GLEN ROCK BOARD OF EDUCATION
Glen Rock, New Jersey 07452
HIGH SCHOOL/MIDDLE SCHOOL CAFETERIA
September 28, 2026

- WORK / REGULAR MINUTES -

Dr. Robinson called the meeting to order at 6:00 PM. In accordance with the Open Public Meetings Act, P.L. 1975 Chapter 231 as amended by P.L. 2025 Chapter 72, adequate notice of this meeting was provided on March 3, 2026 by posting notice on the Glen Rock Public Schools website where legal notices and advertisements are listed glenrocknj.org/board_of_education/notices

MEMBERS PRESENT:	**Mr. Cohen, Mr. Corey, Mr. Hayward, Ms. Parlamis, Dr. Pucci-Bender, Ms. Stephenson, Mr. Tang, Dr. Robinson**
MEMBERS ABSENT:	**Ms. Calvez**
ALSO PRESENT:	**Mr. Kenneth Rota, Interim Superintendent** **Mr. Greg Van Nest, Asst. Superintendent** **Mr. James Canellas, Business Administrator/ Board Secretary**

BE IT RESOLVED BY THE GLEN ROCK BOARD OF EDUCATION that

WHEREAS, The Board of Education of Glen Rock must discuss personnel and legal matters which includes, GREA grievance, disciplinary settlement, student issues; and

WHEREAS, The aforesaid subjects are not appropriate subjects to be discussed in a public meeting; and

WHEREAS, The aforesaid subjects to be discussed are within the exemptions which are permitted to be discussed and acted upon in private session pursuant to P.L. 1975 Chapter 231; it is therefore,

RESOLVED, That the aforesaid subjects shall be discussed in private session by this Board at the conclusion of the public segment of this meeting, and information pertaining thereto will be made available to the public at the next regularly scheduled meeting, or as soon thereafter as possible but no later than November 23, 2026, if reasons for non-disclosure no longer exist.

WORK / REGULAR SESSION CALL TO ORDER:

Immediately following Closed Session – Approximately 7:00 PM

	Present	Absent
Mr. Cohen	√	
Mr. Corey	√	
Mr. Hayward	√	
Ms. Parlamis	√	
Dr. Pucci-Bender	√	
Ms. Stephenson	√	
Mr. Tang	√	
~~Ms. Calvez~~		√
Dr. Robinson	√	

ADEQUATE NOTICE OF MEETING

In accordance with the Open Public Meetings Act, P.L. 1975 Chapter 231 as amended by P.L. 2025 Chapter 72, adequate notice of this meeting was provided on March 3, 2026 by posting notice on the Glen Rock Public Schools website where legal notices and advertisements are listed glenrocknj.org/board_of_education/notices

MISSION STATEMENT

The Glen Rock School District founded on principles of education, in partnership with a supportive community, provides an exceptional education to all students to cultivate resilient, responsible and engaged global citizens.

STATEMENT TO THE PUBLIC

Often times it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases by unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools. If the Superintendent of Schools is satisfied and Board of Education President concurs that the matter is ready to be presented to the Board of Education, it is then placed on the agenda at the next Board of Education meeting. The members of the Board work with the administration and the Superintendent of Schools to assure that they fully understand the matter. After the Committee of the Whole approves the matter, it is placed on the agenda for action at a public meeting. In rare instances, matters are presented to the Board of Education for discussion at the same meeting that final action may be taken.

STUDENT COUNCIL REPRESENTATIVE'S REPORT

- Samantha Mattis – Student Council Representative
  Ms. Mattis introduced herself and presented the Board with upcoming news and events for the student body.

PRESENTATIONS/RECOGNITION

- Glen Rock High School Marching Band
  Director: Mr. Matthew Peterson
  Drum Majors: Daniel Chin and Olivia Coppola

- 2027 National Merit Scholarship Semifinalist
  Presenter: Dr. Lauren Daniell, Director of Student Personnel Services

  Selina Feng - Grade 12

- 2027 National Merit Commended Students
  Presenter: Dr. Lauren Daniell, Director of Student Personnel Services

  William Bermack - Grade 12
  Laila Chang - Grade 12
  Kevin Chen - Grade 12
  Daniel Chin - Grade 12
  Marion Guilbert - Grade 12
  Andreea Istrati - Grade 12
  Jaydzia Khan - Grade 12
  Siena Khym - Grade 12
  Andrew Kim - Grade 12
  Gautam Krishnan - Grade 12
  Aidan Lee - Grade 12
  Dylan Lee - Grade 12
  Lukas Lee - Grade 12
  Ryan Lee - Grade 12
  Mikayla Park - Grade 12
  Sara Quiroz - Grade 12
  Tanvi Rao - Grade 12
  Elisabeth Schwier - Grade 12
  Leher Selarka - Grade 12
  Sonia Trivedi - Grade 12
  Caroline Youn - Grade 12
  Adhithya Yuvaraj - Grade 12

- Student Safety Data System (SSDS) and Harassment, Intimidation and Bullying (HIB)
  Presenter: Ms. Megan O'Hagan

2025-2026 Self-Assessment HIB Grades

School	HIB Programs, Approaches or Other Initiatives (MAX=15)	Training on the BOE Approved HIB Policy (MAX=9)	Other Staff Instruction & Training Programs (Max=15)	Curriculum & Instruction on HIB & Related Information & Skills (MAX=6)	HIB Personnel (MAX=9)	School Level HIB Incident Reporting Procedure (MAX=6)	HIB Investigative Procedure (MAX=12)	HIB Reporting (MAX=6)	School Grade (MAX=78)
High School	14	8	14	6	9	6	12	6	75
Middle School	14	8	14	6	9	6	12	6	75
Byrd School	14	9	13	6	9	6	12	6	75
Central School	14	9	13	6	9	6	12	6	75
Coleman School	14	9	13	6	9	6	12	6	75
Hamilton School	14	9	13	6	9	6	12	6	75

January 1, 2026 - June 30, 2026 - Report Period 2
HIB Trainings and Programs

	Trainings	Programs
High School	4	10
Middle School	0	10
Byrd School	1	8
Central School	1	9
Coleman School	2	5
Hamilton School	3	10
District	1	0
Total	12	52

January 1, 2026 - June 30, 2026 - Report Period 2

School	Incident Total*	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Other Incidents Leading to Removal	HIB Alleged
High School	2	1	0	1	0	0	6	3
Middle School	7	6	0	0	0	1	12	3
Hamilton School	0	0	0	0	0	0	0	1
Byrd School	0	0	0	0	0	0	0	0
Central School	0	0	0	0	0	0	0	0
Coleman School	0	0	0	0	0	0	0	1

* Violence, Vandalism, Substances, Weapons and HIB Confirmed

- 2026 Graduation Results
  Presenter: Dr. Lauren Daniell, Director of Student Personnel Services

  Total number of students graduated: 212
  Students who met graduation requirements through:
  Competency Test: 12
  Portfolio Appeal: 2
  Meeting alternative requirement specified in IEP: 24
  Failure to meet graduation assessments and requirements: 1

INTERIM CHIEF SCHOOL ADMINISTRATOR'S REPORT

- Mr. Rota spoke about how the student body is adjusting to the new cell phone policy, noting it seems to be going in the right direction.
- Mr. Rota spoke about the Board moving from a Committee of the Whole structure to a Committee structure.

COMMITTEE REPORTS

- Curriculum and Instruction, Karyn Stephenson, Chair
  - Convocation and 3 day staff PD
  - Robotics teams
  - Summer curriculum
  - Elementary departmentalization
  - Later school start times
- Policy and Governance, Boaz Cohen, Chair
  - Policies on this evening's agenda
  - Rumored data center in Fair Lawn
- Finance, Daniel Corey, Chair
  - Annual field work audit
  - Health insurance increase
  - Budget calendar review
  - Long range facility plan
  - Phase 3 RTU bids
- Buildings and Grounds, Angela Pucci-Bender, Chair
  - IAQ testing at Hamilton School
  - Summer maintenance work and clean-up
  - Summer technology projects
  - RTU phases 2 and 3
  - Long range facility plan will be presented in October

PUBLIC COMMENTS (I OF II)

The rules for public input at board meetings are contained in Glen Rock Policy 0167 - copies are available at each meeting.

Meeting opened to public comments at 7:41 PM.

None

Meeting closed to public comments at 7:41 PM.

GENERAL RESOLUTIONS

Motion to approve Resolutions G1 through G19 as listed below.

	Motion	Second	Yes	No	Abstain	Recuse
Mr. Cohen		√	√			
Mr. Corey			√			
Mr. Hayward			√			
Ms. Parlamis			√			
Dr. Pucci-Bender	√		√			
Ms. Stephenson			√			
Mr. Tang			√			
~~Ms. Calvez~~						
Dr. Robinson			√			

G1. Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary, approves the Minutes from the Regular and Closed Board meeting of August 31, 2026.

G2. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, accept and affirm the School Self-Assessment Report under the Anti-Bullying Bill of Rights Act (ABR), for the 2025-2026 school year.

G3. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, reviews and conducts the first reading of the policies listed below (Attached as Appendix A)

P1230	Superintendent's Duties (M) (Revised)
P2200	Curriculum (M) (Revised)
P2411	Career Education and Academic Counseling (M) (Revised)
~~P5460~~	~~High School Graduation (M) (Revised)~~
P5461	High School Diplomas (M) (New)
P0162	Notice of Board Meetings (Revised)
P0162.01	Legal Notices (M) (New)
P1643	Family Leave (M) (Revised)
P2260	Equity in School and Classroom Practices (M) (Revised)
P5338	Diabetes Management (M)
P5561	Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M) (Revised)
P6112	Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
P6115.02	Federal Awards/Funds Internal Controls Mandatory Disclosures (M) (Revised)
P6311	Contracts for Goods or Services Funded by Federal Grants (M) (Revised)

G4. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, reads, adopts and/or abolishes the regulations listed below. (Attached as Appendix B)

R2200	Curriculum Content (M) (Abolished)
R2411	Guidance Counseling (M) (Abolished)
R2460.30	Additional/Compensatory Special Education and Related Services (M) (Abolished)
~~R2464~~	~~Gifted and Talented Students (M)~~
R6115.01	Federal Awards/Funds Internal Controls-Allowability of Costs (M) (Revised)

G5. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator approves the 2026-2027 Nursing Services Plan. (Attached as Appendix C)

G6. Whereas, the Board of Education wishes to join the Garden State Coalition of Schools (GSCS), a member-directed grassroots advocacy organization successfully representing Boards of Education, parents, school administrators and community members in advocating for quality education for all New Jersey students for 33 years, and

Whereas, the Board of Education desires to be part of GSCS' efforts to focus on the inter-related issues of academic achievement, educational practices and school finance, while continuing to strengthen New Jersey school programs that have led to high student achievement, and

Whereas, by joining GSCS, the Board of Education will be joining 100 other New Jersey school districts, and

Whereas, membership in GSCS is initiated by a one-time resolution form each Board of Education wishing to join the Coalition,

Now therefore be it resolved that the Board of Education does agree to join the Garden State Coalition of Schools, and

Be it further resolved that the Board secretary be authorized to initiate membership arrangements and pay the yearly dues in the amount of $2,500, which may be pro-rated for the remainder of the year where applicable, based on the resolution date.

G7. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the 2026-2027 School Year Special Education out-of-district placements as follows:

Student	**Program**	**Tuition**	**Account #**
216416	Community High School	$61,855.83	11.000.100.566.950.100.340.000

G8. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves Educere to provide home instruction services to special education student ID #217340 for a period not to exceed 12 weeks to be completed no later than January 31, 2027 charged against account number 11.219.100.320.000.310.226.000. Total cost of Special Education Home Instruction not to exceed $52,000.00 in aggregate.

G9. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the following evaluators for the 2026-2027 school year, on an as needed basis, as requested by the Director of Special Services and/or the Superintendent of Schools. (Attached Appendix D)

G10. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the establishment of a High School Voter Education Club. The club will provide students with a non-partisan organization with the goals of teaching about the voting process, empowering voters, and protecting democracy.

G11. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the establishment of a High School Panther Smart Club. The purpose of the club is to provide tutoring opportunities for students in elementary and middle school by high school students.

G12. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the establishment of a High School Astronomy Club. The club aims to provide students with knowledge of the universe beyond Earth and to inform students about the projects of space facilities, including NASA and other science research facilities. The club also aims to build on interest of students who are curious about astronomy as a possible career choice.

G13. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the establishment of a High School Pickle Ball Club. The purpose of the Pickleball Club is to promote physical fitness, student engagement, and positive social interaction through the sport. The club will be designed to be inclusive and welcoming to students of all skill levels.

G14. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the establishment of a High School Women in Leadership Club. The goal of the club is to inform young women on potential career paths. The aim is to connect students to professionals in a variety of fields to help them build a strong network and set them up for success in the future.

G15. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the establishment of a High School Students Demand Action Club. The purpose of the club is to provide a structured, respectful space for students to learn about school safety. The goal of the club is to empower

students to create a safer, more informed and connected school community through education and advocacy.

G16. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the establishment of a High School Photography Club. The club aims to bring students together who are passionate about analog photography and the art of capturing images on film.

G17. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the acceptance of the following donations:

Item/Purpose	To	From	Cash Value
Playground Black Top Mural	Hamilton School	HSA	$10,000.00
Free Little Library House	Hamilton School	HSA	$440.00
White Magnetic Boards for Room 203	Central School	HSA	$3,251.00

G18. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the following field trips for students which will occur at no district expense, except for the cost of substitute teachers and overnight stipends, if any for the chaperones accompanying the students:

Class/Club/Grade	School	Teacher(s)	Location
Kindergarten	Byrd	R. Tracey, K. Costello	Glen Rock Public Library Glen Rock, NJ
Grade 5	Byrd	J. Neugebauer, J. Burke, T. Clark	Buehler Challenger & Science Center Paramus, NJ
Grade 5	Central	S. Bonanno, S. Finneran	Buehler Challenger & Science Center Paramus, NJ
Grade 5	Coleman	C. Mercer, S. Gavin, V. Iseman	Buehler Challenger & Science Center Paramus, NJ
Preschool	Early Childhood Program	A. Cassin, N. Pearsall, S. Stevens	Glen Rock Arboretum Glen Rock, NJ
Preschool	Early Childhood Program	A. Cassin, N. Pearsall, S. Stevens	Abma's Farm Wyckoff, NJ
Grade 5	Hamilton	R. Gloede, L. Ciabattoni, J. Thompson, J. Smithers, I. Gueva*	Buehler Challenger & Science Center Paramus, NJ
Grade 5	Hamilton	R. Gloede, L. Ciabattoni, J. Thompson, J. Smithers, I. Gueva*	Liberty Hall Museum Union, NJ
Model UN	High School	C. Pohlman	Seton Hall University South Orange, NJ
Marching Band	High School	M. Peterson, A. Friedrich	Marching Band Competition Succasunna, NJ

Marching Band	High School	M. Peterson, A. Friedrich	Marching Band Competition East Brunswick, NJ
Marching Band	High School	M. Peterson, A. Friedrich	Marching Band Competition Piscataway, NJ
Marching Band	High School	M. Peterson, A. Friedrich	Marching Band Competition West Orange, NJ
Ski/Snowboarding Club	High School	L. Brown, D. Maasarani, B. Weinberg, T. Mure, R. Forstot, S. Gallo, D. Puccio, Nurse	Okemo Mountain / Days Inn Ludlow, VT/ Rutland, VT
Debate Team	High School	K. Hathaway*	Varsity North Jersey Debate League Various Locations
Debate Team	High School	K. Hathaway*	JV North Jersey Debate League Various Locations
Debate Team	High School	K. Hathaway*	Debate Clinic Paramus High School Paramus, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition Bayonne High School Bayonne, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition River Dell High School Oradell, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition Dumont High School Dumont, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition Eric Smith Middle School Ramsey, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition Emerson High School Emerson, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition Kean University Union, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition Don Bosco Prep High School Ramsey, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition Hackensack High School Hackensack, NJ
Robotics Grades 7-12	Middle School/ High School	T. Mure J. Glowacki	Robotics Competition FTCNJ Northeast League Meet Location: TBD

***Substitute Required**

G19. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the appointment of Adam Weiss, Esq. to conduct an employment investigation for the District at the rate of $225.00 per hour.

BUSINESS RESOLUTIONS

Motion to approve Resolutions B1 through B10 as listed below.

	Motion	Second	Yes	No	Abstain	Recuse
Mr. Cohen			√			
Mr. Corey			√			
Mr. Hayward		√	√			
Ms. Parlamis			√			
Dr. Pucci-Bender			√			
Ms. Stephenson			√			
Mr. Tang	√		√			
~~Ms. Calvez~~						
Dr. Robinson			√			

B1. Be it resolved that the Board, upon recommendation of the School Business Administrator/ Board Secretary, approves the adoption of the monthly certification(s) of Major Budgetary Account and Fund status as follows:

Whereas, the Board of Education has accepted and reviewed financial reports for the period ending August 31, 2026, including the Report of the Secretary;

Whereas, the Board has received and reviewed financial reports issued by the School Business Administrator/Board Secretary; (Attached as Appendix E)

Whereas, the Board has had consultations with the appropriate school administrators;

Resolved that members of the Board of Education do hereby certify that to the best of our knowledge, no major accounts appears to be overextended in violations of N.J.A.C 6A:23-2.11(c) 4 and that sufficient funds are available to meet the district board of education's financial obligations for the remainder of the year.

B2. Be it resolved that the Board upon recommendation of the School Business Administrator/Board Secretary retroactively approves the transfer of funds/ budget adjustments for the month ending August 2026. (Attached as Appendix F)

B3. Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary approves the bills list as follows:

Fund 10- September 2026 General Fund	$	2,235,463.66
Fund 20- September 2026 Special Rev	$	72,007.50
Fund 30- September 2026 Capital Projects	$	140,811.86
Fund 40- September 2026 Debt Service	$	0
Fund 65- September 2026 Comm. School	$	18,929.79
Fund 90- September 2026 Agency Fund	$	574,751.25

Unemployment Trust Account	$ 0
09-15-2026 General Payroll	$ 1,673,430.14
09-15-2026 Community School Payroll	$ 22,926.98
General Payroll	
Community School Payroll	
Total	$ 4,738,321.18

September Cafeteria Account	$ 75,775.35
September CS Refunds	$ 0
September CS Trip Account	$ 1,512.00

B4. Be it resolved that the Board, upon recommendation of the Business Administrator/Board Secretary, that the Architect is hereby authorized to to provide the customary professional services including the preparation of plans and specifications for the replacement of Phase 2 Rooftop Units #1 and 2 and Phase 3 Rooftop Units #13, 16, 17, 18, 20, 21, 22, 23, 24 and 25 at GRHS-MS (Other Capital Project) and submit the same to the New Jersey Department of Education and to all other governmental authorities with jurisdiction over the Project. The Architect shall also amend the School District's Long Range Facilities Plan, if necessary, consistent with this Agreement. The Glen Rock Board of Education is not seeking state funding for this project. The Owner's review, approval, acceptance of, or payment for the Architect's services shall not be construed as a waiver of any rights under this Agreement or of any cause of action for damages caused by the Architect's negligent performance under this Agreement. This Agreement does not restrict or limit any rights or remedies otherwise afforded the Owner or the Architect by law. The Architect will be paid a flat fee of $204,200.00, including reimbursables, as approved on the June 15, 2026 agenda motion B15.

B5. Whereas, the Board of Education publicly advertised and solicited for sealed bids for the RTU Replacement Project (Phase 3) at Glen Rock High School and Middle School, as a single overall project; and

Whereas, in accordance with that advertisement, the bids were received, publicly opened and read aloud in the Office of the Business Administrator on September 17, 2026; and

Whereas, the Board wishes to award the base bid plus the project alternate; and

Whereas, C. Dougherty & Co., Inc., of Paterson, New Jersey, submitted the apparent low bid amount for the project of $1,852,000.00, inclusive of the base bid, Alternate No. 1, and all project allowances; and

Whereas, there are no material defects in the contractor's bid and therefore, it is the lowest responsible and responsive bidder for the project;

Now, therefore, be it:

Resolved, that the Board of Education award the contract for the Project to C. Dougherty & Co., Inc., 7 Washington Avenue, Paterson, NJ 07503, in the total contract amount of $1,852,000.00 consisting of the base bid in the amount of $1,460,000.00 and Alternate No. 1 in the amount of $392,000.00, inclusive of all project allowances, and subject to the terms and conditions of a contractual agreement pending review by Board counsel, which the Board President and/or Business Administrator is thereafter authorized to execute on behalf of the Board.

B6. A resolution authorizing the Glen Rock Board of Education to enter into the Board of Morris-Union Jointure Commission Cooperative pricing agreement NJ State Approved Cooperative Pricing System-#302MUJC.

Whereas, N.J.S.A. 18A:18A-11 et seq. and N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

Whereas, the Morris-Union Jointure Commission, hereinafter referred to as the "Lead Agency," has offered voluntary participation in the Cooperative Pricing System for the purchase of goods and services;

Whereas, on September 28, 2026 the governing body of the Glen Rock Board of Education of Bergen County, duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services relating to technology, professional development and staffing.

Now, therefore be it resolved as follows:

This resolution shall be known and may be cited as the Cooperative Pricing Resolution of the Morris-Union Jointure Commission Board of Education.

Pursuant to the provisions of N.J.S.A. 18A:18A-11 et seq., N.J.S.A. 40A:11-11(5) and N.J.A.C. 5:34-7.1 et seq., the Board Secretary of the Board of Education is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency on the Board's behalf.

The Lead Agency shall be responsible for complying with the provisions of the Public School Contracts Law (N.J.S.A. 18A:18A-1 et seq.) and all other provisions of the revised statutes of the State of New Jersey.

This resolution shall take effect immediately upon passage.

B7. Be it resolved that the Board authorizes the School Business Administrator/Board Secretary to execute an agreement with the Ice House for the girls' Ice Hockey Program for the 2026-27 school year in the amount of $3,900.00. The cost of the ice time shall be borne by the student and families participating in the activity and not with public funds.

B8. Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary, approves the disposal either by auction or as refuse of the items below. Be it further resolved that the Board of Education approves the sale of the surplus property through the online auction services of GovDeals (govdeals.com). The terms and conditions of the agreement entered into with GovDeals is available online at govdeals.com and also available from the Board. The sale is being conducted pursuant to Local Finance Notice 2008-9.

Make	Model	Location
Yamaha	MG16 -16 Input Mixer	Technology Department
Denon	DCM-290 5-Disc CD Auto Changer	Technology Department
Yamaha	MTX3 26 x 8 Matrix / Signal Processor	Technology Department
Panasonic	DMP-BD77 Blue-Ray Disc Player	Technology Department
Marantz	Professional PMD560 Solid-State Recorder	Technology Department
Digital	Loudspeaker Control	Technology Department
Bogen	Digital Stereo Tuner DST 1	Technology Department
QSC	CX404 Installation 4-Channel Power Amplifier (400W)	Technology Department
QSC	CX-502 2 - Channel Direct Output Amplifier (300W)	Technology Department

B9. Be it resolved that the Board hereby approves an annual maximum reimbursement amount for the following employee for the purposes of Regular Business travel for the 2026-2027 School year in accordance with travel regulations:

Name	Position	Annual Maximum Amount
Carly Kalman	Supervisor, Mathematics	$500.

B10. Be it resolved by the Glen Rock Board of Education that the Board, upon recommendation of the School Business Administrator, authorizes the procurement of goods and services through Educational Services Commission of New Jersey;

Whereas, Title 18A:18A-10 provides that the Glen Rock Board of Education without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant

to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, and

Whereas, the Glen Rock School District has the need, on a timely basis, to procure goods and services utilizing state contracts, and

Whereas, the Glen Rock Board of Education desires to authorize its purchasing agent to make any and all purchases necessary to meet the needs of the school district throughout the school year.

Now therefore be it resolved, that the Glen Rock Board of Education, does hereby authorize the district purchasing agent to award a contract to Nickerson Furniture, Equipment & Design Service for the purchase and installation of sink area casework at all elementary schools (#ESCNJ 22/23-08) in the amount of $74,913.29.

PERSONNEL RESOLUTIONS

Motion to approve Resolutions P1 through P25 as listed below.

	Motion	Second	Yes	No	Abstain	Recuse
Mr. Cohen			√			
Mr. Corey			√			
Mr. Hayward			√			
Ms. Parlamis			√			
Dr. Pucci-Bender	√		√			
Ms. Stephenson		√	√			
Mr. Tang			√			
~~Ms. Calvez~~						
Dr. Robinson			√			

P1. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, accepts with regret, the resignation of the following staff member for retirement reasons, in accordance with the provisions of the GRBOE/GREA negotiated agreement:

Name	Position	Effective Date
Christopher Kelley	Latin Teacher Middle School	01/01/2027

P2. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, does hereby approve the following staff members to participate in the Affirmative Action Team, to coordinate and implement the requirements of N.J.A.C. 6A:7- Managing For Equality And Equity in Education:

Gregory Van Nest	Affirmative Action Officer
Lauren Daniell	Director of Student Services
Julie Yohana	Director of Human Resources
Maria Marx	Elementary Teacher
Donna Maasarani	Middle School Teacher
Nicole Rusin	High School Teacher

P3. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the Guide Movement of the following certificated staff members for the 2026-2027 school year as per the GRBOE/GREA negotiated agreement:

Name	School/ Department	Position	From	To	Effective Date
Danielle Coletta	High School	Special Education Teacher	MA/Step 11	MA+30/Step 11	09/01/2026
Mason Rayner	Middle School	Social Studies Teacher	MA/Step 10	MA+30/Step 10	09/01/2026
Jamie Riffel	Middle School	English Teacher	MA/Step 8	MA+45/Step 8	09/01/2026
Jessica Welch	Middle School	Drama Teacher	MA/Step 20	MA+30/Step 20	09/01/2026

P4. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the additional compensation for Professional Recognition of the following certificated staff member for the 2026-2027 school year as per the GRBOE/GREA negotiated agreement:

Name	School/ Department	Position	Amount	Effective Date
Alan Feldman	High School	Social Studies Teacher	$1,910.	09/01/2026

P5. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves payment of mentor fees to the following mentors for the 2026-2027 school year charged to account number 11.000.223.110.000.220.627.000:

Mentee	Mentor
Mercedes Blackwell	Theresa Simpson
Arianna Bocchino	Una Kearns

Alyssa Cahill	Gianna Tent
Joanne Choi	Michelle D'Alessio
Lilah Guthy	Janet Welsh
Sophia Harding	Kelly Pannaman
Gianna Torielli	Megan McDermott
Samantha Wenz	Kristin Hyde

P6. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the additional instructional assignment of one extra class (i.e., overage) at 12.5% of the employee's base salary for the duration of the assignment for the following Middle School faculty members:

Name	Subject	Duration
Elizabeth Wanagiel	Special Education	10/12/2026 - 03/29/2027
Stephanie Zappala	Special Education	10/12/2026 - 03/29/2027
Anthony Cece	Special Education	10/12/2026 - 03/29/2027
Marissa Fecci	Special Education	10/12/2026 - 03/29/2027
Lisa Brown	Special Education	10/12/2026 - 03/29/2027

P7. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following lunchroom aide for the 2026-2027 school year, pending completion of all required paperwork:

School	Name	Step	Salary per Hour	Account Number
Coleman	Barbara Atkinson	4	$24.59	11.000.262.107.090.261.608.000

P8. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the following student intern assignments, in the district during the 2026-2027 school year, at no cost to the Board:

Student Name	College/University	School/Subject	Cooperating Staff Member/Dates
Anne Noonan	Montclair State University	Special Services/ Psychology K-12	Dianne Carpenter September - December 2026
Daniela Cardenas	William Paterson University	Special Services/ Speech Pathology K-12	Yelena Kremenchugsky January - June 2027

P9. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves a request for external clinical supervision to support ongoing professional growth for Andrew Moran, a School Social Worker at Glen Rock Middle/High School with Susanne Loquet, LCSW, at no cost to the Board.

P10. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the following certificated staff members to complete classroom moves over the summer, charged to account number 11.000.262.110.000.260.616.000.

School	Name	Hourly Rate	Hours Not to Exceed
Coleman	Alyssa Losito	$45.	10
Coleman	Samantha Mulkay	$45.	10
Coleman	Sarah Palo	$45.	10

P11. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the additional hours for the 2026-2027 Summer Curriculum Projects.

Staff	Hourly Rate	Number of Hours	Account Number
Abryanna Hernandez	$45.	5	11.000.221.110.000.220.634.001
Daniella Matusic	$45.	5	11.000.221.110.000.220.634.001

P12. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the following 2026 summer work for the guidance department:

Staff	Hourly Rate	Number of Hours	Account Number
Elizabeth Crocker	$45.	13	11.000.218.104.060.218.634.001

P13. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves an intermittent leave of absence for District Employee, Emp. ID #047279, as follows:

Type of Absence	From	To
FMLA and/or NJ FLA	09/02/2026	09/25/2026

P14. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following staff members as advisors to the extra-compensation Byrd School co-curricular positions for the 2026-2027 school year:

Co-curricular Position	Advisor(s)	Stipend	Account Number
Chorus - Winter	Christine Sattler	$683.	11.401.100.100.070.401.617.000
Chorus - Spring	Christine Sattler	$683.	11.401.100.100.070.401.617.000
Homework Club	Molly Henry	$412.	11.401.100.100.070.401.617.000
Peer Mentors	Lauren Carter Christine Sattler	$206. each (50% of $412.)	11.401.100.100.070.401.617.000
Safety Patrol	Jennifer Burke	$1,560.	11.401.100.100.070.401.617.000
Student Council Co-advisors	Jennifer Burke Alissa Davis	$389.50 each (50% of $779.)	11.401.100.100.070.401.617.000
Yoga Club Co-advisors	Lauren Carter Colleen Quinlan	$206. each (50% of $412.)	11.401.100.100.070.401.617.000

P15. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following staff members as advisors to the extra-compensation Central School co-curricular positions for the 2026-2027 school year:

Co-curricular Position	Advisor(s)	Stipend	Account Number
Chorus - Winter	Stephen Malone	$683.	11.401.100.100.080.401.617.000
Chorus - Spring	Stephen Malone	$683.	11.401.100.100.080.401.617.000
Safety Patrol Co-advisors	Jami Hahn Diane Conklin-Tenga	$780. each (50% of $1,560.)	11.401.100.100.080.401.617.000
Student Council	Sharon Bonanno Kelly Pannaman	$389.50 each (50% of $779.)	11.401.100.100.080.401.617.000

P16. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following staff members as advisors to the extra-compensation Coleman School co-curricular positions for the 2026-2027 school year:

Co-curricular Position	Advisor(s)	Stipend	Account Number
Chorus - Winter	Josephine Chiang	$683.	11.401.100.100.090.401.617.000

Chorus - Spring	Josephine Chiang	$683.	11.401.100.100.090.401.617.000
Coleman Cares Community Club Co-advisors	Christine Mercer Vanessa Iseman	$206. each (50% of $412.)	11.401.100.100.090.401.617.000
Environmental Club	Scott Gavin	$412.	11.401.100.100.090.401.617.000
Safety Patrol Co-advisors	Scott Gavin Vanessa Iseman	$780. each (50% of $1,560.)	11.401.100.100.090.401.617.000
Student Council Co-advisors	Scott Gavin Christine Mercer	$389.50 each (50% of $779.)	11.401.100.100.090.401.617.000

P17. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following staff members as advisors to the extra-compensation Hamilton School co-curricular positions for the 2026-2027 school year:

Co-curricular Position	Advisor(s)	Stipend	Account Number
Chorus - Winter	Troy Frey	$683.	11.401.100.100.065.401.617.000
Chorus - Spring	Troy Frey	$683.	11.401.100.100.065.401.617.000
Environmental Club	Laura Ciabattoni	$412.	11.401.100.100.065.401.617.000
Safety Patrol	Rebecca Gloede	$1,560.	11.401.100.100.065.401.617.000
Yearbook Club	Rebecca Gloede	$412.	11.401.100.100.065.401.617.000
Student Council Co-advisors	John Meyer Sabrina Hayek	$389.50 each (50% of $779.)	11.401.100.100.065.401.617.000
The Husky Book Pack	Kimberly McCloskey	$412.	11.401.100.100.065.401.617.000

P18. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following as advisors to the extra-compensation middle school co-curricular positions for the 2026-2027 school year:

Co-curricular Position	Advisor(s)	Stipend	Account Number
Art Club	Olympia Martin	$411.	11.401.100.100.060.401.617.000
Assistant Canteen Director	Ashley Shandra	$46./hr	11.401.100.100.060.401.617.000
Battle of the Books (Book Club)	Jamie Riffel Marisa Territo	$411. each	11.401.100.100.060.401.617.000

Canteen Director (Middle School Socials)	Lauren Seitz	$51./hr	11.401.100.100.060.401.617.000
Dance Club	Theresa Simpson	$411.	11.401.100.100.060.401.617.000
eSports	Brian O'Donnell	$411.	11.401.100.100.060.401.617.000
Junior National Honor Society	Jamie Riffel Theresa Simpson	$675. each (50% of $1,350.)	11.401.100.100.060.401.617.000
Literary Arts Magazine	Theresa Simpson	$411.	11.401.100.100.060.401.617.000
Math Counts	Kaitlyn Schamber	$411.	11.401.100.100.060.401.617.000
Math Olympiad	Kristine Heinemann Kaitlyn Schamber	$205.50 each (50% of $411.)	11.401.100.100.060.401.617.000
Musical Director	Aaron Sartorio	$1,577.	11.401.100.100.060.401.617.000
Vocal Director	Alison Chiapetta	$1,125.	11.401.100.100.060.401.617.000
Choreographer	Jessica Rolfe	$1,013.	11.401.100.100.060.401.617.000
Music Accompanist	Alison Chiapetta Nicholas Taylor	$675. each	11.401.100.100.060.401.617.000
Lighting & Sound	James Warren	$534.	11.401.100.100.060.401.617.000
Business Manager	Marisa Davitt	$338.	11.401.100.100.060.401.617.000
Stage Manager	Amanda Ruiz	$394.	11.401.100.100.060.401.617.000
Costume Overseer	Amanda Ruiz	$506.	11.401.100.100.060.401.617.000
Science Olympiad	Heather McDermott	$2,590.	11.401.100.100.060.401.617.000
Show Choir	Anna Lilikas Carl Helder	$1,295. each (50% of $2,590.)	11.401.100.100.060.401.617.000
Ski Trip	Lisa Brown Donna Maasarani	$1,295. each (50% of $2,590.)	11.401.100.100.060.401.617.000
Student Council	Amanda Mennella Amanda Willick	$1,913.50 each (50% of $3,827.)	11.401.100.100.060.401.617.000
Talent Show	Jessica Rolfe Amanda Mennella	$411 each	11.401.100.100.060.401.617.000
Yearbook	Kathleen Moscara Janet Welsh	$1.295. (50% of $2,590.) $1,295. (50% of $2,590.)	11.401.100.100.060.401.617.000

8th Grade Trip Advisor	Caelie Batelli Charles Vulcano	$1,295. each (50% of $2,590.)	11.401.100.100.060.401.617.000

P19. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following as advisors to the extra-compensation high school co-curricular positions for the 2026-2027 school year:

Co-curricular Position	Advisor(s)	Stipend	Account Number
Alliance	Nicole Rusin Susan Wechtler	$1,350. each	11.401.100.100.050.401.617.000
American Field Service	Justin Ecochard Lesley Breuer	$1,350. each	11.401.100.100.050.401.617.000
Artist Portfolio Club	Kelleyann Jackson	$411.	11.401.100.100.050.401.617.000
Asian Club	Yan Chen Narina Mazokh	$411. each	11.401.100.100.050.401.617.000
Black Student Union	Alfreda Samuels Janice Laguerre	$205.50 each (50% of $411.)	11.401.100.100.050.401.617.000
Chamber Music Club	Anna Lilikas Carl Helder	$205.50 each (50% of $411.)	11.401.100.100.050.401.617.000
Chess Team	Alan Feldman	$411.	11.401.100.100.050.401.617.000
Choir - Madrigal	Anna Lilikas Carl Helder	$675. each (50% of $1,350.)	11.401.100.100.050.401.617.000
Choir - Treble	Anna Lilikas Carl Helder	$675. each (50% of $1,350.)	11.401.100.100.050.401.617.000
Class Advisors – Grade 9	Susan Wechtler Kimberly Crooks	$1,566. each	11.401.100.100.050.401.617.000
Class Advisors – Grade 10	Elvira Pieklo Marisa Davitt	$1,678. each	11.401.100.100.050.401.617.000
Class Advisors – Grade 11	Rochelle Forstot Leah Wallace	$1,797. each	11.401.100.100.050.401.617.000
Class Advisors – Grade 12	Kevin Hughes Marina Majbour	$3,377. each	11.401.100.100.050.401.617.000
Cultural Exchange Club	Justin Ecochard Lesley Breuer	$1,350. each	11.401.100.100.050.401.617.000
Debate Team	Kathryn Hathaway	$3,638.	11.401.100.100.050.401.617.000

DECA	Arianna Bocchino Daniela Matusic	$2,590. each	11.401.100.100.050.401.617.000
French Club	Deniz Atasagun	$411.	11.401.100.100.050.401.617.000
Girl Up	Amanda Ruiz	$411.	11.401.100.100.050.401.617.000
Girls Who Code	Brian Devlin	$411.	11.401.100.100.050.401.617.000
Glenconian	Kelsie Mania Kellyann Jackson	$1,913.50 each (50% of $3,827.)	11.401.100.100.050.401.617.000
Glenconian Business Manager	Kelsie Mania Kellyann Jackson	$675. each (50% of $1,350.)	11.401.100.100.050.401.617.000
Glen Echo	Valerie Jaretsky Maria Helenek	$1,913.50 each (50% of $3,827.)	11.401.100.100.050.401.617.000
Glen Echo Business Manager	Marisa Davitt	$1,915.	11.401.100.100.050.401.617.000
Glen Rock Students for Service Club	Kathleen Walter Allison Cassin	$205.50 each (50% of $411.)	11.401.100.100.050.401.617.000
Helping Hands	Nina Pearsall	$411.	11.401.100.100.050.401.617.000
Interact Club	Danielle Coletta	$2,590.	11.401.100.100.050.401.617.000
Jazz/Rock/DixieCats Ensemble	Matthew Peterson	$1,350.	11.401.100.100.050.401.617.000
Jewish Student Union	Rochelle Forstot Leah Wallace	$205.50 each (50% of $411.)	11.401.100.100.050.401.617.000
Latin Club	Kaitlin Moleen	$411.	11.401.100.100.050.401.617.000
Marching Band Director	Matthew Peterson	$2,590.	11.401.100.100.050.401.617.000
Marching Band Color Guard Director	Ashley Friedrich	$1,350.	11.401.100.100.050.401.617.000
Math League Team	Megan Nordman	$1,350.	11.401.100.100.050.401.617.000
Men Have Emotional Needs Too (MHEN2)	Charles Vulcano	$411.	11.401.100.100.050.401.617.000
Mobius	Susan Wechtler	$3,638.	11.401.100.100.050.401.617.000
Model U.N.	Christopher Pohlman	$1,350.	11.401.100.100.050.401.617.000
Musical Director	Aaron Sartorio	$4,504.	11.401.100.100.050.401.617.000
Musical Vocal Director	Carl Helder	$3,603.	11.401.100.100.050.401.617.000
Musical Business Manager	Marisa Davitt	$563.	11.401.100.100.050.401.617.000

