAFF BASED UPON COMPLETION OF PROFESSIONAL DEVELOPMENT INSTITUTE CREDITS - EFFECTIVE 02/01/26 $500

Afonso, Katelyn	MAR	Teacher	1st Increment
Altman, Jennifer	MON	Teacher	2nd Increment
Auerbach, Amanda	JPS	Teacher	1st Increment
Austria, Carlo	TJMS	Teacher	2nd Increment
Austria, Carlo	TJMS	Teacher	3rd Increment
Babbin, Aimee	JPS	Teacher	2nd Increment
Barbiero, Giulia	JPS	Teacher	2nd Increment
Barton, Jacqueline	WAS	Teacher	1st Increment
Blevins, Mark	EHS	Teacher	1st Increment
Brooks, Deana	LNC	Teacher	3rd Increment
Camera, Lauren	FDR	Child Study Team	2nd Increment
Chomko, Elizabeth	HHMS	Teacher	1st Increment
Cohen, Rachel	LNC	Teacher	2nd Increment
De La Cruz, Chloe-Marie	LNC	Teacher	2nd Increment
Dondero, Joseph	EHS	Counselor	1st Increment
Dressel, Jeanna	HHMS	Teacher	3rd Increment
Echevarria, Vanessa	MLK	Teacher	1st Increment
Farrell, Leslie	ESA	Teacher	1st Increment
Fedor, Tiana	MLK	Teacher	1st Increment
Fedowitz, Elizabeth	EHS	Teacher	1st Increment
Fiorello, Jason	JPS	Teacher	1st Increment
Furze, Michele	TJMS	Teacher	2nd Increment
Giunta, Melissa	LNC	Teacher	2nd Increment
Gonzalez, Christina	MEN	Teacher	3rd Increment
Graham, Tara	JAMS	Teacher	1st Increment
Guzzo, Amber	LIND	Teacher	1st Increment
Holler, Samantha	MON	Teacher	3rd Increment
Jarock, Amanda	MEN	Teacher	2nd Increment
Johns, Elizabeth	LNC	Teacher	3rd Increment
Khot, Heather	EC	Child Study Team	2nd Increment
Klein, Serena	JPS	Teacher	1st Increment
Knoth, Matthew	JAMS	Teacher	1st Increment
LeBron, Juliane	JPS	Counselor	1st Increment
Lee, Allen	JPS	Teacher	1st Increment
Makowski, Meghan	WWMS	Teacher	2nd Increment
Maliszewski, Elizabeth	HHMS	Teacher	2nd Increment
McCann, Douglas	JPS	Teacher	3rd Increment
Mendoza, Alexandra	WAS	Teacher	2nd Increment
Miller, Ashley R.	JMI	Teacher	3rd Increment
Mitchell, Jennifer	WBK	Teacher	3rd Increment
Mohr, Charles	EHS	Teacher	2nd Increment
Mohr, Patricia	HHMS	Teacher	3rd Increment

Murelli, Cailin	EHS	Teacher	2nd Increment
Napp, Lisa	LNC	Teacher	3rd Increment
Neri, Marta	JMI	Teacher	3rd Increment
Panaro, Nicole	EHS	Counselor	1st Increment
Patel, Aditi	LIND	Teacher	3rd Increment
Patel, Mona	TJMS	Teacher	1st Increment
Patel, Reema	TJMS	Teacher	2nd Increment
Perez, Evelyn	MON	Teacher	2nd Increment
Pinho, Gabriella	MAR	Teacher	1st Increment
Pichette, Danielle	WWMS	Teacher	2nd Increment
Posey, Janis	JMP	Teacher	2nd Increment
Purnell, Katie	JMI	Teacher	1st Increment
Queenan, Katherine	JAMS	Teacher	2nd Increment
Reilly, Kelsey	FDR	SLP	2nd Increment
Rhodes, Samantha	WWMS	Teacher	1st Increment
Rodriguez, Justin	LNC	Teacher	1st Increment
Rolon, Eleanor	EHS	Counselor	3rd Increment
Rommel, Jennifer	MON	Teacher	3rd Increment
Sampson, Katherine	JPS	Teacher	1st Increment
Scherzer, Daniela	WWMS	Teacher	1st Increment
Sharp, Steven	EHS	Teacher	1st Increment
Skuraton, Alexandra	LIND	Teacher	3rd Increment
Stoltzfus, Lisa	WBK	Teacher	1st Increment
Sulikowski, Amanda	LNC	Teacher	1st Increment
Sudia, Skyeler	JAMS	Teacher	2nd Increment
Tan, Cher	LIND	Teacher	1st Increment
Therrien, Christian	HHMS	Teacher	1st Increment
Tufte, Karen	LNC	Interventionist	1st Increment
Velasquez, Geolenne	LIND	SLP	1st Increment
Wallace, Kimber	JMI	Teacher	2nd Increment
Westcott, Kristyn	MON	Teacher	2nd Increment
Yelencsics, Riley	MON	Teacher	1st Increment
Zambrano, Julie	HHMS	Teacher	2nd Increment

SALARY ADJUSTMENTS FOR NON-CERTIFIED STAFF BASED UPON COMPLETION OF PROFESSIONAL DEVELOPMENT INSTITUTE CREDITS - EFFECTIVE 02/01/26 $300

Antony, Hema	MEN	Paraprofessional
Bag, Swagata	WWMS	Paraprofessional
Banga, Shobna	EELC	Secretary
Batra, Samriti	FDR	Paraprofessional
Bellamkonda, Neelaveni	WBR	Paraprofessional
Berger, Carol	LNC	Library Assistant
Bharadwaj, Priyanka	MON	Paraprofessional
Biskupek, Christine	EHS	Secretary
Buchinski, Lisa	FDR	Secretary
Cox, Susan	JMP	Paraprofessional
Dar, Aisha	EHS	Secretary
Deshpande, Rashmi	WBR	Paraprofessional
Desai, Kajal	WAS	Paraprofessional
Dutta, Panchali	WWMS	Paraprofessional
Farahat, Nashwa	WBR	Paraprofessional
Farkade, Yogini	LNC	Paraprofessional

Ganatra, Usha	EHS	Paraprofessional
Gupta, Reema	MEN	Paraprofessional
Holowka, Joelle	HHMS	Paraprofessional
Jha, Rosy	EHS	Paraprofessional
Kalluri, Sailaja	JMI	Paraprofessional
Karvaski, Michelle	LIN	Paraprofessional
Khan, Tutil	JPS	Paraprofessional
Krishnamurthi, Kavitha	WBR	Paraprofessional
Lekkalapudi, Ramya	JMP	Paraprofessional
Madan, Sujata	EHS	Paraprofessional
Malla, Ramadevi	FDR	Paraprofessional
Metta, Sangeetha	FDR	Paraprofessional
Mukherjee, Ipsita	FDR	Paraprofessional
Nayakam, Uma	MON	Paraprofessional
Nielsen, Kathleen	FDR	Paraprofessional
Nieves-Singh, Veronica	WAS	Paraprofessional
Nithyanandam, Vanitha	JMP	Paraprofessional
Poli, Angela	LIN	Library Assistant
Rathi, Seema	MEN	Paraprofessional
Rawat, Manju	MEN	Paraprofessional
Riccio, Linda	WAS	Secretary
Rizwan, Ayesha	JMI	Paraprofessional
Roma, Laura	EHS	Secretary
Rossel-Martinez, Stephanie	WAS	Paraprofessional
Sanjay, Latha	EHS	Paraprofessional
Sharma, Sarika	HHMS	Paraprofessional
Shelke, Preetam	FDR	Paraprofessional
Shukla, Priti	JPS	Paraprofessional
Soto Feliciano, Vanessa	BEN	Paraprofessional
Sudheesh, Neethu	MON	Paraprofessional
Suravarapu, Leea Satyasree	HHMS	Paraprofessional
Suydam, Joanne	MAR	Secretary
Syed, Adila	FDR	Paraprofessional
Tripathi, Garima	MEN	Paraprofessional
Zia, Qudsia	LNC	Paraprofessional

SALARY ADJUSTMENTS FOR 12 MONTH NON-CERTIFIED STAFF BASED UPON COMPLETION OF PROFESSIONAL DEVELOPMENT INSTITUTE CREDITS - EFFECTIVE 01/01/26 $300

Polizzano, Diane
Rivella, Donna
Sall, Sharon
Tamboli, Sweta

4. Personnel

Subject **G. Coaches**

Meeting Feb 24, 2026 - Edison Township Public Schools Caucus/Public Meeting

Type

SPRING COACHING APPOINTMENTS – 2025-2026

MIDDLE SCHOOL

TRACK- SPRING INTRAMURAL	COACH	STIPEND	STEP
HHMS			
Advisors	Anthony Vesuvio	$610	
Advisors	Jacob George	$610	
Advisors	Rebecca Nesterwitz	$610	
JAMS			
Advisors	Joseph Anzivino	$610	
Advisors	Kayla Gibson	$610	
WWMS			
Advisors	Barbara DiCocco	$610	
Advisors	Nanci Grimaldi	$610	
FLAG FOOTBALL- SPRING INTRAMURAL	COACH	STIPEND	STEP
JAMS			
Club Advisors	Thyago Teixeira	$601	SPLIT ($1202)
Club Advisors	Douglas Passaro	$601	SPLIT ($1202)
WWMS			
Club Advisors	David Kunyz	$1,202	
BASKETBALL- SPRING INTRAMURAL	COACH	STIPEND	STEP
JAMS			
Advisors	Lisa Cohen	$610	
HANDBALL- SPRING INTRAMURAL	COACH	STIPEND	STEP
JAMS			
Advisors	Sean Decker	$610	
CRICKET- SPRING INTRAMURAL	COACH	STIPEND	STEP
Advisors	Emily Hopkins	$305	SPLIT ($610)
VOLLEYBALL- SPRING	COACH	STIPEND	STEP
HHMS			
Head	Tom Gilbert	$3,601	3
Assistant Coach	Clifford Shapiro	$2,326	1

JAMS			
Head	Matthew Yard	$3,601	3
Assistant Coach	Sean Decker	$2,326	2
TJMS			
Head	Kelly Ryan	$3,601	3
Assistant Coach	Nicholas Dohn	$2,326	2
WWMS			
Head	Trevor Damanski	$3,601	3
Assistant Coach	Eleanor Proctor	$2,438	4
BASEBALL – SPRING	COACH	STIPEND	STEP
HHMS			
Head	Matthew Revel	$3,801	5
Assistant Coach	Christian Therrian	$2,326	2
JAMS			
Head	Robert Daily	$3,417	2
Assistant Coach	Eric Bravo	$2,326	1
TJMS			
Head	Daniel Levine	$3,601	3
Assistant Coach	Russell Berner	$2,563	5
WWMS			
Head	Gerard Campione	$3,801	5
Assistant Coach	Wayne Wysoczynski	$2,563	5
SOFTBALL – SPRING	COACH	STIPEND	STEP
HHMS			
Head	Samantha Mattioli	$3,417	2
Assistant Coach	Taylor Polkowitz	$2,326	2
JAMS			
Head	Nadine Bischoff	$3,801	5
Assistant Coach	Lisa M Cohen	$2,326	2
TJMS			
Head	Michele Furze	$3,801	5
Assistant Coach	Vincent Belfiore	$2,326	2
WWMS			
Head	Elizabeth Brown	$3,801	5
Assistant Coach	Thomas Grier	$2,563	5
	HIGH SCHOOL - SPRING		
BASEBALL	COACH	STIPEND	STEP
JPH			
Head Coach	Tyler Jackow	$8,886	5
Assistant Coach	Jack Golden	$5,799	3
Assistant Coach	Michael Lapczynski	$5,799	4

Assistant Coach	Shawne Eldridge	$5,388	2
EDH			
Head Coach	Vincent Abene	$8,886	5
Assistant Coach	Robert Roma	$5,994	5
Assistant Coach	Brian Appelman	$5,994	5
SOFTBALL	COACH	STIPEND	STEP
JPH			
Head Coach	Caroline Ratti	$8,886	5
Assistant Coach	Gabriella Pavese	$5,994	5
Assistant Coach	Herbert Smith	$5,799	3
Assistant Coach	Kristen Vladyka	$5,388	2
EDH			
Head Coach	Marylynn Muldowney	$8,886	5
Assistant Coach	Matthew McGuigan	$5,994	5
Assistant Coach	Tatianna Yourstone	$5,799	5
Assistant Coach	Christopher Meagher	$5,388	1
BOYS' LACROSSE	COACH	STIPEND	STEP
JPH			
Head Coach	Joseph Jong Chan Lee	$7,277	2
Assistant Coach	Vincent Mondano	$5,593	4
EDH			
Head Coach	Michael Yascko	$8,090	5
Assistant Coach	Andrew Burstyn	$5,243	2
GIRLS' LACROSSE	COACH	STIPEND	STEP
JPH			
Head Coach	Callie Ciarrocca	$7,678	4
Assistant Coach	Lisa Ryan	$5,593	3
Assistant Coach	Jordan Fraraccio	$5,243	1
EDH			
Head Coach	Sara Yocum	$8,090	5
Assistant Coach	Joseph Herrera	$5,243	2
BOYS' SPRING TRACK	COACH	STIPEND	STEP
JPH			
Head Coach	Joseph Riggi	$8,090	5
Assistant Coach	Vito Pavese	$5,799	5
Assistant Coach	Aziel Rosado	$5,243	1
EDH			
Head Coach	Tilak Joey Datta	$7,277	2

Assistant Coach	Alexander Yakowenko	$5,243	1
Assistant Coach	Carlo Austria	$5,243	1
GIRLS' SPRING TRACK	COACH	STIPEND	STEP
JPH			
Head Coach	Joseph Rovito	$8,090	5
Assistant Coach	David Martinez	$5,799	5
Assistant Coach	Haley Connell	$5,799	5
EDH			
Head Coach	John Krajunus	$8,090	5
Assistant Coach	Sarah Niedzielski	$5,799	5
Assistant Coach	Steven Sasso	$5,243	1
BOYS' VOLLEYBALL	COACH	STIPEND	STEP
JPH			
Head Coach	Tim Weber	$8,090	5
Assistant Coach	Alberto Simoes	$5,593	3
Assistant Coach	Veronica Reilly	$5,243	1
EDH			
Head Coach	Jason Wernlund	$8,090	5
Assistant Coach	James Hammer	$5,799	5
Assistant Coach	Ilias Hantsoulis	$5,799	5
BOYS' TENNIS	COACH	STIPEND	STEP
JPH			
Head Coach	Ari Rosenberg	$7,678	4
Assistant Coach	Ana Mendez	$5,799	5
EDH			
Head Coach	Wesley Smith	$8,090	5
Assistant Coach	David Legendre	$5,799	5
BOYS' GOLF	COACH	STIPEND	STEP
JPH			
Head Coach	John Canova	$6941	5
EDH			
Co-Head Coach	Donaven Kregeloh	$3,471	(Split) 5
Co-Head Coach	Eric Breining	$3,471	(Split) 5
GIRLS' GOLF	COACH	STIPEND	STEP
JPH			
Head Coach	Michael Siter	$6941	5
EDH			
Head Coach	Frank Juliano	$6,941	5