Musical Stage Manager	Kathryn Hathaway	$563.	11.401.100.100.050.401.617.000
Musical Costume Overseer	Anna Lilikas	$563.	11.401.100.100.050.401.617.000
Musical Rehearsal Accompanist	Carl Helder	$675.	11.401.100.100.050.401.617.000
Musical Choreographer	Anna Lilikas	$3,152.	11.401.100.100.050.401.617.000
Musical Lighting & Sound	James Warren	$675.	11.401.100.100.050.401.617.000
Musical Scenery	Aaron Sartorio	$563.	11.401.100.100.050.401.617.000
Musical Orchestra Pit Leader	Matthew Peterson	$1,125.	11.401.100.100.050.401.617.000
National Honor Society	Zehra Unalp	$1,350.	11.401.100.100.050.401.617.000
No Place for Hate	Rochelle Forstot Megan McDermott	$205.50 each (50% of $411.)	11.401.100.100.050.401.617.000
Pathways for Exceptional Children	Ann Martel Carly Nicolosi	$675 each (50% of $1350.)	11.401.100.100.050.401.617.000
Relay For Life	Rochelle Forstot Lisa Brown	$1,350. each	11.401.100.100.050.401.617.000
Robotics/Engineering Team - Head Coach	Joseph Glowacki	$4,080.	11.401.100.100.050.401.617.000
Robotics/Engineering Team - Assistant Coach	Timothy Mure	$2,040.	11.401.100.100.050.401.617.000
Science League: Biology Team	Zehra Unalp	$1,350.	11.401.100.100.050.401.617.000
Science League: Chemistry Team	Robert Reinertsen	$1,350.	11.401.100.100.050.401.617.000
Science League: Environmental Science Team	Heather McDermott	$1,350.	11.401.100.100.050.401.617.000
Science Team: Physics Team	Timothy Mure	$1,350.	11.401.100.100.050.401.617.000
Science National Honor Society	Heather McDermott	$1,350.	11.401.100.100.050.401.617.000
Ski & Snowboarding Club	Lisa Brown Donna Maasarani	$411. each	11.401.100.100.050.401.617.000
Social Justice Club	Kathryn Hathaway	$1,350.	11.401.100.100.050.401.617.000
Student Council	Brian McGoey Kevin Hughes	$1,819. each (50% of $3,638.)	11.401.100.100.050.401.617.000

Students for Environmental Action (SEA)	Heather McDermott	$411.	11.401.100.100.050.401.617.000
Table Tennis Club	Alan Feldman	$411.	11.401.100.100.050.401.617.000
Theatre Club	Christopher Barker	$4,504.	11.401.100.100.050.401.617.000
Thrive! Club	Caelie Batelli	$411.	11.401.100.100.050.401.617.000
Under the Rock (Glen Rock Media Club)	Keith Harris	$4,080.	11.401.100.100.050.401.617.000

P20. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following volunteers as advisors to the following middle/high school clubs for the 2026-2027 school year:

Club	Volunteer Advisor(s)
Art for All	Rochelle Forstot
Astronomy Club (NEW)	Timothy Mure
Book Club	Valerie Jaretsky Allison Romanski
Christian Student Union	Sergio Fernandez James Kurz
Computational Linguistics Club	Karen Buchar
Culinary Club	Nancy Cinquino
Dungeons and Dragons Club	Shawn Rowan
English Honor Society	Shari Krapels
Fishing Club	Anthony Cece
Forensics Debate Club	Brian Greppo
Girls Who Code	Kaitlyn Schamber
Glen Rock Students for Service Club	Mary Barchetto
Glen Rock Students for Service Club - Town Council Liaison	Maureen Rosanski
Health Occupations Students of America (HOSA)	Monica Hughes

Indian Student Union	Sonia Bawa
Investors Club	Una Kearns
Junior Rho Kappa National Social Studies Honor Society	Ermanno Morelli
Marching Band Front/Color Guard Assistance	Marisa Territo
Medical Science Competitions Club	Monica Hughes
Mock Trial	Brian Greppo
Mu Alpha Theta National Math Honor Society	Carly Kalman
National Art Honor Society	Jenna Cozzarelli Mara Siegel
Panther Smart (NEW)	Karen Buchar
Photography Club (NEW)	Mara Siegel
Pickleball Club (NEW)	Bonnie Zimmerman
Psi Alpha Honor Society	Alan Feldman
Robotics Club	Varun Mehta
Students Demand Action (NEW)	Brian Greppo
Tri-M Music Honor Society	Anna Lilikas
Women in Leadership (NEW)	Delina Hida
Young Adults in Politics	Megan McDermott

P21. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the following Glen Rock Community School 2026-2027 10-month non-tenured appointments charged to account number 65.430.100.104.900.801.000.000:

Name	**Position**	**Daily/Hourly Rate Or Contracted Salary**	**Start Date**
Olivia Ebeyer	After Care High School Assistant	$17.50/hour	09/08/2026
Jasneet Kochar	After Care High School Assistant	$17.50/hour	09/08/2026

Thea Fleming	After Care High School Assistant	$17.50/hour	09/08/2026
Nathan Plesnarski	After Care High School Assistant	$17.50/hour	09/08/2026
Will Berard	After Care High School Assistant	$17.50/hour	09/08/2026
Sasha Torres	After Care High School Assistant	$17.50/hour	09/08/2026
Isabella Satanovsky	After Care High School Assistant	$17.50/hour	09/08/2026
Eva Pittman	After Care High School Assistant	$17.50/hour	09/08/2026
Hannah Storinge	After Care High School Assistant	$17.50/hour	09/08/2026
Katie Gains	After Care High School Assistant	$17.50/hour	09/08/2026
Eddie McGoey	After Care High School Assistant	$17.50/hour	09/08/2026
Samantha Schassberger	After Care High School Assistant	$17.50/hour	09/08/2026
Anjali Gandhi	After Care High School Assistant	$17.50/hour	09/08/2026
Grace Gaines	After Care High School Assistant	$17.50/hour	09/08/2026
Lujain Albeltagy	After Care High School Assistant	$17.50/hour	09/08/2026
Sydney Giblin	After Care High School Assistant	$17.50/hour	09/08/2026
Kadence Chang	After Care High School Assistant	$17.50/hour	09/08/2026
Will Sosson	After Care High School Assistant	$17.50/hour	09/08/2026
Grace Gilmartin	After Care High School Assistant	$17.50/hour	09/08/2026
Aiden Chuo	After Care High School Assistant	$17.50/hour	09/08/2026
Leia Weinberg	After Care High School Assistant	$17.50/hour	09/08/2026
Madison Choy	After Care High School Assistant	$17.50/hour	09/08/2026
Jett Narvaez	After Care High School Assistant	$17.50/hour	09/08/2026
Zachary Greenberg	After Care High School Assistant	$17.50/hour	09/08/2026
Seungyeon Lee	After Care High School Assistant	$17.50/hour	09/08/2026
Megan Weimer	After Care High School Assistant	$17.50/hour	09/08/2026
Victoria Bekkerman	After Care High School Assistant	$17.50/hour	09/08/2026
Ayse Nur Iman	Before/After Care Assistant 1:1	$22.22/hour	09/16/2026
Zina Fife	Substitute After Care Assistant	$23.78/hour	09/29/2026

P22. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the appointment of the following community school staff member as an evening registrar in the Community School Office to assist the instructors, seminar/class attendees on an as needed basis, at the rate of $40. per session for the 2026-2027 school year:

Staff Member	Account Number
Jennifer Ostolaza	65.430.100.104.900.803.000.000

P23. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the appointment of the following Community School staff member to substitute in the Community School's School Age Child Care (SACC) after school program, an as needed basis, at the rate of $41. per 1.5 hours not to exceed $2,400. for the 2026-2027 school year.

Staff Member	Account Number
Jennifer Ostolaza	65.430.100.104.900.803.000.000

P24. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the following Glen Rock Community School 2026-2027 Schools Out Program staff members charged to account number 65.430.100.104.900.803.000.00:

Name	Position	Contracted Salary	Dates
Rebecca Johnson	Instructor	Rev. share: Estimated $2,358.	11/03/2026 11/05/2026 11/06/2026
Rebecca Tell	Instructor	Rev: share: Estimated $2,436.	11/05/2026 11/06/2026
Will Sosson	High School Assistant	$17.50/hour	11/03/2026 11/05/2026 11/06/2026

P25. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the following Travel and Conferences for professional development and training purposes as specified below:

Attendee	School/ Department	Program	Location	Date	Cost	Account Number
F. Klump	Middle School/ High School	TLC Meetings	Fair Lawn, NJ	09/24/2026*** 11/19/2026	No cost	N/A

				02/25/2027 03/25/2027 04/22/2027 05/13/2027		
E. Hernandez	High School	NATA 76th Clinical Symposia on Demand 2026	Virtual	On Demand	$499.	11.000.240.580.050.450.121.141
D. Robinson	Board Member	Bergen County SBA Hybrid Meeting	Mahwah, NJ	09/29/2026	No cost	N/A
E. Calvez	Board Member	Bergen County SBA Hybrid Meeting	Mahwah, NJ	09/29/2026	No cost	N/A
E. Thompson	Coleman	NJCOE Fall Meeting	Monroe Twp, NJ	10/02/2026	No cost	N/A
T. Mure	High School	Research Teachers Conference	Washington, DC	10/02/2026	No cost	N/A
L. Ferrara	Middle School	504 Accommodation Plans	Virtual	10/02/2026	$125.	11.000.240.580.060.240.121.141
L. Daniell	District	Bergen County Directors Meetings	Mahwah, NJ	10/02/2026 11/13/2026 12/11/2026 01/15/2027 03/05/2027 03/16/2027 04/02/2027 06/04/2027	No cost	N/A
E. Morelli	High School	2026 Snap Conference	Garfield, NJ	10/06/2026	No cost	N/A
F. Klump	Middle School/ High School	2026 Snap Conference	Garfield, NJ	10/06/2026	No cost	N/A
D. Stellenwerf*	Coleman	NJAGC 4th Annual Gifted Teacher Sharefest	New Brunswick, NJ	10/13/2026	$90.28	11.000.223.580.000.224.121.141
S. Zisa	Coleman	NJIDA Fall Conference	East Brunswick, NJ	10/16/2026	$270.	11.000.223.580.090.223.121.141
C. Quinlan*	Byrd	NJIDA Fall Conference	East Brunswick, NJ	10/16/2026	$332.85	11.000.223.580.000.219.121.141 11.000.223.580.070.223.121.141
S. Caverly*	Coleman	NJIDA Fall Conference	East Brunswick, NJ	10/16/2026 - 10/17/2026	$270.	11.000.223.580.000.219.121.141 11.000.223.580.090.223.121.141
E. Calderone	High School	Counselor Visit Day	West Long Branch, NJ	10/19/2026	$24.06	11.000.218.580.000.218.121.141
F. Klump	Middle School/ High School	ASAPNJ Meetings	Various locations	10/20/2026 02/23/2027 04/27/2027 06/15/2027	No cost	N/A
G. Brown	Special Services	Protecting Students in the Digital Realm	East Hanover, NJ	10/22/2026	No cost	N/A
K. Higgins	Middle School	BCSCA Meetings	Various locations in Bergen County	10/23/2026 01/29/2027 03/12/2027 06/04/2027	No cost	N/A

D. Stellenwerf*	Coleman	BCCTG Meeting	Paramus, NJ	10/23/2026	No cost	N/A
A. Moran	Special Services	NJASSW Fall Conference	Monroe Twp, NJ	10/26/2026	$140.38	11.000.223.580.000.219.121.141
B. Greppo	High School	Mock Trial Workshop for Teachers	New Brunswick, NJ	10/27/2026	$47.51	11.000.223.580.050.501.121.141
K. Lyons	Byrd	Writing Units of Study Support Session	Paramus, NJ	10/27/2026	No cost	N/A
J. Hahn	Central	Writing Units of Study Support Session	Paramus, NJ	10/27/2026	No cost	N/A
C. Mitchell	Coleman	Writing Units of Study Support Session	Paramus, NJ	10/27/2026	No cost	N/A
C. Kalman	Middle School / High School	Gang Awareness Training Session	Lyndhurst, NJ	10/27/2026	No cost	N/A
G. Van Nest	District	Teaching Motivated Minds	Austin, TX	11/12/2026 - 11/14/2026	$2,167.	11.000.230.580.000.220.121.141
C. Walsh*	Central	The PE Jam	Kinnelon, NJ	12/04/2026	No cost	N/A
A. Miller*	Coleman	The PE Jam	Kinnelon, NJ	12/04/2026	No cost	N/A
J. Kilday*	Hamilton	The PE Jam	Kinnelon, NJ	12/04/2026	No cost	N/A
J. Yohana	District	Absence Certification Course	Virtual	01/12/2027** 01/14/2027 01/19/2027 01/21/2027 01/26/2027 01/28/2027	$695.	11.000.230.580.000.233.121.141
E. Calderone	High School	High Point Counselor Open House	High Point, NC	01/20/2027 - 01/22/2027	No cost	N/A
K. Lyons	Byrd	NJPSA/FEA: Fluency That Sticks	Monroe Twp, NJ	01/22/2027	$95.	11.000.223.580.000.521.121.141
J. Hahn	Central	NJPSA/FEA: Fluency That Sticks	Monroe Twp, NJ	01/22/2027	$158.37	11.000.230.580.080.223.121.141
C. Mitchell	Coleman	NJPSA/FEA: Fluency That Sticks	Monroe Twp, NJ	01/22/2027	$95.	11.000.223.580.000.521.121.141
K. Lyons	Byrd	NJPSA/FEA: Growing Voices, Growing Minds	Monroe Twp, NJ	05/05/2027	$95.	11.000.223.580.000.521.121.141
C. Mitchell	Coleman	NJPSA/FEA: Growing Voices, Growing Minds	Monroe Twp, NJ	05/05/2027	$95.	11.000.223.580.000.521.121.141

***Substitute Required**
****Revised Dates**
*****Retroactively Approve**

NOTE: Conference/Workshop reimbursements are estimated costs. Actual reimbursements to be made in accord with Board Policy, N.J.S.A. 18A:11-12 and the State's regulations regarding travel covered under Circular Letter 08-13-OMB and any subsequent Circular Letters which may be issued by the State Office of Management and Budget. The costs for applicable substitute teachers will be in addition to travel costs.

HIB RESOLUTION

Motion to affirm the decision made in GRHIBHAM-311759, as reported by the Acting Chief School Administrator during the August 31, 2026 Closed Work Session Meeting.

	Motion	Second	Yes	No	Abstain	Recuse
Mr. Cohen						√
Mr. Corey			√			
Mr. Hayward		√	√			
Ms. Parlamis	√		√			
Dr. Pucci-Bender			√			
Ms. Stephenson			√			
Mr. Tang			√			
~~Ms. Calvez~~						
Dr. Robinson			√			

NEW BUSINESS

- Mr. Cohen read a prepared statement with regards to the issue with a recent lesson held on September 11th.
- Next Committee Meetings: October 12, 2026
- Next Meeting Date: October 26, 2026
  - Presentation - Facility Review - Parette Somjen Architects
  - Board Goal Setting

PUBLIC COMMENTS (II OF II)

Meeting opened to public comments at 7:52 PM.

Multiple residents spoke about the importance of a strings instructor for the orchestra. One band instructor is not enough to teach the amount of students currently in the program.

Multiple residents spoke about comments made about a Social Studies lesson delivered on September 11, 2026 and the pending investigation.

Multiple residents spoke about the AP Chinese exam and asked that the Board allow students not in that class to be allowed to take the exam.

Meeting closed to public comments at 8:26 PM.

ADJOURNMENT

Motion that the Regular Public Meeting of September 28, 2026 be adjourned at 8:27 PM.

	Motion	Second	Yes	No	Abstain	Recuse
Mr. Cohen	√		√			
Mr. Corey			√			
Mr. Hayward			√			
Ms. Parlamis			√			
Dr. Pucci-Bender			√			
Ms. Stephenson		√	√			
Mr. Tang			√			
~~Ms. Calvez~~						
Dr. Robinson			√			

Respectfully submitted,

James Canellas
Business Administrator/Board Secretary

APPENDIX

A

[See POLICY ALERT Nos. 192 and 237]

1230 SUPERINTENDENT'S DUTIES

Function

The Superintendent shall serve as Chief Executive and Administrative Officer of the **school** district by implementing policies established by the Board of Education and by discharging the duties imposed on **their** ~~his/her~~ office by law.

Authority

The Superintendent shall be the Chief School Administrator of the school district and **principal** ~~principle~~ advisor to the Board. **The Superintendent** ~~He/She~~ may delegate to an appropriate school official any duty not reserved to the Superintendent by law~~, but may not delegate the responsibility for duties mandated by law~~.

Work Relationships

The Superintendent shall report directly to the Board and shall directly or indirectly supervise all persons employed by the Board.

Duties and Responsibilities

A. In the discharge of **their** ~~his/her~~ responsibility as **principal** ~~principle~~ advisor to the Board, the Superintendent shall:

1. Ensure all aspects of **school** district operations comply with Board policy **and regulation**, **Federal and** State law, and **school** district contracts;

2. Report to the Board on the needs of the **school** district;

3. Advise the Board of any **revisions** ~~changes~~ or additions that should be made to its policies **and regulations**;

4. Provide the Board with ~~such~~ information as may be needed to ensure ~~the making of~~ informed decisions **are made by the Board**; and

5. Perform other duties as may be assigned by the Board.

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B. In the discharge of **their** ~~his/her~~ responsibility for the implementation of the operational action plan of the **school** district, the Superintendent shall:

1. Prepare, promulgate, and maintain a manual of **Board policies and** ~~administrative~~ regulations;

2. Evaluate the future needs of the **school** district and recommend a **school** district action plan including goals, objectives, and priorities to the Board; **and**

~~3. Maintain written objectives to implement the district action plan adopted by the Board;~~

~~4. Evaluate progress toward the attainment of the district action plan and report thereon to the Board; and~~

3~~5~~. Report to the **United States Department of Education and the New Jersey Department of Education, the New Jersey** Commissioner **of Education,** and the **Executive** County Superintendent **as required** ~~on or before August 1 of each year matters relating to the schools in the manner and form prescribed by the Commissioner~~.

C. In the discharge of **their** ~~his/her~~ responsibility as the administrator of the instructional program, the Superintendent shall:

1. Establish and maintain a written instructional plan for the schools of the **school** district consistent with the educational goals adopted by the Board;

2. Coordinate the proper implementation of the instructional plan as it applies to each school in the **school** district;

3. Evaluate at least annually the effectiveness of the program of studies and recommend ~~such~~ changes and additions ~~as may be required~~ to improve its effectiveness;

4. Evaluate the performance of students in relation to other public school districts, as well as in relation to State and national standards;

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5. Report periodically to the Board, as directed by the Board, on the condition of the educational program and facilities in the **school** district; and

6. Keep informed regarding current research in the field of education and inform the Board as appropriate.

D. In the discharge of **their** ~~his/her~~ responsibility for the direction and welfare of students, the Superintendent shall:

1. Strive to motivate students to achieve their individual best;

2. Create a climate of respect for authority and discipline in each of the schools of the **school** district; **and**

~~3. Report to the Board at its next meeting the suspension of a student; and~~

34. Recommend any changes in the program of student management and support ~~as necessary~~ to respond to **school** district needs.

E. In the discharge of **their** ~~his/her~~ responsibility for the supervision of **school** district employees, the Superintendent shall:

1. Recommend to the Board all properly certified candidates for employment, assignment, or transfer;

2. Assign staff ~~so as~~ to achieve maximum effectiveness in the attainment of educational goals;

3. Train staff ~~as necessary~~ to implement approved changes in the curriculum or instructional methods of the **school** district;

4. Evaluate the effectiveness of staff ~~members~~ in the performance of their assigned tasks;

5. Recommend changes in staffing patterns based on the evaluation of staff and program effectiveness; and

6. Discipline staff ~~as required~~ and report to the Board ~~forthwith~~ any suspension of a ~~teaching~~ staff member.



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F. In the discharge of **their** ~~his/her~~ responsibility for the maintenance of the **school buildings and grounds** ~~physical plant~~, the Superintendent shall:

1. Strive to make efficient use of **school** district resources in the daily operations of the schools;

2. Assign support staff ~~so as~~ to achieve maximum effectiveness from the **school buildings and grounds** ~~facilities~~ of the **school** district;

3. Train support staff ~~as necessary~~ to maintain the **school buildings and grounds** ~~facilities~~ and to avoid safety and environmental hazards; and

4. Evaluate the effectiveness of the **school** district**'s school buildings and grounds** ~~facilities~~ in housing the instructional program and recommend to the Board ~~such~~ changes and improvements ~~as may be required~~.

G. In the discharge of **their** ~~his/her~~ responsibility for the management of the **school** district business affairs, the Superintendent shall:

1. Supervise the preparation of the annual budget and recommend its adoption to the Board;

2. Implement the budget adopted by the Board;

3. Establish sufficient fiscal controls to ensure that **school** district funds are expended wisely and efficiently; and

4. Report to the Board at its next meeting any expenditure in excess of a budgeted line item.

H. In the discharge of **their** ~~his/her~~ responsibility as liaison officer to the public, the Superintendent shall:

1. Strive to interpret the needs of the school **district** to the public and the concerns of the public to the Board;

2. As appropriate, involve members of the public in the review of **school** district needs, community needs, and the operation of the school **district's** programs;

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3. Keep the public informed about the accomplishments and challenges of the school district;

4. Cooperate with ~~the~~ news media; and

5. Work effectively with municipal government officials and public agencies concerned with the welfare of students.

Evaluation Criteria

The Superintendent will be evaluated in accordance with Policy ~~No.~~ 1240 and **the Board-approved** ~~this~~ job description.

N.J.S.A. 18A:7A-11.; 18A:17-17.; 18A:17-18.; 18A:17-20.; 18A:17-21.; 18A:22-8.1.; 18A:27-4.1.; 18A:37-4.
N.J.A.C. 6A:8-3.1; 6A:32-4.1~~; 6A:32-12.2~~

Adopted:

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[See POLICY ALERT Nos. 209, 233, and 237]

2200 CURRICULUM ~~CONTENT~~

In accordance with N.J.A.C. 6A:8-3.1, the Board of Education shall ensure curriculum and instruction are designed and delivered in such a way that all students are able to demonstrate the knowledge and skills specified by the New Jersey Student Learning Standards (NJSLS). The Board also shall ensure that appropriate instructional adaptations are designed and delivered for students with disabilities, for multilingual learners (ML), for students enrolled in alternative education programs, and for students identified as gifted and talented.

The words and terms used in this Policy shall have the meanings as defined in N.J.A.C. 6A:8-1.3.

The Board shall encourage the active involvement of representatives from the community, including representatives from the local workforce and higher education, in the development of educational programs aligned with the NJSLS. The Board shall make all approved curriculum pacing guides and citations for core instructional materials publicly available pursuant to N.J.A.C. 6A:8-3.1(a)3.

The Board shall be responsible for the progress of all students in developing the knowledge and skills specified by the NJSLS, including all content areas not currently included in the Statewide assessment program.

The Board shall be responsible for the delivery of educational programs at all grade levels in the district using a coherent sequence of activities to prepare all students for college, careers, and civic life upon their graduation. Examples of such programs include, but are not limited to, academic programs; career and technical education programs; two-way bilingual immersion; heritage language education; and/or magnet programs. The Board shall implement educational programs that prepare all students for success in college, careers, and civic life, including, if applicable, the Kindergarten through grade eight development of academic skills integral to success in high school courses. When applicable, the Board shall provide students with access to advanced coursework. The Board shall develop, implement, and regularly evaluate strategies that identify, support, and encourage all student groups to enroll in and succeed in advanced coursework.

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In accordance with N.J.A.C. 6A:8-3.2, the Board shall provide all students enrolled in the district with the opportunity to attain the goals of an NJSLS-based curriculum in an educational environment that is designed to meet their needs. The Board shall create curriculum, customize instructional adaptations, allocate resources to provide equitable access to courses, programs, and experiences, and build student-centered learning environments that meet the NJSLS. The Board shall provide all students with disabilities an educational program aligned with the NJSLS, as well as the required individualized accommodations, instructional adaptations, and/or modifications as specified in a student's IEP or 504 plan. The Board shall be responsible for identifying students as gifted and talented and shall provide them with appropriate instructional adaptations and services as defined at N.J.S.A. 18A:35-35. The Board shall provide language instruction educational programs in accordance with N.J.A.C. 6A:15.

In accordance with N.J.A.C. 6A:8-3.3, the Board shall actively assist and support professional learning for teachers, educational services staff, and school leaders, including the district's plan and additional professional learning requirements at N.J.A.C. 6A:9C-3.

The Board shall provide to teachers, educational services staff, and school leaders professional learning on the following, when applicable:

1. The use of student and school performance data to provide insights into the strengths and areas for growth to improve the quality of instruction that students receive;

2. Evidence-based literacy instruction in accordance with N.J.S.A. 18A:6-142. through 18A:6-150.;

3. The content knowledge, instructional strategies, and collaborative skills needed to meet the needs of students with disabilities required at N.J.A.C. 6A:14;

4. The needs and educational development of students identified as gifted and talented; and

5. All additional statutory and regulatory requirements.



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In accordance with N.J.A.C. 6A:8-2, the Board shall be responsible for the review and continuous improvement of curriculum and instruction based upon changes in knowledge, technology, assessment results, and modifications to the NJSLS pursuant to N.J.A.C. 6A:8-3.4(a). The Board shall design curriculum that is comprehensive and meets the developmental needs of students at each grade level through complete alignment with the NJSLS. The curriculum shall be designed to prepare students for success in higher education, careers, and civic life by addressing essential academic subjects, fostering critical thinking, promoting social and emotional growth, and providing opportunities for creativity and contextual learning. The Board shall include interdisciplinary connections throughout the curriculum at every grade level in the district.

The Board shall annually approve a list of all programs and courses that comprise the district's curriculum and shall approve any subsequent changes in the curriculum in accordance with Policy 2220. The Superintendent or designee shall develop a procedure to address and eliminate any possible bias in the curriculum as programs, courses of study, and instructional materials that comprise the district's curriculum shall be designed to eliminate discrimination on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) and promote understanding and mutual respect between children.

In accordance with N.J.A.C. 6A:8-3.4(d), the Board shall provide educators with the time and resources to develop, review, and enhance contextual learning, supportive curricula, and instructional tools for helping students develop required knowledge and skills. The tools shall include, but are not limited to:

1. Curriculum designed and implemented to meet grade or grade-level expectations and graduation requirements;

2. List of core instructional and supplemental materials, including grade level-appropriate texts and decodable texts for emergent readers;

3. Integrated accommodations and modifications for students with disabilities; MLs; students identified as gifted and talented; students not at grade-level proficiency; and students with 504 plans;

4. Assessments, including, formative; summative; benchmark; and alternative assessments;

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5. Universal literacy screeners and related instructional materials, as appropriate and as defined at, and required pursuant to, N.J.S.A. 18A:6-142. through 18A:6-150.;

6. Pacing guides; and

7. Opportunities for interdisciplinary connections and contextual learning.

The Superintendent shall establish an in-district team to develop a corrective action plan if the district is found to be in noncompliance with N.J.A.C. 6A:8-3. The in-district team shall consist, at a minimum, of district administrators, curriculum supervisor(s), and educators certified in one or more of the identified areas of noncompliance.

The corrective action plan shall include, but not be limited to, the following:

1. The curricular, policy, or programmatic changes to be implemented, including, but not limited to, changes to curriculum frameworks and other required course revisions;

2. The individual(s) responsible for addressing each change identified at N.J.A.C. 6A:8-3.5(e)1. and 1. above;

3. Specific timelines for the completion of each change identified at N.J.A.C. 6A:8-3.5(e)1. and 1. above; and

4. Alignment with, and incorporation of or references to, the relevant provisions of all applicable State and Federal plans.

Within sixty days of the district's receipt of the Commissioner's written notification pursuant to N.J.A.C. 6A:8-3.5(c), the Superintendent shall present the corrective action plan to the Board for approval.

1. The Board shall review and approve the corrective action plan.

2. The Superintendent shall submit to the Commissioner, or the Commissioner's designee, the corrective action plan approved by the Board.

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POLICY GUIDE

The Commissioner, or the Commissioner's designee, shall review the corrective action plan and notify the Superintendent if the plan is acceptable. The Superintendent shall implement the corrective action plan within thirty days of the Commissioner's written notification pursuant to N.J.A.C. 6A:8-3.5(g). The Commissioner, or the Commissioner's designee, shall review and verify the district's implementation of the corrective action plan.

When a corrective action plan is not submitted, it is determined by the Commissioner, or the Commissioner's designee, to be unacceptable, or it is not implemented, the Commissioner shall notify the Superintendent of the action(s) that the Commissioner intends to take pursuant to State law, rules, and regulations.

N.J.S.A. 18A:6-142. through 18A:6-150.;
18A:35-35.
N.J.A.C. 6A:8-3.1; 6A:8-3.2; 6A:8-3.3; 6A:8-3.4; 6A:8-3.5

Adopted:

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POLICY GUIDE

[See POLICY ALERT Nos. 209, 232, and 237]

2411 CAREER EDUCATION AND ACADEMIC ~~GUIDANCE~~ COUNSELING

The Board of Education shall develop and implement a comprehensive system for the delivery, to all students, of guidance and academic counseling that facilitates career awareness, exploration, and preparation pursuant to N.J.A.C. 6A:8-6.1.

The words and terms used in this Policy shall have the meanings as defined in N.J.A.C. 6A:8-1.3.

A. Comprehensive System of Guidance and Academic Counseling

1. The system for the delivery, to all students, of guidance and academic counseling that facilitates career awareness, exploration, and preparation shall:

   a. Be consistent with the New Jersey Student Learning Standards (NJSLS);

   b. Take into consideration the 2019 American School Counselor Association's National Standards for School Counseling Programs, incorporated herein by reference, as amended and supplemented;

   c. Be infused throughout the curriculum as appropriate for all students;

   d. Be supported by professional learning programs;

   e. Provide developmental career guidance and academic counseling, aligned with the NJSLS, designed to:

      (1) Assist students in making and implementing informed educational and career choices, including opportunities to change career focus;

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(2) Support students' academic attainment, career development, and personal/social development; and

(3) Develop students' understanding of the relationships among academic attainment, career development, and personal/social development; and

f. Specify the delivery format, which may include:

(1) An integrated curriculum that is based on the NJSLS and provides students with the opportunity to engage in contextual learning, service learning, and/or work-based learning to acquire information about their career interests and/or take advanced coursework linked to their career interests; and/or

(2) Specialized programs that reflect the needs of students and the community.

B. Students With Disabilities

For students with disabilities beginning at age fourteen or younger, if determined appropriate by the IEP team, the Board shall ensure that career guidance and academic counseling are coordinated with transition services provided in accordance with N.J.A.C. 6A:14-3.7.

C. Fulfillment of the NJSLS

1. In fulfillment of the NJSLS, the Board shall develop and implement the following for all students:

a. Curriculum and instructional methods that:

(1) Include the integration of technological literacy, consistent with the NJSLS;



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(2) Include the integration of information literacy, consistent with the NJSLS and delivered in partnership by school library media specialists and classroom educators, pursuant to N.J.S.A. 18A:7F-4.4. through 18A:7F-4.7.;

(3) Provide an understanding of the career applications of knowledge and skills learned in the classroom; and

(4) Provide opportunities to apply knowledge and skills learned in the classroom to real or simulated career challenges.

b. A system of career development activities that:

(1) Offers the opportunity to more fully explore career interests that are linked to the NJSLS, pursuant to N.J.A.C. 6A:19 – Career and Technical Education Programs and Standards;

(2) Provides the appropriate format for offering career-development activities based on school district resources, community needs, and student interest;

(3) Identifies the delivery format, which may include:

(a) An integrated curriculum that is based on the NJSLS and provides students the opportunity to acquire information about their career interests and/or take advanced coursework linked to their career interests; or

(b) Specialized programs that reflect the needs of students and the community; and

(4) Instills the concept of the need for continuous learning throughout life.

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[For Districts with High Schools Only

D. Work-Based Learning Experiences

1. The Board shall offer high school students the opportunity to more actively explore career interests by participating in work-based learning experiences aligned to the NJSLS.

   a. Work-based learning experiences shall give students opportunities to demonstrate and apply academic knowledge in authentic settings and to develop career and personal/social goals.

   b. Students may voluntarily select work-based learning experiences that:

      (1) Are co-curricular or extra-curricular activities; and

      (2) Take place within the district, at a work site, or in the community, in accordance with N.J.A.C. 6A:19-6.4.

   c. The Board shall ensure students participating in school-sponsored external work-based learning experiences, either paid or unpaid:

      (1) Are supervised by school personnel, in accordance with N.J.A.C. 6A:9B-14.19 and 14.20; and

      (2) Are in approved programs compliant with Federal and State law.

E. Enrollment in College Courses

1. The Board shall develop, implement, and regularly evaluate strategies that identify, support, and encourage students from diverse backgrounds to enroll in and succeed in college courses pursuant to N.J.A.C. 6A:8-6.2.

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2. The Board may enter into a dual enrollment agreement with one or more public institutions of higher education, in accordance with N.J.S.A. 18A:61C-10., to increase the availability of college-level instruction for high school students.

3. Credits earned by students shall be accepted at all New Jersey public higher education institutions, pursuant to N.J.S.A. 18A:61C-11.

4. The Board may participate in the Twelfth Grade Postsecondary Transition Year Pilot Program, pursuant to P.L. 2023, c.272, through a competitive grant award contingent upon available funds held within the Innovation Dual Enrollment II Fund.]

F. Guidance and Academic Counseling

The Board's comprehensive system for the delivery, to all students, of guidance and academic counseling that facilitates career awareness, exploration, and preparation shall

Choose only one of the following alternatives:

___ be conducted entirely by teaching staff members certified as school counselors.

___ include the services of teaching staff members certified as school counselors and other designated teaching staff members.

___ be the responsibility of the classroom teacher, who may draw upon the services of other, more specialized staff members as required.

___ involve the coordinated efforts of all teaching staff members under the leadership of certified school counselor(s).

G. Evaluation

1. The program of career education and academic counseling will be reviewed annually to determine its strengths and weaknesses. The following information to be reviewed may include, but is not limited to:

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a. An annual record of graduate placements in post-secondary situations;

b. Assessments of past graduates as to the effectiveness of guidance services received in the high school;

c. Results of surveys of parents and staff evaluations of guidance services;

d. Analysis of the effectiveness of outside referrals;

e. Assessments by persons not employed in the school district and experts in the field of career education and academic counseling;

f. Personal evaluations of the career education and academic counseling staff members to identify weaknesses in the administration of the program; and

g. Any additional information that assists in determining the strengths and weaknesses of the career education and academic counseling program in the district.

N.J.S.A. 18A:7F-4.4. through 18A:7F-4.7.;
18A:61C-10.; 18A:61C-11.
N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7; 6A:8-6.1; 6A:8-6.2;
6A:19-1.1 et seq.

Adopted:

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[See POLICY ALERT Nos. 186, 205, 208, 209, 211, 226, 234, and 237]

5460 HIGH SCHOOL GRADUATION

For a State-endorsed diploma, the Board of Education shall develop, adopt, and implement local graduation requirements that prepare students for success in postsecondary degree programs, careers, and civic life, that are delivered by educators who are appropriately certified within each of the New Jersey Student Learning Standards (NJSLS) content areas, and that include the requirements outlined in N.J.A.C. 6A:8-5.1.

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

The words and terms used in this Policy shall have the meanings as defined in N.J.A.C. 6A:8-1.3.

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

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

1. **Participation in a local program of study of not fewer than 120 credits in courses designed to meet all of the NJSLS, including, but not limited to,** ~~For a State-endorsed diploma, the Board of Education shall develop, adopt, and implement graduation requirements that prepare students for success in post-secondary degree programs, careers, and civic life in the 21st century, and that include~~ the following **credits**:

~~a. A graduating student must have earned a minimum of _____ **(four-year high school: no fewer than 120)** credits in courses designed to meet all of the New Jersey Student Learning Standards (NJSLS), including, but not limited to, the following credits:~~

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a.~~(1)~~ ___ **(At least twenty)** credits in English language arts (ELA), aligned to grade nine through twelve standards;

b.~~(2)~~ ___ **(At least fifteen)** credits in mathematics, including **a**~~A~~lgebra I or the content equivalent; geometry or the content equivalent; and a third year of mathematics that builds on the concepts and skills of algebra and geometry and that prepares students for college and ~~21st century~~ careers;

c.~~(3)~~ ___ **(At least fifteen)** credits in **evidence-based** science **courses that develop proficiency with the full range of grades nine through twelve NJSLS for science**, ~~including at least five credits in laboratory biology/life science or the content equivalent; one additional laboratory/inquiry-based science course,~~ which shall include **the disciplines of physical science; life science; earth and space sciences; and engineering, technology, and applications of science** ~~chemistry, environmental science, or physics; and one additional laboratory/inquiry-based science course~~;

d.~~(4)~~ ___ **(At least fifteen)** credits in social studies, including satisfaction of N.J.S.A. 18A:35-1. and **18A:35-**2.; five credits in world history; and the integration of civics, economics, geography, and global content in all course offerings;

e.~~(5)~~ ___ **(At least two and one-half)** credits in financial, economic, business, and entrepreneurial literacy;

f.~~(6)~~ ___ **(At least three and three-quarters)** credits in health, safety, and physical education during each year of enrollment, distributed as one hundred fifty minutes per week, **pursuant to** ~~as required by~~ N.J.S.A. 18A:35-5., **18A:35-**7., and **18A:35-**8.;

g.~~(7)~~ ___ **(At least five)** credits in visual and performing arts;

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h.~~(8)~~ ___ **(At least five)** credits in world languages or student demonstration of proficiency as set forth **at** ~~in~~ N.J.A.C. 6A:8-5.1(a)2.**v.**~~ii~~(2) and A.**2.e.**~~1.b.~~(2)~~(b)~~ below;

i.~~(9)~~ Technological literacy, consistent with the NJSLS, integrated throughout the curriculum;

j.~~(10)~~ ___ **(At least five)** credits in **career readiness or career and technical** ~~21st century life and careers, or career-technical~~ education; and

k.~~(11)~~ Electives as determined by the high school program sufficient to total a minimum of ___ **(must be at least 120)** credits.

2.~~b.~~ The 120-credit requirement set forth in N.J.A.C. 6A:8-5.1(a)1. and in A.1.~~a.~~ above may be met ~~in whole or in part~~ through program completion of a range of experiences that enable students to pursue a variety of individualized **student** learning opportunities, as follows:

a.~~(1)~~ The **Board may** ~~district shall~~ establish **general policies and procedures for the implementation of** ~~a process to approve~~ individualized student learning opportunities that meet ~~or exceed~~ the NJSLS**, as well as any performance or competency assessment that will be used to determine student completion of programs**.