STRENGTH & CONDITIONING	COACH	STIPEND SPLIT	STEP
JPH			
Co- Coach	Nicolas Sardone	$1029	1
Co- Coach	Nicolas Dooley	$1029	1
EDH			
Coach	Matthew Yascko	$2,314	5
FITNESS CENTER STRENGTH & CONDITIONING	COACH	STIPEND	STEP
JPH			
Coach	Meredith Resner	2058	2
EDH			
Coach	Jose Pan	$2,314	5
FLAG FOOTBALL- E1	COACH	STIPEND	STEP
JPH			
Head Coach	Michael Rubenstein	$4138	1
Assistant Coach	Juliana Miele	$3047	1
Assistant Coach	Giuseppe Ilaria	$3047	1
CRICKET ADVISOR	COACH	STIPEND	STEP
JPH			
Head Coach	Lindsey Miragliotta	$4138	1
Assistant Coach	Anthony Macchia	$3047	2

4. Personnel

Subject **H. Salary Guide Credit**

Meeting Feb 24, 2026 - Edison Township Public Schools Caucus/Public Meeting

Type

NAME	CURRENT GUIDE	GUIDE SEEKING	LOCATION	NEW SALARY
Bowler, Amanda	MA -Step OG1 $117,751	MA+30 Step OG1	JMI	$121,672.00
Calenda, Kristen	BA - Step 9 $74,500	MA - Step 9	MEN	$78,250.00
Calvosa, Deanna	MA+15 - Step 11 $95,130	MA+30 - Step 11	EC	$97,073.00
Cameron, Christine	MA - Step 12 $97,250.00	MA+15 Step 12	WWMS	$99,100.00
Durso, Danielle	MA+15 - Step 11 $91,600	MA+30 Step 11	JPS	$93,450.00
Giacobbe, Michael	BA - Step 11 $85,000	MA - Step 11	WWMS	$88,750.00
Guzzi, Amanda	MA - Step 11 $90,250	MA+ 15 - Step 11	JAMS	$92,100.00
Jirout, Julie	MA+15 - Step OG2 $117,130	MA+30 - Step OG 2	JPS	$119,072.00
Juergensen, Briana	BA - Step 6 $63,000	MA - Step 6	WWMS	$66,750.00
Kasternakis, Kassy	BA - Step 6 $64,500	MA - Step 6	LIN	$68,250.00
Marois, Patricia	MA - Step OG1 $119,251	MA+30 - Step OG1	WWMS	$123,172.00
Maurath, Danielle	MA - Step 1 $67,988	MA+15 - Step 1	MON	$69,930.00
May, Therese	MA - Step 11 $90,250	MA+15 - Step 11	JPS	$92,100.00
Muldowney, Marylynn	MA - Step 6 $68,250	MA + 30 Step 6	WAS	$71,950.00
Murphy, Corie	MA - Step OG3 $113,344	MA+30 - Step OG3	MON	$117,191.00
Panaro, Nicole	MA+15 - 11 $95,380	MA+30 - Step 11	EHS	$97,323.00
Pinto, Martha	MA+15 - Step 9 $82,530	MA+30 Step 9	EHS	$84,473.00
Primavera, Joseph	MA+15 - Step 10 $86,100	MA+30 - Step 10	JPS	$87,950.00
Queenan, Katherine	MA+15 - Step 11 $91,000	MA+30 - Step 11	JAMS	$92,950.00

NAME	CURRENT GUIDE	GUIDE SEEKING	LOCATION	NEW SALARY
Rebovich, Holly	MA+15 - Step 10 $86,100	MA+30 Step 10	TJMS	$87,950.00
Rotella, Rachel	MA - Step 12 $100,538	MA+30 Step 12	EHS	$104,423.00
Westcott, Theresa	BA - Step 13 $104,250	MA - Step 13	MON	$108,000.00
Wichik, Daniela	MA - Step 4 $67,250	MA+30 - Step 4	LIN	$70,950.00
Wong, Karen	MA - Step 13 $109,415	MA+15 - Step 13	LIN	$111,293.00
Zuckerman, Taylor	MA - Step 9 $76,750	MA+15 - Step 9	JPS	$78,600.00

4. Personnel

Subject	**I. District-wide Programs**
Meeting	Feb 24, 2026 - Edison Township Public Schools Caucus/Public Meeting
Type	Information

1) 2025-2026 TITLE I STUDENT ACADEMY - Benjamin Franklin School- Effective 09/05/2025 - 06/30/2026 - $33/hr for 1 student, $41/hr for 2 students. $44/hr for 3-5 students - not to exceed 24 hours, Acct. # 20-231-200-101-60-011(*additions to original board approval on 6/17/25*)

Koncius, Danielle	Toth, Ashley	Vaghani, Meghana

2) 2025-2026 SUMMER PROGRAMS

Name	Position	Rate	Effective
Dato, Lisa	Summer Sports Camp, Coordinator	$40/hour	02/25/26-08/28/26
Osofsky, Mark	Summer Enrichment Activities, Head Teacher	$40/hour	02/25/26-08/28/26

3) 2025-2026 TITLE I SUPPLEMENTAL INSTRUCTION - Lindeneau Elementary School- Effective 02/02/2026 - 05/03/2026 - $33/hr for 1 student, $41/hr for 2 students. $44/hr for 3-5 students- not to exceed 30 hours, Acct. # 20-231-200-101-60-016

Barilka, Christina	Lincuiz, Maria	Sommer, Emily
Campbell, Jamie	Parker, Brittany	Torre, Renee
Catalon, Camille	Patel, Aditi	Wahid, Sonya
Guzzo, Amber	Salvatore, Leanne	Wallace, Erin
Kasternakis, Kassy	Skuraton, Alexandra	Winik, Laura

EXHIBIT C

TO

0173 DUTIES OF PUBLIC SCHOOL ACCOUNTANT

The Board of Education shall cause an audit of the annual financial statements to be made pursuant to N.J.S.A. 18A:23-1 et seq., and shall engage, to conduct the annual audit, only a licensed public school accountant who has an external peer/quality report performed in accordance with Government Auditing Standards (Yellow Book) by the Comptroller General of the United States (U.S. Government Printing Office, Stop SSOP, Washington, DC 20402-0001). The Board shall ensure that the external peer/quality report is completed within the time established the Government Auditing Standards issued by the Comptroller General of the United States unless the accountant or firm can show good cause as to why there is a delay. ~~The Board will engage only a licensed public school accountant to conduct the annual audit in accordance with N.J.S.A. 18A:23-1 et seq. The accountant must have an external peer/quality report performed in accordance with N.J.A.C. 6A:23A-16.2(i)1, unless the accountant or firm can show good cause as to why there was a delay completing such report within the required timelines established by Government Auditing Standards issued by the Comptroller General of the United States.~~

The Board **shall** ~~will~~ require the submission of the most recent external peer/quality report **and letter of comment to the Board** for review and evaluation prior to **each** ~~the~~ appointment of **a** ~~the~~ licensed public school accountant **to conduct the annual audit in accordance with the provisions of N.J.A.C. 6A:23A-16.2(i)2.**

The Board **shall** ~~will~~ acknowledge the receipt, review, and evaluation of the external peer/quality report in the public session and Board minutes in which the **Board authorizes the engagement of the** accountant or firm to perform the audit ~~is engaged~~ **in accordance with the provisions of N.J.A.C. 6A:23A-16.2(i)2.i.**

The Board **shall** ~~will~~ require the submission of an updated external peer/quality report of the **engaged licensed public school** accountant, within thirty days after the issuance date of the external peer/quality report if **such** ~~the~~ report is issued prior to the date of the audit opinion for the most recent fiscal year **in accordance with the provisions of N.J.A.C. 6A:23A-16.2(i)2.ii.**

In accordance with NJOMB Circular Letter **15-08** ~~98-07~~, **Single Audit Policy for Recipients of Federal Grants, State Grants, and State Aid, including any**

amendments or revisions thereto, the Board shall ensure the public school accountant ~~will~~ provides a copy of the most recent external peer/quality report to the **New Jersey** Department of Education, within thirty days after the initial engagement **of a licensed public school accountant or firm** ~~by the Board~~ and within thirty days after the issuance of a subsequent peer/quality report **in accordance with the provisions of N.J.A.C. 6A:23A-16.2(i)2.iii.**

The Board shall engage a public school accountant during the audit engagement period for non-auditing, management, or other consulting services only if **the** ~~such~~ services comply with the **independence** ~~independent~~ standards as established in Government Auditing Standards (Yellow Book) by the Comptroller General of the United States **in accordance with the provisions of N.J.A.C. 6A:23A-16.2(i)3.**

The ~~Board may be prohibited for good cause by the~~ Commissioner of Education **may prohibit, for good cause, the Board** from engaging a particular licensed public school accountant, or may ~~be~~ directed **the use of a process for** ~~by the Commissioner on a process to be used in~~ the appointment of a licensed public school accountant pursuant to N.J.A.C. 6A:23A-16.2(i)4.

The public school accountant **shall** ~~will~~ complete the annual audit as required by the **New Jersey** Department of Education and N.J.S.A. 18A:23-~~12~~. Each annual audit shall include an audit of the books, accounts and moneys, and **a** verification of all cash and bank balances, of the Board and of any officer or employee **thereof** and of moneys derived from athletic events or **the** ~~other~~ activities of any organization of **public school** students conducted under the auspices of the Board, from the date of the last annual audit to the date of the ~~current~~ audit **in question. Such** ~~The~~ audit **shall** ~~will~~ also include a determination of the extent to which the district **has** used contracts entered into by the State Division of Purchase and Property pursuant to ~~P.L. 1969 c. 104 (C.~~ **N.J.S.A.** 52:25-16.1 et seq.~~)~~ in the purchase of materials, supplies, or equipment for the district **in accordance with N.J.S.A. 18A:23-2.** The report of each **annual** audit **shall** ~~will~~ be completed in accordance with the time requirements of N.J.S.A. 18A:23-1 and **shall** ~~will~~ be filed by the public school accountant in accordance with N.J.S.A. 18A:23-~~2.~~3.

The Board Secretary shall prepare or have prepared a synopsis or summary of the annual audit and recommendations, prior to the holding of the meeting of the Board to take action thereon; a copy of which synopsis or summary shall be available for distribution to interested parties at the meeting in accordance with N.J.S.A. 18A:23-4. Within thirty days following **the** receipt of the report **of the annual audit** the Board **shall,** at a regularly scheduled public

meeting, ~~will~~ cause the recommendations of the **auditor** ~~accountant~~ to be read and **to be** discussed and the discussion ~~will be~~ duly noted **on** ~~in~~ the Board meeting minutes in accordance with N.J.S.A. 18A:23-5. ~~The Board Secretary will prepare or have prepared a summary of the annual audit for this Board meeting in accordance with N.J.S.A. 18A:23-4.~~

N.J.S.A. 18A:23-1 et seq.
N.J.A.C. 6A:23A-16.2

~~Cross reference: Policy Guide No. 6830~~

Adopted: 24 January 2011
Revised:

TO

0174 LEGAL SERVICES (M)

In accordance with N.J.A.C. 6A:23A-5.2, the Board of Education adopts this Policy and its strategies to **minimize the cost of legal services** ~~ensure the use of legal services by employees and the Board of Education members and the tracking of the use of legal services~~.

The Board ~~of Education~~ authorizes the Superintendent of Schools, Superintendent of Schools' designee, School Business Administrator/Board Secretary and Board President as designated contact person(s) to request services or advice from contracted legal counsel.

~~The _____ shall be responsible to review all legal bills and confer with designated contact persons in reviewing such legal bills.~~

In accordance with the provisions of N.J.A.C. 6A:23A-5.2(a)2, the Board **shall** designates **an** ~~the~~ administrative staff member to review all legal bills and **confer with designated** ~~designates~~ contact person(s) to ensure the prudent use of legal services **and the tracking of the use of those services.**

In the event the s~~S~~chool **district's** ~~with~~ legal costs ~~that~~ exceed one hundred thirty percent of the Statewide average per student amount, ~~should establish~~ the procedures **established** ~~outlined~~ in 1., 2., 3., and 4. below **shall be implemented and, if not implemented,** ~~and, if not established,~~ **the district shall** provide evidence **the** ~~such~~ procedures **established in 1., 2., 3., and 4. below** would not result in a reduction of costs:~~.~~

1. The designated contact person(s) shall ensure that contracted legal counsel is not contacted unnecessarily for management decisions or readily available information contained in district materials such as Board policies, administrative regulations, or guidance available through professional source materials.

2. All requests for legal advice shall be made to the designated contact person(s) in writing and shall be maintained on file in the district offices. The designated contact person**(s)** shall determine whether the request warrants legal advice or if legal advice is necessary.

3. The designated contact person(s) shall maintain a log of all legal counsel contact including the name of the legal counsel contacted, date of the contact, issue discussed, and length of contact.

4. All written requests for legal advice and logs of legal counsel contacts shall be forwarded to the **designated contact person(s)** ~~(administrator responsible for maintaining district files of requests for legal advice and logs of legal counsel contacts)~~ _____, who shall be responsible to review all legal bills and compare all legal bills to the contact logs and to investigate and resolve any variances.

Any professional services contract(s) for legal services shall prohibit advance payments. Services to be provided shall be described in detail in the contract and invoices for payment shall itemize the **legal** services provided for the billing period. Payments to legal counsel(s) shall only be for **legal** services actually provided **in accordance with N.J.A.C. 6A:23A-5.2(a)4.**

School districts and **county** vocational school districts **shall not contract** ~~are prohibited from contracting~~ with legal counsel or **use** ~~using~~ in-house legal counsel to pursue any affirmative claim or cause of action on behalf of district administrators and/or any individual Board member(s) **for** ~~or pursuing~~ any claim or cause of action **in** ~~for~~ which the damages to be awarded would benefit an individual rather than the school district as a whole **in accordance with N.J.A.C. 6A:23A-5.2(b).**

Pursuant to N.J.A.C. 6A:23A-5.2(a)1., ~~t~~The Board ~~of Education~~ will annually establish prior to budget preparation, a maximum dollar limit for ~~each type of professional service, including~~ legal services. In the event it becomes necessary to exceed the established maximum dollar limit for **legal** ~~the professional~~ services, the Superintendent ~~of Schools~~ shall recommend to the Board ~~of Education~~ an increase in the maximum dollar amount. Any increase in the maximum dollar amount shall require formal Board action.

Contracts for legal services will be issued by the Board in a deliberative and efficient manner that ensures the district receives the highest quality services at a fair and competitive price or through a shared service arrangement. This may include, but is not limited to, issuance of such contracts through a Request for Proposals (RFP) based on cost and other specified factors or other comparable processes **in accordance with N.J.A.C. 6A:23A-5.2(a)5.** Contracts for legal

services shall be limited to non-recurring or specialized work for which the district does not possess adequate in-house resources or in-house expertise to conduct **in accordance with N.J.A.C. 6A:23A-5.2(a)6.**

N.J.A.C. 6A:23A-5.2

Adopted: 24 January 2011
Revised:

TO

0177 PROFESSIONAL SERVICES (M)

In accordance with N.J.A.C. 6A:23A-5.2, the Board of Education adopts this Policy and its strategies to minimize the cost of professional services.