~~(a) Individualized student learning opportunities based upon specific instructional objectives aimed at meeting the NJSLS and intendent to supplant NJSLS-based courses shall in all NJSLS areas include, but are not limited to, the following:~~

~~(i) Independent study;~~

~~(ii) Online learning;~~

~~(iii) Study abroad programs;~~

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~~(iv) Student exchange programs; and~~

~~(v) Structured learning experiences, including, but not limited to, work-based programs, internships, apprenticeships, and service learning experiences.~~

(1~~b~~) Individualized student learning opportunities based upon specific instructional objectives aimed at meeting ~~or exceeding~~ the NJSLS **and intended to supplant NJSLS-based courses** shall:

(a) Be designed, approved, and delivered by appropriately certified educators, except as follows:

(i) For approved career and technical education programs and work-based learning experiences, individualized student learning opportunities shall be designed, approved, and supervised by appropriately certified educators in accordance with N.J.A.C. 6A:19-6.4, 6A:9B-14.19, and 6A:9B-14.20; or

(ii) For dual enrollment, individualized student learning opportunities shall be reviewed and approved by appropriately certified educators;

~~(i) Be based on student interest and career goals as reflected in the Personalized Student Learning Plans;~~

(b~~ii~~) Include demonstration of student competency **approved by appropriately certified educators**;

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(~~c~~**iii**) Be certified for completion based on the **Board** ~~district~~ process adopted **in accordance with** ~~according to~~ N.J.A.C. 6A:8-5.1(a)2.**v**~~i~~**i**. and A.**2**~~1~~.**c**~~b~~.~~(2)~~ below; and

(**d**~~iv~~) Be on file in the ~~school~~ district and subject to review by the Commissioner of Education or **the Commissioner's** designee.

(2~~e~~) Group programs based upon specific instructional objectives aimed at meeting ~~or exceeding~~ the NJSLS shall be permitted **pursuant to N.J.A.C. 6A:8-5.1** and shall be approved in the same manner as other approved courses.

b. A Board that establishes a process pursuant to N.J.A.C. 6A:8-5.1(a)2.i. and A.2.a. above shall:

(1) Provide programs and related assessments based on specific instructional objectives aimed at meeting the NJSLS and overseen by educators appropriately certified within each aligned content area;

(2) Approve group programs in the same manner as other courses;

(3) Provide equitable access pursuant to N.J.A.C. 6A:7 – Managing for Equity in Education;

(4) Develop policies that clearly address student safety, transportation, tuition, and fee requirements and comply with applicable laws and rules as set forth at N.J.A.C. 6A:19-14.2; and

(5) Consider the need for procedures that are consistent with the Board's employment practices, including criminal background checks in accordance with N.J.S.A. 18A:6-7.1.

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c. **Coursework and experiences may bear credit for core academic courses or elective coursework. The Board may establish policies that:**

(1) **Allow the granting of credits for summer courses that replace traditional courses;**

(2) **Allow the granting of credits for work-based learning experiences, including, but not limited to, internships, apprenticeships, and service-learning;**

(3) **Limit opportunities to only courses that are not offered to all students by the Board; and**

(4) **Prioritize opportunities that are more experiential in nature and not designed to meet the course requirements at N.J.A.C. 6A:8-5.1(a)1. and A.1. above.**

d. **Boards that allow the granting of credit for experiences designed to supplant courses required for graduation as set forth at N.J.A.C. 6A:8-5.1(a)1. and A.1. above shall document the experiences' substantial equivalency with the identified NJSLS and locally adopted curriculum designed to meet the requirements at N.J.A.C. 6A:8-5.1(a)1. and A.1. above. The documentation shall be subject to review, in accordance with N.J.A.C. 6A:30, including the instruction and program indicators at 6A:30 Appendices A and B.**

e. **The Board shall establish a process for granting of credits through successful completion of assessments that verify student achievement in meeting the NJSLS at the high school level, including standards achieved by means of the individualized student learning opportunities set forth at N.J.A.C. 6A:8-5.1(a)2. and A.2. above. Such programs or assessments may occur all, or in part, prior to a student's high school enrollment; no such locally administered assessments shall preclude or exempt student participation in applicable Statewide assessments at grades three through twelve.**

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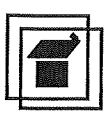
(1) The Board shall choose assessments that are aligned with the NJSLS and may include locally designed assessments.

(2) The Board shall determine if students have achieved the level of language proficiency designated as Novice-High as defined by the American Council on the Teaching of Foreign Languages (ACTFL) and recognized as fulfilling the world languages requirement of the NJSLS through either New Jersey Department of Education (NJDOE)-approved proficiency assessments or NJDOE-approved locally designed competency-based assessments;

~~(2) The district shall establish a process for granting of credits through successful completion of assessments that verify student achievement in meeting or exceeding the NJSLS at the high school level, including standards achieved by means of the individualized student learning opportunities enumerated at N.J.A.C. 6A:8-5.1(a)2 and A.1.b. above. Such programs or assessments may occur all or in part prior to a student's high school enrollment; no such locally administered assessments shall preclude or exempt student participation in applicable Statewide assessments at grades three through twelve.~~

~~(a) The district shall choose assessments that are aligned with or exceed the NJSLS and may include locally designed assessments.~~

~~(b) The district shall choose from among the following assessment options to determine if students have achieved the level of language proficiency designated as Novice-High as defined by the American Council on the Teaching of Foreign Languages (ACTFL) and recognized as fulfilling the world languages requirement of the NJSLS:~~



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~~(i) The Standards-based Measurement of Proficiency (STAMP) online assessment;~~

~~(ii) The ACTFL Oral Proficiency Interview (OPI) or the Modified Oral Proficiency Interview (MOPI); or~~

~~(iii) New Jersey Department of Education-approved locally designed competency-based assessments.~~

f.~~(3)~~ The **Board** ~~district~~ shall establish a process to approve **postsecondary** ~~post-secondary~~ learning opportunities that may consist of Advanced Placement (AP) courses, College-Level Examination Program (CLEP), **International Baccalaureate (IB),** or concurrent/dual enrollment at accredited higher education institutions.

(**1**~~a~~) The **Board** ~~district~~ shall award credit for successful completion of an approved, accredited college course that **ensures** ~~assures~~ achievement of knowledge and skills that meets ~~or exceeds~~ the NJSLS.

3~~e~~. Local student attendance requirements;

4~~d~~. **Any o**~~O~~ther **local** requirements established by the Board as indicated below:

_____

_____

_____;

5~~e~~. Any statutorily mandated requirements for earning a high school diploma;

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6. **For students in the graduating classes of 2026 and 2027, completion of a financial aid application in a form prescribed by the Higher Education Student Assistance Authority, including, but not limited to, the Free Application for Federal Student Aid (FAFSA) or the New Jersey Alternative Financial Aid Application, or be exempted from the requirement in accordance with procedures set forth at P.L. 2023, c.295 and P.L. 2025, c.95 pursuant to N.J.A.C. 6A:8-5.1(a)6.;**

7~~f~~. **Pursuant to N.J.A.C. 6A:8-5.1(a)7., t**~~T~~he requirement that all students demonstrate proficiency by achieving a passing score on the ELA and mathematics components of the State graduation proficiency test or through the alternative means at N.J.A.C. 6A:8-5.1(**f**~~h~~) ~~and A.6. below~~, if applicable, or for students who take the State graduation proficiency test but do not achieve a passing score through the alternative means set forth at N.J.A.C. 6A:8-5.1(**e**~~g~~) and **E.** ~~(i) and A.5. and A.7.~~ below **and N.J.A.C. 6A:8-5.1(g) and G. below;**~~.~~

8~~g~~. **Pursuant to N.J.A.C. 6A:8-5.1(a)8., f**~~F~~or students who have not demonstrated proficiency on the ELA and/or mathematics components of the State graduation proficiency test, the opportunity **to demonstrate proficiency may be achieved by** ~~for~~ the following ~~will be provided~~:

a.~~(1)~~ Remediation, **as appropriate,** pursuant to N.J.S.A. 18A:7C-3.; and

b.~~(2)~~ One or more additional opportunities to demonstrate proficiency on the State graduation proficiency test, pursuant to N.J.S.A. 18A:7C-6.; ~~and~~

9. **The portfolio appeals process, pursuant to N.J.S.A. 18A:7C-3., for students who have not demonstrated proficiency on the ELA and/or mathematics components of the State graduation proficiency test and have been provided with the opportunities at A.8. above; and**



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10~~h~~. Students graduating from an adult high school shall demonstrate proficiency in the ELA and mathematics components of the State graduation proficiency test, or through **the** alternative means set forth at N.J.A.C. 6A:8-5.1(~~eg~~), **(f), and (g)** ~~through (i)~~ and **E., F., and G.** ~~A.5. through A.7.~~ below.

~~2. In the development of Personalized Student Learning Plans according to N.J.A.C. 6A:8-3.2(a), the district shall actively encourage all students who have otherwise met the requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a)1 through 3 and A.1.a. through A.1.e. above, to include in their programs of study the following additional credits:~~

~~a. Five credits in mathematics during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers;~~

~~b. Five credits in a laboratory science during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers;~~

~~c. Five credits in social studies during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers; and~~

~~d. Five credits in world languages during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers.~~

~~3. The district shall provide to the Executive County Superintendent the district's graduation requirements each year they are evaluated through Quality Single Accountability Continuum (QSAC) and update the district's filed copy each time the graduation policy is revised.~~

B. Alternative Requirements for State-Endorsed Diploma

1. Through the IEP process set forth at N.J.A.C. 6A:14-3.7 and pursuant to N.J.A.C. 6A:14-4.11, the Board may specify alternate requirements for a State-endorsed diploma for individual students with disabilities as defined at N.J.A.C. 6A:14-1.3 pursuant to N.J.A.C. 6A:8-5.1(b).



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a. **The Board shall specifically address any alternate requirements for graduation in a student's IEP, in accordance with N.J.A.C. 6A:14-4.11.**

b. **The Board shall develop and implement procedures for assessing whether a student has met the specified alternate requirements for graduation individually determined in an IEP.**

C. **Graduation Requirements Provided to Executive County Superintendent**

The Board shall provide to the Executive County Superintendent their graduation requirements each year they are evaluated through NJQSAC and update the filed copy each time their graduation policies are revised pursuant to N.J.A.C. 6A:8-5.1(c).

D. **Copy of Graduation Requirements to Students and Parents**

4. ~~——~~The **Board** ~~district~~ shall provide each student entering high school and **the student's** ~~their~~ parents with a copy of the **Board's** ~~district's~~ requirements for a State-endorsed diploma and the programs available to assist students in attaining a State-endorsed diploma, in accordance with N.J.S.A. 18A:7C-5. **pursuant to N.J.A.C. 6A:8-5.1(d).**

E. **Alternative Means**

15. ~~For students in the graduating classes of 2023, 2024, and 2025,~~ **T**~~t~~he alternative means referenced at N.J.A.C. 6A:8-5.1(a)**7.6** and A.7~~1.f~~. above shall be as follows:

a. Achieve a passing score, as determined by the Commissioner of Education and approved by the ~~New Jersey~~ State Board of Education, on a corresponding substitute competency test in ELA and/or mathematics, as applicable; and/or

b. Demonstrate proficiency through the portfolio appeals process, pursuant to N.J.S.A. 18A:7C-3.

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F. Multilingual Learners (ML) Requirements for High School Graduation

6. ~~All multilingual learners (~~MLs~~)~~ shall satisfy the requirements for high school graduation.~~,~~ **However,** ~~except~~ MLs may demonstrate they have attained State minimum levels of proficiency through passage of the portfolio appeals process in their native language, when available, and passage of a **NJDOE** ~~New Jersey Department of Education~~-approved~~,~~ English **language proficiency** ~~fluency~~ assessment.

G. Alternate Assessment Based on Alternate Academic Achievement

7. Students, including students with disabilities as defined **at** ~~in~~ N.J.A.C. 6A:14-1.3 or eligible **pursuant to** ~~under~~ Section 504 of the Rehabilitation Act, who participate in the **alternate** ~~alternative~~ assessment **based on alternate academic achievement standards (AA-AAAS)** for students with **significant intellectual** disabilities~~,~~ are not required to participate in repeated administrations of high school assessment components required at N.J.A.C. 6A:8-4.1(c).

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

~~1. The Board of Education shall award a State-endorsed high school diploma to prospective graduates who have met all of the requirements adopted in accordance with N.J.A.C. 6A:8-5.1(a), (c), or N.J.A.C. 6A:8-5.2(d) and A.1 above, C.1. below, or B.4. below.~~

~~2. The Board shall not issue a high school diploma to any student not meeting the criteria specified in the rule provisions referenced in N.J.A.C. 6A:8-5.2(a) and B.1. above.~~

~~a. The district shall provide students exiting grade twelve without a diploma the opportunity for continued high school enrollment to age twenty or until the requirements for a State-endorsed diploma have been met, whichever comes first.~~

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b. The district shall allow any out-of-school individual to age twenty who has otherwise met all State and local graduation requirements but has failed to pass the State proficiency test to demonstrate proficiency through alternative means as set forth at N.J.A.C. 6A:8-5.1(a)6 through N.J.A.C. 6A:8-5.1(i) and in A.1.f. through A.7. above, as applicable, pursuant to the standards applicable to the student's graduating class. Upon certification of passing the test applicable to the student's class in accordance with N.J.A.C. 6A:8 and this Policy, a State-endorsed diploma shall be granted by the high school of record.

3. Pursuant to N.J.A.C. 6A:20-1.4, the Commissioner of Education shall award a State-issued high school diploma based on achieving the Statewide standard score on the General Education Development test (GED) or other adult education assessments to individuals age sixteen or older who are no longer enrolled in school and have not achieved a high school credential.

4. The Commissioner shall award a State-issued high school diploma to individuals age sixteen or older and no longer enrolled in high school based on official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education. Included in the thirty general education credits must be a minimum of fifteen credits with at least three credits in each of the five general education categories as follows: English; mathematics; science; social science; and the humanities.

5. The Board shall award a State-endorsed high school diploma to any currently enrolled student, regardless of grade level, who:

a. Has demonstrated proficiency in the State graduation proficiency test, pursuant to N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above, or as set forth at N.J.A.C. 6A:8-5.1(g) and A.5. above.

b. Has presented official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education; and



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~~e. Has formally requested such early award of a State-endorsed high school diploma.~~

~~6. Pursuant to N.J.S.A. 18A:7C-7 and 18A:7E-3, the Superintendent shall report annually to the Board at a public meeting not later than September 30, and to the Commissioner:~~

~~a. The total number of students graduated;~~

~~b. The number of students graduated under the substitute competency test process;~~

~~c. The number of students graduated under the portfolio appeals process;~~

~~d. The number of students receiving State-endorsed high school diplomas as a result of meeting any alternate requirements for graduation as specified in their individualized education programs (IEP);~~

~~e. The total number of students denied graduation from the twelfth grade class; and~~

~~f. The number of students denied graduation from the twelfth grade class solely because of failure to pass the New Jersey Department of Education-approved high school end-of-course assessments, the State graduation proficiency test, substitute competency tests, or portfolio appeals process based on the provisions of N.J.A.C. 6A:8.~~

~~C. Students with Disabilities – N.J.A.C. 6A:8-5.1(c) and N.J.A.C. 6A:14-4.11~~

~~1. Through the IEP process set forth at N.J.A.C. 6A:14-3.7 and pursuant to N.J.A.C. 6A:14-4.11, the Board may specify alternate requirements for a State-endorsed diploma for individual students with disabilities as defined at N.J.A.C. 6A:14-1.3.~~

~~a. The district shall specifically address any alternate requirements for graduation in a student's IEP, in accordance with N.J.A.C. 6A:14-4.11.~~

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b. The district shall develop and implement procedures for assessing whether a student has met the specified alternate requirements for graduation individually determined in an IEP.

2. The IEP of a student with a disability who enters a high school program shall specifically address the graduation requirements. The student shall meet the high school graduation requirements pursuant to N.J.A.C. 6A:8-5.1 and A. above, except as specified in the student's IEP. The IEP shall specify which requirements would qualify the student with a disability for the State-endorsed diploma issued by the Board responsible for the student's education.

3. Graduation with a State-endorsed diploma is a change of placement that requires written notice pursuant to N.J.A.C. 6A:14-2.3(f) and (g).

a. As part of the written notice, the parent shall be provided with a copy of the procedural safeguards statement published by the NJDOE.

b. As with any proposal to change the educational program or placement of a student with a disability, the parent may resolve a disagreement with the proposal to graduate the student by requesting mediation or a due process hearing prior to graduation.

c. In accordance with N.J.A.C. 6A:14-3.8(d), a reevaluation shall not be required.

d. When a student graduates or exceeds the age of eligibility, the student shall be provided a written summary of their academic achievement and functional performance prior to the date of the student's graduation or the conclusion of the school year in which the student exceeds the age of eligibility. The summary shall include recommendations to assist the student in meeting their postsecondary goals.

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4. If a student attends a school other than that of the school district of residence that is empowered to grant a diploma, the student shall have the choice of receiving the diploma of the school attended or the diploma of the school district of residence.

   a. If the school the student is attending declines to issue a diploma to the student, the Board of the school district of residence shall issue the student a diploma if the student has satisfied all State and local graduation requirements, as specified in the student's IEP.

5. If the Board grants an elementary school diploma, a student with a disability who fulfills the requirements of their IEP shall qualify for and receive a diploma.

6. Students with disabilities who meet the standards for graduation according to N.J.A.C. 6A:14-4.11 and Section C. of this Policy shall have the opportunity to participate in graduation exercises and related activities on a nondiscriminatory basis.

D. Financial Aid Application Graduation Requirement

1. Beginning with the 2023-2024 grade eleven class, and for two school years thereafter, the Board shall require a student, and the student's parent, if applicable, to complete and submit a financial aid application in a form prescribed by the Higher Education Student Assistance Authority (Authority) as a prerequisite to the student receiving a high school diploma unless a waiver is submitted to the district as set forth in P.L.2023 c.295 and D.1.a. below.

   a. A student shall be exempt from the requirement in P.L.2023 c.295 and D.1. above if the student or the student's parent submits to the district a waiver form signed by the parent, or by the student if the student is at least eighteen years of age, requesting the exemption from the requirement.



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~~b. If the student is under eighteen years of age and a form signed by the parent cannot be reasonably obtained, the student's school counselor may authorize the waiver as permitted by regulations promulgated by the State Board of Education pursuant to P.L.2023 c.295.~~

~~2. The district shall annually notify students and the parents of the requirement established pursuant to P.L.2023 c.295 and Section D.~~

~~3. No adverse action shall be taken by a Board against any student due to a student's receipt of an exemption from the requirement to complete and submit a financial aid application pursuant to D.1.a. above.~~

~~4. Nothing in P.L.2023 c.295 and this Policy shall be construed as requiring school counselors, or any other school employee, to assist students in completing the financial aid application. Nothing in P.L.2023 c.295 and this Policy shall be construed as creating a private right of action against the district or the State upon compliance or noncompliance with the provisions of P.L.2023 c.295 and this Policy.~~

[Optional

H~~E~~. State Seal of Biliteracy ~~– N.J.A.C. 6A:8-5.3~~

1. The Board ~~of Education may~~ **will participate in the State Seal of Biliteracy Program and** award a State Seal of Biliteracy to any student who has met all requirements **for a high school diploma at** ~~in~~ N.J.A.C. 6A:8-5.2 ~~and B. above~~ and demonstrates proficiency in the following:

   a. One or more ~~world~~ languages **other than English through** ~~via~~ an ~~approved~~ assessment **approved** pursuant to N.J.A.C. 6A:8-5.3(f) and **H**~~E~~.6. below during the student's next to last or final year of high school.~~; and~~

      (1) Pursuant to N.J.S.A. 18A:7C-15**.a.**, a ~~foreign~~ language other than English ~~also~~ shall include, but not be limited to, American Sign Language, Latin, and Native American languages.

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b. ELA as set forth **at** ~~in~~ N.J.A.C. 6A:8-5.1(a)6. and A.~~6~~1.f. above **or through a NJDOE-approved English proficiency assessment as set forth at N.J.A.C. 6A:8-5.1(f) and F. above.**

2. **Pursuant to N.J.A.C. 6A:8-5.3(b), the** ~~A~~ Board ~~that chooses to award the State Seal of Biliteracy~~ shall incorporate the process **for awarding the State Seal of Biliteracy** into **this Policy** ~~the~~ developed, adopted, and implemented ~~Policy 5460 – High School Graduation~~ pursuant to N.J.A.C. 6A:8-5.1(a) and A.1. above, denoting participation in the voluntary program. **Participation in the State Seal of Biliteracy Program is optional for students. The** ~~A~~ Board ~~choosing to participate~~ shall submit **to the Executive County Superintendent**, in accordance with N.J.A.C. 6A:8-5.1(~~c~~d) and **C.** ~~A.3.~~ above, a copy of this Policy that reflects the option for students to participate in the State Seal of Biliteracy.

3. The Board **[___ will ___ will not] pay the costs** ~~[___shall pay the costs ___ shall charge a fee to the student]~~ for related assessments ~~and transcript insignias~~. **If the Board does not pay the related costs, the Board will charge a fee.**

4. The Board shall ~~do the following~~:

a. Provide the NJDOE with information regarding students who qualify for the State Seal of Biliteracy pursuant to N.J.A.C. 6A:8-5.3(a) and **H**~~E~~.1. above;

b. Present each student who qualifies pursuant to N.J.A.C. 6A:8-5.3(a) and **H**~~E~~.1. above with a **NJDOE** ~~New Jersey Department of Education~~-issued certificate;

c. Include the Commissioner ~~of Education~~-developed insignia **"New Jersey State Seal of Biliteracy" and the language(s) for which it was awarded** on the student's transcript; and

d. Maintain appropriate records to identify students who have earned the State Seal of Biliteracy.

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5. The Board shall not award a State Seal of Biliteracy to any student who does not meet the criteria **for a State Seal of Biliteracy as required at** ~~in~~ N.J.A.C. 6A:8-5.3(a) and **H**~~E~~.1. above and shall not include the Commissioner ~~of Education~~-developed insignia on the student's transcript.

6. A list of **NJDOE** ~~New Jersey Department of Education~~-approved, nationally **or internationally** recognized assessments and the Statewide scores necessary for a student to satisfy requirements for the State Seal of Biliteracy shall be set by a resolution approved by the ~~New Jersey~~ State Board of Education.

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

N.J.S.A. **18A:6-7.1.;** 18A:7C-3.; ~~18A:7C-5;~~ 18A:7C-6.;
~~18A:7C-7; 18A:7C-15; 18A:7E-3~~
~~18A:35-1; 18A:35-2; 18A:35-5; 18A:35-7; 18A:35-8~~
N.J.A.C. **6A:8-4.1;** ~~6A:8-1.3;~~ 6A:8-5.1 ~~et seq.~~; **6A:8-5.3;**
6A:9B-14.19; 6A:9B-14.20;
6A:14-1.1 et seq.; ~~6A:14-1.3; 6A:14-2.3; 6A:14-3.7~~
~~6A:14-3.8; 6A:14-4.11;~~ **6A:19-6.4** ~~6A:20-1.4~~
~~P.L.2023 c.295~~

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POLICY GUIDE

[See POLICY ALERT No. 237]

5461 HIGH SCHOOL DIPLOMAS

The Board of Education shall award a State-endorsed high school diploma to prospective graduates who have met all of the requirements adopted in accordance with N.J.A.C. 6A:8-5.1(a), 6A:8-5.1(b), or 6A:8-5.2(d). The Board shall not issue a high school diploma to any student who does not meet the criteria specified in the requirements adopted in accordance with N.J.A.C. 6A:8-5.1(a), 6A:8-5.1(b), or 6A:8-5.2.(d).

The words and terms used in this Policy shall have the meanings as defined in N.J.A.C. 6A:8-1.3.

The Board shall provide students exiting grade twelve without a diploma the opportunity for continued high school enrollment to age twenty or until the requirements for a State-endorsed diploma have been met, whichever comes first.

The Board shall allow any out-of-school individual to age twenty who has otherwise met all State and local graduation requirements but has failed to pass the State proficiency test to demonstrate proficiency through alternative means as set forth at N.J.A.C. 6A:8-5.1(a)6. through 6A:8-5.1(f), as applicable, pursuant to the standards applicable to the student's graduating class. Upon certification of passing the test applicable to the student's class in accordance with N.J.A.C. 6A:8, a State-endorsed diploma shall be granted by the high school of record.

Pursuant to N.J.A.C. 6A:20-1.4, the Commissioner of Education shall award a State-issued high school diploma based on achieving the Statewide standard score on a New Jersey High School Equivalency Assessment (NJHSEA) to individuals age sixteen or older who are no longer enrolled in school and have not achieved a high school credential. The Board shall provide students awarded a State-issued high school diploma pursuant to N.J.A.C. 6A:8-5.2(c) or 6A:8-5.2(d) the opportunity for continued high school enrollment to age twenty-one if eligible pursuant to the IDEA.

Pursuant to N.J.A.C. 6A:8-5.2(d), the Commissioner shall award a State-issued high school diploma to individuals age sixteen or older and no longer enrolled in high school based on official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education.

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Included in the thirty general education credits must be a minimum of fifteen credits with at least three credits in each of the five general education categories as follows: English; mathematics; science; social science; and the humanities.

The Board shall award a State-endorsed high school diploma to any currently enrolled student, regardless of grade level, who:

1. Has demonstrated proficiency in the State graduation proficiency test, pursuant to N.J.A.C. 6A:8-5.1(a)7. or as set forth at N.J.A.C. 6A:8-5.1(e).

2. Has presented official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education; and

3. Has formally requested such early award of a State-endorsed high school diploma.

Pursuant to N.J.S.A. 18A:7C-7. and 18A:7E-3., the Superintendent shall report annually to the Board at a public meeting not later than September 30, and to the Commissioner:

1. The total number of students graduated;

2. The number of students graduated under the substitute competency test process;

3. The number of students graduated under the portfolio appeals process;

4. The number of students receiving State-endorsed high school diplomas as a result of meeting any alternate requirements for graduation as specified in their IEPs;

5. The total number of students denied graduation from the twelfth grade class; and



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6. The number of students denied graduation from the twelfth grade class solely due to failure to pass the State graduation proficiency test, substitute competency tests, or portfolio appeals process based on the provisions of N.J.A.C. 6A:8.

N.J.S.A. 18A:7C-7.; 18A:7E-3.
N.J.A.C. 6A:8-5.1; 6A:8-5.2; 6A:20-1.4

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[See POLICY ALERT Nos. 229 and 237]

0162 NOTICE OF BOARD MEETINGS

The Board of Education will give notice of all meetings in accordance with law.

Adequate Notice

The Board Secretary shall provide **adequate notice, which means** written advance notice of at least forty-eight hours, giving the time, date, location and, to the extent known, the agenda of any regular, special, or rescheduled meeting, which notice shall accurately state whether formal action may or may not be taken and which shall be prominently posted in at least one public place reserved for such or similar announcements~~; mailed, telephoned, telegrammed, or hand delivered to at least two newspapers which newspapers shall be designated by the public body to receive such notices because they have the greatest likelihood of informing the public within the area of jurisdiction of the public body of such meetings, one of which shall be the official newspaper, where any such has been designated by the public body or if the public body has failed to so designate, where any has been designated by the governing body of the political subdivision whose geographic boundaries are coextensive with that of the public body;~~ and filed with the clerk of the municipality when the public body's geographic boundaries are coextensive with that of a single municipality, with the clerk of the county when the public body's geographic boundaries are coextensive with that of a single county, and with the Secretary of State if the public body has Statewide jurisdiction. Where annual notice or revisions thereof in compliance with N.J.S.A. 10:4-~~16~~ et seq., the Open Public Meetings Act, set forth the location of any meeting, no further notice shall be required for such meeting. **The Board Secretary shall publish or advertise the legal notice of the meeting on the Board's official internet website conspicuously placed on the website's homepage in accordance with the provisions of N.J.S.A. 35:3-1 et seq. and Bylaw 0162.01.**

In accordance with N.J.S.A. 10:4-9., upon the affirmative vote of three-quarters of the members present, the Board may hold a meeting notwithstanding the failure to provide adequate notice if:

1. Such meeting is required in order to deal with matters of such urgency and importance that a delay for the purpose of providing adequate notice would be likely to result in substantial harm to the public interest; and



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2. The meeting is limited to discussion of and acting with respect to such matters of urgency and importance; and

3. Notice of such meeting is provided as soon as possible following the calling of such meeting by posting written notice of the same in the public place described in N.J.S.A. 10:4-~~.~~8.d., and also by notifying the two newspapers described in N.J.S.A. 10:4-~~.~~8.d. by telephone, telegram, or by delivering a written notice of same to such newspapers; and

4. Either the public body could not reasonably have foreseen the need for such meeting at a time when adequate notice could have been provided or although the public body could reasonably have foreseen the need for such meeting at a time when adequate notice could have been provided, it nevertheless failed to do so.

Personal Notice of Meeting

In accordance with the provisions of N.J.S.A. 10:4-12.b.(8), the Board may exclude the public from that portion of a meeting at which the Board discusses any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion, or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the Board, unless all the individual employees or appointees whose rights could be adversely affected request in writing that the matter or matters be discussed at a public meeting.

The Board will provide notice to the affected person that will include the date and time of the closed session meeting, the subject or subjects scheduled for discussion at the closed session meeting, and the right of the affected person to request that the discussions be conducted at a public meeting. Such notice will be given no less than forty-eight hours in advance of the closed session meeting.

A written request for public discussion must be submitted to the Board Secretary prior to the commencement of the meeting. Any such properly submitted request will be granted. In the event that one or more, but fewer than all, of a group of persons whose employment will be discussed request a public meeting, the discussion regarding the person or persons who have submitted the request will be severed from the rest and will be conducted publicly.



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A discussion held in public by reason of the written request of an individual will be conducted at a regularly scheduled meeting for which annual notice has been given or at a meeting for which adequate public notice has been given in accordance with law.

Nothing in this Bylaw will permit an employee to request or the Board to grant the public discussion of tenure charges or permit the public disclosure of information regarding a student.

N.J.S.A. 10:4-**16** et seq.~~; 10:4-8; 10:4-9~~
N.J.S.A. 18A:6-11.; 18A:10-6.
N.J.S.A. 35:3-1 et seq.
N.J.A.C. 6A:32-3.1

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POLICY GUIDE

[See POLICY ALERT No. 237]

0162.01 LEGAL NOTICES

Whenever the Board of Education is required by law or by order or rule of any court to publish or advertise a legal notice, the Board shall publish or advertise the legal notice on the Board's official internet website in accordance with the provisions of N.J.S.A. 35:3-1 et seq.

For the purpose of this Policy, "legal notice" means any resolution, official proclamation, notice, or advertisement of any sort, kind, or character, including proposals for bids on public work and otherwise, required by law or by the order or rule of any court to be published by the Board.

For the purpose of this Policy, "online news publication" means a news publication in electronic format that contains news on matters of public concern and has published news predominantly in the English language at least once per week for at least one year continuously.

The Board's official internet website shall be accessible and available to the public free of charge. A direct hyperlink to legal notices published on the Board's official internet website shall be conspicuously placed on the Board's website's homepage. The Board shall submit the hyperlink to the New Jersey Secretary of State and provide any updates thereto prior to effectuation in accordance with the provisions of N.J.S.A. 35:3-2.b.

The Board shall maintain an internet archive of legal notices that are no longer displayed, which shall be kept for at least one year. The archive shall not be subject to any records retention schedule adopted by the State Records Committee nor to the "Destruction of Public Records Law (1953)," N.J.S.A. 47:3-15 et seq. The Board shall display a legal notice on its legal notices internet webpage for at least one week from the date of initial posting, or other time period as required by law, before transferring the publication to the Board's internet archive. The Board shall initially publish an internet archive no later than July 1, 2026 and shall maintain the archive thereafter in accordance with N.J.S.A. 35:3-2.c.

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The Board may, in addition to the publication on its official internet website, publish or advertise a legal notice separately on an eligible online news publication that meets the criteria of N.J.S.A. 35:3-3.b. The Board shall provide a notice in a prominent location on its official internet website if it publishes or advertises its legal notices in an online news publication and shall publish a hyperlink to the online news publication in accordance with the provisions of N.J.S.A. 35:3-2.d.

The Board, whenever required by law or by the order or rule of any court to publish or advertise a legal notice shall publish or advertise the notice in accordance with the applicable law or court order or rule. The Board shall be deemed to satisfy their legal obligations to provide a legal notice upon publication of the notice as required pursuant to N.J.S.A. 35:3-1 et seq.

Legal notices published on the Board's internet website or the internet website of an online news publication in accordance with N.J.S.A. 35:3-1 et seq. shall not be deemed defective if at least one of the following circumstances exist:

1. There is an error in the content or form of the legal notice published or advertised on the Board's internet website or online news publication due to a clerical, administrative, or any other error outside of the control of the Board whenever required by law or court order or rule to publish the legal notice;

2. There is a temporary outage, technical malfunction, disruption, or service interruption preventing the publishing, posting, or display of a legal notice on the Board's internet website or online news publication;

3. The operator of the Board's internet website or the online news publication imposes standard restrictions that prevent access to the website or online news publication;

4. The Board's internet website or the online news publication is subject to a cyberattack or cybersecurity incident, including, but not limited to, ransomware or a data breach, causing the failure to timely or accurately publish the legal notice; or

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5. Any other circumstances preventing the publishing, posting, or display of a legal notice on the Board's internet website or online news publication that are outside of the control of the Board whenever required by law or court order or rule to publish the legal notice.

Starting on January 1, 2026 and at least twice per month through December 31, 2026, the Board whenever required by law or court order to rule to publish the legal notice shall provide an advertisement in an online news publication meeting the eligibility criteria at N.J.S.A. 35:3-3. that:

1. States that the complete text of each legal notice may be obtained or viewed by the public on the official internet website of the Board; and

2. Provides the hyperlink to the Secretary of State's legal notices hyperlink internet webpage established pursuant to N.J.S.A. 35:3-2.b.

N.J.S.A. 35:3-1 et seq.

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[See POLICY ALERT Nos. 222 and 237]

1643 FAMILY LEAVE

The Board of Education will provide family leave to staff members in accordance with the New Jersey Family Leave Act (NJFLA) and the Federal Family and Medical Leave Act (FMLA). These laws have similar and different provisions that provide different rights and obligations for a staff member and the Board.

If a staff member is eligible for leave for reasons recognized under both the FMLA and NJFLA, then the time taken shall run concurrently and be applied to both laws. The NJFLA provides twelve weeks leave in a twenty-four month period and the FMLA provides twelve weeks leave in a twelve month period.

A. New Jersey Family Leave Act

1. Definitions Relative to New Jersey Family Leave Act

"Base Hours" means the hours of work for which a staff member receives compensation. Base hours shall include overtime hours for which a staff member is paid additional or overtime compensation, and hours for which a staff member receives workers' compensation benefits. Base hours shall also include hours a staff member would have worked except for having been in military service. Base hours do not include hours for when a staff member receives other types of compensation, such as administrative, personal leave, vacation, or sick leave.

"Child" means a biological, adopted, foster child, or resource family child, stepchild, legal ward, or child of a parent, including a child who becomes the child of a parent pursuant to a valid written agreement between the parent and a gestational carrier.

"Eligible employee" means any individual employed by the same employer for **three** ~~twelve~~ months or more, who has worked **250** ~~1,000~~ or more base hours during the preceding twelve month period.

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"Employer" includes the State, any political subdivision thereof, and all public offices, agencies, boards, or bodies.

"Family member" means a child, parent, parent-in-law, sibling, grandparent, grandchild, spouse, domestic partner, or one partner in a civil union couple, or any other individual related by blood to a staff member, and any other individual that a staff member shows to have a close association with a staff member which is the equivalent of a family relationship.

"Health care provider" means a duly licensed health care provider or other health care provider deemed appropriate by the Director of the Division on Civil Rights in the New Jersey Department of Law and Public Safety.

"Parent" means a person who is the biological parent, adoptive parent, foster parent, resource family parent, step-parent, parent-in-law, or legal guardian, having a "parent-child relationship" with a child as defined by law, or having sole or joint legal or physical custody, care, guardianship, or visitation with a child, or who became the parent of the child pursuant to a valid written agreement between the parent and a gestational carrier.

"Serious health condition" means an illness, injury, impairment, or physical or mental condition which requires:

a. Inpatient care in a hospital, hospice, or residential medical care facility; or

b. Continuing medical treatment or continuing supervision by a health care provider.

As used in the definition of a serious health condition, "continuing medical treatment or continuing supervision by a health care provider" means:

a. A period of incapacity (that is, inability to work, attend school, or perform regular daily activities due to a serious

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health condition, treatment therefore, and recovery therefrom) of more than three consecutive days, and any subsequent treatment or period of incapacity relating to the same condition, that also involves:

(1) Treatment two or more times by a health care provider; or

(2) Treatment by a health care provider on one occasion which results in a regimen of continuing treatment under the supervision of a health care provider;

b. Any period of incapacity due to pregnancy, or for prenatal care;

c. Any period of incapacity or treatment for such incapacity due to a chronic serious health condition;

d. A period of incapacity, which is permanent or long-term, due to a condition for which treatment may not be effective (such as Alzheimer's disease, a severe stroke, or the terminal stages of a disease) where the individual is under continuing supervision of, but need not be receiving active treatment by, a health care provider; or

e. Any period of absence to receive multiple treatments (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy), or kidney disease (dialysis).

"Spouse" means a person to whom a staff member is lawfully married as defined by New Jersey law.



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"State of emergency" means a natural or man-made disaster or emergency for which a state of emergency has been declared by the President of the United States or the Governor, or for which a state of emergency has been declared by a municipal emergency management coordinator.

2. Reasons for NJFLA Leave

a. A staff member may take NJFLA leave to provide care made necessary by reason of:

(1) The birth of a child of the staff member, including a child born pursuant to a valid written agreement between the staff member and the gestational carrier;

(2) The placement of a child into foster care with the staff member or in connection with adoption of such child by a staff member;

(3) The serious health condition of a family member of the staff member; or

(4) A state of emergency declared by the Governor of New Jersey, or when indicated to be needed by the Commissioner of Health – New Jersey Department of Health or other public health authority, an epidemic or communicable disease, a known or suspected exposure to the communicable disease, or efforts to prevent spread of a communicable disease which:

(a) Requires in-home care or treatment of a child due to the closure of the school or place of care of the child of a staff member, by order of a public official due to the epidemic or other public health emergency;



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(b) Prompts the issuance by a public health authority of a determination, including by mandatory quarantine, requiring or imposing responsive or prophylactic measures as a result of illness caused by an epidemic of a communicable disease or known or suspected exposure to the communicable disease because the presence in the community of a family member in need of care by a staff member would jeopardize the health of others; or

(c) Results in the recommendation of a health care provider or public health authority, that a family member in need of care by a staff member voluntarily undergo self-quarantine as a result of suspected exposure to a communicable disease because the presence in the community of that family member in need of care by a staff member, would jeopardize the health of others.

3. Staff Member Eligibility

a. NJFLA leave may be taken for up to twelve weeks within any twenty-four month period. The NJFLA leave shall be unpaid with benefits subject to contributions required to be made by the staff member.

b. A staff member is eligible for NJFLA leave if a staff member is employed by the same Board for **three** ~~twelve~~ months or more, and has worked **250** ~~1,000~~ or more base hours during the preceding twelve month period.



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c. The method to determine the twenty-four month period in which the twelve weeks of NJFLA leave entitlement occurs shall be

[Select one option

____ the calendar year.

____ any fixed "leave year," such as a fiscal year or a year starting on a staff member's "anniversary date".

____ the twenty-four month period measured forward from the date any staff member's first leave under NJFLA begins.

____ a "rolling" twenty-four month period measured backward from the date a staff member uses any leave under NJFLA. **(Recommended)]**

d. This Policy shall serve as notice to all staff members of the method chosen in A.3.c. above. This method shall be applied consistently and uniformly to all staff members.