The Board shall establish a maximum dollar limit, annually prior to budget preparation, for each type of professional service, with appropriate notification to the Board if it becomes necessary to exceed the maximum. Upon such notification, the Board may adopt a dollar increase in the maximum amount through formal Board action in accordance with N.J.A.C. 6A:23A-5.2(a)1.

~~The Board of Education will establish annually prior to budget preparation a maximum dollar limit for each type of professional service. In the event it becomes necessary to exceed the established maximum dollar limit for the professional services, the Superintendent of Schools shall recommend to the Board of Education an increase in the maximum dollar amount. Any increase in the maximum dollar amount shall require formal Board action.~~

Contracts for **professional** ~~legal~~ services will be issued by the Board in a deliberative and efficient manner that ensures the district receives the highest quality services at a fair and competitive price or through a shared service arrangement. This may include, but is not limited to, issuance of such contracts through a Request for Proposals (RFP) based on cost and other specified factors or other comparable processes~~.~~ **and professional services contracts are** ~~Contracts for legal services shall be~~ limited to non-recurring or specialized work for which the district does not possess adequate in-house resources or in-house expertise to conduct **in accordance with N.J.A.C. 6A:23A-5.2(a)5. and 6.**

Nothing in this Policy or N.J.A.C. 6A:23A-5.2 shall preclude the Board from complying with the requirements of any statute, administrative code, or regulation for the award of professional services contracts.

N.J.A.C. 6A:23A-5.2

Adopted: 24 January 2011
Revised: 25 November 2019
Revised:

TO

1570 INTERNAL CONTROLS (M)

As a condition of receiving State aid, the school district shall establish specific policies and procedures on internal controls designed to provide management with reasonable assurance that the district's goals and objectives will be met and ~~that~~ meet the requirements **at** ~~of~~ N.J.A.C. 6A:23A-6.5 through N.J.A.C. 6A:23A-6.13. Internal controls shall promote operational efficiency and effectiveness, provide reliable financial information, safeguard assets and records, encourage adherence to prescribed policies, and comply with law and regulation **in accordance with N.J.A.C. 6A:23A-6.4(a)**.

The specific internal controls contained in N.J.A.C. 6A:23A-6 shall be established together with other internal controls contained in N.J.A.C. 6A and other law and regulations, required by professional standards, and as deemed necessary and appropriate by district management. The district may submit **to the Commissioner of Education** a written request ~~to the Commissioner~~ to approve an alternative system, approach, or process for implementing the internal controls required in N.J.A.C. 6A:23A-6. The application **shall** ~~must~~ include documented evidence, ~~that~~ **including** ~~includes~~, but ~~is~~ not limited to, an independent, third-party written assessment that the alternative system, approach, or process will achieve the same safeguards, efficiency, and other purposes as the specified internal control requirement(s) **in accordance with N.J.A.C. 6A:23A-6.4(b)**.

The ~~school~~ district shall evaluate business processes annually and allocate available resources appropriately in an effort to establish a strong control environment pursuant to ~~the requirements of~~ N.J.A.C. 6A:23A-6.5. In accordance with the provisions of N.J.A.C. 6A:23A-6.5(b), the School Business Administrator/Board Secretary shall identify processes that~~, when performed by the same individuals,~~ are a violation of sound segregation of duties **when performed by the same individuals. The School Business Administrator/Board Secretary** ~~and~~ shall segregate the duties of all such processes among Business **O**~~o~~ffice staff based on available district resources, assessed vulnerability, and **the** associated cost-benefit, **except as required at N.J.A.C. 6A:23A-6.5(b)1. and 2.** The district shall include in the **Annual Comprehensive Financial Report (ACFR)** ~~Comprehensive Annual Financial Report (CAFR) a~~ detailed organizational charts for the Central **O**~~o~~ffice that tie to the district's position control logs, including, but not limited to, the business, human resources, and information management functions.

The ~~school~~ district shall establish Standard Operating Procedures (SOP) for each task or function of the business operations of the district ~~by December 31, 2009~~. The SOP **m**~~M~~anual shall include sections on each routine task or function as outlined in N.J.A.C. 6A:23A-6.6(b) ~~and 6A:23A-6.6(c)~~. **The district shall establish a SOP** ~~A standard operating procedure shall be established~~ that ensures office supplies are ordered in appropriate quantities, maintained in appropriate storage facilities, and monitored to keep track of inventory **in accordance with N.J.A.C. 6A:23A-6.6(c).**

If the ~~School~~ districts has a ~~with~~ budgets in excess of $25,000,000 or ~~with~~ more than three hundred employees, **the district** shall maintain an Enterprise Resource Planning (ERP) System **that** ~~which~~ integrates all data and processes of the ~~school~~ district into a unified system. **An** ~~The~~ ERP system ~~shall~~ uses multiple components of computer software and hardware and a unified database to store data for the various system modules to achieve the integration. ~~Districts required to maintain an ERP System that do not have an ERP System in place on July 1, 2008 shall fully implement an ERP System by the 2010-2011 school year and maintain both the existing system(s) and run a beta test ERP System during the 2009-2010 school year.~~ Whenever considering financial systems or the automation of other services or functions, the Superintendent ~~of Schools~~ or School Business Administrator/Board Secretary shall notify the Executive County Superintendent in writing to see if opportunities for a shared service system exist. Access controls shall be established for key elements of financial systems to ensure ~~that~~ a single person does not have the ability to make system edits that would violate segregation of duties controls **in accordance with N.J.A.C. 6A:23A-6.7(c).**

The ~~school~~ district shall maintain an accurate, complete, and up-to-date automated position control roster to track the actual number and category of employees and the detailed information for each **in accordance with N.J.A.C. 6A:23A-6.8(a).** ~~Districts are required to maintain a position control roster by December 31, 2009.~~ The position control roster shall share a common database and be integrated with the district's payroll system, agree to the account codes in the budget software, and ensure ~~that~~ the data within the position control roster system includes, at a minimum, the ~~required~~ information as **outlined** ~~required~~ in N.J.A.C. 6A:23A-6.8(a)3.

N.J.A.C. 6A:23A-6.4; 6A:23A-6.5; 6A:23A-6.6;
6A:23A-6.7; 6A:23A-6.8

Adopted: 24 January 2011
Revised:

TO

1620 ADMINISTRATIVE EMPLOYMENT CONTRACTS

The Executive County Superintendent shall review and approve, for all Superintendents of Schools, Superintendents of Schools reappointed pursuant to N.J.S.A. 18A:17-20.1, Deputy Superintendents of Schools, Assistant Superintendents of Schools, and School Business Administrators, including any interim, acting, or person otherwise serving in these positions, in school districts, county vocational school districts, county special services school districts and other districts, except charters **schools**, within the ~~C~~county under the supervision of the Executive County Superintendent:

1. New employment contracts, including contracts that replace expired contracts for existing tenured and non-tenured employees;

2. Renegotiations, extensions, amendments, or other alterations of the terms of existing employment contracts that have been previously approved by the Executive County Superintendent; and

3. Provisions for contract extensions where such terms were not included in the original employment contract or are different from the provisions contained in the original approved employment contract.

In counties where there is no Executive County Superintendent, an Executive County Superintendent from another county shall be designated by the Commissioner **of Education** to review and approve all contracts **in accordance with N.J.A.C. 6A:23A:3-1(a) and** ~~listed~~ **1., 2., and 3.** above.

The contract review and approval shall take place prior to any required public notice and hearing pursuant to N.J.S.A. 18A:11-11, and prior to the Board of Education approval and execution of the contracts to ensure compliance with all applicable laws, including, but not limited to, N.J.S.A. 18A:30-3.5~~;~~, 18A:30-9~~;~~, 18A:17-15.1; and 18A:11-12.

In accordance with the provisions of ~~N.J.S.A. 18A:11-11 and~~ N.J.A.C. 6A:23A-3.1(c)1, the public notice and public hearing required **pursuant to N.J.S.A. 18A:11-11 shall** be applicable to a Board ~~of Education~~ that renegotiates, extends, amends, or otherwise alters the terms of an existing contract with a Superintendent of Schools, Deputy Superintendent of Schools, Assistant

Superintendent of Schools, or School Business Administrator. In accordance with N.J.S.A. 18A:11-11, notice must be provided to the public at least thirty days prior to the scheduled action by the Board. The Board shall also hold a public hearing and shall not take any action on the matter until the hearing has been held. The Board shall provide the public with at least ten days' notice of the public hearing.

In accordance with N.J.A.C. 6A:23A-3.1(c)1, the public notice and public hearing required pursuant to N.J.S.A. 18A:11-11 shall not apply to new contracts, including contracts that replace expired contracts for existing employees in one of ~~these~~ positions **listed at N.J.A.C. 6A:23A-3.1(a)**, whether tenured or not tenured. Nothing shall preclude a Board from issuing a public notice and/or holding a public hearing on new contracts, including new contracts that replace expired contracts for existing tenured and non-tenured employees.

The public notice and public hearing required pursuant to N.J.S.A. 18A:11-11 is also required in the event an existing contract for a Superintendent of Schools, Deputy Superintendent of Schools, Assistant Superintendent of Schools, or School Business Administrator is rescinded or terminated by the Board ~~of Education~~ before it is due to expire and the parties agree to new employment terms.

In connection with the Executive County Superintendent's review of the contract, the Board shall provide the Executive County Superintendent with a detailed statement setting forth the total cost of the contract for each applicable year, including salary, longevity (if applicable), benefits, and all other emoluments **in accordance with N.J.A.C. 6A:23A-3.1(d)**.

The review and approval of the employment contracts of Superintendents of Schools, Deputy Superintendents of Schools, Assistant Superintendents of Schools, and School Business Administrators conducted by the Executive County Superintendent shall be consistent with the following additional standards outlined in N.J.S.A. 18A:7-8.1 and N.J.A.C. 6A:23A-3.1**(e)**:

1. Contracts for each class of administrative position shall be comparable with the salary, benefits, and other emoluments contained in the contracts of similarly credentialed and experienced administrators in other ~~school~~ districts in the region with similar enrollment, academic achievement levels and challenges, and grade span.

2. No contract shall include provisions that are inconsistent with the travel requirements pursuant to N.J.S.A. 18A:11-12 and N.J.A.C. 6A:23A-7, including, but not limited to, the provisions for mileage reimbursement and reimbursement for meals and lodging in New Jersey. Any contractual provision that is inconsistent with law **shall be** ~~is~~ superseded by the law.

3. No contract shall include provisions for the reimbursement or payment of employee contributions that are either required by law or by a contract in effect in the ~~school~~ district with other teaching staff members, such as payment of the employee's State or Federal taxes, or of the employee's contributions to FICA, Medicare, State pensions and annuities (TPAF), life insurance, disability insurance (if offered), and health benefit costs.

4. No contract shall contain a payment as a condition of separation from service that is deemed by the Executive County Superintendent to be prohibited or excessive in nature. The payment cannot exceed the lesser of the calculation of three months' pay for every year remaining on the contract with pro-ration for partial years, not to exceed twelve months, or the remaining salary amount due under the contract.

5. No contract shall include benefits that supplement or duplicate benefits that are otherwise available to the employee by operation of law, an existing group plan, or other means; **for example** ~~e.g.~~, an annuity or life insurance plan that supplements or duplicates a plan already made available to the employee. Notwithstanding the provisions of **N.J.A.C. 6A:23A-3.1** ~~this section~~, a contract may contain an annuity where ~~those~~ benefits are already contained in the existing contract between **that** ~~the~~ employee and the district.

6. Contractual provisions regarding accumulation of sick leave and supplemental compensation for accumulated sick leave shall be consistent with N.J.S.A. 18A:30-3.5 **and 18A:30-3.6.** Supplemental payment for accumulated sick leave shall be payable only at the time of retirement and shall not be paid to the individual's estate or beneficiaries in the event of the individual's death prior to retirement. Pursuant to N.J.S.A. 18A:30-3.2, a new Board ~~of Education~~ contract may include credit of unused sick leave **days** in accordance with the new Board**'s** ~~of Education's~~ policy on sick leave credit for all employees.

7. Contractual provisions regarding accumulation of unused vacation leave and supplemental compensation for accumulated unused vacation leave shall be consistent with N.J.S.A. 18A:30-9. Contractual provisions for payments of accumulated vacation leave prior to separation can be included, but only for leave accumulated prior to June 8, 2007, and remaining unused at the time of payment. Supplemental payments for unused vacation leave accrued consistent with the provisions of N.J.S.A. 18A:30-9 after June 8, 2007, as well as unused vacation leave accumulated prior to June 8, 2007, that has not been paid, shall be payable at the time of separation and may be paid to the individual's estate or beneficiaries in the event of the individual's death prior to separation.

8. Contractual provisions that include a calculation of per diem for twelve-month employees shall be based on a two hundred sixty-day work year.

9. No provision for a merit bonus shall be made except where payment is contingent upon achievement of quantitative merit criterion and/or qualitative merit criterion:

   a. A contract may include no more than three quantitative merit criteria and/**or** two qualitative merit criteria per contract year.

   b. The Executive County Superintendent shall approve or disapprove the selection of quantitative merit and/**or** qualitative merit criteria and the data that forms the basis of measuring the achievement of quantitative merit and/**or** qualitative merit criteria.

   c. A contract may provide for merit bonuses in an amount not exceeding 3.33 percent of annual salary for each quantitative merit criterion achieved and 2.5 percent of annual salary for each qualitative merit criterion achieved. Any such merit bonus shall be considered "extra compensation" for purpose of N.J.A.C. 17:3-4.1 and shall not be cumulative.

d. The Board ~~of Education~~ shall submit to the Executive County Superintendent a resolution certifying that a quantitative merit criterion or a qualitative merit criterion has been satisfied and shall await confirmation of the satisfaction of that criterion from the Executive County Superintendent prior to payment of any merit bonus.

10. No provision for a bonus shall be made except where payment is contingent upon achievement of measurable specific performance objectives expressly contained in a contract approved pursuant to N.J.A.C. 6A:23A-3.1, where compensation is deemed reasonable relative to the established performance objectives and achievement of the performance objectives has been documented to the satisfaction of the Board ~~of Education~~.

11. No provision for payment at the time of separation or retirement shall be made for work not performed except as otherwise authorized in N.J.A.C. 6A:23A-3.1 and N.J.S.A. 18A:7-8.1.

12. No contract shall include a provision for a monthly allowance except for a reasonable car allowance. A reasonable car allowance shall not exceed the monthly cost of the average monthly miles traveled for business purposes multiplied by the allowable mileage reimbursement pursuant to applicable law and regulation and New Jersey Office of Management and Budget (NJOMB) circulars. If such allowance is included, the employee **cannot** ~~shall not~~ be reimbursed for business travel mileage nor assigned permanently a car for official district business. Any provision of a car for official district business **shall** ~~must~~ conform with N.J.A.C. 6A:23A-6.12 and **shall** be supported by detailed justification. No contract shall include a provision of a dedicated driver or chauffeur.

13. All Superintendent contracts shall include, **pursuant to N.J.S.A. 18A:17-15.1,** the required provision **that** ~~pursuant to N.J.S.A. 18A:17-15.1 which~~ states that **the contract is null and void** in the event the Superintendent's certificate is revoked~~, the contract is null and void~~.