(1) If the Board transitions to another method, the Board is required to give at least sixty days' notice to all staff members and the transition must take place in such a way that staff members retain their full benefit of twelve weeks of NJFLA leave under whichever method affords the greatest benefit to a staff member.

e. The Board shall grant NJFLA leave to more than one staff member from the same family (for example, a husband and a wife, or a brother and a sister) at the same time, provided such staff members are otherwise eligible for NJFLA leave.

f. The fact that a holiday may occur within the week taken by a staff member as NJFLA leave has no effect and the week is counted as a week of NJFLA leave.



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(1) However, if a staff member is out on NJFLA leave and the staff member is not regularly scheduled to work for one or more weeks, the weeks the staff member is not regularly scheduled to work do not count against their NJFLA leave entitlement.

4. Types of NJFLA Leave

a. Staff members are required to provide notice in writing for any NJFLA leave requested. In emergent circumstances, a staff member may provide the Board with oral notice when written notice is impracticable.

(1) Staff members must provide the Board written notice after submitting oral notice in emergent circumstances.

b. Consecutive NJFLA leave is NJFLA leave that is taken without interruption based upon a staff member's regular work schedule and does not include breaks in employment in which a staff member is not regularly scheduled to work.

(1) A staff member must provide the Board with notice of consecutive NJFLA leave no later than thirty days prior to the commencement of consecutive NJFLA leave, except where emergent circumstances warrant shorter notice.

(2) A staff member shall provide the Board with certification pursuant to A.5. below.

c. Intermittent NJFLA leave is NJFLA leave due to a single qualifying reason, taken in separate periods of time, broken up by periods in which the staff member returns to work.



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(1) A staff member is entitled to take NJFLA leave intermittently for the birth of a child of the staff member, including a child born pursuant to a valid written agreement between the staff member and a gestational carrier or the placement of a child into foster care with the staff member or in connection with adoption of such child by the staff member.

(a) The staff member shall provide the Board with prior notice of not less than fifteen calendar days before the first day on which NJFLI benefits are paid for the intermittent NJFLA leave, unless an emergency or other unforeseen circumstance precludes prior notice.

(b) The staff member shall make a reasonable effort to schedule the intermittent NJFLA leave so as not to unduly disrupt the operations of the Board and, if possible, provide the Board, prior to the commencement of intermittent NJFLA leave, with a regular schedule of the days or days of the week on which the intermittent NJFLA leave will be taken.

(c) A staff member shall provide the Board with certification for intermittent NJFLA leave pursuant to A.5.b. below.

(2) The staff member is entitled to take intermittent NJFLA leave for the serious health condition of a family member of the staff member when medically necessary if:

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(a) The total time which the intermittent NJFLA leave is taken does not exceed twelve months if taken in connection with a single serious health condition. If the intermittent NJFLA leave is taken in connection with more than one serious health condition, the intermittent NJFLA leave must be taken within a consecutive twenty-four month period or until such time the twelve week NJFLA leave is exhausted, whichever is shorter;

(b) The staff member provides the Board with prior notice of not less than fifteen calendar days before the first day on which benefits are paid for the intermittent NJFLA leave.

(i) The staff member may provide notice less than fifteen days prior to the intermittent NJFLA leave if an emergency or other unforeseen circumstance precludes prior notice;

(c) The staff member makes a reasonable effort to schedule the intermittent NJFLA leave so as not to unduly disrupt the operations of the school district and, if possible, provide the school district, prior to the commencement of intermittent NJFLA leave, with a regular schedule of the days or days of the week on which the intermittent NJFLA leave will be taken; and

(d) The staff member provides the Board with a copy of the certification outlined in A.5.c. below.



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(3) In the case of NJFLA leave taken due to an epidemic of a communicable disease, a known or suspected exposure to the communicable disease, or efforts to prevent spread of the communicable disease, the NJFLA leave may only be taken intermittently if:

(a) The staff member provides the Board with prior notice of the intermittent NJFLA leave as soon as practicable;

(b) The staff member makes a reasonable effort to schedule the NJFLA leave so as not to unduly disrupt the operations of the school district and, if possible, provide the school district prior to the commencement of the intermittent NJFLA leave, with a regular schedule of the day or days of the week on which the intermittent NJFLA leave will be taken; and

(c) A staff member provides the Board with a copy of the certification outlined in A.5.d. below.

(4) Intermittent leave taken on a reduced leave schedule is NJFLA leave due to a single qualifying reason, that is scheduled for fewer than a staff member's usual number of hours worked per workweek, but not for fewer than a staff member's usual number of hours worked per workday and may only be taken to care for the serious health condition of a family member of a staff member when medically necessary, except that:

(a) A staff member shall not be entitled to intermittent NJFLA leave on a reduced leave schedule for a period exceeding twelve consecutive months for any one period of NJFLA leave;



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(b) The staff member must provide the Board with prior notice of the intermittent NJFLA leave on a reduced leave schedule as soon as practicable;

(c) A staff member shall make a reasonable effort to schedule intermittent NJFLA leave on a reduced leave schedule so as not to disrupt unduly the operations of the school district. A staff member shall provide the school district with prior notice of the care, medical treatment, or continuing supervision by a health care provider necessary due to a serious health condition of a family member, in a manner which is reasonable and practicable; and

(d) A staff member must provide the Board with a copy of the certification outlined in A.5.c. below.

d. NJFLA leave taken because of the birth or placement for adoption of a child of the staff member may commence at any time within a year after the date of the foster care placement, birth, or placement for adoption.

e. A staff member shall not, during any period of NJFLA leave, perform services on a full-time basis for any person for whom a staff member did not provide those services immediately prior to commencement of the NJFLA leave.

(1) A staff member on NJFLA leave may not engage in other full-time employment during the term of the NJFLA leave, unless such employment commenced prior to the NJFLA leave and is not otherwise prohibited by law.



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(2) During the term of NJFLA leave a staff member may commence part-time employment which shall not exceed half the regularly scheduled hours worked for the Board from whom a staff member requested NJFLA leave. A staff member may continue part-time employment which commenced prior to a staff member's NJFLA leave, at the same number of hours that a staff member was regularly scheduled prior to such NJFLA leave.

(3) The Board may not maintain a policy or practice which prohibits part-time employment during the course of a NJFLA leave.

5. Certification

a. The Board shall require a staff member who requests NJFLA leave to sign a form of certification established by the Board attesting that such staff member is taking NJFLA leave in accordance with the law.

(1) The Board may not require a staff member to sign or otherwise submit a form of certification attesting to additional facts, including a staff member's eligibility for NJFLA leave.

(2) The Board may subject a staff member to reasonable disciplinary measures, depending on the circumstances, when a staff member intentionally misrepresents the reason that such staff member is taking NJFLA leave.

(3) The form of certification established by the Board shall contain a statement warning a staff member of the consequences of refusing to sign the certification or falsely certifying. Any staff member who refuses to sign the certification established by the Board may be denied the requested NJFLA leave.



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(4) The Board requires that any period of NJFLA leave be supported by certification issued by a health care provider.

b. Where the certification, issued by the health care provider, is for the birth of a child of a staff member, including a child born pursuant to a valid written agreement between the staff member and a gestational carrier or the placement of a child into foster care with the staff member or in connection with adoption of such child by the staff member, the certification need only state the date of birth or date of placement, whichever is appropriate.

c. Any period of NJFLA leave for the serious health condition of a family member of a staff member shall be supported by certification provided by a health care provider. The certification shall be sufficient if it states:

(1) The date, if known, on which the serious health condition commenced;

(2) The probable duration of the condition;

(3) The medical facts within the knowledge of the provider of the certification regarding the condition;

(4) The serious health condition warrants the participation of the staff member in providing health care to the family member, as provided in the "Family Leave Act," P.L. 1989, c.261 (C.34:11B-1 et seq.) and regulations adopted pursuant to the NJFLA;

(5) An estimate of the amount of time the staff member is needed for participation in the care of the family member;



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(6) If the NJFLA leave is intermittent, a statement of the medical necessity for the intermittent NJFLA leave and the expected duration of the intermittent NJFLA leave; and

(7) If NJFLA leave is intermittent and for planned medical treatment, the dates of the treatment.

d. In any case in which the Board has reason to doubt the validity of the certification provided pursuant to A.5.c. above, the Board may require, at its own expense, that a staff member obtain an opinion regarding the serious health condition from a second health care provider designated or approved, but not employed on a regular basis, by the Board. If the second opinion differs from the certification provided pursuant to A.5.c. above, the Board may require, at its own expense, that a staff member obtain the opinion of a third health care provider designated or approved jointly by the Board and a staff member concerning the serious health condition. The opinion of the third health care provider shall be considered to be final and shall be binding on the Board and a staff member.

e. Where the certification is for an epidemic of a communicable disease, a known or suspected exposure to the communicable disease, or efforts to prevent the spread of the communicable disease, the certification shall be sufficient if it includes:

(1) For NJFLA leave taken to provide in-home care or treatment of a child due to the closure of the school or place of care of the child of a staff member, by order of a public official due to the epidemic or other public health emergency, the date on which the closure of the school or place of care of the child of a staff member commenced and the reason for such closure;



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(2) For NJFLA leave taken due to a public health authority's issuance of a determination requiring or imposing responsive or prophylactic measures as a result of illness caused by an epidemic of a communicable disease or known or suspected exposure to the communicable disease because the presence in the community of a family member in need of care by a staff member would jeopardize the health of others, the date of issuance of the determination, and the probable duration of the determination; or

(3) For NJFLA leave taken because a health care provider or public health authority recommends that a family member in need of care by a staff member voluntarily undergo self-quarantine as a result of suspected exposure to a communicable disease because the presence in the community of that family member in need of care by a staff member would jeopardize the health of others, the date of the recommendation, the probable duration of the condition, and the medical or other facts within the health care provider or public health authority's knowledge regarding the condition.

f. The Board shall not use the certification requirements as outlined in A.5. to intimidate, harass, or otherwise discourage a staff member from requesting or taking NJFLA leave or asserting any of a staff member's rights to NJFLA leave.

6. Denial or Exemption of NJFLA Leave

a. Denial of NJFLA Leave

(1) The Board may deny NJFLA leave to a staff member if:

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(a) A staff member is a salaried staff member who is among the highest paid 5% of the Board's staff members or the seven highest paid staff members of the Board, whichever is greater;

(b) The denial is necessary to prevent substantial and grievous economic injury to the Board's operations; and

(c) The Board notifies a staff member of its intent to deny the NJFLA leave at the time the Board determines that the denial is necessary.

(2) The provisions of A.6.a.(1) above shall not apply when, in the event of a state of emergency declared by the Governor of New Jersey or when indicated to be needed by the Commissioner of Health – New Jersey Department of Health or other public health authority, the NJFLA leave is for an epidemic of a communicable disease, a known or suspected exposure to a communicable disease, or efforts to prevent spread of a communicable disease.

(3) In any case in which NJFLA leave has already commenced at the time of the notification pursuant to A.6.a.(1)(c) above, a staff member shall return to work within ten working days of the date of notification.

7. Reinstatement from NJFLA Leave

a. Upon the expiration of a NJFLA leave, a staff member shall be restored to the position such staff member held immediately prior to the commencement of the NJFLA leave. If such position has been filled, the Board shall reinstate such staff member to an equivalent position of like seniority, status, employment benefits, pay, and other terms and conditions of employment.



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b. If, during NJFLA leave, the Board experiences a reduction in force or layoff and a staff member would have lost their position had a staff member not been on NJFLA leave, as a result of the reduction in force or pursuant to the good faith operation of a bona fide layoff and recall system including a system under a collective bargaining agreement where applicable, a staff member shall not be entitled to reinstatement to the former or an equivalent position. A staff member shall retain all rights under any applicable layoff and recall system, including a system under a collective bargaining agreement, as if a staff member had not taken the NJFLA leave.

8. Notice to Staff Members

a. The Board shall display the official Family Leave Act poster of the Division on Civil Rights in the New Jersey Department of Law and Public Safety (Division) in accordance with N.J.A.C. 13:8-2.2. The poster is available for printing from the Division's website.

b. Access to and/or distribution of this Policy shall serve as school district notice to staff members of their rights pursuant to N.J.A.C. 13:14-1.14.

9. Local Board of Education Practices

a. Accrued Paid NJFLA Leave

(1) Whether a staff member is required to use any other accrued leave time concurrent with NJFLA leave time will depend upon either the school district's practice or a provision in a collective bargaining agreement, if applicable.

(a) Sick leave may only be used concurrently with the NJFLA leave in accordance with the provisions of N.J.S.A. 18A:30-1 and N.J.S.A. 34:11B-3.



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b. Multiple Leaves of Absence

(1) Where a Board maintains leaves of absence which provide benefits, other than health benefits, that differ depending upon the type of leave taken, the Board shall provide those benefits to a staff member on NJFLA leave in the same manner as it provides benefits to staff members who are granted other leaves of absence which most closely resemble NJFLA leave.

10. New Jersey Family Leave Insurance Program (NJFLI)

a. Board of Education staff members are eligible to apply for benefits under the NJFLI Program administered by the State of New Jersey Department of Labor and Workforce Development.

b. All applications for benefits under the NJFLI Program must be filed directly with the State of New Jersey Department of Labor and Workforce Development. The eligibility requirements, wage requirements, benefit duration and amounts, and benefit limitations shall be in accordance with the provisions of the NJFLI Program as administered by the State of New Jersey Department of Labor and Workforce Development. A formal appeal may be submitted to the State of New Jersey Department of Labor and Workforce Development if an employee or the Board disagrees with a determination on a claim.

c. The NJFLI Program provides eligible individuals a monetary benefit and not a leave benefit. The school district administrative and related staff will comply with the State of New Jersey Department of Labor and Workforce Development requests for information in accordance with the provisions of N.J.A.C. 12:21-3.9.



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d. A printed notification of staff members' rights relative to the receipt of benefits under the NJFLI Program will be posted in each of the school district worksites and in a place or places accessible to all employees at the worksite.

e. Each staff member shall receive a copy of this notification in writing at the time of the staff member's hiring, whenever the staff member provides written notice to the Superintendent of their intention to apply for benefits under the NJFLI Program, or at any time upon the first request of the staff member.

(1) The written notification may be transmitted to the staff member in electronic form.

(2) Access to and/or distribution of this Policy shall serve as school district notice to staff members of their rights under the NJFLI Program.

B. Federal Family and Medical Leave Act

1. Definitions Relative to Federal Family and Medical Leave Act

"Covered Employer" means any public or private elementary or secondary school(s) regardless of the number of employees employed.

"Employee" means a staff member eligible for family and medical leave in accordance with the Federal Family and Medical Leave Act (FMLA).

"Hours of Service" means hours actually worked by the employee. It does not mean hours paid. Thus, non-working time – such as vacations, holidays, furloughs, sick leave, or other time-off (paid or otherwise) – does not count for purposes of calculating FMLA eligibility for the employee.

"Parent" means a biological, adoptive, step, or foster father or mother, or any other individual who stood in loco parentis to a staff member when a staff member has a son or daughter as defined below. This term does not include parents "in law."



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"Serious health condition" means an illness, injury, impairment, or physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical facility or continuing treatment by a health care provider. "Serious health condition" may include treatment of substance abuse pursuant to 29 CFR §825.119.

"Son" or "daughter" means a biological, adopted, or foster child, stepchild, a legal ward, or a child of a person standing in loco parentis, who is either under age eighteen or age eighteen or older and incapable of self-care because of a mental or physical disability at the time that FMLA leave is to commence.

"Spouse" means a husband or wife. For purposes of this definition, husband or wife refers to the other person with whom an individual entered into marriage as defined or recognized under State law in the State in which the marriage was entered into or, in the case of a marriage entered into outside of any State, if the marriage is valid in the place where entered into and could have been entered into in at least one State. This definition includes an individual in a same-sex marriage or common law marriage.

"Week" or "Workweek" means the number of days a staff member normally works each calendar week.

2. Qualifying Reasons for FMLA Leave

a. A staff member may take FMLA leave to provide care made necessary:

(1) For the birth of a son or daughter of a staff member and in order to care for such son or daughter;

(2) For the placement of a son or daughter with a staff member for adoption or foster care;

(3) In order to care for the spouse, son, daughter, or parent of a staff member if such spouse, son, daughter, or parent has a serious health condition;



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(4) For a serious health condition that makes a staff member unable to perform the functions of the position of such staff member.

b. FMLA leave taken in relation to military service shall be in accordance with 29 CFR §825.112.

c. Entitlement to FMLA leave taken for the birth of a son or daughter or placement of a son or daughter with a staff member for adoption or foster care shall expire at the end of the twelve month period beginning on the date of such birth or placement.

3. Staff Member Eligibility

a. A staff member is eligible for up to twelve weeks of FMLA leave in a twelve month period.

b. A staff member shall become eligible for FMLA leave after the staff member has been employed at least twelve months by the Board and employed for at least 1,250 hours of service during the twelve month period immediately preceding the commencement of the FMLA leave.

(1) The twelve months a staff member must have been employed need not be consecutive months pursuant to 29 CFR §825.110(b).

(2) The minimum 1,250 hours of service shall be determined according to the principles established under the Fair Labor Standards Act (FLSA) for determining compensable hours of work pursuant to 29 CFR §785.

(3) The Board shall not provide pay for FMLA leave.

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c. The method to determine the twelve month period in which the twelve weeks of FMLA leave entitlement occurs will be

[Select one option

____ the calendar year.

____ a school year.

____ a staff member's employment anniversary date.

____ the twelve month period measured forward from when a staff member's first FMLA leave begins.

____ a "rolling" twelve month period measured backward from the date a staff member uses any FMLA leave. **(Recommended)]**

d. Pursuant to 29 CFR §825.201, a husband and wife both employed by the Board are limited to a combined total of twelve weeks of FMLA leave during the twelve month period if the FMLA leave is taken for the birth of a son or daughter of a staff member or to care for such son or daughter after birth; for placement of a son or daughter with a staff member for adoption or foster care or in order to care for the son or daughter after placement; or to care for a staff member's parent with a serious health condition.

4. Types of FMLA leave

a. Continuous FMLA leave is taken by staff members for a continuous period of time. Such FMLA leave is not broken up by a period of work and is continuous when a staff member is absent for three consecutive working days or more. Continuous FMLA leave may be taken for any qualifying reason.



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b. Intermittent FMLA leave is FMLA leave taken in separate blocks of time due to a single qualifying reason. A reduced FMLA leave schedule is a FMLA leave schedule that reduces a staff member's usual number of working hours per workweek, or hours per workday. A reduced FMLA leave schedule is a change in a staff member's schedule for a period of time, normally from full-time to part-time.

(1) Intermittent or reduced FMLA leave may be taken for the following qualifying reasons:

(a) For the serious health condition of the staff member or to care for a parent, son, or daughter with a serious health condition.

(i) For intermittent FMLA leave or FMLA leave on a reduced FMLA leave schedule taken for the reason outlined in B.4.b.(1)(a) above there must be a medical need for FMLA leave and it must be that such medical need can be best accommodated through an intermittent or reduced FMLA leave schedule.

(ii) The treatment regimen and other information described in the certification of a serious health condition and in the certification of a serious injury or illness, shall address the medical necessity of intermittent FMLA leave or FMLA leave on a reduced FMLA leave schedule.



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(iii) Intermittent FMLA leave may be taken for a serious health condition of a parent, son, or daughter, for a staff member's own serious health condition, which requires treatment by a health care provider periodically, rather than for one continuous period of time, and may include FMLA leave of periods from an hour or more to several weeks.

(b) For planned and/or unanticipated medical treatment of a serious health condition when medically necessary.

(c) To provide care or psychological comfort to a covered family member with a serious health condition when medically necessary.

(d) For absences where a staff member or family member is incapacitated or unable to perform the essential functions of the position because of a chronic serious health condition even if he or she does not receive treatment by a health care provider.

(e) For FMLA leave taken after the birth of a healthy child or placement of a healthy child for adoption or foster care, only if the Board agrees.

(i) The Board's agreement is not required; however, for FMLA leave during which the mother has a serious health condition in connection with the birth of her child or if the newborn child has a serious health condition.



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(2) If a staff member needs FMLA leave intermittently or on a reduced FMLA leave schedule for planned medical treatment, then a staff member must make a reasonable effort to schedule the treatment so as not to disrupt unduly the Board's operations.

(3) When a staff member takes FMLA leave on an intermittent or reduced FMLA leave schedule basis, the Board must account for the FMLA leave using an increment no greater than the shortest period of time that the Board uses to account for use of other forms of leave provided that it is not greater than one hour and provided further that a staff member's FMLA leave entitlement may not be reduced by more than the amount of FMLA leave actually taken.

(a) If the Board accounts for use of leave in varying increments at different times of the day or shift, the Board may not account for FMLA leave in a larger increment than the shortest period used to account for other leave during the period in which the FMLA leave is taken.

(b) If the Board accounts for other forms of leave use in increments greater than one hour, the Board must account for FMLA leave use in increments no greater than one hour.

5. Staff Member Notice Requirements

a. A staff member eligible for FMLA leave must give at least a thirty day written advance notice to the Superintendent or designee if the need for the FMLA leave is foreseeable based on an expected birth, placement for adoption or foster care, or planned medical treatment for a serious health condition of a staff member or a family member.



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(1) If thirty days is not practical, a staff member must provide notice "as soon as practicable" which means as soon as both possible and practical, taking into account all the facts and circumstances in the individual case.

(2) Where it is not possible to give as much as thirty days' notice, "as soon as practical" ordinarily would mean at least verbal notification to the Superintendent or designee within one or two business days or when the need for FMLA leave becomes known to a staff member.

(3) The written notice shall include the reasons for the FMLA leave, the anticipated duration of the FMLA leave, and the anticipated start of the FMLA leave.

(4) When planning medical treatment, a staff member must consult with the Superintendent or designee and make a reasonable effort to schedule the FMLA leave so as not to unduly disrupt the educational program, subject to the approval of the health care provider.

(a) Staff members are ordinarily expected to consult with the Superintendent or designee prior to scheduling of treatment that would require FMLA leave for a schedule that best suits the needs of the Board and a staff member.

(5) Intermittent FMLA leave or FMLA leave on a reduced FMLA leave schedule must be medically necessary due to a serious health condition or a serious injury or illness. A staff member shall advise the Board of the reasons why the intermittent/reduced FMLA leave schedule is necessary and of the schedule for treatment, if applicable.



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(a) A staff member and the Board shall attempt to work out a schedule for such FMLA leave that meets a staff member's needs without unduly disrupting the Board's operations, subject to the approval of the health care provider.

(6) Where a staff member does not comply with the Board's usual notice and procedural requirements, and no unusual circumstances justify the failure to comply, FMLA-protected leave may be delayed or denied.

b. When the approximate timing of the need for FMLA leave is not foreseeable, a staff member should give notice to the Superintendent or designee for FMLA leave as soon as practicable under the facts and circumstances of the particular case.

(1) It is expected a staff member will give notice to the Superintendent or designee within no more than one or two business days of learning of the need for FMLA leave, except in extraordinary circumstances where such notice is not foreseeable.

(2) A staff member should provide notice to the Board either in person, by telephone, telegraph, fax machine, email, or other electronic means.

6. Outside Employment During FMLA Leave

a. A staff member during any period of FMLA leave is prohibited from performing any services on a full-time basis for any person for whom a staff member did not provide services immediately prior to commencement of the FMLA leave.

(1) A staff member using FMLA leave may commence part-time employment that shall not exceed half the regularly scheduled hours worked for the Board.



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(2) A staff member may continue the part-time employment that commenced prior to the FMLA leave at the same number of hours that a staff member was regularly scheduled prior to such FMLA leave.

7. "Instructional Employees" Exceptions for FMLA Leave

a. "Instructional Employees" are those staff members whose principal function is to teach and instruct students in class, a small group, or in an individual setting. This term includes teachers, athletic coaches, driving instructors, and special education assistants, such as signers for the hearing impaired.

(1) Teacher assistants or aides who do not have as their principal job actual teaching or instructing, guidance counselors, child study team members, curriculum specialists, cafeteria workers, maintenance workers, and/or bus drivers are not considered instructional staff members for the purposes of this Policy.

(2) For purposes of this Policy "Instructional Employees" shall be referred to as "Instructional Staff Members".

b. "Semester" means the school semester that typically ends near the end of the calendar year and the end of the spring each school year. The Board can have no more than two semesters in a school year.

c. FMLA leave taken at the end of the school year and continues into the beginning of the next school year is considered consecutive FMLA leave.



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d. Eligible instructional staff members that need intermittent or reduced FMLA leave to care for a family member or for a staff member's own serious health condition which is foreseeable based on planned medical treatment and would be on FMLA leave more than twenty percent of the total number of working days over the period the FMLA leave would extend, the Board may:

(1) Require a staff member to take the FMLA leave for a period or periods of a particular duration, not greater than the duration of the planned treatment; or

(2) Transfer a staff member temporarily to an available alternative position for which a staff member is qualified, which has equivalent pay and benefits and which better accommodates recurring periods of FMLA leave than does a staff member's regular position.

e. If the instructional staff member does not give the required notice for FMLA leave that is foreseeable and desires the FMLA leave to be taken intermittently or on a reduced FMLA leave schedule, the Board may require a staff member to take FMLA leave of a particular duration, or to transfer temporarily to an alternative position. Alternatively, the Board may require a staff member to delay taking the FMLA leave until the notice provision is met.

f. If an instructional staff member begins FMLA leave more than five weeks before the end of the school year, the Board may require a staff member to continue taking FMLA leave until the end of the semester if:

(1) The FMLA leave will last three weeks; and

(2) A staff member would return to work during the three-week period before the end of the semester.



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g. If an instructional staff member begins FMLA leave for a purpose other than a staff member's own serious health condition during the five week period before the end of the semester, the Board may require a staff member to continue taking FMLA leave until the end of the semester if:

(1) The FMLA leave will last more than two weeks; and

(2) The staff member would return to work during the two week period before the end of the semester.

h. If an instructional staff member begins FMLA leave for a purpose other than a staff member's own serious health condition during the three week period before the end of a semester, the Board may require a staff member to continue taking FMLA leave until the end of the semester if the FMLA leave will last more than five working days.

i. An example of FMLA leave falling within the situations outlined in B.7.f., B.7.g., and B.7.h. above:

(1) If a staff member plans two weeks of FMLA leave to care for a family member which will begin three weeks before the end of the term, the Board could require a staff member to stay out on FMLA leave until the end of the term.

j. In the case of a staff member who is required to take FMLA leave until the end of an academic term, only the period of FMLA leave until a staff member is ready and able to return to work shall be charged against a staff member's FMLA leave entitlement.

k. The Board may require a staff member to stay on FMLA leave until the end of the school term. Any additional leave required by the Board to the end of the school term is not counted as FMLA leave; however:



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(1) The Board shall be required to maintain a staff member's group health insurance; and

(2) The Board shall be required to restore a staff member to the same or equivalent job including other benefits at the conclusion of the leave.

8. FMLA Leave Related to Military Service

a. Definitions for FMLA related to military service shall be in accordance with 29 CFR §§825.122; .126; .127; and .310.

b. The foreign deployment of the staff member's spouse, child, or parent in accordance with 29 CFR §§825.122 and .126:

(1) The district must grant an eligible staff member up to twelve work weeks of unpaid, job-protected FMLA leave during any twelve month period for qualifying exigencies that arise when the staff member's spouse, child, or parent is on covered active duty, or has been notified of an impending call or order to covered active duty.

c. Military caregiver FMLA leave provides care for a covered servicemember with a serious injury or illness in accordance with 29 CFR §§825.122 and .127:

(1) The district must grant up to a total of twenty-six workweeks of unpaid, job-protected FMLA leave during a "single twelve month period" to care for a covered servicemember with a serious injury or illness.



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9. Verification

a. The Board shall require that a staff member's FMLA leave to care for a staff member's covered family member with a serious health condition, or due to a staff member's own serious health condition that makes a staff member unable to perform one or more of the essential functions of a staff member's position, be supported by a certification issued by the health care provider of a staff member or a staff member's family member.

(1) The Board must give written notice of a requirement for certification each time a certification is required. The Board's oral request to a staff member to furnish any subsequent certification is sufficient.

b. The Board shall require a staff member furnish certification at the time a staff member gives notice of the need for FMLA leave or within five business days thereafter, or, in the case of unforeseen FMLA leave, within five business days after the FMLA leave commences.

(1) The Board may request certification at some later date if the Board later has reason to question the appropriateness of the FMLA leave or its duration.

(2) A staff member must provide the requested certification to the Board within fifteen calendar days after the Board's request, unless it is not practicable under the particular circumstances to do so despite a staff member's diligent, good faith efforts or the Board provides more than fifteen calendar days to return the requested certification.

c. When FMLA leave is taken because of a staff member's own serious health condition, or the serious health condition of a family member, the Board shall require a staff member to obtain a medical certification from a health care provider that sets forth the following information:



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(1) The name, address, telephone number, and fax number of the health care provider and type of medical practice/specialization;

(2) The approximate date on which the serious health condition commenced, and its probable duration;

(3) A statement or description of appropriate medical facts regarding the patient's health condition for which FMLA leave is requested. The medical facts must be sufficient to support the need for FMLA leave.

(a) Such medical facts may include information on symptoms, diagnosis, hospitalization, doctor visits, whether medication has been prescribed, any referrals for evaluation or treatment (physical therapy, for example), or any other regimen of continuing treatment;

(4) If a staff member is the patient, information sufficient to establish that a staff member cannot perform the essential functions of a staff member's job as well as the nature of any other work restrictions, and the likely duration of such inability;

(5) If the patient is a covered family member with a serious health condition, information sufficient to establish that the family member is in need of care, and an estimate of the frequency and duration of the FMLA leave required to care for the family member;

(6) If a staff member requests FMLA leave on an intermittent or reduced schedule basis for planned medical treatment of a staff member's or a covered family member's serious health condition, information sufficient to establish the medical



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necessity for such intermittent or reduced schedule FMLA leave and an estimate of the dates and duration of such treatments and any periods of recovery;

(7) If a staff member requests FMLA leave on an intermittent or reduced schedule basis for a staff member's serious health condition, including pregnancy, that may result in unforeseeable episodes of incapacity, information sufficient to establish the medical necessity for such intermittent or reduced schedule FMLA leave and an estimate of the frequency and duration of the episodes of incapacity; and

(8) If a staff member requests FMLA leave on an intermittent or reduced schedule basis to care for a covered family member with a serious health condition, a statement that such FMLA leave is medically necessary to care for the family member, which can include assisting in the family member's recovery, and an estimate of the frequency and duration of the required FMLA leave.

d. A staff member may choose to comply with the certification requirement by providing the Board with an authorization, release, or waiver allowing the Board to communicate directly with the health care provider of a staff member or his or her covered family member.

(1) It is a staff member's responsibility to provide the Board with complete and sufficient certification and failure to do so may result in the denial of FMLA leave.

e. If the Board has reason to doubt the validity of a medical certification, the Board may require a staff member to obtain a second opinion at the Board's expense.



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(1) The Board may designate the health care provider to furnish the second opinion, but the selected health care provider may not be employed on a regular basis by the Board.

f. If the opinions of a staff member's and the Board's designated health care providers differ, the Board may require a staff member to obtain certification from a third health care provider, again at the Board's expense. This third opinion shall be final and binding. The third health care provider must be designated or approved jointly by the Board and the staff member.

10. Reinstatement Following FMLA Leave

a. On return from FMLA leave a staff member is entitled to be returned to the same position a staff member held when FMLA leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.

(1) A staff member is entitled to such reinstatement even if a staff member has been replaced or his or her position has been restructured to accommodate for a staff member's absence.

(2) The requirement that a staff member be restored to the same or equivalent job with the same or equivalent pay, benefits, and terms and conditions of employment does not extend to de minimis, intangible, or unmeasurable aspects of the job.

b. Denial of Reinstatement

(1) A staff member has no greater right to reinstatement or to other benefits and conditions of employment that if a staff member had been continuously employed during the FMLA leave period.



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(a) The Board must be able to show that a staff member would not otherwise have been employed at the time reinstatement is requested in order to deny restoration to employment.

(2) The Board may deny job restoration to "key employees", if such denial is necessary to prevent substantial and grievous economic injury to the operations of the Board.

(a) A "key employee" is a salaried FMLA-eligible staff member who is among the highest paid ten percent of all staff members employed by the Board within seventy-five miles of a staff member's worksite.

(3) If a staff member is unable to perform an essential function of the position because of a physical or mental condition, including the continuation of a serious health condition or an injury or illness also covered by workers' compensation, a staff member has no right to restoration to another position under the FMLA.

(a) The Board's obligation may; however, be governed by the Americans with Disabilities Act, State leave law, or workers' compensation laws.

(4) A staff member who fraudulently obtains FMLA leave from the Board is not protected by FMLA's job restoration or maintenance of health benefits provisions.



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c. Intent to Return to Work

(1) The Board may require a staff member on FMLA leave to report periodically on a staff member's status and intent to return to work.

d. Fitness for Duty Certification

(1) As a condition of restoring a staff member whose FMLA leave was a result of a staff member's own serious health condition that made a staff member unable to perform a staff member's job, the Board shall require all similarly-situated staff members (i.e., same occupation, same serious health condition) who take FMLA leave for such conditions to obtain and present certification from a staff member's health care provider that a staff member is able to resume work.

(2) A staff member has the same obligations to participate and cooperate in the fitness-for-duty certification process as in the initial certification process.

11. The Board of Education Notice

a. Notice of Staff Member Rights Under FMLA

(1) The Board shall post and keep posted on its premises, in conspicuous places where staff members are employed, a notice explaining the FMLA's provisions and providing information concerning the procedures for filing complaints of violations of the FMLA with the Wage and Hour Division.

(a) The notice will be posted prominently where it can be readily seen by staff members and applicants for employment.



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(b) The poster and the text will be large enough to be easily read and contain fully legible text.

(c) Electronic posting is sufficient to meet this posting requirement as long as it otherwise meets the requirements of B.11.

(2) The Board shall also provide this general notice to each staff member by including the notice in staff members' handbooks or other written guidance to staff members concerning staff member benefits or FMLA leave rights, if such written materials exist, or by distributing a copy of the general notice to each new staff member upon hiring. In either case, distribution may be accomplished electronically.

(3) Access to and/or distribution of this Policy shall serve as school district notice to staff members of their rights pursuant to 29 CFR §825 et seq.

b. Eligibility Notice

(1) When a staff member requests FMLA leave, or when the Board acquires knowledge that a staff member's FMLA leave may be for an FMLA-qualifying reason, the Board must notify the staff member of the staff member's eligibility to take FMLA leave within five business days, absent extenuating circumstances.

c. Designation Notice

(1) The Board is responsible in all circumstances for designating leave as FMLA-qualifying, and for giving notice of the designation to a staff member. The Board must notify a staff member whether the leave will be designated and will be counted as FMLA leave within five business days absent extenuating circumstances.

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(2) If the Board requires paid leave to be substituted for unpaid FMLA leave, or that paid leave taken under an existing leave plan be counted as FMLA leave, the Board must inform a staff member of this designation at the time of designating the FMLA leave.

12. Local Board of Education Practices

a. Substitution of Paid Leave

(1) Whether a staff member is required to use sick time or any other accrued leave time concurrent with FMLA leave time will depend upon either the district's practice or a provision in the district's collective bargaining agreement, if applicable.

b. Maintenance of Staff Member Benefits

(1) The Board must maintain a staff member's coverage under any group health plan on the same conditions as coverage would have been provided if a staff member had been continuously employed during the entire FMLA leave period.

C. Shared Provisions

1. Interference with Family Leave Rights

The NJFLA and the FMLA prohibit interference with a staff member's rights under the law, and with legal proceedings or inquiries relating to a staff member's rights. Unless permitted by the law, no staff member shall be required to take family leave or to extend family leave beyond the time requested. A staff member shall not be discriminated against for having exercised his/her rights under the NJFLA and the FMLA nor discouraged from the use of family leave.



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2. Non-Tenured Teaching Staff

Family leave granted to a nontenured staff member cannot extend a staff member's employment beyond the expiration of his/her employment contract.

3. Record Keeping

The Superintendent or designee shall ensure the keeping of accurate attendance records that distinguish family leave from other kinds of leave so a staff member's entitlement to NJFLA leave and FMLA leave can be properly determined.

4. Processing of Complaints

a. New Jersey Family Leave Act

(1) Any complaint alleging a violation of the NJFLA shall be processed in the same manner as a complaint filed under the terms of N.J.S.A. 10:5-1 et seq. and N.J.A.C. 13:4 through the New Jersey Department of Law and Public Safety, Division on Civil Rights.

b. Federal Family and Medical Leave Act (FMLA)

(1) If there is a dispute between the Board and a staff member as to whether leave qualifies as FMLA leave, it should be resolved through discussion between the staff member and the Superintendent or designee. Such discussions and the decision shall be documented by the Superintendent or designee.

(2) A staff member also may file, or have another person file on his/her behalf, a complaint with the United States Secretary of Labor. A complaint may be filed in person, by mail, or by telephone with the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, at any local office of the Wage and Hour Division.

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(3) This Policy 1643 shall be posted on the school district website, in a manner accessible to all staff members and a hard copy shall be provided to all staff members annually prior to the beginning of the school year and upon initial employment in the school district during the school year.

29 CFR §825 et seq.
29 CFR §785
N.J.S.A. 10:5-1;
N.J.S.A. 34:11B et seq.
N.J.A.C. 13:14-1 et seq.

Adopted:

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[See POLICY ALERT Nos. 191, 209, 232, and 237]

2260 EQUITY IN SCHOOL AND CLASSROOM PRACTICES

In accordance with N.J.A.C. 6A:7-1.7(a), t~~T~~he Board of Education shall provide all students with equitable and bias-free access to all school facilities, courses, programs, activities, and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a), by:

1. Ensuring barrier-free access to all school and classroom facilities;

2. Attaining, within each school, minority representation~~,~~ that approximates the district's overall minority representation. Exact apportionment is not required~~;~~ the ultimate goal is a reasonable plan achieving the greatest degree of a representative balance that is feasible and consistent with sound educational values and procedures;

3. Utilizing, on an annual basis, a State-approved English language proficiency assessment that evaluates a student's English language proficiency on the four domains of listening, speaking, writing, and reading for determining the eligibility and placement of students who may be identified as multilingual learners, pursuant to N.J.A.C. 6A:15-1.3(a)3.;

4. Utilizing bias-free multiple measures for determining the special needs of students with disabilities, pursuant to N.J.A.C. 6A:14-3.4;

5. Ensuring support services, including intervention and referral services and school health services, pursuant to N.J.A.C. 6A:16, are available to all students; and

6. Ensuring a student is not discriminated against because of a medical condition. A student shall not be excluded from any education program or activity because of a long-term medical condition unless a physician certifies such exclusion is necessary.

    a. If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.

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Pursuant to N.J.A.C. 6A:7-1.7(b), the Board shall ensure the district's curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSLS). The Board also shall ensure its curriculum and instruction address the elimination of discrimination by narrowing the achievement and opportunity gaps, by providing equity in educational activities and programs, and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a), by:

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a);

2. Ensuring courses shall not be offered separately on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a)~~:~~;

   a. Portions of classes that deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions based on gender identity, provided ~~that~~ the course content for such separately conducted sessions is the same;~~.~~

3. Increasing and promoting equitable representation of all students in all classes and programs;

4. Ensuring schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and ensuring students understand the basic tenet of multiculturalism;

5. Ensuring the Amistad Commission Curriculum is infused into the curriculum and is taught;

6. Ensuring the Commission on Holocaust Education curriculum is included in the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28.; and

7. Ensuring all curricular requirements pursuant to N.J.A.C. 6A:8 and the NJSLS are taught, including any curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

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Pursuant to N.J.A.C. 6A:7-1.7(c), the Board shall ensure all students have access to adequate and appropriate counseling services.

1. **When informing students about possible careers or professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).**

2. **The Board shall not use tests or guidance or counseling materials that are biased or stereotyped on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).**

Pursuant to N.J.A.C. 6A:7-1.7(d), t~~T~~he Board shall ensure the district's physical education is in a co-educational setting that is developmentally appropriate and does not discriminate on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a), as follows:

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable;

2. The district may choose to operate separate teams based on sex in one or more sports or single teams open competitively to members of all sexes, as long as the athletic program as a whole provides equal opportunities for students of all sexes to participate in sports at comparable levels of difficulty and competency; and

3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

N.J.S.A. **18A:35-28.;** 18A:36-20.
N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7

Adopted:



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5338 DIABETES MANAGEMENT (M)

M

Diabetes is a serious chronic disease and must be managed twenty-four hours a day in order to avoid the potentially life-threatening short-term consequences of blood sugar levels that are either too high or too low and the serious long-term complications of high blood sugar levels. In order to manage their diabetes, students must have access to the means to balance food, medications, and physical activity level while at school and at school-related activities.

The parent or legal guardian of a student with diabetes who seeks diabetes care for the student while at school shall inform the school nurse who shall develop an individualized health care plan and an individualized emergency health care plan for the student. The individualized health care plan and individualized emergency health care plan shall be updated by the school nurse prior to the beginning of each school year and as necessary in the event there is a change in the health status of the student.

The school nurse assigned to a particular school shall coordinate the provision of diabetes care at that school and ensure that appropriate staff members are trained in the care of students with diabetes, including staff members working with school-sponsored programs outside of the regular school day, as provided in the individualized health care plan and the individualized emergency health care plan. The school nurse shall have the primary responsibility for the emergency administration of glucagon to a student with diabetes who is experiencing severe hypoglycemia.

The school nurse shall designate, in consultation with the Superintendent of Schools or designee, additional employees of the school district who volunteer to administer glucagon to a student with diabetes who is experiencing severe hypoglycemia. The designated employees shall only be authorized to administer glucagon, following training by the school nurse or other qualified health care professional, when a school nurse is not physically present at the scene.

Upon the written request of the parent or legal guardian and as provided in a student's individualized health care plan, the student will be permitted to manage and care for his/her diabetes as needed in the classroom, in any area of the school or school grounds, or at any school-related activity provided the student has been evaluated and determined to be capable of doing so as reflected in the student's individualized health care plan.

The Principal or school nurse shall, for each student with diabetes whom a school bus driver transports, provide the driver with a notice of the student's condition, how to treat

hypoglycemia, who to contact in an emergency, and parent(s) or legal guardian(s) contact information. Designated areas of the school building shall have posted, in plain view, a reference sheet identifying signs and symptoms of hypoglycemia in students with diabetes.

A student's school choice, if there is a choice option, shall not be restricted due to the fact the student has diabetes.

N.J.S.A. 18A:40-12.11 through 18A:40-12.21

Adopted: 23 June 2020

CHILD MEDICAL CONSENT FORM: Hypoglycemia Treatment

We, Parents' names declare that we are the legal parents of Student's Full Name born on Student's DOB. Student's First Name currently attends School Name school in Glen Rock, NJ and has Type 1 diabetes.

We acknowledge and consent to any school nurse, teacher or any other school staff member providing any treatment for Student's First Name condition as a type 1 diabetic in the event that their blood sugar goes low. Treatments are outlined in Student's First Name Diabetes Medical Administration Form. The treatments we consent to include, but are not limited to:

a. Giving fast-acting carbohydrates, including but not limited to, glucose tablets and apple sauce, when the blood sugar is low or going lower;

b. Giving Glucagon or Baqsimi to treat low blood sugar if the student is unable or unwilling to eat or drink fast-acting carbohydrates such as glucose tablets or apple sauce.

To the fullest extent permitted by law, we agree to defend, indemnify, and hold harmless the Glen Rock Board of Education, collectively and individually, and its employees, agents, volunteers, and contractors from and against any and all claims, damages, losses, liabilities, judgments, penalties, and expenses, including reasonable attorneys' fees, arising out of or relating to the provision of care, treatment, or assistance to our child as described in this consent form and the Diabetes Medical Administration Form. This indemnification does not apply to claims resulting from the gross negligence or willful misconduct of the party seeking indemnification.

If there are any questions regarding this consent, please contact me using the contact information outlined in parent/guardians' information.

_____

Signature

Printed name: Parent #1 Name
Phone Number: Parent's Phone Number
Date:

_____

Signature

Printed name: Parents #2 Name
Phone Number: Parent's Phone Number
Date:

POLICY GUIDE

[See POLICY ALERT Nos. 192, 215, 216, and 237]

5561 USE OF PHYSICAL RESTRAINT AND SECLUSION TECHNIQUES FOR STUDENTS WITH DISABILITIES

[Select Only One Option Below

___ The Board of Education does not allow for the use of restraint and seclusion for students with disabilities.

___ The Board of Education strives to provide a safe, caring atmosphere that supports all students in the least restrictive environment. On occasion, during an emergency, a situation may arise making it necessary to temporarily restrain or seclude a student with a disability in accordance with N.J.S.A. 18A:46-13.4. through 13.7.]

A school district, an educational services commission, or an approved private school for students with disabilities (APSSD) that utilizes physical restraint on students with disabilities shall ensure that:

1. Physical restraint is used only in an emergency in which the student is exhibiting behavior that places the student or others in immediate physical danger;

2. A student is not restrained in the prone position, unless the student's primary care physician authorizes, in writing, the use of this restraint technique;

3. Staff members who are involved in the restraint of a student receive training in safe techniques for physical restraint from an entity determined by the Board ~~of Education~~ to be qualified to provide such training, and that the training is updated at least annually;

4. The parent of a student is immediately notified when physical restraint is used on the student. This notification may be by telephone or electronic communication. A post-incident written notification report of the incident of physical restraint shall be provided to the parent within forty-eight hours of the occurrence of the incident;



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5. Each incident in which physical restraint is used is carefully and continuously visually monitored to ensure it was used in accordance with established procedures set forth in **this** Policy and Regulation 5561 ~~Use of Physical Restraint and Seclusion Techniques for Students with Disabilities~~, developed in conjunction with the entity that trains staff in safe techniques for physical restraint, in order to protect the safety of the child and others; and

6. Each incident in which physical restraint is used is documented in writing in sufficient detail to enable staff to use this information to develop or improve the behavior intervention plan at the next individualized education plan (IEP) meeting.

A school district, an educational services commission, and an APSSD shall attempt to minimize the use of physical restraints through inclusion of positive behavior supports in the student's behavior intervention plans developed by the IEP team.

A school district, an educational services commission, or an APSSD that utilizes seclusion techniques on students with disabilities shall ensure that:

1. A seclusion technique is used on a student with disabilities only in an emergency in which the student is exhibiting behavior that places the student or others in immediate physical danger;

2. Each incident in which a seclusion technique is used is carefully and continuously visually monitored to ensure it was used in accordance with established procedures set forth in **this** Policy and Regulation 5561 ~~Use of Physical Restraint and Seclusion Techniques for Students with Disabilities~~, developed in conjunction with the entity that trains staff in safe techniques for physical restraint, in order to protect the safety of the child and others; and

3. Each incident in which a seclusion technique is used is documented in writing in sufficient detail to enable the staff to use this information to develop or improve the behavior intervention plan at the next IEP meeting.

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POLICY GUIDE

A school district, an educational services commission, and an APSSD shall attempt to minimize the use of seclusion techniques through inclusion of positive behavior supports in the student's behavior intervention plans developed by the IEP team.

The New Jersey Department of Education shall establish guidelines for school districts, educational services commissions, and APSSDs to ensure a review process is in place to examine the use of physical restraints or seclusion techniques in emergency situations, and for the repeated use of these methods for an individual child, within the same classroom, or by a single individual. The review process shall include educational, clinical, and administrative personnel. Pursuant to the review process the student's IEP team may, as deemed appropriate, determine to revise the behavior intervention plan or classroom supports, and a school district, educational services commission, or APSSD may determine to revise a staff member's professional development plan pursuant **to** N.J.S.A. 18A:46-13.7.

The Superintendent or designee may gather input from school staff members and parents of students with disabilities on this Policy and Regulation **5561**. All students with disabilities and their parents shall be afforded the procedural safeguards provided by the Individuals with Disabilities Education Act (IDEA).

The Superintendent or designee shall report all incidents of restraint and seclusion through the Student Safety Data System (SSDS). The Superintendent or designee shall annually inform parents of students with disabilities about **this** ~~the Board's~~ Policy **and Regulation 5561** regarding restraint and seclusion.

N.J.S.A. 18A:46-13.4.; 18A:46-13.5.; 18A:46-13.6.; 18A:46-13.7.
New Jersey Department of Education Restraint and Seclusion Guidance for Students with Disabilities – July 10, 2018

Adopted:

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POLICY GUIDE

[See POLICY ALERT Nos. 190, 218, 230, and 237]

6112 REIMBURSEMENT OF FEDERAL AND OTHER GRANT EXPENDITURES

The Cash Management Improvement Act (CMIA) and related Federal regulations require a State to minimize the time elapsing between the transfer of funds from the United States Treasury and the expenditure of funds for program purposes. This requirement applies to grantees such as the State of New Jersey and their subgrantees, such as a school district. The State of New Jersey and school districts must assure funds have been, or will be, spent within a minimal amount of time after having been drawn from the Federal government.

In accordance with this requirement, the New Jersey Department of Education (NJDOE) has implemented a reimbursement request system of payment. The procedures as outlined in the **NJDOE** ~~New Jersey Department of Education~~ Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures shall be followed by school districts in submitting reimbursement requests. Reimbursement requests for entitlement grant awards under the Every Student Succeeds Act (ESSA), the Individuals with Disabilities Education Act (IDEA), the Strengthening Career and Technical Education for the 21st Century Act, and any other program designated by the NJDOE shall be made using the NJDOE's Electronic Web-Enabled Grant (EWEG) System.

Reimbursement requests by the School Business Administrator/Board Secretary or designee shall be made for individual titles and awards using the payment functionality of the EWEG system. Only one reimbursement request per month may be submitted for an individual title, award, or subgrant. Reimbursement requests may only be for expenditures that have already occurred or will occur within three business days of receipt of funds.

The submission of a reimbursement request constitutes a certification by the School Business Administrator/Board Secretary that the school district has previously made the appropriate expenditures and/or will make the expenditures within three business days of receipt of funds and that the expenditures are allowable and appropriate to the cost objective(s) of the subgrant.

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The Superintendent or designee is responsible for submitting an amendment application to the NJDOE for approval if a new budget category for which no funds were previously budgeted or approved has been created. The Superintendent or designee is responsible for submitting an amendment application to the NJDOE for approval if cumulative transfers among expenditure categories exceed ten percent of the total award. The Superintendent or designee is responsible for monitoring the cumulative ten percent level of fiscal change.

Reimbursement requests must be in accordance with approved grant applications. A reimbursement request may be submitted at any time after the subgrant has received final NJDOE approval. Reimbursement requests submitted at least ten business days before the end of the month but no later than the fifteenth day of the month will be reviewed and, if approved, processed for payment the first business day of the following month. School districts will normally receive payment by the fifth business day of the month and will be able to track the grant's payment history in EWEG through the payments link of the grant application.

Reimbursement requests must contain a brief description of the expenditures for which reimbursement is being requested. Individual line items need not be detailed. Expenditures must be supported by documentation at the school district level but should not be submitted to the NJDOE with a reimbursement request. The Superintendent or designee is responsible to maintain supporting documentation for seven years and for making it available to the NJDOE, the United States Department of Education, and/or their authorized representatives upon request. Documentation for salary expenditures is subject to the requirements of the Federal Uniform Grant Guidance. Documentation for all other expenditures must include evidence that the expenditures are allowable costs and of the relationship of the expenditure to the subgrant's cost objectives.

The NJDOE staff will review reimbursement requests to determine that they meet the subgrant's criteria. When a reimbursement request is approved or denied, the school district will receive an email notification through the EWEG system. Approval of a reimbursement request by NJDOE does not imply approval of the expenditures as allowable or appropriate to the subgrant's cost objectives as the approval of expenditures will continue to be processed through the final report.

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POLICY GUIDE

The School Business Administrator/Board Secretary or designee assumes responsibility for assuring that all funds requested through the EWEG system either have already been expended, or will be expended within three business days of receipt of funds.

New Jersey Department of Education Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures – **January 2023** ~~March 2014~~

Adopted:

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[See POLICY ALERT Nos. 224 and 237]

6115.02 FEDERAL AWARDS/FUNDS INTERNAL CONTROLS – MANDATORY DISCLOSURES

The Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (UGG), 2 CFR §200.113 – Mandatory disclosures requires a non-Federal entity or applicant (a New Jersey Board of Education) for a Federal award must disclose, in a timely manner, in writing to the Federal awarding agency or to the New Jersey Department of Education **(NJDOE)** all violations of Federal criminal law involving fraud, **conflict of interests,** bribery, or gratuity violations potentially affecting the Federal award.

If the Board of Education receives a Federal award including the terms and conditions outlined below as per 2 CFR §200 – Appendix XII – Award Term and Condition for Recipient Integrity and Performance Matters shall report certain civil, criminal, or administrative proceedings to the System for Award Management (SAM). Failure to make required disclosures can result in any of the remedies described in 2 CFR §200.338 – Remedies for noncompliance, including suspension or debarment. (See also 2 CFR §180, 31 USC 3321, and 41 USC 2313)

A. General Reporting Requirement

1. If the total value of all Board ~~of Education~~ currently active grants, cooperative agreements, and procurement contracts from all Federal awarding agencies exceeds $10,000,000 for any period of time during the period of performance of this Federal award, then the Superintendent or designee, on behalf of the Board ~~of Education~~ as the recipient during that period of time, must maintain the currency of information reported to the SAM that is made available in the designated integrity and performance system about civil, criminal, or administrative proceedings described in B. below.

2. This is a statutory requirement under section 872 of Public Law 110-417, as amended (41 USC 2313).



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3. As required by section 3010 of Public Law 111-212, all information posted in designated integrity and performance system on or after April 15, 2011, except past performance reviews required for Federal procurement contracts, will be publicly available.

4. **The Superintendent or designee must disclose, in writing, any potential conflict of interest to the Federal agency or pass-through entity in accordance with the established Federal agency policies.**

B. Proceedings About Which the Board ~~of Education~~ Must Report

1. The Superintendent or designee must disclose**, in writing,** to the Federal awarding agency or to the **NJDOE** ~~New Jersey Department of Education~~ information required about each proceeding that:

   a. Is in connection with the award or performance of a grant, cooperative agreement, or procurement contract from the Federal g~~G~~overnment;

   b. Reached its final disposition during the most recent five-year period; and

   c. Is one of the following:

      (1) A criminal proceeding that resulted in a conviction, as defined in E. below;

      (2) A civil proceeding that resulted in a finding of fault and liability and payment of a monetary fine, penalty, reimbursement, restitution, or damages of $5,000 or more;

      (3) An administrative proceeding, as defined in E. below, that resulted in a finding of fault and liability and the payment of either a monetary fine or penalty of $5,000 or more or reimbursement, restitution, or damages in excess of $100,000; or

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(4) Any other criminal, civil, or administrative proceeding if:

(a) It could have led to an outcome described in B.1.c.(1), (2), or (3) above of this award term and condition;

(b) It had a different disposition arrived at by consent or compromise with an acknowledgment of fault on the school district's part; and

(c) The requirement in this award term and condition to disclose information about the proceeding does not conflict with applicable laws and regulations.

C. Reporting Procedures

1. The Superintendent or designee shall enter in the SAM Entity Management area the information that the SAM requires about each proceeding described in B. above.

2. The Superintendent or designee does not need to submit the information a second time under assistance awards the Board ~~of Education~~ received if the Superintendent or designee already provided the information through the SAM because the Board ~~of Education~~ was required to do so under Federal procurement contracts the Board ~~of Education~~ was awarded.

D. Reporting Frequency

1. During any period of time when the Board ~~of Education~~ is subject to the requirement in A. above, the Superintendent or designee must report proceedings information through the SAM for the most recent five-year period, either to report new information about any proceeding(s) the Board ~~of Education~~ has not reported previously or affirm that there is no new information to report.

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2. If the Board ~~of Education~~ has Federal contract, grant, and cooperative agreement awards with a cumulative total value greater than $10,000,000, the Board ~~of Education~~ must disclose semiannually any information about the criminal, civil, and administrative proceedings.

E. Definitions

1. For **the** purposes of this Policy:

a. "Administrative proceeding" for the purposes of 2 CFR §200 – Appendix XII and this Policy means a non-judicial process that is adjudicatory in nature in order to make a determination of fault or liability. This includes proceedings at the Federal and State level but only in connection with performance of a Federal contract or grant. It does not include audits, site visits, corrective plans, or inspection of deliverables.

b. "Conviction" for the purposes of 2 CFR §200 – Appendix XII and this Policy, means a judgment or conviction of a criminal offense by any court of competent jurisdiction, whether entered upon a verdict or a plea, and includes a conviction entered upon a plea of nolo contendere.

c. Total value of currently active grants, cooperative agreements, and procurement contracts includes:

(1) Only the Federal share of the funding under any Federal award with a Board ~~of Education~~ cost share or match; and

(2) The value of all expected funding increments under a Federal award and options, even if not yet exercised.

2 CFR §200.113; **200.212**

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POLICY GUIDE

[See POLICY ALERT Nos. 192, 224, 230, and 237]

6311 CONTRACTS FOR GOODS OR SERVICES FUNDED BY FEDERAL GRANTS

Any vendor providing goods or services to the school district to be funded by a Federal grant must be cleared for contract in accordance with the provisions of the Uniform Administrative Requirements, Cost Principals, and Audit Requirements for Federal Awards (UGG), 2 CFR §200.21~~43~~ – Suspension and Debarment.

The School Business Administrator/Board Secretary shall be responsible to check the web-based System for Award Management (SAM), accessible at www.sam.gov maintained by the United States government – the General Services Administration (GSA). The purpose of the SAM is to provide a single comprehensive list of individuals and firms excluded by Federal government agencies from receiving Federal contracts or Federally approved contracts or Federally approved subcontracts and from certain types of Federal financial and nonfinancial assistance and benefits.

The School Business Administrator/Board Secretary, upon opening of bids or upon receipt of proposals for goods or services to be funded by a Federal grant shall access the SAM to determine if the vendor has been disbarred, suspended, or proposed for disbarment. The School Business Administrator/Board Secretary shall also access the SAM list immediately prior to the award of a bid or contract to ensure that no award is made to a vendor on the list.

In the event a vendor under consideration to be awarded a bid or contract for goods or services to be funded by a Federal grant is on the SAM list or proposed for disbarment, the School Business Administrator/Board Secretary shall comply with the contracting restrictions as outlined in 2 CFR §200.

Continuation of current contracts and restrictions on subcontracting with vendors who are on the SAM list or proposed for disbarment shall be in accordance with the limitations as outlined in 2 CFR §200.

Any rejection of a bid or disqualification of a vendor who has been disbarred, suspended, or proposed for disbarment shall be consistent with the requirements as outlined in N.J.S.A. 18A:18A – Public School Contracts Law and all applicable State laws.

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POLICY GUIDE

The applicability of the provisions of this Policy apply to covered transactions as defined in 2 CFR §3485.220. A covered transaction is any contract that is awarded by the Board of Education that is covered under 2 CFR §180.210 and the amount of the contract is expected to equal or exceed $25,000, unless the Board chooses a lower threshold.

Compliance with the provisions of 2 CFR §200 and this Policy must be demonstrated by written evidence to be maintained by the School Business Administrator/Board Secretary. Examples of evidence include printouts of searches from the SAM, imprints from an ink stamp, or Avery or similar labels affixed to purchase orders memorializing performance of this verification.

2 CFR §200
2 CFR §3485.220
2 CFR §180.210

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APPENDIX

B

REGULATION GUIDE

~~**[See POLICY ALERT Nos. 209, 232, and 237]**~~

~~R 2200 CURRICULUM CONTENT~~

~~Courses of study and instructional materials and programs shall be designed to eliminate discrimination on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) and promote understanding and mutual respect between children.~~

~~The Superintendent or designee shall develop a procedure to address and eliminate any possible bias in the curriculum.~~

~~Issued:~~

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REGULATION GUIDE

PROGRAM
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Guidance Counseling
Apr 26
M

[See POLICY ALERT Nos. 209 and 237]

R 2411 GUIDANCE COUNSELING

A. Counseling Services

1. The purpose of guidance and counseling services is to assist students in self-examination, self-evaluation, and analysis of alternatives so that each student can benefit most fully from his/her education and life experiences.

2. Counseling services will include:

   a. Career awareness and exploration, and academic planning through consideration of personal interests, past and potential performance, and present opportunities,

   b. Personal/social development including adjustment to situational problems, understanding of the consequences of personal behavior, and referral to assistance where appropriate, and

   c. Crisis counseling to assist students undergoing extreme emotional reactions that disrupt immediate functioning, including post-crisis planning and referral for treatment as necessary.

3. All counseling services shall be free of bias on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.

B. Career Awareness and Exploration

In fulfillment of the New Jersey Core Curriculum Content Standards, the school district shall provide a comprehensive program of guidance and counseling to facilitate career awareness and exploration for all students which shall be designed to:

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REGULATION GUIDE

[See POLICY ALERT Nos. 226 and 237]

R 2460.30 ADDITIONAL/COMPENSATORY SPECIAL EDUCATION AND RELATED SERVICES

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

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

A. Additional Special Education and Related Services

1. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:

   a. In the 2021-2022 school year, provide special education and related services contained in an Individualized Education Program (IEP) to a student with disabilities who attains the age of twenty-one during the 2020-2021 school year, provided the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2021-2022 school year.

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District Regulation

2464 - GIFTED AND TALENTED STUDENTS (M)

Section: Program

Date Created: June 2020

Date Edited: May 2022

The Glen Rock School District shall identify gifted and/or talented students at all grade levels. The district will offer appropriate grade level programs for identified students, which provide for their basic education while encouraging development of their special abilities.

Programs shall be developed or located which stimulate students to participate constructively in, and contribute to, the activities of their school, the community, and society and shall be reviewed annually.

The district will offer two gifted education program components at the appropriate grade level for identified students: enrichment and acceleration. Enrichment provides the students with richer and more varied educational experiences that go beyond the regular curriculum. Acceleration is an extensive, deeper study at the next grade level. Students may accelerate to the next grade for one or more subjects. Full acceleration or subject acceleration of more than one grade must have the approval of the school's Gifted Education Committee and/or content specific Acceleration Committee, who shall consider the student's academic, social and emotional development, and the approval of the Superintendent or designee.

Students may participate in one or both components (Enrichment and/or Acceleration). The ~~K-12~~ 6-12 content supervisor will oversee acceleration in their corresponding subject.

Gifted and Talented Identification Procedures

Pullout Enrichment is available to students in grades Grades Kindergarten through Eight

A. Each school shall have a Gifted Education Committee. The committee shall be comprised of the Principal or their designee, at least two of the student's teachers, the student's counselor if applicable, the Gifted and Talented Teacher and other

teachers designated by the Principal. Kindergarten through grade eight students may be ~~assessed~~ referred for eligibility for pullout enrichment ~~at the end of the first marking period or trimester or during the fourth marking period or third trimester each year~~ annually during the referral period for their grade-level. Parents may terminate the identification process at any time.

Students will be identified in accordance with the following process:

1. A teacher or parent can refer a student for Pullout Enrichment. The teacher or parent will complete the G&T Identification Referral Form.

2. The committee will meet at the discretion of the Principal or designee at any time during the identification process. The Principal or designee shall chair the committee;

3. The committee shall review the record and performance of any student who is referred to the process;

4. a. Students in Grades K, 1,3,5,6,7,8: The committee will complete the identification matrix based upon the feedback for the members and determine if the student should be administered a standardized test as the final step of the process or if the student does not qualify for testing. Written parental permission is required prior to the administration of the standardized test;

   b. Students in grades 2 and 4: Students in grades 2 and 4 will be administered a standardized universal screening assessment. Results will be compared to local norms.

Each student can only be administered the standardized test once in a twelve month period;

5. The results of the standardized testing will be added to the matrix and a determination will be made for acceptance into the program;

6. The committee may recommend admission to the program if a student does not achieve the required score(s) on the standardized test if there are other mitigating factors;

7. The committee shall also review the performance of any student who is being considered for withdrawal from the program;

8. All committee recommendations shall require approval by the Superintendent or designee.

9. Exceptions shall be granted only by the Superintendent or designee.

B. Progress Review

All students participating in the gifted and talented program must maintain a high standard of academic progress. Students' progress will be reviewed at least annually. The teacher/guidance counselor shall inform parents in a timely manner if their child exhibits academic or other problems that may be interfering with his/her progress. Student progress will be evaluated in part through the standardized universal screening, and scores below the required benchmark may lead to exit from the program.

C. Withdrawal from Program

Parents of children in grades ~~one~~ kindergarten through eight may withdraw their child from the gifted and talented program at any time.

D. Appeals

Parents may initially appeal a decision for the denial of identification or removal from the program in writing to the Superintendent or designee within twenty days of notification.

Further appeals may be made to the Superintendent or designee and subsequently to the Board of Education in a timely manner.

Notification will be finalized within twenty working days to afford a timely hearing before the Board of Education.

Acceleration

1. Students in grades four through six will be identified for Acceleration by the following process:

    1. Referral for assessment:

Teacher or parent referral. The teacher or parent will complete the Advancement Referral Form. Teacher referrals shall be completed by more than one teacher in order to provide broader input;

2. End-of-Year Assessment: Administered by the K-12 content supervisor. The end-of-year assessment is aligned to the New Jersey State Learning Standards for the next grade level.

3. The Acceleration Committee will convene to review relevant data and the end-of- year assessment.

The Acceleration Committee may include the following staff members: Elementary principal, ~~K-12 content~~ supervisor, ~~K-5 content coach~~, Classroom teacher, G&T teachers, Counselor, and/or Assistant Superintendent.

Exceptions shall be granted only by the Superintendent or his/her designee.

This process will be completed by June 30th for advancement the following academic year.

B. Students in grades seven through twelve will be identified for Acceleration by the following process:

Students in grades seven through twelve who wish to accelerate in their coursework will follow the following procedures:

1. A student completes a form to apply for course acceleration.

2. Student's application and course grades will be reviewed by the content supervisor, Director of Student Personnel Services, and the building principal.

3. For summer courses, students must complete the application by June 1.

4. For summer courses, a student must enroll in, and successfully complete, a course through New Jersey Virtual School. All responsibilities, including enrollment and financial obligations, will be assumed by the student's parent or guardian.

5. At the conclusion of the course, the student must submit their grades to the counseling office for schedule adjustments.

C. Transition Periods

Transition 1: Elementary Students Taking Middle School Classes

Students will be offered appropriate middle school classes contingent upon scheduling alignment. The district will provide transportation for students to return to their respective elementary schools. Parents shall be responsible for their child's arrival at the designated school.

Transition 2: Middle School Students Taking High School Courses

Students who successfully complete courses listed in the Glen Rock High School Program of Studies in Middle School will not be awarded course credits when they enter high school. The high school transcripts will not reflect the course titles, dates, and course grades and the grades will not be computed into the student's GPA.

Transition 3: High School Students Finishing a High School Sequence and Early Graduation

If an accelerated student fulfills his/her course/credit requirements in a particular area (e.g. English), the student may:

a. Utilize the existing high school offerings to complete their schedules;

b. Declare a change in sequence. A change must be made by June 1st of the junior year. Changing sequences shall not require an increase in faculty full time equivalents or require an additional cost to the Board of Education;

c. Independent Study depending on budget and priorities;

d. Early college admission and dual enrollment high school/college credits;

e. Early graduation;

f. Other programs that

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Revised August 23, 2021, May 23, 2022

REGULATION GUIDE

[See POLICY ALERT Nos. 224 and 237]

R 6115.01 FEDERAL AWARDS/FUNDS INTERNAL CONTROLS – ALLOWABILITY OF COSTS

Expenditures must be aligned with approved budgeted items. Any changes or variations from the State-approved budget and grant application need prior approval from the State.

A. Delegation of Responsibility

When determining how the school district will spend its grant funds, the School Business Administrator/Board Secretary, will review the proposed cost to determine whether it is an allowable use of Federal grant funds before obligating and spending those funds on the proposed good or service.

B. Allowability Determinations

1. All costs supported by Federal education funds must meet the standards outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part 200, Subpart E, which are listed below. The School Business Administrator/Board Secretary, must consider these factors when making an allowability determination. A section entitled, Helpful Questions for Determining Whether Costs are Allowable, is located at the end of this Regulation.

   2 CFR Part 200 sets forth general cost guidelines that must be considered, as well as rules for specific types of items, both of which must be considered when determining whether a cost is an allowable expenditure of Federal funds. The expenditure must also be allowable under the applicable program statute (e.g., Title I of the Elementary and Secondary Education Act (ESEA), or the Carl D. Perkins Career and Technical Education Act (Perkins)), along with accompanying program regulations, nonregulatory guidance and grant award notifications.



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Restrictions in State and local rules or policy also must be considered. For example, travel and other job-related expenses incurred by employees are not allowable unless they also are in compliance with Policy and Regulation 6471 and related administrative regulations.

Whichever allowability requirements are stricter will govern whether a cost is allowable. General allowability determination factors include the following:

a. Be Necessary and Reasonable for the performance of the Federal award. A cost is reasonable if, in its nature and amount, it does not exceed that which would be incurred by a prudent person under the circumstances prevailing at the time the decision to incur the cost was made. For example, "reasonable" means that sound business practices were followed, and purchases were comparable to market prices.

   When determining reasonableness of a cost, consideration must be given to:

   (1) Whether the cost is a type generally recognized as ordinary and necessary for the operation of the district or the proper and efficient performance of the Federal award.

   (2) The restraints or requirements imposed by factors, such as: sound business practices; arm's-length bargaining; Federal, State and other laws and regulations; and terms and conditions of the Federal award.

   (3) Market prices for comparable goods or services for the geographic area.

   (4) Whether the individual incurring the cost acted with prudence in the circumstances considering responsibilities to the district, its employees, its students, the public at large, and the Federal government.

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(5) Whether the district significantly deviates from its established practices and policies regarding the incurrence of costs, which may unjustifiably increase the Federal award's cost. (2 CFR 200.404)

Whether a cost is "necessary" will be determined based on the needs of the program. Specifically, the expenditure must be necessary to achieve an important program objective. A key aspect in determining whether a cost is necessary is whether the district can demonstrate that the cost addresses an existing need, and can prove it. For example, the school entity may deem a language skills software program necessary for a limited English proficiency program.

When determining whether a cost is necessary, consideration may be given to:

(1) Whether the cost is needed for the proper and efficient performance of the Federal award program.

(2) Whether the cost is identified in the approved budget or application.

(3) Whether there is an educational benefit associated with the cost.

(4) Whether the cost aligns with identified needs based on results and findings from a needs assessment.

(5) Whether the cost addresses program goals and objectives and is based on program data.

b. Allocable to the Federal award. A cost is allocable to the Federal award if the goods or services involved are chargeable or assignable to the Federal award in accordance with the relative benefit received. This means that the Federal grant program derived a benefit in

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proportion to the funds charged to the program. (2 CFR 200.405) For example, if fifty percent of a teacher's salary is paid with grant funds, then that teacher must spend at least fifty percent of their time on the grant program.

c. Consistent with policies and procedures that apply uniformly to both Federally-financed and other activities of the school entity.

d. Conform to any limitations or exclusions set forth as cost principles in 2 CFR Part 200 or in the terms and conditions of the Federal award.

e. Consistent treatment. A cost cannot be assigned to a Federal award as a direct cost if any other cost incurred for the same purpose in like circumstances has been assigned as an indirect cost under another award.

f. Adequately documented. All expenditures must be properly documented.

g. Be calculated in accordance with generally accepted accounting principles (GAAP), unless provided otherwise in 2 CFR Part 200.

h. Not included as a match or cost-share, unless the specific Federal program authorizes Federal costs to be treated as such. Some Federal program statutes require the non-Federal entity to contribute a certain amount of non-Federal resources to be eligible for the Federal program.

i. Be the net of all applicable credits. The term "applicable credits" refers to those receipts or reduction of expenditures that operate to offset or reduce expense items allocable to the Federal award. Typical examples of such transactions are: purchase discounts; rebates or allowances; recoveries or indemnities on losses; and adjustments of overpayments or erroneous charges. To the extent that such credits

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accruing to or received by the State relate to the Federal award, they shall be credited to the Federal award, either as a cost reduction or a cash refund, as appropriate. (2 CFR 200.406)

C. Selected Items of Cost

2 CFR 200, Subpart E, sets forth principles to be applied in establishing the allowability of fifty-five specific cost items (commonly referred to as Selected Items of Cost), at 2 CFR 200.420 through 200.475. These specific cost items are listed in the chart below along with the citation to the section of Subpart E addressing the allowability of that item. These principles are in addition to the other general allowability standards, and apply whether or not a particular item of cost is properly treated as direct cost or indirect (Facilities and Administration) cost. Meeting the specific criteria for a listed item does not by itself mean the cost is allowable, as it may be unallowable under other standards or for other reasons, such as restrictions contained in the terms and conditions of a particular grant or restrictions established by the State or in Board policy. If an item is unallowable for any of these reasons, Federal funds cannot be used to purchase it.

School district personnel responsible for spending Federal grant funds and for determining allowability must be familiar with and refer to the 2 CFR Part 200 selected items of cost section. These rules must be followed when charging these specific expenditures to a Federal grant. When applicable, employees must check costs against the selected items of cost requirements to ensure the cost is allowable, and also check State, district and program-specific rules.

The selected item of cost addressed in 2 CFR Part 200 includes the following:

Item of Cost	Citation of Allowability Rule
Advertising and public relations costs	2 CFR 200.421
Advisory councils	2 CFR 200.422
Alcoholic beverages	2 CFR 200.423
Alumni/ae activities	2 CFR 200.424

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Audit services	2 CFR 200.425
Bad debts	2 CFR 200.426
Bonding costs	2 CFR 200.427
Collection of improper payments	2 CFR 200.428
Commencement and convocation costs	2 CFR 200.429
Compensation – personal services	2 CFR 200.430
Compensation – fringe benefits	2 CFR 200.431
Conferences	2 CFR 200.432
Contingency provisions	2 CFR 200.433
Contributions and donations	2 CFR 200.434
Defense and prosecution of criminal and civil proceedings, claims, appeals, and patent infringements	2 CFR 200.435
Depreciation	2 CFR 200.436
Employee health and welfare costs	2 CFR 200.437
Entertainment costs	2 CFR 200.438
Equipment and other capital expenditures	2 CFR 200.439
Exchange rates	2 CFR 200.440
Fines, penalties, damages, and other settlements	2 CFR 200.441
Fund raising and investment management costs	2 CFR 200.442
Gains and losses on disposition of depreciable assets	2 CFR 200.443
General costs of government	2 CFR 200.444
Goods and services for personal use	2 CFR 200.445
Idle facilities and idle capacity	2 CFR 200.446
Insurance and indemnification	2 CFR 200.447
Intellectual property	2 CFR 200.448
Interest	2 CFR 200.449
Lobbying	2 CFR 200.450
Losses on other awards or contracts	2 CFR 200.451
Maintenance and repairs costs	2 CFR 200.452
Materials and supplies costs, including costs of computing devices	2 CFR 200.453
Memberships, subscriptions, and professional activity costs	2 CFR 200.454

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Organization costs	2 CFR 200.455
Participant support costs	2 CFR 200.456
Plant and security costs	2 CFR 200.457
Pre-award costs	2 CFR 200.458
Professional services costs	2 CFR 200.459
Proposal costs	2 CFR 200.460
Publication and printing costs	2 CFR 200.461
Rearrangement and reconversion costs	2 CFR 200.462
Recruiting costs	2 CFR 200.463
Relocation costs of employees	2 CFR 200.464
Rental costs of real property and equipment	2 CFR 200.465
Scholarships and student aid costs	2 CFR 200.466
Selling and marketing costs	2 CFR 200.467
Specialized service facilities	2 CFR 200.468
Student activity costs	2 CFR 200.469
Taxes (including Value Added Tax)	2 CFR 200.470
Termination costs	2 CFR 200.471
Training and education costs	2 CFR 200.472
Transportation costs	2 CFR 200.473
Travel costs	2 CFR 200.474
Trustees	2 CFR 200.475

D. Helpful Questions for Determining Whether Costs are Allowable

1. In addition to applying the cost principles and standards described above, district staff involved in expending Federal funds should ask the following questions when assessing the allowability of a particular cost:

   a. Is the proposed cost allowable under the relevant program?

   b. Is the proposed cost consistent with an approved program plan and budget?

   c. Is the proposed cost consistent with program specific fiscal rules? For example, the school entity may be required to use Federal funds only to supplement the amount of funds available from non-Federal (and possibly other Federal) sources, or only as a match for funds from non-Federal sources.

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d. Is the proposed cost consistent with EDGAR?

e. Is the proposed cost consistent with specific conditions imposed on the grant (if applicable)?

f. Is the proposed cost consistent with the underlying needs of the program? For example, program funds must benefit the appropriate population of students for which they are allocated. This means that, for instance, funds allocated under Title III of the Elementary and Secondary Education Act (ESEA) governing language instruction programs for Limited English Proficient (LEP) students must only be spent on LEP students and cannot be used to benefit non-LEP students.

g. Will the cost be targeted at addressing specific areas of weakness that are the focus of the program, as indicated by available data?

Any questions related to specific costs should be forwarded to the School Business Administrator/Board Secretary, who shall consult with the school solicitor for clarification as appropriate.

Adopted:

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APPENDIX

C

Glen Rock Public School District Nursing Services Plan
2026 - 2027
(N.J.A.C. 6A:16-2.1 through 2.5)

District Name: Glen Rock Public Schools
School Year: 2026-2027

Board Approval Date: 9/28/2026 (as per N.J.A.C. 6A:16-2.1 (b))
District Contact Person: Ken Rota - Interim Superintendent

I. **Detailed Nursing Assignments Sufficient to Provide Health Services (N.J.A.C. 6A:16-2.3(b)**

Level 1: Routine or Non- Specific Health Concerns
Most students will fall into this category. Students in this category have no medical diagnosis affecting their ability to function at school. There are no care plans or specialized procedures necessary. The students' physical and/or social-emotional condition is currently uncomplicated and predictable.

Level 2: Medically Complex
The student has been diagnosed with a medical condition that is well managed. The student may independently provide self-care such as blood sugar testing or self-administration of asthma medication, for example. Students with a diagnosis of autism with or without communication concerns may fall into this category. Students in this category may have an Emergency Care Plan, an Individualized Health Care Plan (IHCP), and/or a Classroom Management Plan.

Level 3: Medically Fragile
Students with complex healthcare needs require frequent or daily attention or specialized intervention. An emergency healthcare plan and plan of nursing care developed by a registered nurse must be complete, current, and always accessible to personnel in contact with medically fragile children. Examples include students with diabetes requiring frequent testing (poorly controlled with frequent highs and lows), recurring seizures, or severe asthma requiring frequent health office visits and nursing assessment and care.