14. No contract shall include a provision for additional compensation upon the acquisition of a graduate degree unless the graduate degree is conferred by **an** ~~a regionally~~ accredited college or

university ~~as defined in applicable regulations~~. No contract shall include a provision for assistance, tuition reimbursement, or additional compensation for graduate school coursework~~,~~ unless the coursework culminates in the acquisition of a graduate degree conferred by **an** ~~a regionally~~ accredited **institution,** college, or university ~~as defined in applicable regulations~~.

The review and approval of an employment contract for the Superintendent ~~of Schools~~ shall not include maximum salary amounts pursuant to N.J.S.A. 18A:7-8.j.

Any action(s) by the Executive County Superintendent undertaken pursuant to N.J.S.A. 18A:7-8.1, N.J.A.C. 6A:23A-3.1, and this Policy may be appealed to the Commissioner ~~of Education~~ pursuant to the procedures set forth at N.J.A.C. 6A:3, Controversies and Disputes.

N.J.S.A. 18A:7-8; 18A:7-8.1; 18A:11-11
N.J.A.C. 6A:23A-3.1; 6A:23A-7 et seq.

Adopted: 24 January 2011
Revised: 22 December 2020

TO

6111 SPECIAL EDUCATION MEDICAID INITIATIVE (SEMI) PROGRAM (M)

Every New Jersey school district, with the exception of any district that obtains a waiver of the requirements of N.J.A.C. 6A:23A-5.3**(b)** ~~pursuant to the procedures set forth at N.J.A.C. 6A:23A-5.3(b)~~, shall take appropriate steps to maximize its revenue from the Special Education Medicaid Initiative (SEMI) **p**~~P~~rogram by following **the** policies and procedures to maximize participation in the program as set forth in N.J.A.C. 6A:23A-5.3(d) and to comply with all program requirements as set forth in N.J.A.C. 6A:23A-5.3(e).

The school district may seek, in the prebudget year, a waiver of the requirements of N.J.A.C. 6A:23A-5.3 in accordance with the procedures as outlined in N.J.A.C. 6A:23A-5.3(b). As part of the annual budget information, the **New Jersey** Department of Education shall provide each ~~school~~ district with a projection of available SEMI reimbursement for the budget year, as determined by the **New Jersey** ~~State~~ Department of **the** Treasury's third-party administrator for SEMI. ~~Beginning with the 2009-2010 school year,~~ T~~t~~he ~~school~~ district shall recognize as revenue in its annual ~~school~~ district budget no less than ninety percent of the projection ~~provided by the Department of Education~~. The district may seek approval from the Executive County Superintendent to use its own projection of SEMI reimbursement upon demonstration ~~that~~ the numbers it used in calculating the projection are more accurate than the projection provided.

The ~~school~~ district shall strive to achieve maximum participation in the SEMI program. "Maximum participation" means obtaining a ninety percent return rate of parental consent forms for all SEMI-eligible students. Districts shall enter all students following their evaluations into the third-party system **as determined by the New Jersey Department of the Treasury** to identify the district's universe of eligible students. This **may** ~~can~~ be done without parental consent.

If the district participates ~~Districts participating~~ in the SEMI reimbursement program**, the district** shall comply with program requirements as outlined in N.J.A.C. 6A:23A-5.3(e).

If the ~~A school~~ district ~~that~~ has less than ninety percent participation of SEMI-eligible students in the prebudget year or that has failed to comply with all program requirements **at** ~~set forth in~~ N.J.A.C. 6A:23A-5.3(e)**, the district** shall submit a SEMI action plan to the Executive County Superintendent for review and approval as part of the ~~school~~ district's proposed budget submission. The

district's SEMI action plan shall include the components as outlined in N.J.A.C. 6A:23A-5.3(g).

If the district does ~~Districts that did~~ not achieve ninety percent participation, or **does not** achieve their approved benchmarks in the SEMI program for a given budget year and cannot demonstrate that they fully implemented their **New Jersey** Department of Education-approved SEMI action plan **required at N.J.A.C. 6A:23A-5.3(f) and (g), the district** shall be subject to review for the withholding of State aid by the Commissioner **of Education,** pursuant to N.J.S.A. 18A:55-3, in an amount equal to the SEMI revenue projection based on their approved benchmark for the budget year, if applicable, less actual SEMI reimbursements for the budget year. The State aid deduction shall be made in the second subsequent year after the budget year.

If the district does not meet the requirement of the cost-settlement components of SEMI, the district may be required to refund all or part of their SEMI reimbursements.

N.J.A.C. 6A:23A-5.3

Adopted: 24 January 2011
Revised:

TO

6220 BUDGET PREPARATION (M)

The annual budget is the financial plan for the effectuation of the educational plan for the district.~~; its preparation is, therefore, one of the most important functions performed by the Board of Education.~~ The budget shall be designed to carry out that plan in a thorough and efficient manner, to maintain school district facilities, and to honor continuing obligations of the district.

A proposed budget requires the critical analysis **by** ~~of~~ every member of the Board **of Education** during its preparation. The administration shall work with the Board to ensure Board members have a thorough understanding of the budget appropriations, budget revenue, the proposed educational program, and the budget's impact to the local tax levy. The Board shall also provide for community input during the budget development process.

~~The annual school district budget and supporting documentation shall be prepared in accordance with the provisions of N.J.S.A. 18A:7F; et seq. and N.J.A.C. 6A:23A-8.1 et seq. The Board will obtain approval of the local funding for a non-referendum capital project (school facility project or other capital project) in accordance with the provisions of N.J.A.C. 6A:23A-8.4.~~

The annual school district budget and supporting documentation shall be prepared in accordance with the provisions of N.J.S.A. 18A:7F; N.J.S.A. 18A:22-7 and 18A:22-8; and N.J.A.C. 6A:23A-8. The Board **shall adopt and** ~~will~~ submit ~~its proposed budget and supporting documentation as prescribed by the Commissioner~~ to the Executive County Superintendent for approval**, together with Commissioner-prescribed supporting documentation, a budget that provides for a thorough and efficient education pursuant to N.J.A.C. 6A:23A-8.1(a). Pursuant to N.J.A.C. 6A:26-3.7 and 6A:26-3.12, the Board shall obtain approval of the local funding for a non-referendum capital project (school facility project or other capital project) in accordance with N.J.A.C. 6A:23A-8.4.**

The budget will be presented to the Board ~~of Education~~ to allow adequate time for review and adoption. ~~The budget should evolve primarily from the needs of the individual schools as expressed by the Building Principals and the district educational program as expressed by the central administrative staff and be compatible with approved district plans.~~

The Board shall include in the budget application to the Executive County Superintendent a complete reporting of revenues and appropriations and other requirements pursuant to N.J.S.A. 18A:22-8-**1 et seq.** and N.J.S.A. 18A:7F-5 through 63.

The Board, upon submission of its budget application to the Executive County Superintendent or by the statutory submission date, whichever is earlier, shall make available upon request for public inspection all budget and supporting documentation contained in the budget application and all other documents listed in N.J.A.C. 6A:23A-8.1 once the budget application has been submitted to the Executive County Superintendent for approval.

The budget, as adopted for the school year pursuant to N.J.S.A. 18A:7F-5, shall be provided for public inspection on the district's **website** ~~Internet site~~, if one exists, and made available in print in a "user-friendly," plain language budget summary format in accordance with the provisions of N.J.A.C. 6A:23A-8.1(c).

All budgetary and accounting systems used in the school district must be in accordance with double-entry bookkeeping and Generally Accepted Accounting Principles as required in N.J.A.C. 6A:23A-16.1 et seq.

N.J.S.A. 18A:7F et seq.; 18A:22-7 et seq.
N.J.A.C. 6A:23A-8.1 et seq.; 6A:23A-16.1 et seq.

Adopted: 28 March 2011
Revised:



TO

0143 BOARD MEMBER ELECTION AND APPOINTMENT

The election and appointment of Board of Education members will be conducted in strict compliance with law.

Vacancies in the membership of Boards of Type II districts having elected Boards shall be filled in accordance with N.J.S.A. 18A:12-15. Vacancies in the membership of a regional Board shall be filled from the constituent districts represented by the former incumbents in the same manner as vacancies in the membership of Boards of Type II districts having elected Boards in accordance with N.J.S.A. 18A:13-11. Such vacancies shall be filled as follows:

1. **By the Executive County Superintendent, if the vacancy is caused by the absence of candidates for election to the Board or by the removal of a member because of lack of qualifications, or is not filled within sixty-five days following its occurrence;**

2. **By the Executive County Superintendent, to a number sufficient to make up a quorum of the Board if, by reason of vacancies, a quorum is lacking;**

3. **By special election, if in the annual school election two or more candidates qualified by law for membership on the Board receive an equal number of votes. Such special election shall be held only upon recount and certification by the County Board of Elections of such election result, shall be restricted to such candidates, shall be held within sixty days of the annual school election, and shall be conducted in accordance with procedures for annual and special school elections set forth in Title 19 of the Revised Statutes. The vacancy shall be filled by the Executive County Superintendent if in such special election two or more candidates qualified by law for membership on the Board receive an equal number of votes;**

4. **By special election, if there is a failure to elect a member at the annual school election due to improper election procedures. Such special election shall be restricted to those persons who were candidates at such annual school election, shall be held within sixty days of such annual school election, and shall be conducted in accordance with the**

procedures for annual and special school elections set forth in Title 19 of the Revised Statutes;

5. **By the Commissioner of Education if there is a failure to elect a member at the annual school election due to improper campaign practices; or**

6. **By a majority vote of the remaining members of the Board after the vacancy occurs in all other cases.**

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

~~A vacancy in the membership of a regional Board of Education shall be filled in accordance with N.J.S.A. 18A:13-11. A vacancy be filled from the constituent districts represented by the former incumbents in the same manner as vacancies in the membership of Boards of Education of Type II districts having elected Boards of Education are filled.~~

~~A vacancy in the membership of a Board of Education shall be filled as follows:~~

~~1. By the Executive County Superintendent, if the vacancy is caused by:~~

~~a. The absence of candidates for election to the school Board; or~~

~~b. The removal of a member because of lack of qualifications; or~~

~~c. The failure of the Board to appoint a person to a vacancy within sixty-five days following its occurrence; or~~

~~d. Two or more candidates qualified by law for membership on the Board receiving an equal number of votes in a special runoff election.~~

~~c. By the Executive County Superintendent, to a number sufficient to make up a quorum of the Board if, by reason of vacancies, a quorum is lacking;~~

~~3. By special election within sixty days of the annual school election, if:~~

~~a. Two or more candidates qualified by law for membership on the school Board receive an equal number of votes in the annual school election; or~~

~~b. The annual election is disqualified due to improper election procedures.~~

~~4. By the Commissioner of Education if there is a failure to elect a member at the annual school election due to improper campaign practices; or~~

~~5. By a majority vote of the remaining members of the Board of Education after the vacancy occurs in all other cases.~~

The Board Secretary shall promptly notify the President of a vacancy to be filled by the Board. The President shall inform all other Board members. The Board will give public notice of the vacancy and invite any qualified person to submit a written request for consideration of **their** ~~his/her~~ candidacy for the vacancy. The Board may also require candidates submit a resume with their written request.

In considering candidates who have expressed an interest in a vacancy, the Board ~~of Education~~ may interview candidates in public or executive session. The Board must vote to appoint a candidate to a vacancy in public session and there shall be no decisions made in executive session. In the event interviews are conducted in executive session, Board members, in the public session nomination and voting process, shall express their opinion in support of their vote so the public can witness any deliberations, policy formulation, and the decision making process of the Board.

A roll call vote will be conducted on candidates in the order the candidates were nominated with a second. If there are two or more vacancies, each vacancy will be filled by a separate election process. The first candidate who receives the votes of a majority of the remaining Board members will be elected to the vacancy. In the event no candidate receives a majority vote of the remaining Board members, another election process shall be conducted between the two candidates receiving the highest number of votes.]

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

N.J.S.A. 18A:13-5; 18A:13-10; 18A:13-11 **[regional district]**
N.J.S.A. 18A:54-16
N.J.S.A. 40A:9-12.1 [vocational district]

Adopted: 24 January 2011
Revised: 30 September 2024
Revised:

NEW

1636.01 NOTIFICATION OF PROMOTION, NEW JOB, AND TRANSFER OPPORTUNITIES

The Board of Education shall make reasonable efforts to announce, post, or otherwise make known opportunities for promotion that are advertised internally within the district or externally on internet-based advertisements, postings, printed flyers, or other similar advertisements to all current employees in the affected department or departments of the district prior to making a promotion decision in accordance with N.J.S.A. 34:6B-23.

For the purpose of N.J.S.A. 34:6B-23 and this Policy, "promotion" means a change in job title and an increase in compensation.

Any promotion for a current employee that is awarded on the basis of years of experience or performance shall not be subject to the notification requirements established in N.J.S.A. 34:6B-23 and this Policy. Nothing in N.J.S.A. 34:6B-23 and this Policy shall be construed to prohibit the Board from making a promotion on an emergent basis due to an unforeseen event.

The Board shall disclose in each posting for new jobs and transfer opportunities that are advertised by the Board either externally or internally the hourly wage or salary, or a range of the hourly wage or salary, and a general description of benefits and other compensation programs for which the staff member would be eligible. Nothing in N.J.S.A. 34:6B-23 and this Policy shall be construed to prohibit the Board from increasing the wages, benefits, and compensation identified in the job opening posting at the time of making an offer for employment to an applicant.

N.J.S.A. 34:6B-23

Adopted:

1648.15 RECORDKEEPING FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS COVID-19

The Board of Education is committed to providing a safe and healthy workplace for all employees. The school district shall maintain its records in accordance with Occupational Safety and Health Act of 1970 (OSHA) COVID-19 Emergency Temporary Standard (ETS) published on June 21, 2021 as adopted by the Public Employees Occupational Safety and Health (PEOSH), the agency with jurisdiction over public employers in New Jersey. The provisions of the ETS have expired and are no longer in effect for school districts except for the provisions addressing recordkeeping, outlined in 29 CFR §1910.502(q). The ETS and this Policy are only applicable for employees working in the school nurse's office and any adjoining clinical areas in the school building.

For the purpose of this Policy, "employee" means any district employee or contracted service provider working in a healthcare setting where people with suspected or confirmed COVID-19 are reasonably expected to be present. Therefore, the provisions of the ETS and this Policy only apply to employees or contracted service providers working in a nurse's office or any adjoining clinical areas.

For the purpose of this Policy, "healthcare setting" means all settings in the school district where any employee or contracted service provider provides healthcare services or healthcare support services. Where a healthcare setting is embedded within a non-healthcare setting (i.e. school nurse's office and any adjoining clinical areas in a school building), the ETS and this Policy only apply to the embedded healthcare setting and not to the remainder of a school building.

The school district will retain all versions of Policy 1648.14 – Safety Plan for Healthcare Settings in School Buildings, to comply with the ETS while the ETS remains in effect, even after Policy 1648.14 has been abolished.

The school district will establish and maintain a COVID-19 log to record each instance in which an employee is COVID-19 positive, regardless of whether the instance is connected to exposure to COVID-19 at work. The COVID-19 log will contain, for each instance, the employee's name, one form of contact information, occupation, location where the employee worked, the date of the employee's last day in the healthcare setting, the date of the positive test for, or diagnosis of,

COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced.

The school district will record the information in the COVID-19 log within twenty-four hours of learning the employee is COVID-19 positive. The school district will maintain the COVID-19 log as a confidential medical record and will not disclose it except as required by the ETS or other Federal law. The school district will maintain and preserve the COVID-19 log while the ETS remains in effect.

By the end of the next business day after a request, the school district will provide for examination and copying: all versions of Policy 1648.14; the individual COVID-19 log entry for a particular employee to that employee and to anyone having written authorized consent of that employee; and a version of the COVID-19 log that removes the names of employees, contact information, and occupation, and only includes, for each employee in the COVID-19 log, the location where the employee worked, the last day that the employee was in the healthcare setting before removal, the date of that employee's positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced, to all employees.

29 CFR §1910.502(q)

Adopted: September 20, 2022

TO

2422 **STATUTORY CURRICULAR REQUIREMENTS**
~~COMPREHENSIVE HEALTH AND PHYSICAL EDUCATION~~

The New Jersey Student Learning Standards (NJSLS) provide clear and consistent learning goals across distinct content areas to help prepare students for postsecondary success. The NJSLS demonstrate what students are expected to learn at specific grade levels and bands, so that every parent and teacher can understand and support learning. The NJSLS offer the foundation on which school districts build coherent curriculum and plan instruction to prepare each student with the knowledge and skills needed to succeed.

~~The Board of Education requires all students to participate in a comprehensive, sequential, health and physical education program aligned with the New Jersey Student Learning Standards (NJSLS) that emphasizes the natural interdisciplinary connection between wellness and health and physical education. The primary focus of the NJSLS is the development of knowledge and skills that influence healthy behaviors within the context of self, family, school, and the local and global community.~~

~~The curriculum requirements listed below address the need for students to gain knowledge and skill in caring for themselves, interacting effectively with others, and analyzing the impact of choices and consequences. The primary focus of the curriculum listed below is to help students develop concepts and skills that promote and influence healthy behaviors.~~

The New Jersey State Board of Education adopts the NJSLS and the ~~The NJSLS incorporate~~ New Jersey statutes **require instruction to be part of the school district's implementation of the NJSLS** ~~related to health and well-being of students in New Jersey schools~~. The following statutes **that require instruction to be part of the school district's implementation of** ~~incorporated into~~ the NJSLS include~~, but are not limited to, the following requirements~~:

1. Accident and Fire Prevention (N.J.S.A. 18A:6-2) requires regular courses of instruction in accident and fire prevention.

2. Breast Self-Examination (N.J.S.A. 18A:35-5.4) requires offering instruction on breast self-examination for students in grades seven through twelve.

3. Bullying Prevention Programs (N.J.S.A. 18A:37-17) requires the establishment of bullying prevention programs.

4. Cancer Awareness (N.J.S.A. 18A:40-33) requires the development of a school program on cancer awareness by the Commissioner of Education.

5. Dating Violence Education (N.J.S.A. 18A:35-4.23a) requires instruction regarding dating violence in grades seven through twelve.

6. Domestic Violence Education (N.J.S.A. 18A:35-4.23) allows instruction on problems related to domestic violence and child abuse.

7. Gang Violence Prevention (N.J.S.A. 18A:35-4.26) requires instruction in gang violence prevention for elementary school students.

8. Health, Safety, and Physical Education (N.J.S.A. 18A:35-5) requires that all students in grades one through twelve participate in at least two and one-half hours of health, safety, and physical education each school week.

9. Drugs, Alcohol, Tobacco, Controlled Dangerous Substances, and Anabolic Steroids (N.J.S.A. 18A:40A-1) requires instructional programs on drugs, alcohol, anabolic steroids, tobacco, and controlled dangerous substances and the development of curriculum guidelines for each grade Kindergarten through twelve.

10. Lyme Disease Prevention (N.J.S.A. 18A:35-5.1 through **18A:35-**5.3) requires the development of Lyme **d**~~D~~isease curriculum guidelines **for the teaching of information on the prevention of Lyme disease and other tick-borne diseases** ~~and training to all teaching staff members who instruct students with Lyme Disease~~.

11. Organ Donation (N.J.S.A. 18A:7F-4.3) requires information relative to organ donation to be given to students in grades nine through twelve.

12. Sexual Assault Prevention (N.J.S.A. 18A:35-4.3) requires the development of a sexual assault prevention education program by the Commissioner of Education for utilization by school districts.

13. Stress Abstinence (N.J.S.A. 18A:35-4.19 through ~~N.J.S.A.~~ 18A:35-4.22), also known as the "AIDS Prevention Act of 1999," requires sex education programs to stress abstinence.

14. Suicide Prevention (N.J.S.A. 18A:6-111 through **18A:6-**113) requires instruction in suicide prevention in public schools.

15. Cardiopulmonary Resuscitation (CPR)/Automated External Defibrillator (AED) (N.J.S.A. 18A:35-4.28 and 18A:35-4.29) requires public high schools and charter schools to provide instruction in cardiopulmonary resuscitation and the use of an automated external defibrillator to each student prior to graduation.

16. Sexually Explicit Images through Electronic Means (N.J.S.A. 18A:35-4.32 and **18A:35-**4.33) requires instruction, once during middle school, on the social, emotional, and legal consequences of distributing and soliciting sexually explicit images through electronic means.

17. History of Disabled and LGBT Persons (N.J.S.A. 18A:35-4.35 and **18A:35-**4.36) requires instruction on the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender people for middle and high school students.

18. Financial Literacy (N.J.S.A. 18A:35-4.34) requires instruction with basic financial literacy necessary for sound financial decision-making in each of the grades six through eight.

19. Sexual Abuse and Assault Awareness and Prevention Education (N.J.S.A. 18A:35-4.5a) requires age-appropriate sexual abuse and assault awareness and prevention education in grades preschool through twelve.

20. Curriculum to Include Instruction on Diversity and Inclusion (N.J.S.A. 18A:35-4.36a) requires instruction on diversity and

inclusion in an appropriate place in the curriculum for students in grades Kindergarten through twelve.

21. Incorporation of Age-Appropriate Instruction Relative to Consent for Physical Contact and Sexual Activity (N.J.S.A. 18A:35-4.38) requires age-appropriate instruction in grades six through twelve on the law and meaning of consent for physical contact and sexual activity.

22. Health Curriculum to Include Instruction on Mental Health (N.J.S.A. 18A:35-4.39) requires health education programs to include instruction on mental health and the relation of physical and mental health for students in grades Kindergarten through twelve.

23. Information About "New Jersey Safe Haven Infant Protection Act" Included in Public School Curriculum (N.J.S.A. 18A:35-4.40) **requires** information on the provisions of the "New Jersey Safe Haven Infant Protection Act" shall be included in curriculum for public school students in grades nine through twelve.

24. Infusion of African American Accomplishments into School Curricula (N.J.S.A. 18A:35-4.43) requires in the curriculum for all elementary and secondary students instruction that infuses into all courses on the United States the centuries of accomplishments by African Americans in the building and development of America.

25. Asian American, Pacific Islander History, Contributions; Instruction Included in Curriculum (N.J.S.A. 18A:35-4.44) requires instruction on the history and contributions of Asian Americans and Pacific Islanders in an appropriate place in the curriculum of students in grades Kindergarten through twelve as part of the district's implementation of the NJSLS in Social Studies.

26~~25~~. **Any o**~~O~~ther **s**~~S~~tatutory or **a**~~A~~dministrative **c**~~C~~odes **requiring instruction to be part of the district's implementation of the NJSLS.** ~~The Board will incorporate into its health and physical education curriculum any other requirements of the NJSLS in Comprehensive Health and Physical Education.~~

In accordance with the provisions of N.J.S.A. 18A:35-4.7, any student whose parent presents to the Principal a signed statement that any part of the instruction in health, family life education, or sex education is in conflict with **their** ~~his/her~~ conscience or sincerely held moral or religious beliefs shall be excused from that portion of the course where such instruction is being given and no penalties as to credit or graduation shall result.

The Board ~~of Education~~ must provide two and one-half hours of health, safety, and physical education courses in each school week, or proportionately less when holidays fall within the week. Recess period(s) shall not be used to meet the requirements of N.J.S.A. 18A:35-5, 7, and 8.

In accordance with N.J.S.A. 18A:35-4.31, the Board ~~of Education~~ shall provide a daily recess period of at least twenty minutes for students in grades Kindergarten through five. A recess period is not required on a school day in which the day is substantially shortened due to a delayed opening or early dismissal. The recess period shall be outdoors, if feasible. A student shall not be denied recess for any reason, except as a consequence of a violation of the school district's Code of Student Conduct, including a harassment, intimidation, or bullying (HIB) investigation pursuant to N.J.S.A. 18A:37-13 et seq. Students may not be denied recess more than twice per week for a violation of the Code of Student Conduct or HIB investigation and these students shall be provided restorative justice activities during the recess period.

Restorative justice activities are defined as activities designed to improve the socioemotional and behavioral responses of students through the use of more appropriate and less punitive interventions thereby establishing a more supportive and inclusive school culture. The student's recess period should be scheduled in a manner that does not interfere with the implementation of a student's Individualized Education Program (IEP). School staff may deny recess for a student on the advice of a medical professional, school nurse, or the provisions of a student's IEP and/or 504 Plan.

A copy of the NJSLS ~~for Comprehensive Health and Physical Education~~ and all related curriculum/course guides and instructional material shall be available for public inspection ~~in each school~~.

Adopted: 24 January 2011
Revised: 22 August 2016
Revised: 16 October 2019
Revised: 15 June 2020
Revised:

NEW

5339.01 STUDENT SUN PROTECTION (M)

The Board of Education believes it is important that school district students protect themselves against harmful sun-related skin diseases by using protective measures. Pursuant to N.J.S.A. 18A:40-12.39 and notwithstanding any law or regulation to the contrary, the Board adopts this Policy concerning a student's use of sunscreen and sun-protective clothing, such as hats and sunglasses, while outdoors at school and school-sponsored functions.

As used in this Policy, "sunscreen" means a topical product used for the purpose of limiting skin damage caused by overexposure to the sun, and which is regulated by the Federal Food and Drug Administration for over-the-counter use, in accordance with N.J.S.A. 18A:40-12.39.a.

Students are not required to provide documentation from a physician or other licensed health care professional in order to use sunscreen or sun-protective clothing while outdoors at school or a school-sponsored function.

[Optional

The Board requires written permission from a student's parent to allow that student to carry or use sunscreen at school or a school-sponsored function for all students in grade(s) K-8. Any student required to have written permission from their parent to carry or use sunscreen shall be monitored by school staff to ensure safety through the appropriate use of sunscreen.**]**

[Optional

Sunscreen can be packaged as aerosol, spray, lotion or cream with fragrances, as such the district prohibits the use of sunscreen that the Principal or designee may deem harmful to students with asthma or other respiratory ailments or a nuisance to students or staff members.**]**

Any student found to be using sunscreen in an inappropriate manner shall have their permission to use sunscreen revoked and be disciplined in accordance with the student code of conduct. If a student's permission to use sunscreen is revoked, the district shall notify the student's parent in writing of the reasons and duration for the revocation of that permission and of any discipline associated with the incident.

The district shall provide for the transportation and storage of sunscreen to ensure accessibility when students travel off school grounds for school-sponsored functions.

Nothing in this Policy shall be construed as requiring a staff member to assist a student in applying sunscreen.

N.J.S.A. 18A:40-12.39

Adopted:

TO

0142.1 NEPOTISM (M)

The Board of Education adopts this Nepotism Policy as a condition of receiving State aid pursuant to N.J.A.C. 6A:23A-6.2**(a)**.

For the purposes of this Policy, "relative" means an individual's spouse, ~~by marriage or~~ civil union **partner as defined at** ~~pursuant to~~ N.J.S.A. 37:1-28~~33~~ **et seq.**, domestic partner as defined **at** ~~in~~ N.J.S.A. 26:8A-3, or the ~~individual's or spouse's~~ parent, child, sibling, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother, or half-sister **of the individual or of the individual's spouse, civil union partner, or domestic partner,** whether the relative is related to the individual or the individual's spouse**, civil union partner, or domestic partner** by blood, marriage, or adoption **pursuant to N.J.A.C. 6A:23A-1.2**.

For the purposes of this Policy, "immediate family member" means the person's spouse, partner in a civil union as defined **at** ~~in~~ N.J.S.A. 37:1-28~~33~~ **et seq.**, domestic partner as defined **at** ~~in~~ N.J.S.A. 26:8A-3, or dependent child, residing in the same household.

For the purposes of this Policy, "administrator" is defined as set forth in N.J.S.A. 18A:12-23.

No relative of a Board member or the Superintendent of Schools shall be employed in an office or position in this school district except: ~~that a person employed by the school district on the effective date of the Policy or the date a relative becomes a Board member or Superintendent shall not be prohibited from continuing to be employed or promoted in the district.~~

1. **A person employed by the district on or before October 1, 2008 or on or before the date an employee's relative becomes a Board member or Superintendent shall not be prohibited from continuing to be employed or to be promoted in the district in accordance with the effective date as outlined in the initial version of N.J.A.C. 6A:23A-6.2 adopted on July 1, 2008. However, this shall not pertain to extending an employment contract to allow for an increase in annual pay directly related to an extension of the work year; and**

2. **The district may employ a relative of a Board member or the Superintendent provided the district has obtained approval from the Executive County Superintendent. Such approval shall be granted only upon demonstration by the district that it conducted a thorough search for candidates and the proposed candidate is the only qualified and available person for the position.**

The Superintendent ~~of Schools~~ shall not recommend to the Board, ~~of Education~~ pursuant to N.J.S.A. 18A:27-4.1, **the** ~~any~~ relative of ~~a Board member or~~ the Superintendent **or a Board member, unless the relative is subject to an exception as outlined at N.J.A.C. 6A:23A-6.2(a)2. and at 1. and 2. above.** ~~[**Optional** – However, in accordance with N.J.A.C. 6A:23A-6.2(a)2, the district may employ a relative of a Board member or Superintendent of Schools provided the district obtains the approval from the Executive County Superintendent of Schools. Such approval shall be granted only upon demonstration by the school district that it conducted a thorough search for candidates and that the proposed candidate is the only qualified and available person for the position.]~~

~~[**Optional** – In accordance with N.J.A.C. 6A:23A-6.2(a)6.(b), per diem substitutes and student employees who are relatives of a Board member or the Superintendent of Schools shall be excluded from the provisions of this Policy and N.J.A.C. 6A:23A-6.2.]~~

A ~~school~~ district administrator shall **not exercise** ~~be prohibited from exercising~~ direct or indirect authority, supervision, or control over **the administrator's** ~~a~~ relative ~~of the administrator~~. **If** ~~Where~~ it is not feasible to eliminate such a direct or indirect supervisory relationship, appropriate screens and/or alternative supervision and reporting mechanisms **shall** ~~must~~ be put in place.

A ~~school~~ district administrator or Board member **whose** ~~who has a~~ relative ~~who~~ is a member of the bargaining unit shall **not discuss or vote** ~~be prohibited from discussing or voting~~ on the proposed collective bargaining agreement with that unit or from participating in any way in negotiations, including, but not limited to, being a member of the negotiating team; nor should that ~~school~~ district administrator be present with the Board in closed session when negotiation strategies are being discussed; ~~provided~~ however, ~~that~~ the administrator may serve as a technical resource to the negotiating team and may provide technical information necessary to the collective bargaining process when no one else in the district can provide such information.