Level 4: Nursing Dependent
Nursing dependent students require 24 hours a day, one-to-one, skilled nursing care. They may be dependent on technological devices for breathing such as a respirator, and/or require continuous nursing assessment and intervention. Without effective use of medical technology and immediate availability of nursing care, the student may experience irreversible damage or death.

Schools →		GRHS	GRMS	Coleman	Byrd	Hamilton	Central	ECP
Grade levels		9-12	6-8	K-5	K-5	K-5	K-5	Pre3-4
Enrollment number as of Oct. 15		721	640	305	234	281	288	18
Nursing Assignments- number of:								
N.J.A.C. 6A:9B-14.3	Certified School Nurse-CSN	1	1	1	1	0	0	1
	Registered Nurse- not CSN	0	0	0	0	1	1	0
	Licensed Practice Nurse-LPN	0	0	0	0	0	0	0
N.J.A.C. 6A:9B-14.3(b)	CPR Certified	1	1	1	1	1	1	1
N.J.A.C. 6A:9B-14.3 (b	AED Certified	1	1	1	1	1	1	1
N.J.A.C. 6A:16-2.1(a)5.iii	Asthma Nebulizer trained	1	1	1	1	1	1	1
Unlicensed Assistive Personnel Assignments								
Nursing Assistants		0	0	0	0	0	0	0
Health Aides		0	0	0	0	0	0	0
Number of students receiving:								
Level 1		517	506	194	214	249	270	16
Level 2		204	134	118	19	32	17	2
Level 3		0	1	3	1	0	1	0
Level 4		0	0	0	0	0	0	0

II. Description of Basic Nursing Services Provided to All Students: (N.J.A.C. 6A:16-2.2)

Basic services: N.J.A.C. 6A and N.J.S.A. 18A:40, federal law (such as FERPA- 20 U.S.C.§1232g, 34 CFR Part 99) and N.J. Sanitation Code. Under the direction of the School Physician, the following services are provided to students:

Requirements	Yes	No	N/A	Comments
Maintain student health information on the State of New Jersey Health History Appraisal Record (A-45) either hard copy or electronic.	yes			
Review immunization records for completeness pursuant to N.J.A.C. 8:57-4.1 - 20.	yes			
Provide for the administration of medication pursuant to N.J.A.C. 6A:16-2.1(a)2.	yes			
Review of DNR orders received from the student's parent or medical home N.J.A.C. 6A:16-2.1 (a)3.	N/A			
Development of an individualized healthcare plan and individualized emergency healthcare plan for students with chronic medical conditions; including diabetes, asthma, and life-threatening allergies in accordance with N.J.S.A. 18A:40-12.11(c), 12.12, 12.13, and 12.15; and N.J.A.C. 6A:16-2.3(b)3.xii-xiii	yes			
Perform tuberculosis tests on students using methods required by the New Jersey Department of Health based upon the incidence of tuberculosis or reactor rates in specific communities or population groups pursuant to N.J.S.A. 18A:40-16.	N/A			
Require parents to provide, within 30 days of enrollment, entry-examination documentation for each student. N.J.A.C.6A:16-2.2(h)2.i.	yes			
Ensure that students receive health screenings. Screenings shall be conducted by a school physician, school nurse, or other properly trained school personnel. N.J.A.C.6A:16-2.2(l) • Screening for height, weight, and blood pressure shall be conducted annually for each student in kindergarten through grade 12. • Screening for visual acuity shall be conducted biennially for students in kindergarten through grade 10. • Screening for auditory acuity shall be conducted annually for students in kindergarten through grade three and in grades seven and 11. • Screening for scoliosis shall be conducted biennially for students between the ages of 10 and 18.	yes			
Pursuant to N.J.A.C.6A:16-2.2(l)6, the school district ensure notification of the parent/guardian of any student suspected of deviation from the recommended standard.	yes			
Pursuant to N.J.A.C. 6A:16-2.2(j), provide Information about NJ Family Care for students who do not have health insurance.	yes			

The school nurse shall review the completed health history update questionnaires and share with the school athletic trainer for review, if applicable, pursuant to N.J.S.A. 18A:40-41.7.	**yes**			
Annually distribute the educational factsheet on meningitis to parents or guardians of students entering sixth grade as required by N.J.S.A. 18A:40-21.2	**yes**			
Annually distribute a fact sheet to parents or guardians of students in grade seven about the causes, symptoms and means of transmission of HPV, and where additional information can be obtained as required by N.J.S.A. 18A:40-42	yes			
N.J.S.A. 18A:40-12.6 requires that, in consultation with the board of education, the certified school nurses designate and train school employees who volunteer to administer epinephrine when the school nurse is not physically present at the scene.	**yes**			
N.J.S.A. 18A:40-41a through 41c, requires public and nonpublic schools to have an automated external defibrillator (AED) available in an unlocked location with an appropriate identifying sign and to establish emergency action plans for responding to sudden cardiac events. In addition, every school must have at least five school employees certified in CPR/AED as part of their action plan for responding to a sudden cardiac event.	**yes**			
As per N.J.S.A. 18A:35-5.3 annual training is required of all teachers who instruct students with Lyme Disease.	**yes**			
P.L.2013, c.46. requires each school that includes any of the grades nine through 12 to maintain a supply of opioid antidotes under the standing order in a secure but unlocked and easily accessible location.	**yes**			
N.J.S.A. 18A:40-43 requires every public school with students in grades seven through 12 to ensure that posters providing information on the provisions of the "New Jersey Safe Haven Infant Protection Act" are prominently displayed in the school nurse's office and health education classrooms. In addition, pamphlets and other educational materials providing information about the safe haven procedures must be available in the guidance/counseling center.	**yes**			
For all schools participating in an interscholastic sports, intramural sports, or cheerleading program the following documents are to be distributed to every student-athlete and cheerleader in any grade level: • Sudden Cardiac Death in Young Athletes Brochure* (N.J.S.A.18A:40-41) • Opioid Use and Misuse Educational Fact Sheet* (N.J.S.A.18A:40-41.10) • Sports Related Concussion and Head Injury Fact Sheet* (N.J.S.A.18A:40-41.2) These documents (*) require a parent/guardian sign-off form. Sports Related Eye Injury Fact Sheet to be distributed annually to parents/guardians of all students. (N.J.S.A.18A:40-41.9)	**yes**			

In accordance with N.J.A.C. 8:57-2.12, K-12 schools must report weekly Surveillance for Infectious Conditions (SIC) to NJDOH through the in New Jersey's Communicable Disease Reporting and Surveillance System (CDRSS).	yes			
N.J.S.A.18A:40-12.11-12.21, annually educate all school personnel who may come in contact with a student with diabetes, including signs and symptoms of hyper and hypoglycemia. Post reference signs identifying signs and symptoms of hypoglycemia.	yes			
N.J.S.A. 18A:40-12.9 requires annual asthma education opportunities for teaching staff. *(This training may be done by the school nurse, or the district may have an online training program to meet this requirement. Compliance may fall under human resources).*	yes			
Annual In-Service on Blood Borne Pathogens for school staff. N.J.A.C. 8:61-2 *(This training may be done by the school nurse, or the district may have an online training program to meet this requirement. Compliance may fall under human resources).*	yes			
All educational staff members shall receive annual in-service training in alcohol, tobacco, and other drug abuse prevention and intervention, in accordance with N.J.S.A. 18A:40A-3 and 15. *(This training may be done by the school nurse, other appropriately credentialed personnel, or the district may have an online training program to meet this requirement. Compliance may fall under human resources).*	yes			

III. Summary of Nursing Services Required to Address Specific Health Care Needs of Individual Students (N.J.A.C. 6A:16-2.3(b)3)

Indicate number of students for which you provide services. From the list below add or delete nursing services that are provided or not provided by your schools within the district, respectively.

Services Required to Address Specific Health Care Needs of Individual Students with acute care needs, chronic illness, special health needs, procedures and administration of medications, procedures or treatments.		GRHS	GRMS	Coleman	Byrd	Hamilton	Central	ECP
First-Aid, splinting, Ace-wrap etc.		Daily	Daily	Daily	daily	Daily	Daily	Daiily
Dental: tooth avulsion, caries, braces, etc.		Daily	Daily	Daily	108	Daily	Daily	Daily
Health Screenings Ht., Wt., & BP yearly		721	640	305	234	281	288	18
Visual Acuity screening K,2,4,6,8,10		159	419	210	160	134	134	18
Auditory screening K,1,2,3,7,11		177	221	184	158	160	186	15
Scoliosis screening biennially age 10-18		361	221	50	44	0	62	0
Diabetic Glucose testing, insulin pump management		0	404	0	951	0	95	0
Mantoux/PPD testing		0	0	0	0	0	0	0
Medication Administration- daily		340	198	33	298	1	813	0
Medication Administration - PRN		7	6	12	46	16	26	0
Nebulizer/inhalers/peak flow measurements		0	3	26	37	0	7	0
Tube feedings		0	0	0	0	0	0	0
Urinary catheterization		0	0	0	0	0	0	0
Ventilator care		0	0	0	0	0	0	0
Referral for vision evaluations		9	42	7	10	5	7	0
Referral for hearing evaluations		1	0	3	8	0	4	0
Referral for Alcohol and drug use/abuse testing		2	1	0	0	0	0	0
Referral for pregnancy		0	0	0	0	0	0	0

Nursing Diagnosis /Case-finding of actual or potential physical health problems		Daily	Daily	Daily	Daily	Daily	Daily	Daily
Provision of nursing care for actual or potential emotional health problems		Daily	Daily	Daily	Daily	Daily	Daily	Daily
Case finding		Daily	Daily	Daily	Daily	Daily	Daily	Daily
Health teaching in health office		Daily	Daily	Daily	Daily	Daily	Daily	Daily
Health teaching in classroom		0	0	115	2	2	2	0
Health counseling		Daily	Daily	Daily	Daily	Daily	Daily	Daily
Other -								
Number of TOTAL visits								

Special Education Needs	**GRHS**	**GRMS**	**Coleman**	**Byrd**	**Hamilton**	**Central**	**ECP**
Students with IEPs (Individualized Education Program)	100	91	28	41	34	41	9
Students in a self-contained special educational program	0	0	0	0	0	0	5
Students with a health related 504 Plan	36	33	9	16	7	7	0

Social Determinants of Health Demographics	GRHS	GRMS	Coleman	Byrd	Hamilton	Central	ECP
Number of enrolled students	721	640	305	235	281	288	18
Students receiving free and reduced lunch	9	4	0	0	4	0	0
Students identified as being homeless / displaced	0	0	0	0	0	0	0
Students whose primary language is not English	67	54	0	43		0	3

IV. **Emergency Management** (N.J.A.C. 6A:16-2.1(a)4)

(Emergency management is a description of how nursing services will be provided in all emergency situations for the entire school district. Add or delete the following services provided or not provide by your school district, respectively)

A. Acute Care Management Plan:

1. Creation and maintenance of an Emergency Management Kit ("Go-box", crash cart, etc.) for utilization in Crisis, Emergency Evacuations, or and Shelter-In-Place situations
2. Cardiac or Respiratory Distress Action Plan
   a) AEDs (Automatic External Defibrillators) deployment and delegates trained (reference Janet's Law Requirement)
   b) CPR trained school nurse
   c) Asthma Nebulizer trained nurses
   d) Universal Precautions trained staff
   e) CPR trained coaches/athletic trainers/teachers/staff

B. IEHP's/Chronic Care Management Plans:

1. Epinephrine Auto-Injector/ Anaphylaxis Action Plan
2. Asthma Action Plan
3. Diabetic Action Plan
4. Lock-Down Health Care Action Plan
5. Shelter-In –Place Health Care Action Plan

C. **District Crisis Management Plan:**
   1. Triage Action Plans in District Crisis Management Plan

D. **Community Rescue Squad and Emergency Paramedic Services**
   1. How are emergency response services provided to your district schools?

Description of How Nursing Services will be Provided in all Emergency Situations:
Emergency response services are provided through coordinated partnerships with local police, fire departments, emergency medical services (EMS), and county or municipal emergency management agencies. Schools follow established emergency operations plans that outline procedures for responding to medical emergencies, fires, severe weather, hazardous materials incidents, security threats, and other emergencies. Staff members receive regular training and participate in drills in collaboration with first responders. Schools maintain communication systems to quickly notify emergency responders, district leadership, staff, students, and families when necessary. School security officers and local law enforcement work closely with school administrators to support campus safety and emergency preparedness.

V. Nursing Services and Additional Medical Services provided to Non-Public Schools: [www.nj.gov/education/nonpublic/health Non-public nursing services (N.J.A.C. 6A:16-2.1(a)8)

- *Academy of Our Lady at St. Catherine, discussions as needed.*

(Please submit to Executive County Business Official on or before October 1, 2026):

- A written statement verifying that the required conference was held with the nonpublic school: consultation agreement form (PDF)
- A copy of the contract with another agency to provide the services, if applicable, and approved minutes of the district board of education meeting approving the contract, which describes the methods by which the health services to nonpublic school students will be provided for the ensuing year, including a *rationale for the distribution of funds;* and
- A description of the type and number of services that were provided during the previous school year on a form approved by the Commissioner of Education:(PDF).

New: Health and Safety Requirements of Nonpublic School Facilities: Attestation and Guidance - To help ensure the health and safety of New Jersey's nonpublic school students and staff, the New Jersey Department of Education (NJDOE) will require that all nonpublic schools registered with the NJDOE comply with the health and safety facilities laws and regulations. The NJDOE will now require that school districts collect the signed attestation of compliance with health and safety facilities laws and regulations from their nonpublic schools at the upcoming spring consultations, with the following flexibility allowed this year, as noted in the FY2025 nonpublic school consultation form.

Narrative for Nursing Services and Additional Health Services Provided to Non-Public Schools:
Services are delivered by qualified healthcare professionals, including licensed registered nurses and other appropriately credentialed personnel, in collaboration with non-public school administrators, parents, and healthcare providers. The district strives to ensure equitable access to health services for eligible non-public school students while maintaining compliance with all applicable health, safety, documentation, and confidentiality requirements.

VI. Additional District Nursing Services Information:

Add any additional data that your school district requires to be disclosed in this Nursing Services Plan

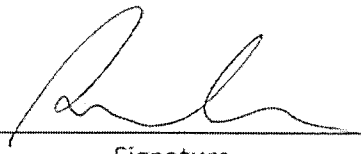
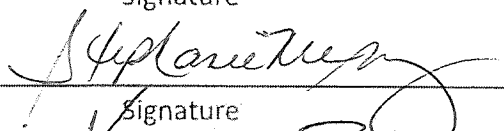
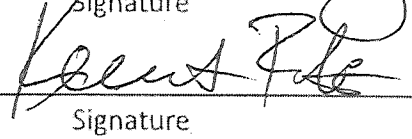
VII. End of Year Data

The end-of-year data reflects work performed during the year. This information identifies health trends, nursing interventions, emergency response data and the school nurse's ability to complete clerical tasks and screening assignments.

This data should be gathered all year and populated by July 1 of the current calendar year (i.e., school year 2026-2027 data should be populated by July 1, 2027).

If you choose to collect this data, there are tables and directions in the Model Nursing Services Plan document.

Nursing Services Plan reviewed by:

Dr. Rachel Gwertzman		9-10-2026
School Physician Name	Signature	Date
Ms. Stephanie Nerney		9-10-26
Head Nurse Name	Signature	Date
Mr. Ken Rota		9/10/26
CSA/ Charter School Lead Name	Signature	Date

APPENDIX

D

EVALUATORS 2026-27

Evaluation Type/Specialty	Name of Evaluator	Address	Phone #	Cost of Evaluation
BILINGUAL (see Comp. Eval Teams below for more info.)				
Spanish - Psychological	Marlena Montgomery	22 Grieves Terrace Wayne, NJ 07470	201-532-8256	$510
Spanish - Speech	Fiordaliza Romano Family Provision	81 Intervale Rd. Teaneck, NJ 07666	917-399-7281	$400 preschool $500 school aged
Spanish & Arabic - Educational	Shirley Tantawi	658 Ewing Avenue. Franklin Lakes, NJ 07417	201-248-7946	$450 District provide eval tools and protocols
Russian - Psychological Educational Psychoeducational Battelle	Kira R. Shmuler	2 Nottingham Drive Florham Park, NJ 07932	973-769-2654	$750 Psychological $750 Ed $1500 Psychoed $750 Batelle
DEVELOPMENTAL PEDIATRIC				
Developmental Pediatric	Dr. Hugh Bases	44 Godwin Ave. Midland Park, NJ 07432	201-444-8389 201-248-0014	$700
Developmental Pediatric	Center for Child Development Dr. Marivic Santiago	140 E. Ridgewood Ave. 4th Floor North Tower Suite 480N Paramus, NJ 07652	201-447-8151	$700
Developmental Pediatric Neurodevelopmental	Dr. Asma Jamil Sadiq	661 East Palisades Ave. Suite A4 Englewood Cliffs, NJ 07632	201-408-4777	$800 $850 Bilingual Spanish
NEURODEVELOPMENTAL/ NEUROLOGICAL				
Neurological/Neurodevelop mental	St. Joseph Regional Child Development Ctr Dr. Natalia Karpova	11 Getty Avenue Paterson, NJ 07503 (M&F) 218 Rt. 17N. Rochelle Park, NJ 07662 (Tu - Th)	973-754-2511	$450

EVALUATORS 2026-27

Neurological/Neurodevelop mental	Dr. Judy Woo St. Joseph Regional Medical Ctr (Dr. Woo is replacing Dr. Poorvi Patel who passed away) Dr. Woo's previous practice was in Fair Lawn 201-796-9500	703 Main Street Paterson, NJ 07503 *Sees patients in Paterson, Paramus and Wayne locations	973-754-2528	$450
Neurological/Neurodevelop mental	Dr. Michael Katz	140 Prospect Ave. Hackensack, NJ07601	201-525-4777	$600
NEUROPSYCHOLOGICAL				
Ed (ie WIAT or WJIV) Psychological Psychoeducational Neuropsychological	DC Fagan Psychological Services Dr. Debra Couturier-Fagan, Dr. Lindsay Petouvis, Dr. Jennifer Gioia	769 Susquehanna Ave. Franklin Lakes, NJ 07417	201-891-8154	$1,200-1,800 Ed $500-750 {Psycholog.) $1,500-$1,800 (Pychoed will test at school) $3,500 - $4,500
Neuropsychological Neuropsych (including Educational - WIATT)	Morris Psychological Group	50 Cherry Hill Rd. # 305 Parsippany, NJ 07054	973-257-9000	$4,000 (Neuro only) $4,400 (Neuro + Ed)
Neuropsychological	N. Jersey Developmental Ctr Dr. Lori Catania Dr. Elizabeth Kera	909 Belmont Avenue North Haledon, NJ 07458	973-427-4999 (primary) 973-427-4998	$5,200
Neuropsychological	Neurocognitive Associates Dr. Michael Steinhardt	136 Summit Avenue Suite 205 Montvale, NJ 07645	201-696-3838	$4,800
Neuropsychological Psychoeducational	Behavior Therapy Associates	35 Clyde Rd, Suite 101 Somerset, NJ 08873	732-873-1212	Neuropsych $5,500 PsychoEd $4,900
Neuropsychological	Elements Psychological Services Dr. Jessica McCarthy	210 Summit Ave. Suite C-2A Montvale, NJ 07645	201-383-5056	$4,600-6,000
Neuropsychological	Dr. Steven Myers	297 Kinderkamack Road, Suite 212 Oradell, NJ 07649	201-477-8311	$4,000
PSYCHIATRIC				
Psychiatric (school clearance)	West Bergen Mental Health	120 Chestnut Street Ridgewood, NJ 07450;	201-485-7172	$200 by Social Worker $250 by an LPN

EVALUATORS 2026-27

*Discounted rates for those with an SAP Contract		1 Cherry Lane, Ramsey, NJ 07446; 860 Wyckoff Ave, Mahwah, NJ 07430		
Psychiatric	Dr. Sameh Ragheb, LLC	345 Route 17 Upper Saddle River, NJ 07458	201-312-8665	$750 $850 Extended Eval for Autism
Psychiatric	Dr. Esther Fridman	826 Winthrop Rd. Teaneck, NJ 07666	201-836-6642	$700
Psychiatric	Med Psych Associates Dr. Mohab Hanna & Associates	545 Island Rd. #2B Ramsey, NJ 07446	973-602-7889	$1,250-$2,250
Psychiatric	Dr. Mercedes Paine	1 University Plaza Suite 618 Hackensack, NJ 07601	201-487-4298	$1,200
Psychiatric	Dr. Lisa Kotler	NYU Child Study Center 411 Hackensack Avenue 7th Floor Hackensack, NJ 07601-6328	201-465-8111	$1,600
Psychiatric	Dr. Veronica Rojas	93 Franklin Turnpike Waldwick, NJ 07463	917-576-0561	$1,600
Psychiatric	Dr. Jonathan Slater	1 Bridge Street # 24 Irvington, NY 10533	914-591-4040	$2,750
SPEECH & HEARING				
Audiological Central Auditory Process	Hackensack Medical Center Pediatric Audiology	WFAN Building – 1st Floor 30 Prospect Ave. Hackensack, NJ 07601	551-996-5337	$672 (Audiological) $992 (CAP)
Audiological Central Auditory Process	BCSS - Sound Solutions Attn: Lisa Stewart	540 Farview Avenue Paramus, NJ 07652	201-343-6000 ext. 6511	$500-$1,000 (Aud) $500 - $2,000 (CAP) $188/hr for aud. svcs $165/hr - TOD
VISION				
Teacher of the Visually Impaired	Patricia Thrapp	P.O. Box 868 Dingmans Ferry, PA 18328	973-714-3990	$160/hour
Teacher of the Visually Impaired	Lisa Coniglio	16 South Maple Avenue Park Ridge, NJ 07656	201-755-7967	$200/hour

APPENDIX

E

Glen Rock Public Schools
Monthly Financial Summary
August 2026

Prepared by:
James Canellas, CPA, QPA

GLEN ROCK BOARD OF EDUCATION
REPORT OF THE TREASURER
TO THE BOARD OF EDUCATION

DISTRICT OF GLEN ROCK
ALL FUNDS

For the Month Ending August 31, 2026

CASH REPORT

	FUNDS	(1) Beginning Cash Balance	(2) Cash Receipts This Month	(3) Cash Disbursements This Month	(4) Ending Cash Balances (1) + (2) - (3)
	GOVERNMENTAL FUNDS				
1a	**Fund 10 - General Fund**	9,246,720.09	6,282,605.30	5,923,977.09	9,605,348.30
2	**Fund 20 - Special Revenue Fund**	171.72	45,140.26	5,410.96	39,901.02
3a	**Fund 40 - Debt Service Fund**	-807,438.19	1,802,964.00	2,458,700.00	-1,463,174.19
3	**Sub-Total Custodian and NJCMF Accounts**	**8,439,453.62**	**8,130,709.56**	**8,388,088.05**	**8,182,075.13**
4	**Fund 30 - Capital Projects Fund**	2,443,657.60	3,287,326.10	94,300.72	5,636,682.98
5	**Total Govermental Funds**	**10,883,111.22**	**11,418,035.66**	**8,482,388.77**	**13,818,758.11**
	ENTERPRISE FUNDS				
6c	**Fund 60 - Cafeteria Fund**	27,639.65	2,676.19	55.15	30,260.69
	Fund 65 -Community School Accounts	2,105,461.62	103,056.14	628,461.67	1,580,056.09
6	**Total Enterprise Funds**	**2,133,101.27**	**105,732.33**	**628,516.82**	**1,610,316.78**
	TRUST AND AGENCY FUNDS				
7	**Payroll**	8,284.39	552,140.80	552,072.27	8,352.92
8	**Payroll Agency**	9,803.00	313,412.66	310,449.77	12,765.89
9	**Scholarship**	61,751.79	110.71	0.00	61,862.50
10	**Unemployment**	772,908.68	18,949.27	2,214.28	789,643.67
11	**Flexible Spending Account**	46,869.60	86.98	15,342.87	31,613.71
12	**Student Activity Fund**	429,055.03	10,297.56	3,621.44	435,731.15
	Student Activity Fee Account	192.92	30.00	0.00	222.92
13	**Total Trust & Agency Funds**	**1,328,865.41**	**895,027.98**	**883,700.63**	**1,340,192.76**
14	**Total All Funds**	**14,345,077.90**	**12,418,795.97**	**9,994,606.22**	**16,769,267.65**

Prepared and Submitted By:

Antoinette Kelly
Treasurer of School Moneys

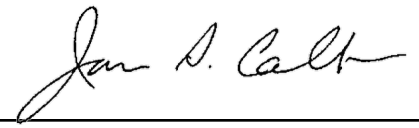
09/22/2026
Date

Glen Rock Board of Education
Monthly Transfer Report
7/1/2026 - 8/31/2026

Budget Category	Accounts	Original Budget	Prior Year Encumbrances	Original Budget For 10% Calc	Maximum Transfer Out Allowed	YTD Net Transfers	% change of transfers	Remaining Transfers Out Allowed	Account Balance
Regular Programs	11-1xx-100-xxx 12-1xx-100-xxx 13-1xx-100-xxx 18-1xx-100-xxx	18,756,520.72	.00	18,756,520.72	1,875,652.07	-83,439.78	-.44	1,792,212.29	16,474,625.66
Special Education, Basic Skills/Remedial and Bilingual Instruction and Speech/OT/PT and Ex	1x-2xx-100-xxx 1x-000-216-xxx 1x-000-217-xxx	8,801,746.02	2,934.80	8,804,680.82	880,468.08	8,651.80	.10	889,119.88	6,137,175.93
Vocational Programs-Local	1x-3xx-100-xxx	.00	.00	.00	.00	.00	.00	.00	.00
School-Spon. Co/Extr a-Curr. Activities,School Sponsored Athletics, and Other Instructional	11-4xx-100-0xx 11-4xx-100-1xx 11-4xx-100-3xx 11-4xx-100-4xx 11-4xx-100-5xx 11-4xx-100-6xx 11-4xx-100-7xx 11-4xx-100-8xx 11-4xx-100-9xx 11-4xx-2xx-xxx 12-4xx-100-xxx	1,275,277.58	.00	1,275,277.58	127,527.76	-969.00	-.08	126,558.76	1,066,791.24
Community Services Programs/Operations	1x-800-330-xxx	.00	.00	.00	.00	.00	.00	.00	.00
UNDISTRIBUTED EXPENSES		**28,833,544.32**	**2,934.80**	**28,836,479.12**	**2,883,647.91**	**-75,756.98**	**-.26**	**2,807,890.93**	**23,678,592.83**
Tuition	11-000-100-xxx 16-000-100-xxx 17-000-100-xxx 18-000-100-xxx	2,850,766.55	.00	2,850,766.55	285,076.66	1,342.04	.05	286,418.70	515,543.48
Attendance and Social Work, Health, Guidance, Child Study Teams, Education, Media Services	1x-000-211-xxx 1x-000-213-xxx 1x-000-218-xxx 1x-000-219-xxx 1x-000-222-xxx	4,505,614.72	.00	4,505,614.72	450,561.47	4,049.69	.09	454,611.16	3,694,349.58
Improvement of Instruction Services and Instructional Staff Training Services	1x-000-221-xxx 1x-000-223-xxx	815,528.39	.00	815,528.39	81,552.84	-999.71	-.12	80,553.13	318,382.87
General Administration	11-000-230-xxx	1,415,503.05	92,253.43	1,507,756.48	150,775.65	55,187.88	3.66	205,963.53	211,137.47
School Administration	11-000-240-xxx	2,596,142.14	.00	2,596,142.14	259,614.21	36.57	.00	259,650.78	249,923.86
Central Services & Administrative Information Technology	11-000-25x-xxx	1,673,641.74	1,058.80	1,674,700.54	167,470.05	-109,434.55	-6.53	58,035.50	222,510.67
Operation and Maintenance of Plant Services	11-000-26x-xxx	7,793,774.00	7,545.68	7,801,319.68	780,131.97	3,000.41	.04	783,132.38	1,546,973.05
Student Transportation Services	11-000-270-xxx	1,592,726.21	.00	1,592,726.21	159,272.62	.00	.00	159,272.62	57,163.60
Personal Services-Employee Benefits	11-xxx-xxx-2xx	13,029,655.65	.00	13,029,655.65	1,302,965.57	.00	.00	1,302,965.57	1,382,573.46
Food Services	11-000-310-xxx	.00	.00	.00	.00	.00	.00	.00	.00
Transfer Property Sale Proceedes to Debt Service Reserve	11-000-520-934	.00	.00	.00	.00	.00	.00	.00	.00

Glen Rock Board of Education
Monthly Transfer Report
7/1/2026 - 8/31/2026

Budget Category	Accounts	Original Budget	Prior Year Encumbrances	Original Budget For 10% Calc	Maximum Transfer Out Allowed	YTD Net Transfers	% change of transfers	Remaining Transfers Out Allowed	Account Balance
Transfer from General Fund Surplus to Debt Service Fund to Repay CDL	11-000-520-936	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL GENERAL CURRENT EXPENSE		**36,273,352.45**	**100,857.91**	**36,374,210.36**	**3,637,421.04**	**-46,817.67**	**-.13**	**3,590,603.37**	**8,198,558.04**
Equipment	**12-xxx-xxx-73x**	**.00**	**52,080.00**	**52,080.00**	**5,208.00**	**122,574.65**	**235.36**	**127,782.65**	**.00**
Facilities Acquisition and Construction Services	12-000-4xx-xxx	3,299,076.00	.00	3,299,076.00	329,907.60	.00	.00	329,907.60	.00
Capital Reserve-Transfer to Capital Expend. Fund	12-000-4xx-931	.00	.00	.00	.00	.00	.00	.00	.00
Capital Reserve-Transfer to Repayment of Debt	12-000-4xx-933	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL CAPITAL EXPENDITURES		**3,299,076.00**	**52,080.00**	**3,351,156.00**	**335,115.60**	**122,574.65**	**3.66**	**457,690.25**	**.00**
TOTAL SPECIAL SCHOOLS	13-xxx-xxx-xxx	.00	.00	.00	.00	.00	.00	.00	.00
Transfer of Funds to Charter Schools	10-000-100-56x	.00	.00	.00	.00	.00	.00	.00	.00
General Fund Contribution to School Based Budgets	10-000-520-930	.00	.00	.00	.00	.00	.00	.00	.00
OPERATING BUDGET GRAND TOTAL		**68,405,972.77**	**155,872.71**	**68,561,845.48**	**6,856,184.55**	**.00**	**.00**	**6,856,184.55**	**31,877,150.87**

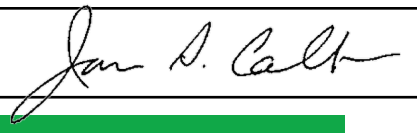


School Business Administrator Signature

8/31/26

Date

Glen Rock Board of Education
2026-27 Government Fund Health Check
Analysis performed on 9/8/2026 5:31 PM



All tests have passed.

Task 1: Balance Sheets in Balance				
Fund	Debit Balance	Credit Balance	Difference	Result
10	169,606,513.09	169,606,513.09	.00	Passed
20	1,596,604.10	1,596,604.10	.00	Passed
30	12,151,668.16	12,151,668.16	.00	Passed
40	9,416,229.87	9,416,229.87	.00	Passed
	192,771,015.22	**192,771,015.22**	**.00**	

Task 2: Total Appropriations / Budget Spending = 601 Balance Sheet				
Fund	Expense Account Current Appropriations + Prior Year PO	601 Balance Sheet	Difference	Result
10	68,563,845.48	68,563,845.48	.00	Passed
20	970,091.51	970,091.51	.00	Passed
30	5,893,795.46	5,893,795.46	.00	Passed
40	4,033,112.50	4,033,112.50	.00	Passed
	79,460,844.95	**79,460,844.95**	**.00**	

Task 3: Estimated Revenues = 301 Balance Sheet				
Fund	Revenue Account Revised Revenues	301 Balance Sheet	Difference	Result
10	63,704,168.77	63,704,168.77	.00	Passed
20	970,091.51	970,091.51	.00	Passed
30	3,283,180.00	3,283,180.00	.00	Passed
40	4,033,112.50	4,033,112.50	.00	Passed
	71,990,552.78	**71,990,552.78**	**.00**	

Task 4: Expenditures = 602 Balance Sheet				
Fund	Expense Account Disbursed To Date	602 Balance Sheet	Difference	Result
10	10,179,452.10	10,179,452.10	.00	Passed
20	5,410.96	5,410.96	.00	Passed
30	63,887.86	63,887.86	.00	Passed
40	3,582,356.25	3,582,356.25	.00	Passed
	13,831,107.17	**13,831,107.17**	**.00**	

Task 5: Revenue Receipts + Earned = 302 Balance Sheet				
Fund	Revenue Account Receipts + Earned	302 Balance Sheet	Difference	Result
10	63,275,218.54	63,275,218.54	.00	Passed
20	22,042.63	22,042.63	.00	Passed
30	3,367,396.11	3,367,396.11	.00	Passed
40	3,465,728.87	3,465,728.87	.00	Passed
	70,130,386.15	**70,130,386.15**	**.00**	

Task 6: Expense Account Outstanding = 603 = 753 + 754 Balance Sheet

Fund	Expense Account Outstanding	603 Balance Sheet	753+754 Balance Sheet	Result
10	26,480,320.55	26,480,320.55	26,480,320.55	Passed
20	581,199.47	581,199.47	581,199.47	Passed
30	1,092,888.41	1,092,888.41	1,092,888.41	Passed
40	450,756.25	450,756.25	450,756.25	Passed
	28,605,164.68	**28,605,164.68**	**28,605,164.68**	

Task 7 - 20-303 Should never have a credit or debit balance

Fund	Debit Balance	Credit Balance	Result
20	.00	.00	Passed

Task 8 - 10-303 Debit Balance = Budgeted Fund Balance from the NJ DOE Submitted Value

Fund	Debit Balance	NJ DOE Submitted Value	Difference	Result
10	1,321,184.00	1,321,184.00	.00	Passed

Task 9 - Sum of Outstanding Payables = 421 Balance Sheet

Fund	Outstanding Balance on Payable POs	421 Balance Sheet	Difference	Result
10	248,397.15	248,397.15	.00	Passed
20	.00	.00	.00	Passed
30	.00	.00	.00	Passed
40	.00	.00	.00	Passed
	248,397.15	**248,397.15**	**.00**	

Task 10 - Expense Accounts missing a BSR Line Number that are not hidden from reporting

Fund	Accounts Missing BSR Line Number	Result
10		Passed
20		Passed
30		Passed
40		Passed

Task 11 - Accounts that are incorrectly set up

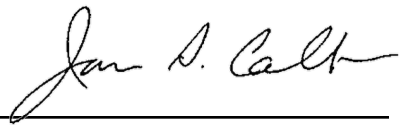
Fund	Accounts Incorrectly Set Up	Account Type	Error Message	Result
10				Passed
20				Passed
30				Passed
40				Passed

Task 12 - BSR Appropriation Lines Overexpended

Fund	BSR Lines	Accounts	Appropriations	Expenditures	Encumbrances	Available Balances	Result
10							Passed
20							Passed
30							Passed
40							Passed

Purchase Order - Health Check		
Status Check	Count	Result
1. Has 0 Transactions	0	Passed
2. Payments Do Not Match Account Entries	0	Passed
3. Has Duplicate Charge To Accounts	0	Passed
4. Has Bad Charge Accounts	0	Passed
5. Charges are Less Than Liquidated	0	Passed
6. Balance < 0	0	Passed
7. Cancelled PO but Charge Balance not 0	0	Passed
8. Transactions where the Funds in the GL do not match the Funds in Account Entries	0	Passed
9. Converted from Requisition Health Check	0	Passed

Report of the Secretary to the Board of Education
Glen Rock Board of Education



Fund 10 - Interim Balance Sheet
For the two month period ending 08/31/2026

Assets and Resources

Assets:

Account Number	Account Name	Subtotal Balance	Balance
101	Cash in Bank		10,392,641.97
102-107	Cash Equivalents		2,350.00
121	Tax Levy Receivable		49,730,595.11
	Accounts Receivable:		
141	Intergovernmental - StateAccounts Receivable:	4,524,682.88	
153	Other Accounts ReceivableAccounts Receivable:	672,581.38	
154	Allowance for Uncollectible Accounts Receivable (Credit)Accounts Receivable:	0.00	5,197,264.26
	Loans Receivable:		
131	InterfundLoans Receivable:	5,000.00	
151,152	Other (net of estimated uncollectible of $ 0)Loans Receivable:	0.00	5,000.00
			65,327,851.34

Resources:

Account Number	Account Name	Subtotal Balance	Balance
301	Estimated Revenues	63,704,168.77	
302	Less Revenues	63,275,218.54	428,950.23
			428,950.23
		Total Assets and Resources:	**65,756,801.57**

Liabilities and Fund Equity

Liabilities:

Account Number	Account Name	Subtotal Balance	Balance
421	Accounts Payable		286,917.49
			286,917.49

Fund Balance:

Account Number	Account Name	Subtotal Balance	Subtotal Balance 2	Subtotal Balance 3	Balance
	Appropriated:				
753	Reserve for Encumbrances - Current Year		26,395,845.52		
754	Reserve for Encumbrances - Prior Year		84,475.03		
754+753	Reserve for Encumbrances - Current + Prior			26,480,320.55	
	Reserve Fund Balance:				
761	Capital Reserve Account		6,096,710.96		
604	Add: Increase in Capital Reserve		250.00		
307	Less: Budgeted Withdrawal from Capital Reserve-Eligible Costs		3,283,180.00		
317	Less: Budgeted Withdrawal from Capital Reserve-Transfer to Debt Service		0.00	2,813,780.96	
764	Maintenance Reserve Account		875,410.00		
606	Add: Increase in Maintenance Reserve		10.00		
310	Less: Budgeted Withdrawal from Maintenance Reserve		100,000.00	775,420.00	
766	Current Expense Emergency Reserve Account		49,912.72		
607	Add: Increase in Current Expense Emergency Reserve		300.00		
312	Less: Budgeted Withdrawal from Current Expense Emergency Reserve		0.00	50,212.72	
769	Unemployment Fund		789,643.67		
320	Less: Budgeted Withdrawal from Unemployment Fund		0.00	789,643.67	
	Appropriations				
601	Appropriations		68,563,845.48		
602	Less: Expenditures	10,179,452.10			
603	Encumbrances	26,480,320.55	(36,659,772.65)	31,904,072.83	
	Total Appropriated			62,813,450.73	
	Unappropriated				
770	Unassigned Fund Balance			3,977,617.35	
303	Budgeted Fund Balance			1,321,184.00	
					65,469,884.08
				Total Liabilities and Fund Equity:	**65,756,801.57**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

Fund 10 - Recapitulation of Budgeted Fund Balance

	Budgeted	Actual	Variance
Appropriations	68,563,845.48	36,659,772.65	31,904,072.83
Revenues	(63,704,168.77)	(63,275,218.54)	(428,950.23)
	4,859,676.71	**(26,615,445.89)**	**31,475,122.60**
Change in Capital Reserve:			
Plus: Increase in Capital Reserve Fund (604)	250.00	250.00	.00
Less: Budgeted Withdrawal from Cap Reserve (307)	3,283,180.00	3,283,180.00	.00
	(3,282,930.00)	**(3,282,930.00)**	**.00**
Change in Maintenance Reserve:			
Plus: Interest Earned Maintenance Reserve Fund (606)	10.00	10.00	.00
Less: Budgeted Withdrawal from Maintenance Reserve (310)	100,000.00	100,000.00	.00
	(99,990.00)	**(99,990.00)**	**.00**
Change in Emergency Reserve:			
Plus: Interest Earned Emergency Reserve Fund (607)	300.00	300.00	.00
	300.00	**300.00**	**.00**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