A ~~school~~ district administrator or Board member who has an immediate family member who is a member of the same Statewide union in another school district shall **not participate** ~~be prohibited from participating~~ in any way in negotiations, including, but not limited to, being a member of the negotiating team or being present with the Board ~~of Education~~ in closed sessions when negotiation strategies are being discussed, prior to the Board ~~of Education~~ attaining a ~~t~~**T**entative **m**~~M~~emorandum of **a**~~A~~greement with the bargaining unit that includes a salary guide and total compensation package. Once the ~~t~~**T**entative **m**~~M~~emorandum of **a**~~A~~greement is established, a ~~school~~ district administrator with an immediate family member who is a member of the same Statewide union in another school district may fully participate in the process, absent other conflicts. **However** ~~Notwithstanding these provisions~~, a district administrator who has an immediate family member who is a member of the same Statewide union in another district may serve as a technical resource to the negotiating team and may provide technical information necessary to the collective bargaining process when no one else in the district can provide the information.

[Optional – In accordance with N.J.A.C. 6A:23A-6.2(b), per diem substitutes and student employees who are relatives of a Board member or the Superintendent shall be excluded from the provisions of this Policy and N.J.A.C. 6A:23A-6.2.]

N.J.A.C. 6A:23A-6.2

Adopted: 24 January 2011
Revised:

TO

1220 EMPLOYMENT OF CHIEF SCHOOL ADMINISTRATOR

The Board of Education vests the primary responsibility for the administration of this school district in a Superintendent of Schools and recognizes the appointment of a person to that office is one of the most important functions this Board can perform. The Superintendent shall have a seat on the Board **employing the Superintendent** ~~of Education~~ and the right to speak on **all** matters at meetings of the Board ~~(pursuant to N.J.S.A. 18A:17-20.a or N.J.S.A. 18A:17-20.b)~~, but shall have no vote **pursuant to N.J.S.A. 18A:17-20.b**.

The Superintendent shall devote **themselves** ~~himself or herself~~ exclusively to the duties of the office.]

Recruitment Procedures

The Board shall actively seek the best qualified and most capable candidate for the position of Superintendent. The Board may use a consultant service to assist in the recruitment process. Recruitment procedures may include, but are not limited to, the following activities:

1. The preparation of a new or a review of an existing written job description;

2. **The p**~~P~~reparation of informative material describing the ~~school~~ district and its educational goals and objectives;

3. ~~Where feasible,~~ **T**~~t~~he opportunity for applicants to visit the district, **where feasible**;

4. **An** ~~Establish an~~ interview process that encourages the candidate and the Board members to have a meaningful discussion of the ~~school~~ district's needs and expectations. The Board members shall review and discuss the candidate's credentials, qualifications, educational philosophy, and other qualities and expertise **the candidate** ~~he/she~~ can offer to the district;

5. Solicitation of applications from a wide geographical area; and

6. Strict compliance with law and Policy 1530 on equal employment opportunity.

Qualifications

The candidate must possess or be eligible for a valid New Jersey administrative certificate endorsed for school administrator or a provisional school administrator's endorsement in accordance with N.J.A.C. 6A:9B-12.4 et seq. and must qualify for employment following a criminal history record check.

The candidate shall meet criteria established by the Board.

Employment Contract

A person appointed Superintendent must enter **into** an employment contract with the Board.

An employment contract for the Superintendent ~~of Schools~~ shall be reviewed and approved by the Executive County Superintendent in accordance with the provisions of N.J.A.C. 6A:23A-3.1 and Policy 1620. Any action(s) by the Executive County Superintendent undertaken pursuant to N.J.A.C. 6A:23A-3.1 may be appealed to the Commissioner pursuant to the procedures set forth in N.J.A.C. 6A:3 **pursuant to N.J.A.C. 6A:23A-3.1(f).**

The employment contract with the Superintendent must be approved with a recorded roll call majority vote of the full membership of the Board at a public Board meeting.

In the event there is a Superintendent vacancy at the expiration of the existing contract, only the Board seated at the time of the expiration of the current Superintendent's contract may appoint and approve an employment contract for the next Superintendent.

In the event there is a Superintendent vacancy prior to the expiration of the existing contract, the Board seated at the time the position becomes vacant may appoint and approve an employment contract for the next Superintendent.

The contract for the Superintendent who does not acquire tenure, but who holds tenure during the term of **the Superintendent's** ~~his/her~~ employment contract will include: a term of not less than three nor more than five years and expiring July 1; a beginning and ending date; the salary to be paid and benefits to be

received; a provision for termination of the contract by the Superintendent; an evaluation process pursuant to N.J.S.A. 18A:17-20.3; and other terms agreed to between the Board and the Superintendent.

During the term of the contract, the Superintendent shall not be dismissed or reduced in compensation except for inefficiency, incapacity, **or** conduct unbecoming a Superintendent~~,~~ or other just cause and **then** only **in the manner prescribed by N.J.S.A. 18A:6 Article 2 Subarticle B pursuant to N.J.S.A. 18A:17-20.2** ~~by the Commissioner of Education pursuant to the tenure hearing laws~~.

At the conclusion of the term of the initial contract or of any subsequent contract, in accordance with N.J.S.A. 18A:17-20.1, the Superintendent shall be deemed reappointed for another contracted term of the same duration as the previous contract unless either: the Board by contract reappoints the Superintendent for a different term which shall **be** not ~~be~~ less than three nor more than five years, in which event reappointments thereafter shall be deemed for the new term unless a different term is again specified; or the Board notifies the Superintendent in writing the Superintendent will not be reappointed at the end of the current term, in which event **the Superintendent's** ~~his/her~~ employment shall cease at the expiration of that term. In the event the Board notifies the Superintendent **they** ~~he/she~~ will not be reappointed, the notification shall be given prior to the expiration of the first or any subsequent contract by a length of time equal to thirty days for each year in the term of the current contract.

Pursuant to N.J.S.A. 18A:17-20.2a, the Board shall submit to the Commissioner **of Education** for prior approval an early termination of employment agreement that includes the payment of compensation as a condition of separation. **As used** ~~In accordance with~~ N.J.S.A. 18A:17-20.2a, "compensation" includes, but is not limited to, salary, allowances, bonuses and stipends, payments **for** ~~of~~ accumulated sick or vacation leave, contributions toward the costs of health, dental, life, and other types of insurance, medical reimbursement plans, retirement plans, and any in-kind or other form of remuneration.

An early termination of an employment agreement **of the Superintendent** shall be limited in its terms and conditions as outlined in N.J.A.C. 6A:23A-3.2. The Commissioner shall evaluate **the** ~~such~~ agreements in accordance with the provisions of N.J.S.A. 18A:17-20.2a and N.J.A.C. 6A:23A-3.2 and **shall have** ~~has~~ the authority to disapprove the agreement **if the payment of compensation has a condition of separation from service is found to be excessive pursuant to N.J.S.A. 18A:17-20.2a**. The agreement shall be submitted to the Commissioner

by the district by certified mail, return receipt requested. The determination shall be made within thirty days of the Commissioner's receipt of the agreement from the ~~school~~ district.

Disqualification

Any candidate's misstatement of fact material to qualifications for employment or the determination of salary will be considered by this Board to constitute grounds for dismissal.

Certificate Revocation

All Superintendent contracts shall include, pursuant to N.J.S.A. 18A:17-15.1, the required provision that states that the contract is null and void in the event the Superintendent's certificate is revoked in accordance with N.J.A.C. 6A:23A-3.1(e)13.

~~In accordance with N.J.A.C. 6A:23A-3.1(e)(12), in the event the Superintendent's certificate is revoked, the Superintendent's contract is null and void.~~

N.J.S.A. 18A:16-1; 18A:17-15; 18A:17-20; 18A:17-20.1;
18A:17-20.2; 18A:17-20.2a; 18A:17-20.3
N.J.A.C. 6A:9B-12.3; 6A:9B-12.4; 6A:23A-3.1; 6A:23A-3.2

Adopted: 24 January 2011
Revised: 22 August 2016
Revised:

NEW

1552 SEXUAL HARASSMENT – STAFF

The Board of Education (employer) recognizes that an employee's right to freedom from employment discrimination includes the opportunity to work in an environment untainted by sexual harassment. Sexually offensive speech and conduct are wholly inappropriate to the harmonious employment relationships necessary to the operation of the school district and intolerable in a workplace to which the children of the district are exposed.

A. Title VII of the Civil Rights Act of 1964 – 29 CFR 1604

1. Sexual Harassment – 29 CFR 1604.11

a. Definition of Sexual Harassment – Title VII

(1) Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

(a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,

(b) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or

(c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

b. With respect to conduct between fellow employees, an employer is responsible for acts of sexual harassment in the workplace where the employer (or its agents or supervisory employees) knows or should have known of the conduct, unless the employer can show that it took immediate and appropriate corrective action.

c. The employer may also be responsible for the acts of non-employees, with respect to sexual harassment of employees in the workplace, where the employer (or its agents or supervisory employees) knows or should have known of the conduct and fails to take immediate and appropriate corrective action.

d. The employer should take all steps necessary to prevent sexual harassment from occurring, such as affirmatively raising the subject, expressing strong disapproval, developing appropriate sanctions, informing employees of their right to raise and how to raise the issue of harassment under Title VII, and developing methods to sensitize all concerned.

(1) The employee may submit a complaint, under 29 CFR 1604 to the Affirmative Action Officer.

(2) Upon receipt of the complaint the employer shall initiate the grievance procedure in accordance with Regulation 1552.

e. Where employment opportunities or benefits are granted because of an individual's submission to the employer's sexual advances or requests for sexual favors, the employer may be held liable for unlawful sex discrimination against other individuals who were qualified for but denied that employment opportunity or benefit.

2. Job Opportunities Advertising – 29 CFR 1604.5

It is a violation of Title VII for a help-wanted advertisement to indicate a preference, limitation, specification, or discrimination based on sex unless sex is a bona fide occupational qualification for the particular job involved. The placement of an advertisement in columns classified by publishers on the basis of sex, such as columns headed "Male" or "Female," will be considered an expression of a preference, limitation, specification, or discrimination based on sex.

3. Pre-Employment Inquiries as to Sex – 29 CFR 1604.7

A pre-employment inquiry may ask "Male....., Female....."; or "Mr. Mrs. Miss," provided that the inquiry is made in good faith for a nondiscriminatory purpose. Any pre-employment inquiry in connection with prospective employment which expresses directly or indirectly any limitation, specification, or discrimination as to sex shall be unlawful unless based upon a bona fide occupational qualification.

4. Fringe Benefits – 29 CFR 1604.9

a. "Fringe benefits," as used in 29 CFR 1604.9, Regulation 1552, and this Policy, includes medical, hospital, accident, life insurance and retirement benefits; profit-sharing and bonus plans; leave; and other terms, conditions, and privileges of employment.

b. It shall be an unlawful employment practice for the employer to discriminate between men and women with regard to fringe benefits.

c. Where the employer conditions benefits available to employees and their spouses and families on whether the employee is the "head of the household" or "principal wage earner" in the family unit, the benefits tend to be available only to male employees and their families. Due to the fact that such conditioning discriminatorily affects the rights of women employees, and that "head of household" or "principal wage earner" status bears no relationship to job performance, benefits which are so conditioned will be found a prima facie violation of the prohibitions against sex discrimination contained in Title VII of the Civil Rights Act of 1964 (Act).

d. It shall be an unlawful employment practice for the employer to make available benefits for the wives and families of male employees where the same benefits are not made available for the husbands and families of female employees; or to make available benefits for the wives of male employees which are not made available for female

employees; or to make available benefits to the husbands of female employees which are not made available for male employees. An example of such an unlawful employment practice is a situation in which wives of male employees receive maternity benefits while female employees receive no such benefits.

e. It shall not be a defense under Title VII to a charge of sex discrimination in benefits that the cost of such benefits is greater with respect to one sex than the other.

f. It shall be an unlawful employment practice for the employer to have a pension or retirement plan which establishes different optional or compulsory retirement ages based on sex, or which differentiates in benefits on the basis of sex.

5. Employment Policies Relating to Pregnancy and Childbirth – 29 CFR 1604.10

a. A written or unwritten employment policy or practice which excludes from employment applicants or employees because of pregnancy, childbirth or related medical conditions is in prima facie violation of Title VII.

b. Disabilities caused or contributed to by pregnancy, childbirth, or related medical conditions, for all job-related purposes, shall be treated the same as disabilities caused or contributed to by other medical conditions, under any health or disability insurance or sick leave plan available in connection with employment. Written or unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, reinstatement, and payment under any health or disability insurance or sick leave plan, formal or informal, shall be applied to disability due to pregnancy, childbirth or related medical conditions on the same terms and conditions as they are applied to other disabilities.

c. Where the termination of an employee who is temporarily disabled is caused by an employment policy under which insufficient or no leave is available, such a termination violates the Act if it has a disparate impact on employees of one sex and is not justified by business necessity.

d. Any fringe benefit program implemented after October 31, 1978, must comply with the provisions of 29 CFR 1604.10(b) upon implementation.

B. Title IX of the Education Amendments of 1972 – 34 CFR 106

1. Definitions – Title IX – 34 CFR 106.2 and 34 CFR 106.30

a. "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

(1) An employee of the employer conditioning the provision of an aid, benefit, or service of the employer on an individual's participation in unwelcome sexual conduct;

(2) Unwelcome conduct determined by a reasonable individual to be so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the employer's education program or activity; or

(3) "Sexual assault" as defined in 20 USC 1092(f)(6)(A)(v), "dating violence" as defined in 34 USC 12291(a)(10), "domestic violence" as defined in 34 USC 12291(a)(8), or "stalking" as defined in 34 USC 12291(a)(30).

b. "Program or activity" and "program" means all of the operations of a local educational agency (as defined in 20 USC 8801), system of vocational education, or other school system.

c. "Title IX" means Title IX of the Education Amendments of 1972, Pub. L. 92-318, as amended by section 3 of Pub. L.

93-568, 88 Stat. 1855, except sections 904 and 906 thereof; 20 USC 1681, 1682, 1683, 1685, 1686.

2. Effect of Employment Opportunities – 34 CFR 106.7

The employer's obligation to comply with 34 CFR 106, Regulation 1552, and this Policy is not obviated or alleviated because employment opportunities in any occupation or profession are or may be more limited for members of one sex than for members of the other sex.

3. Designation of Title IX Coordinator and Notice to Employees – 34 CFR 106.8

a. The employer must designate and authorize at least one employee to coordinate its efforts to comply with its responsibilities under 34 CFR 106, which employee must be referred to as the "Title IX Coordinator."

b. The employer must notify applicants for employment, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the employer, of the name or title, office address, electronic mail address, and telephone number of the employee or employees designated as the Title IX Coordinator.

(1) Any individual may report sex discrimination, including sexual harassment (whether or not the individual reporting is the individual alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the individual's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.

(2) Sexual harassment may take place electronically or on an online platform used by the school, including, but not limited to, computer and internet networks; digital platforms; and computer hardware or software owned or operated by, or used in the operations of the school.

c. Dissemination of Policy

(1) Notification of Policy

(a) The employer must notify applicants for employment, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the employer, that the employer does not discriminate on the basis of sex in the education program or activity that it operates, and that it is required by Title IX and 34 CFR 106 not to discriminate in such a manner. Such notification must state that the requirement not to discriminate in the education program or activity extends to employment, and that inquiries about the application of Title IX and 34 CFR 106 to such employer may be referred to the employer's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the United States Department of Education, or both.

(2) Publications

(a) Each employer must prominently display the contact information required to be listed for the Title IX Coordinator and this Policy on its website, if any, and in each handbook or catalog that it makes available to applicants for employment, employees, and all unions or professional organizations holding

collective bargaining or professional agreements with the employer.

(b) The employer must not use or distribute a publication stating that the employer treats applicants for employment or employees differently on the basis of sex except as such treatment is permitted by Title IX or 34 CFR 106.

4. Discrimination on the Basis of Sex and Employment in Education Programs or Activities Prohibited – 34 CFR 106 Subpart E

a. Employment – 34 CFR 106.51

(1) General

(a) No individual shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment, or recruitment, consideration, or selection therefor, whether full-time or part-time, under any education program or activity operated by the employer which receives Federal financial assistance.

(b) The employer shall make all employment decisions in any education program or activity operated by such employer in a nondiscriminatory manner and shall not limit, segregate, or classify applicants or employees in any way which could adversely affect any applicant's or employee's employment opportunities or status because of sex.

(c) The employer shall not enter into any contractual or other relationship which directly or indirectly has the effect of subjecting employees or students to

discrimination prohibited by 34 CFR 106 Subpart E, including relationships with employment and referral agencies, with labor unions, and with organizations providing or administering fringe benefits to employees of the employer.

(d) The employer shall not grant preferences to applicants for employment on the basis of attendance at any educational institution or entity which admits as students only or predominantly members of one sex, if the giving of such preferences has the effect of discriminating on the basis of sex in violation of 34 CFR 106.

(2) 34 CFR 106 Subpart E applies to:

(a) Recruitment, advertising, and the process of application for employment;

(b) Hiring, upgrading, promotion, consideration for and award of tenure, demotion, transfer, layoff, termination, application of nepotism policies, right of return from layoff, and rehiring;

(c) Rates of pay or any other form of compensation, and changes in compensation;

(d) Job assignments, classifications and structure, including position descriptions, lines of progression, and seniority lists;

(e) The terms of any collective bargaining agreement;

(f) Granting and return from leaves of absence, leave for pregnancy, childbirth, false pregnancy, termination of pregnancy, leave

for individuals of either sex to care for children or dependents, or any other leave;

(g) Fringe benefits available by virtue of employment, whether or not administered by the employer;

(h) Selection and financial support for training, including apprenticeship, professional meetings, conferences, and other related activities, selection for tuition assistance, selection for sabbaticals and leaves of absence to pursue training;

(i) Employer-sponsored activities, including those that are social or recreational; and

(j) Any other term, condition, or privilege of employment.

b. Employment Criteria – 34 CFR 106.52

(1) The employer shall not administer or operate any test or other criterion for any employment opportunity which has a disproportionately adverse effect on individuals on the basis of sex unless:

(a) Use of such test or other criterion is shown to predict validly successful performance in the position in question; and

(b) Alternative tests or criteria for such purpose, which do not have such disproportionately adverse effect, are shown to be unavailable.

c. Recruitment – 34 CFR 106.53

(1) Nondiscriminatory Recruitment and Hiring

The employer shall not discriminate on the basis of sex in the recruitment and hiring of employees.

Where the employer has been found to be presently discriminating on the basis of sex in the recruitment or hiring of employees, or has been found to have in the past so discriminated, the employer shall recruit members of the sex so discriminated against so as to overcome the effects of such past or present discrimination.

(2) Recruitment Patterns

The employer shall not recruit primarily or exclusively at entities which furnish as applicants only or predominantly members of one sex if such actions have the effect of discriminating on the basis of sex in violation of 34 CFR 106.53.

d. Compensation – 34 CFR 106.54

(1) The employer shall not make or enforce any policy or practice which, on the basis of sex:

(a) Makes distinctions in rates of pay or other compensation;

(b) Results in the payment of wages to employees of one sex at a rate less than that paid to employees of the opposite sex for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions.

e. Job Classification and Structure – 34 CFR 106.55

(1) The employer shall not:

(a) Classify a job as being for males or for females;

(b) Maintain or establish separate lines of progression, seniority lists, career ladders, or tenure systems based on sex; or

(c) Maintain or establish separate lines of progression, seniority systems, career ladders, or tenure systems for similar jobs, position descriptions, or job requirements which classify individuals on the basis of sex, unless sex is a bona-fide occupational qualification for the positions in question as set forth in 34 CFR 106.61.

f. Fringe Benefits – 34 CFR 106.56

(1) For the purpose of 34 CFR 106, "fringe benefits" means: Any medical, hospital, accident, life insurance or retirement benefit, service, policy or plan, any profit-sharing or bonus plan, leave, and any other benefit or service of employment not subject to the provision of 34 CFR 106.54.

(2) The employer shall not:

(a) Discriminate on the basis of sex with regard to making fringe benefits available to employees or make fringe benefits available to spouses, families, or dependents of employees differently upon the basis of the employee's sex;

(b) Administer, operate, offer, or participate in a fringe benefit plan which does not provide either for equal periodic benefits for members of each sex, or for equal contributions to the plan by the employer for members of each sex; or

(c) Administer, operate, offer, or participate in a pension or retirement plan which establishes different optional or compulsory retirement

ages based on sex or which otherwise discriminates in benefits on the basis of sex.

g. Marital or Parental Status – 34 CFR 106.57

(1) The employer shall not apply any policy or take any employment action:

(a) Concerning the potential marital, parental, or family status of an employee or applicant for employment which treats individuals differently on the basis of sex; or

(b) Which is based upon whether an employee or applicant for employment is the head of household or principal wage earner in such employee's or applicant's family unit.

(2) The employer shall not discriminate against or exclude from employment any employee or applicant for employment on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom.

(3) The employer shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery therefrom and any temporary disability resulting therefrom as any other temporary disability for all job-related purposes, including commencement, duration and extensions of leave, payment of disability income, accrual of seniority and any other benefit or service, and reinstatement, and under any fringe benefit offered to employees by virtue of employment.

(4) In the case of the employer which does not maintain a leave policy for its employees, or in the case of an employee with insufficient leave or accrued employment time to qualify for leave under such a policy, the employer shall treat pregnancy, childbirth, false pregnancy, termination of

pregnancy, and recovery therefrom as a justification for a leave of absence without pay for a reasonable period of time, at the conclusion of which the employee shall be reinstated to the status which the employee held when the leave began or to a comparable position, without decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.

h. Effect of State or Local Law or Other Requirements – 34 CFR 106.58

(1) The obligation to comply with 34 CFR 106.58 is not obviated or alleviated by the existence of any State or local law or other requirement which imposes prohibitions or limits upon employment of members of one sex which are not imposed upon members of the other sex.

(2) The employer which provides any compensation, service, or benefit to members of one sex pursuant to a State or local law or other requirement shall provide the same compensation, service, or benefit to members of the other sex.

i. Advertising – 34 CFR 106.59

The employer shall not in any advertising related to employment indicate preference, limitation, specification, or discrimination based on sex unless sex is a bona-fide occupational qualification for the particular job in question.

j. Pre-Employment Inquiries – 34 CFR 106.60

(1) The employer shall not make pre-employment inquiry as to the marital status of an applicant for employment, including whether such applicant is "Miss or Mrs."

(2) The employer may make pre-employment inquiry as to the sex of an applicant for employment, but

only if such inquiry is made equally of such applicants of both sexes and if the results of such inquiry are not used in connection with discrimination prohibited by 34 CFR 106.

k. Sex as a Bona-Fide Occupational Qualification – 34 CFR 106.61

The employer may take action otherwise prohibited by 34 CFR 106 Subpart E provided it is shown that sex is a bona-fide occupational qualification for that action, such that consideration of sex with regard to such action is essential to successful operation of the employment function concerned. The employer shall not take action pursuant to 34 CFR 106.61 which is based upon alleged comparative employment characteristics or stereotyped characterizations of one or the other sex, or upon preference based on sex of the employer, employees, students, or other individuals, but nothing contained in 34 CFR 106.61 shall prevent the employer from considering an employee's sex in relation to employment in a locker room or toilet facility used only by members of one sex.

5. Effect of Other Federal Provisions – 34 CFR 106.6(a)

a. The obligations imposed by 34 CFR 106 are independent of, and do not alter, obligations not to discriminate on the basis of sex imposed by Executive Order 11246, as amended; sections 704 and 855 of the Public Health Service Act (42 USC 292d and 298b-2); Title VII of the Civil Rights Act of 1964 (42 USC 2000e et seq.); the Equal Pay Act (29 USC 206 and 206(d)); and any other Act of Congress or Federal regulation.

b. Nothing in 34 CFR 106 may be read in derogation of any individual's rights under Title VII of the Civil Rights Act of 1964, 42 USC 2000e et seq. or any regulations promulgated thereunder.

C. Grievance Procedures

1. Upon receiving a complaint alleging sexual harassment, the employer shall review the alleged conduct to determine whether to apply the grievance procedure for Title VII or Title IX outlined in Regulation 1552. When making this determination, the Superintendent or designee should consult with the Board Attorney to determine which definition of sexual harassment (Title VII, Title IX, or both), applies to the alleged conduct. If the alleged conduct is addressed by both definitions, the employer shall proceed with the grievance procedure outlined for Title IX in Section B. of Regulation 1552.

   a. Title VII of the Civil Rights Act of 1964 – 29 CFR 1604

      (1) Upon receipt of a complaint of sexual harassment under Title VII, the employer shall follow the grievance procedure outlined in Section A. of Regulation 1552.

   b. Title IX of the Education Amendments of 1972 – 34 CFR 106

      (1) Upon receipt of a complaint of sexual harassment under Title IX, the employer shall follow the grievance procedure outlined in Section B. of Regulation 1552.

      (2) The employer must provide to applicants for employment, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the employer notice of the employer's Title IX grievance procedures and grievance process, including how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how the employer will respond.

29 CFR 1604
34 CFR 106

Adopted:

TO

2530 RESOURCE MATERIALS

The Board of Education shall provide resource materials to implement **the school** district's ~~and school~~ educational goals and objectives **to meet** ~~as~~ student needs ~~dictate and~~ **as** district resources permit. **Resource** ~~Such~~ materials include**, but are not limited to,** reference **materials** ~~books;~~**, fiction and nonfiction books; maps; audio and audio-visual materials; pamphlets; periodicals; pictures; online references;** other supplementary titles;~~, maps, library print and non-print materials,~~ and other sources of information for use by students that are not designated as textbooks. **Resource materials are not library material as defined in N.J.S.A. 18A:34A-3 and Policy and Regulation 2535.**

~~The Superintendent shall be responsible for the selection and maintenance of all resource materials., in accordance with the following standards:~~

~~1. Material will be suited to the varied interests, abilities, reading levels, and maturation levels of the students to be served;~~

~~2. Wherever possible, materials will provide major opposing views on controversial issues so that students may develop under guidance the practice of critical reading and thinking;~~

~~3. Wherever possible, materials will represent the many religious, ethnic, and cultural groups and their contribution to American heritage;~~

~~4. Materials will be factually accurate and of genuine literary or artistic value;~~

~~5. Materials will be of a quality and durability appropriate to their intended uses and longevity;~~

~~6. Materials will relate to, support, and enrich the courses of study adopted by the Board.~~

The Superintendent will develop regulations for the selection of resource materials **pursuant to Regulation 2530** that provide for the effective consultation of teaching staff members at all appropriate levels,~~;~~ ensure that the Board's budgetary allotment for resource materials is efficiently spent and **appropriately**

~~wisely~~ distributed throughout the instructional program and the district,~~;~~ and ensure an inventory of resource materials that is well balanced ~~and well rounded in coverage of subject, types of materials, and variety of content~~.

The Superintendent will evaluate ~~the continuing effectiveness and utility of~~ resource materials and recommend to the Board the removal of **resource** ~~those~~ materials that no longer meet the standards set forth in ~~this~~ **P**~~p~~olicy **and Regulation 2530**. Any request **by an individual** for the removal of resource materials will be governed by Policy **and Regulation** 9130 ~~on public complaints~~.

Adopted: 24 January 2011
Revised:

NEW

2535 Library Material (M)

The Board of Education believes the freedom to read is a human right, constitutionally protected by the First Amendment of the United States Constitution, and individuals have the right to free inquiry and the right to form their own opinions. The freedom to read does not require an individual to agree with topics or themes within a material, but instead allows a reader to explore and engage with differing perspectives to form and inform their own views pursuant to the "Freedom to Read Act" N.J.S.A. 18A:34A-1 through N.J.S.A. 18A:34A-7.

In accordance with N.J.S.A. 18A:34A-4, the purpose of Regulation 2535 and this Policy is to: provide standards for the curation of library material, establish criteria for the removal of existing school library material or library material selected for inclusion in the school library, and provide protection against attempts to censor library material.

A. Definitions – N.J.S.A. 18A:34A-3

1. For the purpose of Policy and Regulation 2535:

   a. "Board of Education" means a Board of Education as defined in N.J.S.A. 18A:18A-2, the Board of Directors of an educational services commission, a Board of Trustees of a charter school, a Board of Trustees of a renaissance school project, or any other local education agency.

   b. "Censorship" means to block, suppress, or remove library material based on disagreement with a viewpoint, idea, or concept or solely because an individual finds certain content offensive, but does not include limiting or restricting access to any library material deemed developmentally inappropriate for certain students.

   c. "Diverse and inclusive material" means any material that reflects any protected class as enumerated in the "Law Against Discrimination," N.J.S.A. 10:5-1 et seq.; material produced by an author who is a member of a protected class as enumerated in the "Law Against Discrimination," N.J.S.A. 10:5-1 et seq.; and material that contains the

author's points of view concerning contemporary problems and issues, whether international, national, or local; but excludes content that is inappropriate for grades served by the school library.

d. "Individual with a vested interest" means any teaching staff member employed by the Board of Education, any parent of a student enrolled in the school district at the time the removal form required pursuant to N.J.S.A. 18A:34A-5 is filed, and any student enrolled in the district at the time the removal form required pursuant to N.J.S.A. 18A:34A-5 is filed.

e. "Library material" means any material including, but not limited to, nonfiction and fiction books, magazines, reference books, supplementary titles, multimedia and digital material, software and instructional material, and other material not required as part of classroom instruction belonging to, on loan to, or otherwise in the custody of a school library.

f. "School library staff member" means a school library media specialist, school librarian, any certificated or non-certificated staff member assigned to duties in a school library, or any individual carrying out or assisting with the functions of a school library media specialist or school librarian.