Fund 10 - Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date
For the two month period ending 08/31/2026

Revenues/Sources of Funds

Account Number	Line	Revenues/Sources of Funds	Original Budget Certified for Taxes	Budget Transfers	Budgeted / Estimated	Actual to Date	Note	Unrealized Balance
52xx	-	Transfers from Other Funds	250,000.00	0.00	250,000.00	0.00	Under	250,000.00
10-1xxx	370	From Local Sources	59,474,038.77	0.00	59,474,038.77	59,295,088.54	Under	178,950.23
10-3xxx	520	From State Sources	3,980,130.00	0.00	3,980,130.00	3,980,130.00		0.00
	-	**Total Revenues/Sources Of Funds**	**63,704,168.77**	**0.00**	**63,704,168.77**	**63,275,218.54**	**Under**	**428,950.23**

General Fund

Current Expense

Account Number	Line	Expenditures Description	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
11-1xx-100-xxx	3200	Regular Programs - Instruction	18,756,520.72	(83,439.78)	18,673,080.94	1,209,379.42	989,075.86	16,474,625.66
11-2xx-100-xxx	10300	Special Education - Instruction	4,786,764.00	12,953.35	4,799,717.35	38,728.84	18,533.72	4,742,454.79
11-230-100-xxx	11160	Basic Skills/Remedial - Instruction	547,074.00	0.00	547,074.00	4,077.39	1,234.82	541,761.79
11-240-100-xxx	12160	Bilingual Education - Instruction	166,734.00	0.00	166,734.00	0.00	0.00	166,734.00
11-401-100-xxx	17100	School-Sponsored Cocurricular/Extracurricular Activities - Instruction	220,756.00	(969.00)	219,787.00	363.98	3,680.75	215,742.27
11-402-100-xxx	17600	School-Sponsored Athletics - Instruction	1,054,521.58	0.00	1,054,521.58	127,692.75	75,779.86	851,048.97
	72140	*Undistributed Expenditures:*						
11-000-100-xxx	29180	Instruction (Tuition)	2,850,766.55	1,342.04	2,852,108.59	181,731.31	2,154,833.80	515,543.48
11-000-211-xxx	29680	Attendance and Social Work Services	125,829.00	1.40	125,830.40	11,318.64	56,593.20	57,918.56
11-000-213-xxx	30620	Health Services	893,025.00	1,100.00	894,125.00	40,327.35	223,402.32	630,395.33
11-000-216-xxx	40580	Speech, OT, PT and Related Services	848,302.00	(24.71)	848,277.29	8,969.77	209,785.59	629,521.93
11-000-217-xxx	41080	Other Support Services Students - Extraordinary Services	2,454,872.02	(1,342.04)	2,453,529.98	88,944.25	2,305,882.31	58,703.42
11-000-218-xxx	41660	Guidance	1,177,480.84	400.00	1,177,880.84	37,749.22	57,004.57	1,083,127.05
11-000-219-xxx	42200	Child Study Teams	1,677,709.72	24.93	1,677,734.65	73,808.28	134,294.72	1,469,631.65
11-000-221-xxx	43200	Improvement of Instruction	706,938.39	(191.78)	706,746.61	149,679.70	331,735.30	225,331.61
11-000-222-xxx	43620	Educational Media Services/School Library	631,570.16	2,523.36	634,093.52	48,095.37	126,862.65	459,135.50
11-000-223-xxx	44180	Instructional Staff Training	108,590.00	(807.93)	107,782.07	5,820.00	8,910.81	93,051.26
11-000-230-xxx	45300	General Administration	1,415,503.05	147,441.31	1,562,944.36	314,118.31	1,036,488.58	212,337.47
11-000-240-xxx	46160	School Administration	2,596,142.14	36.57	2,596,178.71	411,482.32	1,931,634.53	253,061.86
11-000-251-xxx	47200	Central Services	624,175.00	(434.55)	623,740.45	106,060.71	503,428.43	14,251.31
11-000-252-xxx	47620	Administrative Information Technology	1,049,466.74	(107,941.20)	941,525.54	205,865.63	525,390.55	210,269.36
11-000-261-xxx	48580	Required Maintenance for School Facilities	1,687,924.26	7,640.95	1,695,565.21	176,759.67	761,134.26	757,671.28
11-000-262-xxx	49340	Custodial Services	5,201,899.89	5,005.00	5,206,904.89	1,245,656.17	3,654,654.68	306,594.04
11-000-263-xxx	50100	Care and Upkeep of Grounds	396,795.00	(5,099.97)	391,695.03	50,868.72	231,615.29	109,211.02
11-000-266-xxx	51100	Security	507,154.85	3,000.11	510,154.96	27,270.90	96,671.90	386,212.16
11-000-270-xxx	52480	Student Transportation	1,592,726.21	0.00	1,592,726.21	199,435.62	1,336,126.99	57,163.60
11-xxx-xxx-2xx	71260	Employee Benefits	13,029,655.65	0.00	13,029,655.65	2,003,731.78	9,643,350.41	1,382,573.46
		Total General Expense	**65,108,896.77**	**(18,781.94)**	**65,090,114.83**	**6,767,936.10**	**26,418,105.90**	**31,904,072.83**

Capital Outlay

Account Number	Line	Expenditures Description	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
12-xxx-xxx-73x	75880	Equipment	0.00	174,654.65	174,654.65	112,440.00	62,214.65	0.00
12-000-4xx-xxx	76260	Facilities Acquisition and Construction	3,299,076.00	0.00	3,299,076.00	3,299,076.00	0.00	0.00
		Total Capital Outlay	**3,299,076.00**	**174,654.65**	**3,473,730.65**	**3,411,516.00**	**62,214.65**	**0.00**

Total General Fund	**68,407,972.77**	**155,872.71**	**68,563,845.48**	**10,179,452.10**	**26,480,320.55**	**31,904,072.83**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

Fund 10 - Schedule of Revenues
Actual Compared with Estimate
For the two month period ending 08/31/2026

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Estimated	Actual	Unrealized
Revenues/Sources of Funds							
- Transfers from Other Funds							
10-52xx	680	Transfers from Other Funds	250,000.00	0.00	250,000.00	0.00	250,000.00
52xx	**-**	**Total Transfers from Other Funds**	**250,000.00**	**0.00**	**250,000.00**	**0.00**	**250,000.00**
- Local Sources							
10-121x	114	Local Tax Levy	58,430,208.11	0.00	58,430,208.11	58,430,208.11	0.00
10-1310	140	Tuition from Individuals	147,954.00	0.00	147,954.00	89,886.00	58,068.00
10-1xxx	340	Interest Earned on Capital Reserve Funds	250.00	0.00	250.00	0.00	250.00
10-1xxx	330	Interest Earned on Maintenance Reserve Funds	10.00	0.00	10.00	0.00	10.00
10-1xxx	320	Interest Earned on Current Expense Emergency Reserve Funds	300.00	0.00	300.00	0.00	300.00
10-1xxx	300	Unrestricted Miscellaneous Revenues	19,500.00	0.00	19,500.00	20,245.02	(745.02)
10-1xxx	350	Other Restricted Miscellaneous Revenues	875,816.66	0.00	875,816.66	754,749.41	121,067.25
10-1xxx	**370**	**Total Revenue from Local Sources**	**59,474,038.77**	**0.00**	**59,474,038.77**	**59,295,088.54**	**178,950.23**
- State Sources							
10-3121	420	Categorical Transportation Aid	199,125.00	0.00	199,125.00	199,125.00	0.00
10-3131	430	Extraordinary Aid	305,000.00	0.00	305,000.00	305,000.00	0.00
10-3132	440	Categorical Special Education Aid	3,112,049.00	0.00	3,112,049.00	3,112,049.00	0.00
10-3177	470	Categorical Security Aid	363,956.00	0.00	363,956.00	363,956.00	0.00
10-3xxx	**520**	**Total Revenue from State Sources**	**3,980,130.00**	**0.00**	**3,980,130.00**	**3,980,130.00**	**0.00**
	-	**Total Revenues/Sources of Funds**	**63,704,168.77**	**0.00**	**63,704,168.77**	**63,275,218.54**	**428,950.23**

**Fund 10 - Statement of Appropriations
Compared with Expenditures and Encumbrances
For the two month period ending 08/31/2026**

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
General Fund								
- General Current Expense								
-- Regular Programs - Instruction								
--- Regular Programs - Instruction								
11-110-100-101	2080	Kindergarten - Salaries of Teachers	754,782.00	0.00	754,782.00	0.00	0.00	754,782.00
11-120-100-101	2100	Grades 1-5 - Salaries of Teachers	5,536,026.00	0.00	5,536,026.00	41.00	0.00	5,535,985.00
11-130-100-101	2120	Grades 6-8 - Salaries of Teachers	4,085,402.00	23,802.00	4,109,204.00	3,520.00	0.00	4,105,684.00
11-140-100-101	2140	Grades 9-12 - Salaries of Teachers	5,203,605.00	5,627.20	5,209,232.20	1,417.50	0.00	5,207,814.70
subtotal	**subtotal**	**Total Regular Programs - Instruction**	**15,579,815.00**	**29,429.20**	**15,609,244.20**	**4,978.50**	**0.00**	**15,604,265.70**
--- Regular Programs - Home Instruction								
11-150-100-101	2500	Salaries of Teachers	10,000.00	0.00	10,000.00	0.00	0.00	10,000.00
11-150-100-320	2540	Purchased Professional-Educational Services	20,000.00	0.00	20,000.00	717.36	6,782.64	12,500.00
subtotal	**subtotal**	**Total Regular Programs - Home Instruction**	**30,000.00**	**0.00**	**30,000.00**	**717.36**	**6,782.64**	**22,500.00**
--- Regular Programs - Undistributed Instruction								
11-190-100-106	3000	Other Salaries for Instruction	353,000.00	(99,140.12)	253,859.88	0.00	0.00	253,859.88
11-190-100-320	3020	Purchased Professional-Educational Services	762,528.94	0.00	762,528.94	609.06	644,987.88	116,932.00
11-190-100-340	3040	Purchased Technical Services	10,675.00	1,538.00	12,213.00	4,163.00	0.00	8,050.00
11-190-100-500	3060	Other Purchased Services (400-500 series)	911,051.15	434.55	911,485.70	782,382.59	40,189.35	88,913.76
11-190-100-610	3080	General Supplies	578,332.42	(16,271.01)	562,061.41	88,003.90	173,653.09	300,404.42
11-190-100-640	3100	Textbooks	123,546.00	(3,105.00)	120,441.00	6,443.44	92,482.28	21,515.28
11-190-100-800	3120	Other Objects	407,572.21	3,674.60	411,246.81	322,081.57	30,980.62	58,184.62
subtotal	**subtotal**	**Total Regular Programs - Undistributed Instruction**	**3,146,705.72**	**(112,868.98)**	**3,033,836.74**	**1,203,683.56**	**982,293.22**	**847,859.96**
11-1xx-100-xxxx	**3200**	**Total Regular Programs - Instruction**	**18,756,520.72**	**(83,439.78)**	**18,673,080.94**	**1,209,379.42**	**989,075.86**	**16,474,625.66**
-- Special Education Programs								
--- Learning and/or Language Disabilities - Mild/Moderate:								
11-204-100-101	4500	Salaries of Teachers	421,447.00	7,730.19	429,177.19	13,500.00	0.00	415,677.19
11-204-100-610	4600	General Supplies	4,000.00	(668.10)	3,331.90	0.00	1,523.90	1,808.00
11-204-100-xxx	**4660**	**Total Learning and/or Language Disabilities - Mild/Moderate**	**425,447.00**	**7,062.09**	**432,509.09**	**13,500.00**	**1,523.90**	**417,485.19**
--- Resource Room/Resource Center:								
11-213-100-101	7000	Salaries of Teachers	3,767,797.00	3,388.96	3,771,185.96	0.00	0.00	3,771,185.96
11-213-100-320	7040	Purchased Professional-Educational Services	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
11-213-100-610	7100	General Supplies	17,850.00	(534.48)	17,315.52	199.00	4,804.21	12,312.31
11-213-100-640	7120	Textbooks	500.00	0.00	500.00	0.00	0.00	500.00
11-213-100-800	7140	Other Objects	4,750.00	0.00	4,750.00	0.00	0.00	4,750.00
11-213-100-xxx	**7160**	**Total Resource Room/Resource Center**	**3,792,897.00**	**2,854.48**	**3,795,751.48**	**199.00**	**4,804.21**	**3,790,748.27**
--- Autism:								
11-214-100-101	7500	Salaries of Teachers	161,366.00	0.00	161,366.00	11,962.50	0.00	149,403.50
11-214-100-610	7600	General Supplies	19,300.00	3,036.78	22,336.78	3,264.80	2,029.67	17,042.31
11-214-100-xxx	**7660**	**Total Autism**	**180,666.00**	**3,036.78**	**183,702.78**	**15,227.30**	**2,029.67**	**166,445.81**
--- Preschool Disabilities - Part-Time:								
11-215-100-101	8000	Salaries of Teachers	6,750.00	0.00	6,750.00	6,750.00	0.00	0.00
11-215-100-xxx	**8140**	**Total Preschool Disabilities - Part-Time**	**6,750.00**	**0.00**	**6,750.00**	**6,750.00**	**0.00**	**0.00**
--- Preschool Disabilities - Full-Time:								
11-216-100-101	8500	Salaries of Teachers	308,804.00	0.00	308,804.00	0.00	0.00	308,804.00
11-216-100-600	8600	General Supplies	10,200.00	0.00	10,200.00	1,296.54	175.94	8,727.52
11-216-100-xxx	**8640**	**Total Preschool Disabilities - Full-Time**	**319,004.00**	**0.00**	**319,004.00**	**1,296.54**	**175.94**	**317,531.52**
--- Home Instruction:								
11-219-100-101	9260	Salaries of Teachers	10,000.00	0.00	10,000.00	1,600.00	0.00	8,400.00

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
11-219-100-320	9300	Purchased Professional-Educational Services	52,000.00	0.00	52,000.00	156.00	10,000.00	41,844.00
11-219-100-xxx	**9420**	**Total Home Instruction**	**62,000.00**	**0.00**	**62,000.00**	**1,756.00**	**10,000.00**	**50,244.00**
subtotal special ed	**10300**	**Total Special Education - Instruction**	**4,786,764.00**	**12,953.35**	**4,799,717.35**	**38,728.84**	**18,533.72**	**4,742,454.79**
-- Basic Skills/Remedial - Instruction								
11-230-100-101	11000	Salaries of Teachers	526,424.00	0.00	526,424.00	3,852.36	0.00	522,571.64
11-230-100-106	11020	Other Salaries for Instruction	18,000.00	0.00	18,000.00	0.00	0.00	18,000.00
11-230-100-610	11100	General Supplies	2,650.00	0.00	2,650.00	225.03	1,234.82	1,190.15
11-230-100-xxx	**11160**	**Total Basic Skills/Remedial - Instruction**	**547,074.00**	**0.00**	**547,074.00**	**4,077.39**	**1,234.82**	**541,761.79**
-- Bilingual Education - Instruction								
11-240-100-101	12000	Salaries of Teachers	161,734.00	0.00	161,734.00	0.00	0.00	161,734.00
11-240-100-610	12100	General Supplies	5,000.00	0.00	5,000.00	0.00	0.00	5,000.00
11-240-100-xxx	**12160**	**Total Bilingual Education - Instruction**	**166,734.00**	**0.00**	**166,734.00**	**0.00**	**0.00**	**166,734.00**
-- School-Sponsored Cocurricular/Extracurricular Activities - Instruction								
11-401-100-100	17000	Salaries	180,141.00	0.00	180,141.00	0.00	0.00	180,141.00
11-401-100-500	17020	Purchased Services (300-500 series)	4,265.00	0.00	4,265.00	0.00	0.00	4,265.00
11-401-100-600	17040	Supplies and Materials	32,665.00	(969.00)	31,696.00	363.98	2,815.75	28,516.27
11-401-100-800	17060	Other Objects	3,685.00	0.00	3,685.00	0.00	865.00	2,820.00
11-401-100-xxx	**17100**	**Total School-Spon. Co/Extra-curricular Actvts. - Inst.**	**220,756.00**	**(969.00)**	**219,787.00**	**363.98**	**3,680.75**	**215,742.27**
-- School-Sponsored Athletics - Instruction								
11-402-100-100	17500	Salaries	708,888.00	0.00	708,888.00	7,380.75	0.00	701,507.25
11-402-100-500	17520	Purchased Services (300-500 series)	219,133.58	0.00	219,133.58	116,284.00	55,739.27	47,110.31
11-402-100-600	17540	Supplies and Materials	76,000.00	0.00	76,000.00	4,028.00	20,040.59	51,931.41
11-402-100-800	17560	Other Objects	50,500.00	0.00	50,500.00	0.00	0.00	50,500.00
11-402-100-xxx	**17600**	**Total School-Sponsored Athletics - Instruction**	**1,054,521.58**	**0.00**	**1,054,521.58**	**127,692.75**	**75,779.86**	**851,048.97**
-- Total Undistributed Expenditures								
--- Undistributed Expenditures - Instruction (Tuition)								
11-000-100-562	29020	Tuition to Other LEAs Within the State-Special	104,049.70	38,933.30	142,983.00	0.00	142,983.00	0.00
11-000-100-563	29040	Tuition to County Voc. School Dist.-Regular	563,670.00	59,940.00	623,610.00	0.00	623,610.00	0.00
11-000-100-565	29080	Tuition to CSSD and Reg. Day Schools	71,658.50	(0.50)	71,658.00	0.00	71,658.00	0.00
11-000-100-566	29100	Tuition to Priv. Sch. for the Disabled - Within the State	2,076,284.60	(201,774.76)	1,874,509.84	174,003.56	1,184,962.80	515,543.48
11-000-100-569	29160	Tuition - Other	35,103.75	104,244.00	139,347.75	7,727.75	131,620.00	0.00
11-000-100-xxx	**29180**	**Total Undistributed Expenditures - Instruction (Tuition)**	**2,850,766.55**	**1,342.04**	**2,852,108.59**	**181,731.31**	**2,154,833.80**	**515,543.48**
--- Undistributed Expenditures - Attendance and Social Work								
11-000-211-100	29500	Salaries	125,329.00	1.40	125,330.40	11,318.64	56,593.20	57,418.56
11-000-211-600	29640	Supplies and Materials	500.00	0.00	500.00	0.00	0.00	500.00
11-000-211-xxx	**29680**	**Total Attendance and Work**	**125,829.00**	**1.40**	**125,830.40**	**11,318.64**	**56,593.20**	**57,918.56**
--- Undistributed Expenditures - Health Services								
11-000-213-100	30500	Salaries	599,365.00	0.00	599,365.00	12,523.71	0.00	586,841.29
11-000-213-300	30540	Purchased Professional and Technical Services	263,560.00	1,100.00	264,660.00	27,767.00	220,890.00	16,003.00
11-000-213-500	30560	Other Purchased Services (400-500 series)	900.00	0.00	900.00	0.00	0.00	900.00
11-000-213-600	30580	Supplies and Materials	12,850.00	0.00	12,850.00	36.64	2,512.32	10,301.04
11-000-213-616	30585	Supplies - Menstrual Products	14,400.00	0.00	14,400.00	0.00	0.00	14,400.00
11-000-213-800	30600	Other Objects	1,950.00	0.00	1,950.00	0.00	0.00	1,950.00
11-000-213-xxx	**30620**	**Total Undistributed Expenditures - Health Services**	**893,025.00**	**1,100.00**	**894,125.00**	**40,327.35**	**223,402.32**	**630,395.33**
--- Undistributed Expenditures - Speech, OT, PT and Related Services								
11-000-216-100	40500	Salaries	591,802.00	0.00	591,802.00	4,770.00	0.00	587,032.00
11-000-216-320	40520	Purchased Professional - Educational Services	248,000.00	0.00	248,000.00	2,745.00	206,255.00	39,000.00
11-000-216-600	40540	Supplies and Materials	8,500.00	(24.71)	8,475.29	1,454.77	3,530.59	3,489.93
11-000-216-xxx	**40580**	**Total Speech, OT, PT and Related Services**	**848,302.00**	**(24.71)**	**848,277.29**	**8,969.77**	**209,785.59**	**629,521.93**
--- Undistributed Expenditures-Other Supp. Serv. Students-Extraordinary Svcs								

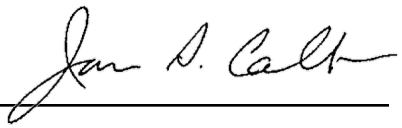
Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-217-320	41020	Purchased Professional - Educational Services	2,431,872.02	(1,342.04)	2,430,529.98	88,088.53	2,303,411.45	39,030.00
11-000-217-600	41040	Supplies and Materials	23,000.00	0.00	23,000.00	855.72	2,470.86	19,673.42
11-000-217-xxx	**41080**	**Total Other Support Services Students-Extraordinary Serv.**	**2,454,872.02**	**(1,342.04)**	**2,453,529.98**	**88,944.25**	**2,305,882.31**	**58,703.42**
--- Undistributed Expenditures - Guidance								
11-000-218-104	41500	Salaries of Other Professional Staff	1,061,266.00	0.00	1,061,266.00	14,512.50	0.00	1,046,753.50
11-000-218-105	41520	Salaries of Secretarial and Clerical Assistants	66,225.00	0.00	66,225.00	10,704.16	53,520.80	2,000.04
11-000-218-110	41540	Other Salaries	4,466.00	0.00	4,466.00	0.00	0.00	4,466.00
11-000-218-320	41560	Purchased Professional - Educational Services	8,000.00	0.00	8,000.00	0.00	0.00	8,000.00
11-000-218-390	41580	Other Purchased Professional and Technical Services	7,000.00	0.00	7,000.00	0.00	300.00	6,700.00
11-000-218-500	41600	Other Purchased Services (400-500 series)	15,923.84	400.00	16,323.84	10,503.14	0.00	5,820.70
11-000-218-600	41620	Supplies and Materials	11,100.00	0.00	11,100.00	914.42	2,257.77	7,927.81
11-000-218-800	41640	Other Objects	3,500.00	0.00	3,500.00	1,115.00	926.00	1,459.00
11-000-218-xxx	**41660**	**Total Undistributed Expenditures - Guidance**	**1,177,480.84**	**400.00**	**1,177,880.84**	**37,749.22**	**57,004.57**	**1,083,127.05**
--- Undistributed Expenditures - Child Study Teams								
11-000-219-104	42000	Salaries of Other Professional Staff	1,381,597.00	0.00	1,381,597.00	0.00	0.00	1,381,597.00
11-000-219-105	42020	Salaries of Secretarial and Clerical Assistants	113,514.00	0.22	113,514.22	18,919.00	94,594.80	0.42
11-000-219-110	42040	Other Salaries	50,100.00	0.00	50,100.00	15,871.10	0.00	34,228.90
11-000-219-390	42080	Other Purchased Prof. and Tech. Services	97,000.00	24.71	97,024.71	33,738.71	35,264.00	28,022.00
11-000-219-500	42100	Other Purchased Services (400-500 series) (voc and cssd only)	9,498.72	0.00	9,498.72	1,518.38	1,442.34	6,538.00
11-000-219-600	42160	Supplies and Materials	24,000.00	0.00	24,000.00	3,761.09	2,559.33	17,679.58
11-000-219-800	42180	Other Objects	2,000.00	0.00	2,000.00	0.00	434.25	1,565.75
11-000-219-xxx	**42200**	**Total Child Study Teams**	**1,677,709.72**	**24.93**	**1,677,734.65**	**73,808.28**	**134,294.72**	**1,469,631.65**
--- Undistributed Expenditures - Improvement of Instruction Services								
11-000-221-102	43000	Salaries of Supervisor of Instruction	548,256.10	0.29	548,256.39	70,636.22	314,686.80	162,933.37
11-000-221-110	43060	Other Salaries	42,439.29	0.00	42,439.29	24,232.50	0.00	18,206.79
11-000-221-500	43140	Other Purchased Services (400-500)	15,000.00	0.00	15,000.00	0.00	0.00	15,000.00
11-000-221-600	43160	Supplies and Materials	2,400.00	(192.07)	2,207.93	0.00	0.00	2,207.93
11-000-221-800	43180	Other Objects	98,843.00	0.00	98,843.00	54,810.98	17,048.50	26,983.52
11-000-221-xxx	**43200**	**Total Improvement of Instruction Services**	**706,938.39**	**(191.78)**	**706,746.61**	**149,679.70**	**331,735.30**	**225,331.61**
--- Undistributed Expenditures - Educational Media Services/School Library								
11-000-222-100	43500	Salaries	521,937.00	0.00	521,937.00	15,868.00	79,340.00	426,729.00
11-000-222-500	43560	Other Purchased Services (400-500 series)	14,196.84	0.00	14,196.84	2,366.14	0.00	11,830.70
11-000-222-600	43580	Supplies and Materials	68,843.86	2,523.36	71,367.22	8,837.70	42,003.72	20,525.80
11-000-222-800	43600	Other Objects	26,592.46	0.00	26,592.46	21,023.53	5,518.93	50.00
11-000-222-xxx	**43620**	**Total Educational Media Services/School Library**	**631,570.16**	**2,523.36**	**634,093.52**	**48,095.37**	**126,862.65**	**459,135.50**
--- Undistributed Expenditures - Instructional Staff Training Services								
11-000-223-110	44060	Other Salaries	5,400.00	0.00	5,400.00	1,170.00	0.00	4,230.00
11-000-223-320	44080	Purchased Professional - Educational Servic	51,980.00	(1,000.00)	50,980.00	3,700.00	5,500.00	41,780.00
11-000-223-500	44120	Other Purchased Services (400-500 series)	50,460.00	0.00	50,460.00	950.00	2,468.74	47,041.26
11-000-223-600	44140	Supplies and Materials	750.00	192.07	942.07	0.00	942.07	0.00
11-000-223-xxx	**44180**	**Total Instructional Staff Training Services**	**108,590.00**	**(807.93)**	**107,782.07**	**5,820.00**	**8,910.81**	**93,051.26**
--- Undistributed Expenditures - Support Services - General Administration								
11-000-230-100	45000	Salaries	862,491.00	55,587.88	918,078.88	151,656.20	764,422.60	2,000.08
11-000-230-331	45040	Legal Services	105,000.00	5,000.00	110,000.00	5,993.00	99,007.00	5,000.00
11-000-230-332	45060	Audit Fees	55,000.00	55,150.00	110,150.00	0.00	55,150.00	55,000.00
11-000-230-334	45080	Architectural/Engineering Services	33,000.00	5,103.43	38,103.43	500.00	37,603.43	0.00
11-000-230-339	45100	Other Purchased Professional Services	11,555.00	7,000.00	18,555.00	9,013.00	3,500.00	6,042.00

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-230-340	45120	Purchased Technical Services	13,875.00	26,854.17	40,729.17	17,675.00	16,200.00	6,854.17
11-000-230-530	45140	Communications / Telephone	61,679.57	0.00	61,679.57	14,407.22	47,272.34	0.01
11-000-230-585	45160	BOE Other Purchased Services	7,000.00	232.58	7,232.58	1,440.00	5,792.58	0.00
11-000-230-590	45180	Misc Purchased Services (400-500 series, O/T 530 and 585)	202,102.48	(632.58)	201,469.90	85,898.34	1,930.86	113,640.70
11-000-230-610	45200	General Supplies	6,500.00	0.00	6,500.00	1.90	532.93	5,965.17
11-000-230-890	45260	Miscellaneous Expenditures	35,300.00	(7,050.66)	28,249.34	5,337.16	5,076.84	17,835.34
11-000-230-895	45280	BOE Membership Dues and Fees	22,000.00	196.49	22,196.49	22,196.49	0.00	0.00
11-000-230-xxx	**45300**	**Total Support Services - General Administration**	**1,415,503.05**	**147,441.31**	**1,562,944.36**	**314,118.31**	**1,036,488.58**	**212,337.47**
--- Undistributed Expenditures - Support Services - School Administration								
11-000-240-103	46000	Salaries of Principals/Assistant Principals	1,386,625.00	0.54	1,386,625.54	231,104.20	1,155,520.80	0.54
11-000-240-104	46020	Salaries of Other Professional Staff	609,808.90	0.14	609,809.04	92,746.34	447,234.20	69,828.50
11-000-240-105	46040	Salaries of Secretarial and Clerical Assistants	473,132.00	0.89	473,132.89	64,448.38	322,241.60	86,442.91
11-000-240-110	46060	Other Salaries	2,000.00	0.00	2,000.00	0.00	0.00	2,000.00
11-000-240-300	46080	Purchased Professional and Technical Services	2,250.00	0.00	2,250.00	0.00	0.00	2,250.00
11-000-240-500	46100	Other Purchased Services (400-500 series)	39,828.24	0.00	39,828.24	1,453.04	838.62	37,536.58
11-000-240-600	46120	Supplies and Materials	38,200.00	(225.00)	37,975.00	13,007.36	4,399.31	20,568.33
11-000-240-800	46140	Other Objects	44,298.00	260.00	44,558.00	8,723.00	1,400.00	34,435.00
11-000-240-xxx	**46160**	**Total Support Services - School Administration**	**2,596,142.14**	**36.57**	**2,596,178.71**	**411,482.32**	**1,931,634.53**	**253,061.86**
--- Undistributed Expenditures - Central Services								
11-000-251-100	47000	Salaries	587,816.00	0.00	587,816.00	97,823.82	489,119.00	873.18
11-000-251-340	47040	Purchased Technical Services	3,600.00	0.00	3,600.00	1,250.00	0.00	2,350.00
11-000-251-592	47060	Miscellaneous Purchased Services (400-500 series)	19,659.00	3,168.98	22,827.98	2,941.87	14,063.73	5,822.38
11-000-251-600	47100	Supplies and Materials	6,600.00	(3,603.53)	2,996.47	761.02	245.70	1,989.75
11-000-251-890	47180	Miscellaneous Expenditures	6,500.00	0.00	6,500.00	3,284.00	0.00	3,216.00
11-000-251-xxx	**47200**	**Total Central Services**	**624,175.00**	**(434.55)**	**623,740.45**	**106,060.71**	**503,428.43**	**14,251.31**
--- Undistributed Expenditures - Administrative Information Technology								
11-000-252-100	47500	Salaries	606,326.00	0.00	606,326.00	100,007.12	501,273.00	5,045.88
11-000-252-330	47520	Purchased Professional Services	215,096.12	(107,941.20)	107,154.92	81,327.71	2,019.37	23,807.84
11-000-252-340	47540	Purchased Technical Services	39,438.96	0.00	39,438.96	12,438.96	0.00	27,000.00
11-000-252-500	47560	Other Purchased Services (400-500 series)	37,091.00	0.00	37,091.00	715.00	2,143.62	34,232.38
11-000-252-600	47580	Supplies and Materials	144,885.71	0.00	144,885.71	8,436.84	19,954.56	116,494.31
11-000-252-800	47600	Other Objects	6,628.95	0.00	6,628.95	2,940.00	0.00	3,688.95
11-000-252-xxx	**47620**	**Total Administrative Information Technology**	**1,049,466.74**	**(107,941.20)**	**941,525.54**	**205,865.63**	**525,390.55**	**210,269.36**
--- Operation and Maintenance of Plant Services								
---- Undistributed Expenditures - Required Maintenance for School Facilities								
11-000-261-100	48500	Salaries	653,720.00	0.27	653,720.27	102,820.40	473,310.80	77,589.07
11-000-261-420	48520	Cleaning, Repair, and Maintenance Services	908,010.00	(7,600.00)	900,410.00	42,301.44	272,530.92	585,577.64
11-000-261-610	48540	General Supplies	111,909.26	6,640.68	118,549.94	20,219.79	14,885.85	83,444.30
11-000-261-800	48560	Other Objects	14,285.00	8,600.00	22,885.00	11,418.04	406.69	11,060.27
11-000-261-xxx	**48580**	**Total Required Maintenance for School Facilities**	**1,687,924.26**	**7,640.95**	**1,695,565.21**	**176,759.67**	**761,134.26**	**757,671.28**
---- Undistributed Expenditures - Custodial Services								
11-000-262-100	49000	Salaries	31,500.00	0.00	31,500.00	19,942.00	0.00	11,558.00
11-000-262-107	49020	Salaries of Non-Instructional Aides	160,769.80	0.00	160,769.80	534.60	0.00	160,235.20
11-000-262-300	49040	Purchased Professional and Technical Services	38,064.00	0.00	38,064.00	2,976.00	32,736.00	2,352.00
11-000-262-420	49060	Cleaning, Repair, and Maintenance Services	2,745,352.69	4,000.00	2,749,352.69	228,700.82	2,517,351.86	3,300.01
11-000-262-490	49120	Other Purchased Property Services	72,149.60	0.00	72,149.60	24,872.09	47,277.51	0.00
11-000-262-520	49140	Insurance	635,697.82	0.00	635,697.82	635,697.82	0.00	0.00
11-000-262-590	49160	Miscellaneous Purchased Services	16,000.00	0.00	16,000.00	0.00	2,652.00	13,348.00
11-000-262-610	49180	General Supplies	138,500.00	1,005.00	139,505.00	6,915.01	16,789.22	115,800.77
11-000-262-621	49200	Energy (Natural Gas)	343,462.70	0.00	343,462.70	7,114.93	336,347.71	0.06

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-622	49220	Energy (Electricity)	736,578.28	0.00	736,578.28	107,802.90	628,775.38	0.00
11-000-262-837	49300	Interest - Energy Savings Improvement Program Bonds	72,725.00	76,100.00	148,825.00	76,100.00	72,725.00	0.00
11-000-262-917	49320	Principal - Energy Savings Improvement Program Bonds	211,100.00	(76,100.00)	135,000.00	135,000.00	0.00	0.00
11-000-262-xxx	**49340**	**Total Custodial Services**	**5,201,899.89**	**5,005.00**	**5,206,904.89**	**1,245,656.17**	**3,654,654.68**	**306,594.04**
---- Undistributed Expenditures - Care and Upkeep of Grounds								
11-000-263-100	50000	Salaries	167,795.00	0.03	167,795.03	27,965.82	139,829.00	0.21
11-000-263-300	50020	Purchased Professional and Technical Services	75,000.00	3,667.43	78,667.43	12,889.97	65,777.45	0.01
11-000-263-420	50040	Cleaning, Repair, and Maintenance Services	137,000.00	(4,767.43)	132,232.57	9,059.91	20,800.00	102,372.66
11-000-263-610	50060	General Supplies	17,000.00	(4,000.00)	13,000.00	953.02	5,208.84	6,838.14
11-000-263-xxx	**50100**	**Total Care And Upkeep Of Grounds**	**396,795.00**	**(5,099.97)**	**391,695.03**	**50,868.72**	**231,615.29**	**109,211.02**
---- Undistributed Expenditures - Security								
11-000-266-100	51000	Salaries	403,083.00	3,000.11	406,083.11	16,864.50	84,322.40	304,896.21
11-000-266-420	51040	Cleaning, Repair, and Maintenance Services	84,071.85	0.00	84,071.85	9,400.00	11,525.00	63,146.85
11-000-266-610	51060	General Supplies	7,500.00	0.00	7,500.00	931.40	824.50	5,744.10
11-000-266-800	51080	Other Objects	12,500.00	0.00	12,500.00	75.00	0.00	12,425.00
11-000-266-xxx	**51100**	**Total Security**	**507,154.85**	**3,000.11**	**510,154.96**	**27,270.90**	**96,671.90**	**386,212.16**
subtotal of 11-000-26x-xxx	**51120**	**Total Operation and Maintenance of Plant Services**	**7,793,774.00**	**10,546.09**	**7,804,320.09**	**1,500,555.46**	**4,744,076.13**	**1,559,688.50**
--- Undistributed Expenditures - Student Transportation Services								
11-000-270-161	52040	Salaries for Pupil Trans. (Bet Home and Sch)-Special Ed.	67,538.00	0.00	67,538.00	15,435.62	51,278.00	824.38
11-000-270-162	52060	Salaries for Pupil Trans. (Other than Between Home and Sch)	4,000.00	0.00	4,000.00	0.00	0.00	4,000.00
11-000-270-420	52140	Cleaning, Repair, and Maintenance Services	14,000.00	0.00	14,000.00	0.00	0.00	14,000.00
11-000-270-512	52280	Contracted Services (Other than Between Home and Sch)-Vendors	277,203.33	0.00	277,203.33	0.00	250,000.00	27,203.33
11-000-270-513	52300	Contracted Services (Between Home and Sch)-Joint Agreements	155,000.45	0.00	155,000.45	0.00	155,000.45	0.00
11-000-270-515	52340	Contracted Services (Special Ed Students)-Joint Agreements	1,054,848.54	0.00	1,054,848.54	184,000.00	870,848.54	0.00
11-000-270-615	52440	Transportation Supplies	9,000.00	0.00	9,000.00	0.00	9,000.00	0.00
11-000-270-800	52460	Other Objects	11,135.89	0.00	11,135.89	0.00	0.00	11,135.89
11-000-270-xxx	**52480**	**Total Student Transportation Services**	**1,592,726.21**	**0.00**	**1,592,726.21**	**199,435.62**	**1,336,126.99**	**57,163.60**
--- Employee Benefits								
---- Unallocated Benefits								
11-000-291-220	71020	Social Security Contributions	479,394.30	0.00	479,394.30	73,542.83	0.00	405,851.47
11-000-291-241	71060	Other Retirement Contributions - PERS	574,061.96	0.00	574,061.96	0.00	0.00	574,061.96
11-000-291-250	71140	Unemployment Compensation	20,000.00	0.00	20,000.00	0.00	20,000.00	0.00
11-000-291-260	71160	Worker's Compensation	161,780.87	0.00	161,780.87	32,456.00	95,910.00	33,414.87
11-000-291-270	71180	Health Benefits	11,439,718.52	0.00	11,439,718.52	1,855,212.79	9,521,506.41	62,999.32
11-000-291-280	71200	Tuition Reimbursement	117,000.00	0.00	117,000.00	0.00	0.00	117,000.00
11-000-291-290	71220	Other Employee Benefits	237,700.00	0.00	237,700.00	42,520.16	5,934.00	189,245.84
total unallocated benefits	**71240**	**11-000-291-2xx**	**13,029,655.65**	**0.00**	**13,029,655.65**	**2,003,731.78**	**9,643,350.41**	**1,382,573.46**
11-xxx-xxx-2xx	**71260**	**Total Employee Benefits**	**13,029,655.65**	**0.00**	**13,029,655.65**	**2,003,731.78**	**9,643,350.41**	**1,382,573.46**
	72140	**Total Undistributed Expenditures**	**39,576,526.47**	**52,673.49**	**39,629,199.96**	**5,387,693.72**	**25,329,800.89**	**8,911,705.35**
	72260	**Total General Expense**	**65,108,896.77**	**(18,781.94)**	**65,090,114.83**	**6,767,936.10**	**26,418,105.90**	**31,904,072.83**
- Capital Outlay								
-- Equipment								
--- Equipment - Undistributed:								
12-000-252-730	75680	Undistributed Expenditures - Administrative Information Tech.	0.00	174,654.65	174,654.65	112,440.00	62,214.65	0.00
	-	**Total Equipment - Undistributed**	**0.00**	**174,654.65**	**174,654.65**	**112,440.00**	**62,214.65**	**0.00**
12-xxx-xxx-73x	**75880**	**Total Equipment**	**0.00**	**174,654.65**	**174,654.65**	**112,440.00**	**62,214.65**	**0.00**
-- Facilities Acquisition and Construction Services								
12-000-400-334	76040	Architectural/Engineering Services	232,040.00	0.00	232,040.00	232,040.00	0.00	0.00
12-000-400-450	76080	Construction Services	2,754,200.00	0.00	2,754,200.00	2,754,200.00	0.00	0.00