B. Library Material Curation – N.J.S.A. 18A:34A-4

1. The Board of Education shall have control over the content of this Policy, except this Policy shall at a minimum:

a. Recognize that library material should be provided for the interest, information, and enlightenment of all students and should present diverse points of view in the collection as a whole;

b. Acknowledge that library material shall not be removed from a school library because of the origin, background, or

views of the library material or those contributing to its creation;

c. Recognize the importance of school libraries as centers for voluntary inquiry and the dissemination of information and ideas;

d. Promote the free expression and free access to ideas by students by prohibiting the censorship of library material;

e. Acknowledge that a school library media specialist is professionally trained to curate and develop the school library collection that provides students with access to the widest array of developmentally appropriate library material available to schools; and

f. Establish a procedure for a school library staff member to review library material within a school library on an ongoing basis, which shall include, but not be limited to:

(1) The library material's relevance;

(2) The condition of the library material;

(3) The availability of duplicates;

(4) The availability of more recent developmentally appropriate library material; and

(5) The continued demand for the library material.

2. The Board of Education, in consultation with school library staff members, shall have discretion in selecting, purchasing, or acquiring library material for inclusion in the school library. Nothing in N.J.S.A. 18A:34A-4 or this Policy shall be construed to require the Board of Education to purchase, or otherwise acquire, library material for a school library.

3. Nothing in N.J.S.A. 18A:34A-4 and this Policy shall be construed to restrict the Board of Education's authority to select textbooks and school supplies related to the curriculum.

C. Library Material Recommendation and Selection Process

1. The school library staff member in each school building will accept the written requests of teaching staff members for new and revised library material. Each request should include:

   a. The name and originator of the library material;

   b. The publisher or distributor;

   c. A brief description of the library material; and

   d. The reason for the request, including the relevance of the library material to the instructional program.

2. The school library staff member shall review each recommendation against the standards for selection in B.1.f. above and the amount budgeted for library material in the current or succeeding school year, as appropriate.

3. The school library staff member shall present to the Superintendent or designee a list of recommended purchases of library material. The list will include multiple copies of library material when a high level of interest and need is anticipated.

4. Standards to be applied in the selection of library material shall relate to, support, and enrich the courses of study adopted by the Board of Education.

D. Censorship of School Library Material Prohibited, Right to Reserve, Check Out – N.J.S.A. 18A:34A-6

1. The Board of Education shall not remove library material from a school library in the district because of the origin, background, or views of the library material or those contributing to its creation, and shall not engage in censorship of library material.

2. The Board of Education shall allow a student to reserve or check out any developmentally appropriate library material, including diverse and inclusive material, regardless of the origin,

background, or views of the library material or those contributing to its creation.

E. Removal Request Procedure

Any request by an individual with a vested interest to have library material removed from a school library in the district shall follow the grievance procedure outlined in Regulation 2535 in accordance with N.J.S.A. 18A:34A-5.

F. Immunity, School Library Staff – N.J.S.A. 18A:34A-7

A school library staff member who engages in activities as required by N.J.S.A. 18A:34A-4 through 18A:34A-6 and B. through E. above shall be immune from civil and criminal liability arising from good faith actions performed pursuant to the provisions of N.J.S.A. 18A:34A-4 through 18A:34A-6 and B. through E. above.

N.J.S.A. 18A:34A-1 through N.J.S.A. 18A:34A-7

Adopted:

3362 SEXUAL HARASSMENT (M)

M

The Board of Education recognizes that an employee's right to freedom from employment discrimination includes the opportunity to work in an environment untainted by sexual harassment. Sexually offensive speech and conduct are wholly inappropriate to the harmonious employment relationships necessary to the operation of the school district and intolerable in a workplace to which the children of this district are exposed.

Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature that would not have happened but for the employee's gender. Whenever submission to such conduct is made a condition of employment or a basis for an employment decision, or when such conduct is severe and pervasive and has the purpose or effect of unreasonably altering or interfering with work performance or creating an intimidating, hostile, or offensive working environment, the employee shall have cause for complaint.

The sexual harassment of any employee of this district is strictly forbidden. Any employee or agent of this Board who is found to have sexually harassed an employee of this district will be subject to discipline which may include termination of employment. Any employee who has been exposed to sexual harassment by any employee or agent of this Board is encouraged to report the harassment to an appropriate supervisor. An employee may complain of any failure of the Board to take corrective action by recourse to the procedure by which a discrimination complaint is processed. The employee may appeal the Board's action or inaction to the United States Equal Employment Opportunity Commission or the New Jersey Division of Civil Rights. Complaints regarding sexual harassment shall be submitted following the procedures outlined in Regulation No. 1530, Equal Employment Opportunity.

The Affirmative Action Officer shall instruct all employees and agents of this Board to recognize and correct speech and behavior patterns that may be sexually offensive with or without the intent to offend.

29 C.F.R. 1604.11

Adopted: 24 January 2011

4352 SEXUAL HARASSMENT (M)

M

The Board of Education recognizes that an employee's right to freedom from employment discrimination includes the opportunity to work in an environment untainted by sexual harassment. Sexually offensive speech and conduct are wholly inappropriate to the harmonious employment relationships necessary to the operation of the school district and intolerable in a workplace to which the children of this district are exposed.

Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature that would not have happened but for the employee's gender. Whenever submission to such conduct is made a condition of employment or a basis for an employment decision, or when such conduct is severe and pervasive and has the purpose or effect of unreasonably altering or interfering with work performance or creating an intimidating, hostile, or offensive working environment, the employee shall have cause for complaint.

The sexual harassment of any employee of this district is strictly forbidden. Any employee or agent of this Board who is found to have sexually harassed an employee of this district will be subject to discipline, which may include termination of employment. Any employee who has been exposed to sexual harassment by any employee or agent of this Board is encouraged to report the harassment to an appropriate supervisor. An employee may complain of any failure of the Board to take corrective action by recourse to the procedure by which a discrimination complaint is processed. The employee may appeal the Board's action or inaction to the New Jersey Division on Civil Rights or to the United States Equal Employment Opportunity Commission. Complaints regarding sexual harassment shall be submitted following the procedures outlined in Regulation 1530, Equal Employment Opportunity.

The Affirmative Action Officer shall instruct all employees of this Board to recognize and correct speech and behavior patterns that may be sexually offensive with or without the intent to offend.

29 C.F.R. 1604.11

Adopted: 24 January 2011



TO

9130 PUBLIC COMPLAINTS ~~AND GRIEVANCES~~

The Board of Education shall establish procedures for the hearing and settlement of ~~Any person or group having a legitimate interest in the schools of this district may present a request, suggestion, or~~ complaints concerning district **staff members** ~~personnel~~, the educational program, instructional or resource materials, or the operations of the district. **Complaints regarding library material as defined in N.J.S.A. 18A:34A-3 shall be addressed in accordance with Policy and Regulation 2535.** The ~~Board directs the establishment of~~ procedures for the hearing and settlement of ~~requests and~~ complaints **shall** ~~that~~ provide a means for resolving **complaints** ~~them~~ fairly and impartially~~,~~ **and** permit appropriate **resolution** ~~redress, and protect district personnel from unnecessary harassment~~.

The grievance procedure outlined in Regulation 9130 shall not be utilized by a district staff member or Board member unless the district staff member or Board member is doing so in their capacity as a parent of a student currently enrolled in the district.

When a Board member is confronted with **a complaint concerning district staff members, the educational program, instructional or resource materials, or the operations of the district** ~~an issue~~, **the Board member** ~~he/she~~ will withhold comment~~, commitment, and/or opinion~~ and refer the complaint ~~or inquiry~~ to the Superintendent **in accordance with N.J.S.A. 18A:12-24.1.j.**, who shall review the complaint **in accordance with Regulation 9130** ~~according to established procedures~~.

~~Only in those cases where satisfactory adjustment cannot be made by the Superintendent and the staff shall communications and complaints be referred to the Board for resolution.~~

Any misunderstandings or disputes between the public and ~~school~~ district staff **members** should, whenever possible, be settled by direct, informal discussions among the interested parties. It is only when such informal meetings fail to resolve differences that more formal procedures shall be employed. ~~A complaint about a school program or personnel should be addressed to the Building Principal; a complaint about instructional or resource materials should be addressed to the Superintendent.~~

~~The Superintendent shall establish~~ Pprocedures for the **resolution** ~~hearing~~ of ~~requests and~~ complaints regarding district **staff members** ~~personnel~~, the educational program, instructional and resource materials, and the operations of the ~~school~~ district **shall.** ~~Procedures will~~ be governed by **Regulation 9130.** ~~the following guidelines:~~

~~1. The matter will be resolved initially, wherever possible, by informal discussions between or among the interested parties.~~

~~2. A matter that cannot be resolved informally may be appealed at successive levels of authority, up to and including the Board of Education.~~

~~3. The complaint and its immediate resolution be reduced to writing at the first and at each successive level of appeal.~~

~~4. A reasonable period of time, not to exceed _____ working days, will be permitted for the filing of an appeal in writing at each successive level. A decision at each level of appeal must be rendered no later than _____ working days after the appeal is filed, except that the Board shall have thirty calendar days to make its decision.~~

~~5. In the case of complaints about instructional or resource materials, the initial complaint must set forth in writing the author, title, and publisher of the materials as well as those specific portions of the material or the work to which objection is taken; the complainant's familiarity with the work; the reasons for the objection; and the use of the work in the schools. The Superintendent shall appoint a committee of professional staff members and community representatives to review the challenged material against the standards for the selection of resource materials established by Board policy. The committee will report its findings to the Board. No challenged material may be removed from the curriculum or from a collection of resource materials except by action of the Board of Education, and no challenged material may be removed solely because it presents ideas that may be unpopular or offensive to some. Any Board action to remove material will be~~

~~accompanied by the Board's statement of its reasons for the removal.~~

~~6. A complainant shall be notified that a decision of the Board may be appealed to the Commissioner of Education.~~

Adopted: 24 January 2011
Revised:

EXHIBIT D

PROFESSIONAL DEVELOPMENT FEBRUARY 2026

Name	Location	Date	Conference	Location	Fees	Fund
Aldarelli, Ed.D., Edward (Previously approved on December 18, 2025 agenda)	Ed Center	01/28/26 – 01/30/26	NJASA Techspo '26	Atlantic City, NJ	Registration: $610.00 Hotel: $355.00 Other: $275.00 (Revised)	Professional Development
Halpin, Ed.D., Nicole (Previously approved on December 18, 2025)	Ed Center	01/28/26 – 01/30/26	NJASA Techspo '26	Atlantic City, NJ	Registration: $510.00 Hotel: $355.00 Other: $238.00 (Revised)	Professional Development
Ferrara, Joseph (Previously approved on December 18, 2025 agenda)	EHS	02/23/26 (Revised)	School Law BootCamp - Mental Health & Substance Abuse	Monroe Township, NJ	Registration: $195.00 Hotel: N/A Other: N/A	Professional Development
Chan-Hom, Eva (Replacing Joseph Cashin previously approved on September 30, 2025 agenda)	Lincoln	02/12/26	Navigating AI Era in Education: Leveling Up Teaching & Learning w/AI	New Brunswick, NJ	Registration: $165.00 Hotel: N/A Other: N/A	Professional Development
DeNicuolo, Marc	EHS	02/19/26 – 02/21/26	2026 NJMEA State Conference	Atlantic City, NJ	Registration: $225.00 Hotel: N/A Other: N/A	Professional Development
Matonis, Laura	EHS	03/09/26	Legal One/NJAAP School Health Today	Monroe Township, NJ	Registration: $195.00 Hotel: N/A Other: N/A	Professional Development

Mendez, Nicole (Replacing Elizabeth Fedowitz previously approved on November 25, 2025 agenda)	EHS	03/18/26	FLENJ Annual Conference 2026	New Brunswick, NJ	Registration: $180.00 Hotel: N/A Other: N/A	Professional Development
Brack, Diane	Ed Center	03/18/26	NJAMLE Annual Conference	Lincroft, NJ	Registration: $175.00 Hotel: N/A Other: N/A	Professional Development
Hughes, Christina	Ed Center	03/18/26	NJAMLE Annual Conference	Lincroft, NJ	Registration: $175.00 Hotel: N/A Other: N/A	Professional Development
Shaw, Cathy	Ed Center	03/18/26	NJAMLE Annual Conference	Lincroft, NJ	Registration: $175.00 Hotel: N/A Other: N/A	Professional Development
Guillen, Douglas	Ed Center	03/25/26 – 03/27/26	56th Annual NJ Pupil Transportation Conference & Equipment Show	Atlantic City, NJ	Registration: $500.00 Hotel: $214.00 Other: N/A	Professional Development
Welches, Dawn	Ed Center	03/25/26 – 03/27/26	56th Annual NJ Pupil Transportation Conference & Equipment Show	Atlantic City, NJ	Registration: $500.00 Hotel: $214.00 Other: $99.67	Professional Development
Rolon, Eleanor	EHS	04/13/26 – 04/15/26	Mid-Hudson Valley College Consortium Tour	Poughkeepsie, NY	Registration: $105.00 Hotel: N/A Other: $235.88	Professional Development
Garland, Kyle	Ed Center	04/28/26 – 04/30/26	Rutgers Public Purchasing Forum	Atlantic City, NJ	Registration: $450.00 Hotel: $211.00 Other: $213.00	Professional Development

Mendez, Jasmin	Ed Center	04/28/26 – 04/30/26	Rutgers Public Purchasing Forum	Atlantic City, NJ	Registration: $450.00 Hotel: $211.00 Other: $213.00	Professional Development
Jammal, Laurie	EHS	05/17/26 – 05/19/26	NJACAC 2026 Annual Conference	Atlantic City, NJ	Registration: $280.00 Hotel: $235.00 Other: $285.00	Professional Development
Nadel, Susan	JPS	05/17/26 – 05/19/26	NJACAC 2026 Annual Conference	Atlantic City, NJ	Registration: $280.00 Hotel: $233.52 Other: $312.50	Professional Development
Silberberg, Janine	JPS	05/17/26 - 05/19/26	NJACAC 2026 Annual Conference	Atlantic City, NJ	Registration: $280.00 Hotel: $233.52 Other: $306.26	Professional Development
Becce, Jacqueline	Ed Center	06/02/26 – 06/05/26	NJASBO 64th Annual Conference	Atlantic City, NJ	Registration: $500.00 Hotel: $360.00 Other: $150.00	Professional Development
Garland, Kyle	Ed Center	06/02/26 – 06/05/26	NJASBO 64th Annual Conference	Atlantic City, NJ	Registration: $500.00 Hotel: $360.00 Other: $150.00	Professional Development
Mendez, Jasmin	Ed Center	06/02/26 – 06/05/26	NJASBO 64th Annual Conference	Atlantic City, NJ	Registration: $500.00 Hotel: $360.00 Other: $150.00	Professional Development

Toth, Jonathan	Ed Center	06/02/26 – 06/05/26	NJASBO 64th Annual Conference	Atlantic City, NJ	Registration: $500.00 Hotel: $360.00 Other: $150.00	Professional Development
Kim, Ed.D., Fay	JPS	06/28/26 – 07/01/26	2026 ASCD Annual Conference	Orlando, FL	Registration: $595.00 Hotel: $750.00 Other: $463.00	Professional Development

**Pursuant to N.J.S.A.18A:11-12 et.seq.; NHHMS.J. - A.C. 6A23A-5.9, 6.13, and 7.1 et.seq.; Federal OMB Circular A-87 and Board Policy No 6471 * As per previously approved by the Superintendent of Schools