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
12-000-400-600	76100	Supplies and Materials	296,940.00	0.00	296,940.00	296,940.00	0.00	0.00
12-000-400-896	76210	Assessment for Debt Service on SDA Funding	15,896.00	0.00	15,896.00	15,896.00	0.00	0.00
12-000-400-xxx	**76260**	**Total Facilities Acquisition and Construction Services**	**3,299,076.00**	**0.00**	**3,299,076.00**	**3,299,076.00**	**0.00**	**0.00**
12-xxx-xxx-xxx	**76400**	**Total Capital Outlay**	**3,299,076.00**	**174,654.65**	**3,473,730.65**	**3,411,516.00**	**62,214.65**	**0.00**
	84060	**Total General Fund**	**68,407,972.77**	**155,872.71**	**68,563,845.48**	**10,179,452.10**	**26,480,320.55**	**31,904,072.83**

Report of the Secretary to the Board of Education
Glen Rock Board of Education



Fund 20 - Interim Balance Sheet
For the two month period ending 08/31/2026

Assets and Resources

Assets:

Account Number	Account Name	Subtotal Balance	Balance
101	Cash in Bank		39,901.02
	Accounts Receivable:		
142	Intergovernmental - FederalAccounts Receivable:	1.14	
xxx	Other Current AssetsAccounts Receivable:	0.00	1.14
	Loans Receivable:		
			39,902.16

Resources:

Account Number	Account Name	Subtotal Balance	Balance
301	Estimated Revenues	970,091.51	
302	Less Revenues	22,042.63	948,048.88
			948,048.88
		Total Assets and Resources:	**987,951.04**

Liabilities and Fund Equity

Liabilities:

Account Number	Account Name	Subtotal Balance	Balance
411	Intergovernmental Accounts Payable - State		23,270.49
			23,270.49

Fund Balance:

Account Number	Account Name	Subtotal Balance	Subtotal Balance 2	Subtotal Balance 3	Balance
	Appropriated:				
753	Reserve for Encumbrances - Current Year		581,199.47		
754+753	Reserve for Encumbrances - Current + Prior			581,199.47	
	Reserve Fund Balance:				
601	Appropriations		970,091.51		
602	Less: Expenditures	5,410.96			
603	Encumbrances	581,199.47	(586,610.43)	383,481.08	
					964,680.55
				Total Liabilities and Fund Equity:	**987,951.04**

Fund 20 - Recapitulation of Budgeted Fund Balance

	Budgeted	Actual	Variance
Appropriations	970,091.51	586,610.43	383,481.08
Revenues	(970,091.51)	(22,042.63)	(948,048.88)
	.00	**564,567.80**	**(564,567.80)**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

Fund 20 - Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date
For the two month period ending 08/31/2026

Revenues/Sources of Funds

Account Number	Line	Revenues/Sources of Funds	Original Budget Certified for Taxes	Budget Transfers	Budgeted / Estimated	Actual to Date	Note	Unrealized Balance
20-1xxx	745	From Local Sources	0.00	1,289.63	1,289.63	1,289.63		0.00
20-3xxx	770	From State Sources	238,095.57	26,353.00	264,448.57	20,753.00	Under	243,695.57
20-4xxx	830	From Federal Sources	538,209.29	166,144.02	704,353.31	0.00	Under	704,353.31
	-	**Total Revenues/Sources Of Funds**	**776,304.86**	**193,786.65**	**970,091.51**	**22,042.63**	**Under**	**948,048.88**

Special Revenue Fund

Local Projects

Account Number	Line	Expenditures Description	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
20-xxx-xxx-xxx	84100	Local Projects	0.00	1,289.63	1,289.63	0.00	0.00	1,289.63
		Total Local Projects	**0.00**	**1,289.63**	**1,289.63**	**0.00**	**0.00**	**1,289.63**

State Projects

Account Number	Line	Expenditures Description	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
20-xxx-xxx-xxx	88190	Total Other State Projects	238,095.57	26,353.00	264,448.57	5,410.96	42,798.47	216,239.14
20-xxx-xxx-xxx		**Total State Projects**	**238,095.57**	**26,353.00**	**264,448.57**	**5,410.96**	**42,798.47**	**216,239.14**

Federal Projects

Account Number	Line	Expenditures Description	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
20-xxx-xxx-xxx	88520	Title II	19,574.83	17,343.30	36,918.13	0.00	0.00	36,918.13
20-xxx-xxx-xxx	88540	Title III	4,652.25	(4,652.25)	0.00	0.00	0.00	0.00
20-xxx-xxx-xxx	88620	I.D.E.A. Part B (Handicapped)	513,982.21	153,452.97	667,435.18	0.00	538,401.00	129,034.18
20-xxx-xxx-xxx		**Total Federal Projects**	**538,209.29**	**166,144.02**	**704,353.31**	**0.00**	**538,401.00**	**165,952.31**
		Total Special Revenue Fund	**776,304.86**	**193,786.65**	**970,091.51**	**5,410.96**	**581,199.47**	**383,481.08**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

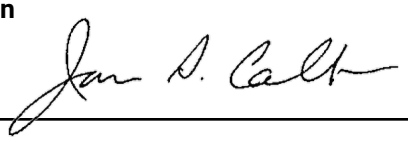
Fund 20 - Schedule of Revenues
Actual Compared with Estimate
For the two month period ending 08/31/2026

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Estimated	Actual	Unrealized
Revenues/Sources of Funds							
- Local Sources							
20-1xxx	740	Other Revenue from Local Sources	0.00	1,289.63	1,289.63	1,289.63	0.00
20-1xxx	**745**	**Total Local Sources**	**0.00**	**1,289.63**	**1,289.63**	**1,289.63**	**0.00**
- State Sources							
20-3212	762	Nonpublic Teacher STEM Grant	34,512.57	0.00	34,512.57	0.00	34,512.57
20-32xx	765	Other Restricted Entitlements	203,583.00	26,353.00	229,936.00	20,753.00	209,183.00
20-3xxx	**770**	**Total from State Sources**	**238,095.57**	**26,353.00**	**264,448.57**	**20,753.00**	**243,695.57**
- Federal Sources							
20-4451-4455	780	Title II	19,574.83	17,343.30	36,918.13	0.00	36,918.13
20-4491-4494	785	Title III	4,652.25	(4,652.25)	0.00	0.00	0.00
20-4420-4429	805	I.D.E.A. Part B (Handicapped)	513,982.21	153,452.97	667,435.18	0.00	667,435.18
20-4xxx	**830**	**Total from Federal Sources**	**538,209.29**	**166,144.02**	**704,353.31**	**0.00**	**704,353.31**
	-	**Total Revenues/Sources of Funds**	**776,304.86**	**193,786.65**	**970,091.51**	**22,042.63**	**948,048.88**

**Fund 20 - Statement of Appropriations
Compared with Expenditures and Encumbrances
For the two month period ending 08/31/2026**

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
Special Revenue Fund								
- Local Projects								
-- Local Projects								
20-xxx-xxx-xxx	84100	Local Projects	0.00	1,289.63	1,289.63	0.00	0.00	1,289.63
20-xxx-xxx-xxx	**84100**		**0.00**	**1,289.63**	**1,289.63**	**0.00**	**0.00**	**1,289.63**
	-	**Total Local Projects**	**0.00**	**1,289.63**	**1,289.63**	**0.00**	**0.00**	**1,289.63**
- State Projects								
-- Other State Projects								
20-xxx-xxx-xxx	88000	Nonpublic Textbooks	9,219.00	2,949.00	12,168.00	0.00	12,102.43	65.57
20-xxx-xxx-xxx	88020	Nonpublic Auxiliary Services	54,381.75	0.00	54,381.75	0.00	0.00	54,381.75
20-xxx-xxx-xxx	88040	Nonpublic Handicapped Services	75,029.25	0.00	75,029.25	0.00	0.00	75,029.25
20-xxx-xxx-xxx	88060	Nonpublic Nursing Services	24,242.25	7,789.75	32,032.00	5,410.96	26,621.04	0.00
20-xxx-xxx-xxx	88080	Nonpublic Technology Initiative	6,578.25	2,006.75	8,585.00	0.00	0.00	8,585.00
20-xxx-xxx-xxx	88090	Nonpublic Security Aid	34,132.50	13,607.50	47,740.00	0.00	4,075.00	43,665.00
20-481-xxx-xxx	88135	Nonpublic Teacher STEM Grant	34,512.57	0.00	34,512.57	0.00	0.00	34,512.57
20-xxx-xxx-xxx	**88190**	**Total Other State Projects**	**238,095.57**	**26,353.00**	**264,448.57**	**5,410.96**	**42,798.47**	**216,239.14**
	88200	**Total State Projects**	**238,095.57**	**26,353.00**	**264,448.57**	**5,410.96**	**42,798.47**	**216,239.14**
- Federal Projects								
-- Title II								
20-xxx-100-110	88502	Salaries- Other Salaries	4,800.00	(4,800.00)	0.00	0.00	0.00	0.00
20-xxx-200-300	88512	Professional Tech Services-Support	6,078.75	30,839.38	36,918.13	0.00	0.00	36,918.13
20-xxx-200-500	88514	Other Purchased Services - Support	8,696.08	(8,696.08)	0.00	0.00	0.00	0.00
20-xxx-xxx-xxx	**88520**	**Total Title II**	**19,574.83**	**17,343.30**	**36,918.13**	**0.00**	**0.00**	**36,918.13**
-- Title III								
20-xxx-200-300	88532	Professional Tech Services-Support	4,652.25	(4,652.25)	0.00	0.00	0.00	0.00
20-xxx-xxx-xxx	**88540**	**Total Title III**	**4,652.25**	**(4,652.25)**	**0.00**	**0.00**	**0.00**	**0.00**
-- I.D.E.A. Part B (Handicapped)								
20-xxx-100-500	88604	Other Purchased Services-Instruction (400-500 series)	363,042.40	175,358.60	538,401.00	0.00	538,401.00	0.00
20-xxx-100-600	88607	Instructional Supplies- Instruction	29,754.21	(29,754.21)	0.00	0.00	0.00	0.00
20-xxx-200-300	88612	Professional Tech Services-Support	121,185.60	7,848.58	129,034.18	0.00	0.00	129,034.18
20-xxx-xxx-xxx	**88620**	**Total I.D.E.A. Part B (Handicapped)**	**513,982.21**	**153,452.97**	**667,435.18**	**0.00**	**538,401.00**	**129,034.18**
20-xxx-xxx-xxx	**88740**	**Total Federal Projects**	**538,209.29**	**166,144.02**	**704,353.31**	**0.00**	**538,401.00**	**165,952.31**
	88760	**Total Special Revenue Fund**	**776,304.86**	**193,786.65**	**970,091.51**	**5,410.96**	**581,199.47**	**383,481.08**

Report of the Secretary to the Board of Education
Glen Rock Board of Education



Fund 30 - Interim Balance Sheet
For the two month period ending 08/31/2026

Assets and Resources

Assets:

Account Number	Account Name	Subtotal Balance	Balance
101	Cash in Bank		5,636,682.98
	Accounts Receivable:		
141	Intergovernmental - StateAccounts Receivable:	277,121.23	
153,154	Other (net of estimated uncollectible of $10,000)Accounts Receivable:	0.00	277,121.23
	Loans Receivable:		
			5,913,804.21

Resources:

Account Number	Account Name	Subtotal Balance	Balance
301	Estimated Revenues	3,283,180.00	
302	Less Revenues	3,367,396.11	(84,216.11)
			(84,216.11)
		Total Assets and Resources:	**5,829,588.10**

Liabilities and Fund Equity

Liabilities:

Account Number	Account Name	Subtotal Balance	Balance
455	Interest Payable		(0.02)
			(0.02)

Fund Balance:

Account Number	Account Name	Subtotal Balance	Subtotal Balance 2	Subtotal Balance 3	Balance
	Appropriated:				
753	Reserve for Encumbrances - Current Year			282,467.53	
754	Reserve for Encumbrances - Prior Year			810,420.88	
601	Appropriations		5,893,795.46		
602	Less: Expenditures	63,887.86			
603	Encumbrances	1,092,888.41	(1,156,776.27)	4,737,019.19	
	Unappropriated:				
770	Unassigned Fund Balance		1,797,588.18		
303	Budgeted Fund Balance		1,797,907.66	(319.48)	
	Total Fund Balance			5,829,588.12	
					5,829,588.12
				Total Liabilities and Fund Equity:	**5,829,588.10**

Fund 30 - Recapitulation of Budgeted Fund Balance

	Budgeted	Actual	Variance
Appropriations	5,893,795.46	1,156,776.27	4,737,019.19
Revenues	(3,283,180.00)	(3,367,396.11)	(-84,216.11)
	2,610,615.46	**(2,210,619.84)**	**4,821,235.30**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

Fund 30 - Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date
For the two month period ending 08/31/2026

Revenues/Sources of Funds

Account Number	Line	Revenues/Sources of Funds	Original Budget Certified for Taxes	Budget Transfers	Budgeted / Estimated	Actual to Date	Note	Unrealized Balance
30-52xx	970	Transfers from Other Funds	0.00	3,283,180.00	3,283,180.00	3,283,180.00		0.00
30-1xxx		From Local Sources	0.00	0.00	0.00	8,371.89	Over	(8,371.89)
	-	**Total Revenues/Sources Of Funds**	**0.00**	**3,283,180.00**	**3,283,180.00**	**3,291,551.89**	**Over**	**(8,371.89)**

Total Capital Projects Fund Expenditures

Facilities Acquisition and Construction Services

Account Number	Line	Expenditures Description	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
30-000-4xx-390	89060	Other Purchased Professional and Technical Services	0.00	291,397.80	291,397.80	63,887.86	160,009.94	67,500.00
30-000-4xx-450	89080	Construction Services	0.00	4,434,209.24	4,434,209.24	0.00	846,519.49	3,587,689.75
30-000-4xx-610	89100	General Supplies	0.00	96,940.00	96,940.00	0.00	86,358.98	10,581.02
30-000-4xx-800	89180	Other Objects	0.00	1,071,248.42	1,071,248.42	0.00	0.00	1,071,248.42
			0.00	**5,893,795.46**	**5,893,795.46**	**63,887.86**	**1,092,888.41**	**4,737,019.19**
		Total Capital Projects Fund Expenditures	**0.00**	**5,893,795.46**	**5,893,795.46**	**63,887.86**	**1,092,888.41**	**4,737,019.19**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

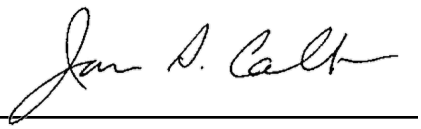
Fund 30 - Schedule of Revenues
Actual Compared with Estimate
For the two month period ending 08/31/2026

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Estimated	Actual	Unrealized
Revenues/Sources of Funds							
- Transfers from Other Funds							
30-52xx	970	Transfers from Other Funds	0.00	3,283,180.00	3,283,180.00	3,283,180.00	0.00
30-52xx	**970**	**Total Transfers from Other Funds**	**0.00**	**3,283,180.00**	**3,283,180.00**	**3,283,180.00**	**0.00**
- Local Sources							
30-1510	950	Earnings on Investments	0.00	0.00	0.00	8,371.89	(8,371.89)
30-1xxx		**Total Revenue from Local Sources**	**0.00**	**0.00**	**0.00**	**8,371.89**	**(8,371.89)**
	-	**Total Revenues/Sources of Funds**	**0.00**	**3,283,180.00**	**3,283,180.00**	**3,291,551.89**	**(8,371.89)**

**Fund 30 - Statement of Appropriations
Compared with Expenditures and Encumbrances
For the two month period ending 08/31/2026**

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
Total Capital Projects Fund Expenditures								
- Facilities Acquisition and Construction Services								
-- Other Purchased Professional and Technical Services								
30-000-4xx-390	89060	Other Purchased Professional and Technical Services	0.00	291,397.80	291,397.80	63,887.86	160,009.94	67,500.00
30-000-4xx-390	**89060**		**0.00**	**291,397.80**	**291,397.80**	**63,887.86**	**160,009.94**	**67,500.00**
-- Construction Services								
30-000-4xx-450	89080	Construction Services	0.00	4,434,209.24	4,434,209.24	0.00	846,519.49	3,587,689.75
30-000-4xx-450	**89080**		**0.00**	**4,434,209.24**	**4,434,209.24**	**0.00**	**846,519.49**	**3,587,689.75**
-- General Supplies								
30-000-4xx-610	89100	General Supplies	0.00	96,940.00	96,940.00	0.00	86,358.98	10,581.02
30-000-4xx-610	**89100**		**0.00**	**96,940.00**	**96,940.00**	**0.00**	**86,358.98**	**10,581.02**
-- Other Objects								
30-000-4xx-800	89180	Other Objects	0.00	1,071,248.42	1,071,248.42	0.00	0.00	1,071,248.42
30-000-4xx-800	**89180**		**0.00**	**1,071,248.42**	**1,071,248.42**	**0.00**	**0.00**	**1,071,248.42**
	89200		**0.00**	**5,893,795.46**	**5,893,795.46**	**63,887.86**	**1,092,888.41**	**4,737,019.19**
	84060	**Total Capital Projects Fund Expenditures**	**0.00**	**5,893,795.46**	**5,893,795.46**	**63,887.86**	**1,092,888.41**	**4,737,019.19**

Report of the Secretary to the Board of Education
Glen Rock Board of Education



Fund 40 - Interim Balance Sheet
For the two month period ending 08/31/2026

Assets and Resources

Assets:

Account Number	Account Name	Subtotal Balance	Balance
101	Cash in Bank		(1,463,174.19)
121	Tax Levy Receivable		651,221.87
	Accounts Receivable:		
141	Intergovernmental - StateAccounts Receivable:	698,783.00	
153,154	Other (net of estimated uncollectible of $10,000)Accounts Receivable:	0.00	698,783.00
	Loans Receivable:		
			(113,169.32)

Resources:

Account Number	Account Name	Subtotal Balance	Balance
301	Estimated Revenues	4,033,112.50	
302	Less Revenues	3,465,728.87	567,383.63
			567,383.63
		Total Assets and Resources:	**454,214.31**

Liabilities and Fund Equity

Liabilities:

Account Number	Account Name	Subtotal Balance	Balance
			0.00

Fund Balance:

Account Number	Account Name	Subtotal Balance	Subtotal Balance 2	Subtotal Balance 3	Balance
	Appropriated:				
753	Reserve for Encumbrances - Current Year		450,756.25		
754+753	Reserve for Encumbrances - Current + Prior			450,756.25	
	Reserve Fund Balance:				
	Appropriations				
601	Appropriations		4,033,112.50		
602	Less: Expenditures	3,582,356.25			
603	Encumbrances	450,756.25	(4,033,112.50)	0.00	
	Total Appropriated			450,756.25	
	Unappropriated				
770	Unassigned Fund Balance			3,458.06	
					454,214.31
				Total Liabilities and Fund Equity:	**454,214.31**

Fund 40 - Recapitulation of Budgeted Fund Balance

	Budgeted	Actual	Variance
Appropriations	4,033,112.50	4,033,112.50	.00
Revenues	(4,033,112.50)	(3,465,728.87)	(567,383.63)
	.00	**567,383.63**	**(567,383.63)**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

Fund 40 - Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date
For the two month period ending 08/31/2026

Revenues

Account Number	Line	Revenues/Sources of Funds	Original Budget Certified for Taxes	Budget Transfers	Budgeted / Estimated	Actual to Date	Note	Unrealized Balance
40-52xx	-	Transfers from Other Funds	567,383.63	0.00	567,383.63	0.00	Under	567,383.63
	-	Total Revenue from Local Sources	2,454,185.87	0.00	2,454,185.87	2,454,185.87		0.00
	-	Total from Revenue from State Sources	1,011,543.00	0.00	1,011,543.00	1,011,543.00		0.00
	-	**Total Revenues**	**4,033,112.50**	**0.00**	**4,033,112.50**	**3,465,728.87**	**Under**	**567,383.63**

Expenditures

Regular Debt Service

Account Number	Line	Expenditures Description	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
40-701-510-910	89560	Redemption of Principal on Early Retirement Bonds	3,080,000.00	0.00	3,080,000.00	3,080,000.00	0.00	0.00
40-701-510-834	89600	Interest on Bonds	953,112.50	0.00	953,112.50	502,356.25	450,756.25	0.00
		Total Regular Debt Service Expenditures	**4,033,112.50**	**0.00**	**4,033,112.50**	**3,582,356.25**	**450,756.25**	**0.00**
	Total Debt Service Fund Expenditures		**4,033,112.50**	**0.00**	**4,033,112.50**	**3,582,356.25**	**450,756.25**	**0.00**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

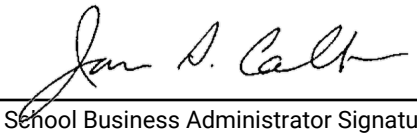
Fund 40 - Schedule of Revenues
Actual Compared with Estimate
For the two month period ending 08/31/2026

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Estimated	Actual	Unrealized
Revenues							
- Transfers from Other Funds							
40-52xx	845	Transfers from Other Funds	567,383.63	0.00	567,383.63	0.00	567,383.63
40-52xx	**-**	**Total Transfers from Other Funds**	**567,383.63**	**0.00**	**567,383.63**	**0.00**	**567,383.63**
- Local Sources							
40-1210	860	Local Tax Levy	2,454,185.87	0.00	2,454,185.87	2,454,185.87	0.00
	-	**Total Revenue from Local Sources**	**2,454,185.87**	**0.00**	**2,454,185.87**	**2,454,185.87**	**0.00**
- State Sources							
40-3160	890	Debt Service Aid Type II	1,011,543.00	0.00	1,011,543.00	1,011,543.00	0.00
	-	**Total from Revenue from State Sources**	**1,011,543.00**	**0.00**	**1,011,543.00**	**1,011,543.00**	**0.00**
	-	**Total Revenues**	**4,033,112.50**	**0.00**	**4,033,112.50**	**3,465,728.87**	**567,383.63**
Expenditures							
	-	**Total Debt Service Fund Expenditures**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**

Report of the Secretary to the Board of Education
Glen Rock Board of Education

Fund 40 - Statement of Appropriations
Compared with Expenditures and Encumbrances
For the two month period ending 08/31/2026

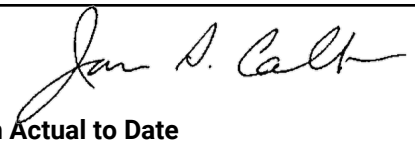
Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
Expenditures								
- Regular Debt Service								
-- Redemption of Principal on Early Retirement Bonds								
40-701-510-910	89560	Redemption of Principal on Early Retirement Bonds	3,080,000.00	0.00	3,080,000.00	3,080,000.00	0.00	0.00
40-701-510-910	**89560**		**3,080,000.00**	**0.00**	**3,080,000.00**	**3,080,000.00**	**0.00**	**0.00**
-- Interest on Bonds								
40-701-510-834	89600	Interest on Bonds	953,112.50	0.00	953,112.50	502,356.25	450,756.25	0.00
40-701-510-834	**89600**		**953,112.50**	**0.00**	**953,112.50**	**502,356.25**	**450,756.25**	**0.00**
	89660	**Total Regular Debt Service Expenditures**	**4,033,112.50**	**0.00**	**4,033,112.50**	**3,582,356.25**	**450,756.25**	**0.00**
	-	**Total Debt Service Fund Expenditures**	**4,033,112.50**	**0.00**	**4,033,112.50**	**3,582,356.25**	**450,756.25**	**0.00**



8/31/26

School Business Administrator Signature | Date

Profit and Loss Report
Glen Rock Board of Education
Fund 65



Interim Statements Comparing Budgeted Revenue with Actual to Date
and Appropriations with Expenditures and Encumbrances to Date
For the two month period ending 08/31/2026

Revenues

Account Number	Description	Revised	Accrued	Earned	Receipts	Balance
65-1980-000	Refund of Prior Year Expenditures				2,606.00	-2,606.00
65-1991-000-000	Other Revenues from Local Sources (Community School Income)	2,232,953.74				2,232,953.74
		2,232,953.74	**.00**	**.00**	**2,606.00**	**2,230,347.74**

Current Expense

Account Number	Description	Appropriation	Requested	Outstanding	Disbursed To Date	Available
65-000-000-000-900-804-000-000	Clearing Account (Community School Clearance Account)					
65-000-000-900-900-804-000-000	Transfer to Operating Budget	250,000.00				250,000.00
65-000-000-980-900-000-000-000	Community School Clearance Account				-490,386.10	490,386.10
65-430-100-104-900-800-000-000	Salaries of Other Professional Staff (Preschool Salary)	33,143.34				33,143.34
65-430-100-104-900-800-850-000	Salaries of Other Professional Staff Teacher	600.00				600.00
65-430-100-104-900-800-851-000	Salaries of Other Professional Staff Assistant Teacher	34,762.50				34,762.50
65-430-100-104-900-800-852-000	Salaries of Other Professional Staff Lunch Aide	21,700.00				21,700.00
65-430-100-104-900-801-000-000	Salaries of Other Professional Staff (Sacc Salary)	337,000.00		.00	316.68	336,683.32
65-430-100-104-900-801-853-000	Salaries of Other Professional Lead	10,000.00				10,000.00
65-430-100-104-900-801-854-000	Salaries of Other Professional Staff Assistant	8,000.00				8,000.00
65-430-100-104-900-801-855-000	Salaries of Other Professional Staff Student Assistant	55,000.00				55,000.00
65-430-100-104-900-801-856-000	Salaries of Other Professional Staff (Sacc Coordinator)					
65-430-100-104-900-802-000-000	Salaries of Other Professional Staff (Summer Salary)	168,172.31		.00	168,172.31	.00
65-430-100-104-900-802-856-000	Salaries of Other Professional Staff Coordinator	72,800.00		.00	61,652.76	11,147.24
65-430-100-104-900-802-857-000	Salaries of Other Professional Staff Assistant Coordinator					
65-430-100-104-900-802-858-000	Salaries of Other Professional Staff Instructor					
65-430-100-104-900-802-859-000	Salaries of Other Professional Staff Counselor	30,000.00		.00	8,029.87	21,970.13
65-430-100-104-900-802-860-000	Salaries of Other Professional Staff Student Counselor					
65-430-100-104-900-802-861-000	Salaries of Other Professional Staff Nurse					
65-430-100-104-900-803-000-000	Salaries of Other Professional Staff (Adult Ed/Enrichment Salary)	65,000.00				65,000.00
65-430-100-339-900-800-000-000	Other Professional Services (PreK Contracted Services)	2,500.00				2,500.00

Profit and Loss Report
Glen Rock Board of Education
Fund 65

Interim Statements Comparing Budgeted Revenue with Actual to Date
and Appropriations with Expenditures and Encumbrances to Date
For the two month period ending 08/31/2026

Account Number	Description	Appropriation	Requested	Outstanding	Disbursed To Date	Available
65-430-100-339-900-800-000-901	Other Professional Services (2 Year Old/Mom & Tot Contracted Services)	1,000.00				1,000.00
65-430-100-339-900-800-000-902	Other Professional Services (3 Year Old Contracted Services)	2,500.00				2,500.00
65-430-100-339-900-802-000-000	Other Professional Services (Summer Contractors)	160,000.00	.00	39,610.00	112,542.99	7,847.01
65-430-100-339-900-803-000-000	Other Professional Services (Adult Ed/Enrichment Cont Services)	136,000.00	1,620.00	50,528.00	4,512.40	79,339.60
65-430-100-610-900-800-000-000	Supplies (PreK Teach. Supplies/Materials)	2,500.00				2,500.00
65-430-100-610-900-800-000-901	Supplies (2 Yr Old/Mom & Tot Teach.Supp/Materials)	1,000.00				1,000.00
65-430-100-610-900-800-000-902	Supplies (3 Year Old Teach. Supplies/Materials)	1,200.00				1,200.00
65-430-100-610-900-800-862-000	Supplies (PreK Foods)	2,500.00				2,500.00
65-430-100-610-900-800-862-902	Supplies (3 Year Old Foods)	1,150.00				1,150.00
65-430-100-610-900-801-000-000	Supplies (Sacc Teach Supplies)	3,000.00		31.97		3,000.00
65-430-100-610-900-801-862-000	Supplies (SACC Foods)	2,000.00	.00	250.00		1,750.00
65-430-100-610-900-802-000-000	Supplies (Summer Teach Supplies)	3,000.00	.00	733.50	443.97	1,822.53
65-430-100-610-900-802-862-000	Supplies (Summer Foods)	3,000.00	.00	462.53	137.47	2,400.00
65-430-100-610-900-803-000-000	Supplies (Adult Ed/Enrichment Teach Supplies)	500.00				500.00
65-430-100-610-900-803-863-000	Supplies (Adult Ed/Enrichment Equipment)	500.00				500.00
65-430-100-890-900-802-864-000	Miscellaneous Expenditures (Summer Field Trips)	49,000.00	.00	.00	12,401.54	36,598.46
65-430-200-103-900-804-000-000	Salaries of Principals/Assistant Principals/Program Directors. (Admin Salary)	91,624.08		76,353.40	15,270.68	.00
65-430-200-103-900-804-000-903	Business Office Salary Allocation					
65-430-200-105-900-804-000-000	Salaries of Secretarial and Clerical Assistants. (Admin Sec. Salary)	143,528.08		104,527.40	23,921.32	15,079.36
65-430-200-440-900-804-864-000	Rentals (Admin Equip Rental)	1,928.76	.00	.00	321.46	1,607.30
65-430-200-441-900-800-865-000	Rental of Land and Buildings. (Preschool Rent)	7,281.23				7,281.23
65-430-200-530-900-804-000-000	Communications/Telephone (Cell Phones)	4,468.68	.00	3,080.02	642.50	746.16
65-430-200-580-900-804-000-000	Travel (Administrative Travel)	750.00				750.00
65-430-200-580-900-804-866-000	Travel (Staff Travel Related Expenses)	500.00				500.00
65-430-200-590-900-000-446-000	Purchased Services (Allocated Custodial Services/Supplies))					
65-430-200-590-900-800-867-000	Miscellaneous Purchased Services. (Preschool Printing)	2,500.00				2,500.00
65-430-200-590-900-800-868-000	Miscellaneous Purchased Services. (Preschool Postage)	1,500.00				1,500.00

Profit and Loss Report
Glen Rock Board of Education
Fund 65

Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date For the two month period ending 08/31/2026

Account Number	Description	Appropriation	Requested	Outstanding	Disbursed To Date	Available
65-430-200-590-900-800-869-000	Miscellaneous Purchased Services. (Preschool Contracted Transportation)	500.00				500.00
65-430-200-590-900-802-869-000	Miscellaneous Purchased Services. (Summer Transportation)	14,000.00	.00	.00	10,036.16	3,963.84
65-430-200-610-900-801-863-000	Supplies (Sacc Equipment)	1,800.00				1,800.00
65-430-200-610-900-802-000-000	Supplies (Summer Misc. Expense)	7,000.00				7,000.00
65-430-200-610-900-802-867-000	Supplies (Summer Printing)	3,000.00				3,000.00
65-430-200-610-900-802-868-000	Supplies (Summer Postage)	2,500.00				2,500.00
65-430-200-610-900-803-867-000	Supplies (Adult Ed/Enrichment Printing)	25,000.00	.00	5,889.00	5,889.00	13,222.00
65-430-200-610-900-803-868-000	Supplies (Adult Ed/Enrichment Postage)	12,000.00	.00	5,423.99	5,533.99	1,042.02
65-430-200-610-900-804-000-000	Supplies (Admin Office Supplies)	2,500.00	.00	312.00	800.00	1,388.00
65-430-200-610-900-804-476-000	General Supplies (Custodial)	500.00				500.00
65-430-200-610-900-804-868-000	Supplies (Admin Postage)	500.00				500.00
65-430-200-890-900-800-877-000	Miscellaneous Expenditures (Preschool Advertising)	1,400.00				1,400.00
65-430-200-890-900-802-877-000	Miscellaneous Expenditures (Summer Advertising Expenses)	1,200.00				1,200.00
65-430-200-890-900-803-000-000	Trip Expenses	150,000.00	.00	.00	34,509.00	115,491.00
65-430-200-890-900-803-877-000	Miscellaneous Expenditures (Adult Ed/Enrichment Advertising)	1,400.00				1,400.00
65-430-200-890-900-804-863-000	Miscellaneous Expenditures (Non Inst. Equipment)	500.00				500.00
65-430-200-890-900-804-870-000	Miscellaneous Expenditures (Data/Registration Annual Maintenance)	10,000.00	.00	.00	5,975.00	4,025.00
65-430-200-890-900-804-871-000	Miscellaneous Expenditures (Staff In-Service Training)	1,500.00				1,500.00
65-430-200-890-900-804-872-000	Miscellaneous Expenditures (Facilities Rental Fee)	8,240.00	.00	4,390.00		3,850.00
65-430-200-890-900-804-873-000	Miscellaneous Expenditures (Registration Management)	30,000.00	.00	.00	16,125.00	13,875.00
65-430-200-890-900-804-874-000	Miscellaneous Expenditures (Community School Memberships)	500.00				500.00
65-430-200-890-900-804-875-000	Miscellaneous Expenditures (Health Benefits)	163,612.90				163,612.90
65-430-200-890-900-804-876-000	Miscellaneous Expenditures (Dental Benefits)	4,259.31				4,259.31
65-430-270-734-900-804-000-000	School Buses Special. (Special Education School Bus)					
65-430-291-220-900-804-000-000	Social Security Contributions (SW Social Security)	17,636.41				17,636.41
65-430-291-249-900-804-000-000	PERS	50,744.14				50,744.14
65-430-300-790-000-251-000-000	Depreciation (School Bus)	11,052.00				11,052.00
65-999-520-980-900-804-000-903	Community School Clearance Account					
		2,232,953.74	**1,620.00**	**291,591.81**	**-3,152.00**	**1,942,925.90**

Profit and Loss Report
Glen Rock Board of Education
Fund 65

Interim Statements Comparing Budgeted Revenue with Actual to Date
and Appropriations with Expenditures and Encumbrances to Date
For the two month period ending 08/31/2026

Account Number	Description	Appropriation	Requested	Outstanding	Disbursed To Date	Available

YTD Profit/Loss: $-287,453.81

65 Community School

ASSETS

Current Assets

101	Cash	1,441,643.96	
101A	Community School Trip Account	7,691.16	
132	Interfund Accounts Receivable		
141	A/R: State of NJ		
142	A/R: Federal		
171	Inventory		

Capital Assets

241	Machinery & Equipment	110,523.31	
	Less 242 Accumulated Depreciation on M&E	(33,156.93)	

Budgeting Accounts

301	Estimated Revenues	2,232,953.74	
	Less 302 Revenues	(2,606.00)	
303	Budgeted Fund Balance		
TOTAL ASSETS			**3,757,049.24**

LIABILITIES

Current Liabilities

402	Interfund Payable		
421	Accounts Payable	1,700.00	
421A	Accounts Payable (non-PO)		
481	Individual Pre-Paid Balance		
601	Appropriations	2,232,985.71	
	Less 602 Expenditures	3,152.00	
	Less 603 Encumbrances	(291,591.81)	
TOTAL LIABILITIES			**1,946,245.90**

FUND EQUITY

753	Reserve for Encumbrances: Current	291,559.84	
754	Reserve for Encumbrances: Prior	31.97	
770	Unassigned Fund Balance	1,519,211.53	
TOTAL FUND EQUITY			**1,810,803.34**
TOTAL LIABILITIES AND FUND EQUITY			**3,757,049.24**

90 Agency Fund

ASSETS

Current Assets

101	Cash	12,765.89	

Budgeting Accounts

301	Estimated Revenues		
	Less 302 Revenues	(299.84)	
303	Budgeted Fund Balance		
TOTAL ASSETS			**12,466.05**

LIABILITIES

Current Liabilities

401	Intrafund Loan Payable	5,000.00	
402	Interfund Accounts Payable		
421	Accounts Payable		
601	Appropriations		
	Less 602 Expenditures		
	Less 603 Encumbrances		
TOTAL LIABILITIES			**5,000.00**

FUND EQUITY

TOTAL FUND EQUITY			**.00**

PAYROLL AGENCY

753	Reserve for Encumbrances: Current		
754	Reserve for Encumbrances: Prior		
770	Unassigned Fund Balance	2,123.19	
B_DCRP	Back DCRP		

B_FIT	B-Fit	
DCRP	DCRP (ER/ES)	
DCRP_IMP_SAL	DCRP Imputed	
DENTAL	Dental	
DIBP	Disability Prudential (B	
DISB	Disability Prudential (	.16
DISB2	Prudential Disability Lubrano & Klump	
DOCK	Salary Dock	
DOCK2	Salary Dock	
DUES	NJEA Dues	
FDOCK	Furlough Salary Dock	
FIT	Federal Income Tax	
FLI	Family Leave Insurance	3,416.32
FSA	FSA Dependent Care	
FSAM	FSA Medical	
GAR1	Garnishment	
GAR2	Garnishment	
HEALTH	Health deduction	
HEALTHOTHR	Health deduction (other)	
MEDI	Medicare	
MEDI_A	Medicare (Additional Tax)	
NJ_C78_MIN	NJ C78 Min.1.5	
NJWELL	NJWELL	
OASDI	Social Security	
PERS_ARREARS	PERS Arrears	
PERS_BKINS	PERS Back Insurance	
PERS_BKPEN	PERS Back Pension	
PERS_CONTR	PERS Contributory Ins.	
PERS_IMPUTED	PERS Imputed income	
PERS_LOAN	PERS Loan	
PERS_PEN	PERS Pension	(.34)
PERS_PURCH	PERS Purchase	
PERS_SHORT	PERS Pension Shortage	
PRESC	Prescription	
SIT_NJ	NJ Income Tax	
SIT_PA	PA Income Tax	

SPP	Special Payment Plan		
SUI	State Unemployment INS	1,917.08	
T60	Variable Annunity Life In		
TPAF_ARREARS	TPAF Arrears		
TPAF_BKINS	TPAF Back Insurance		
TPAF_BKPEN	TPAF Back Pension		
TPAF_CONTR	TPAF Contributory Ins.		
TPAF_IMPUTED	TPAF Imputed income		
TPAF_LOAN	TPAF Loan		
TPAF_PEN	TPAF Pension	9.64	
TPAF_PURCH	TPAF Purchase		
TPAF_SHORT	TPAF Pension Shortage		
TS10	INVESCO Oppenheimer Funds		
TS20	Equitable 403B		
TS30	Lincoln Investment 403B		
TS40	Corebridge Financial (		
TS50	Vanguard 403B		
TS60	Variable Annunity		
TS70	AXA Equitable 457B		
VISION	Vision		
WRKCOMP	Worker's Comp		
TOTAL PAYROLL AGENCY			**7,466.05**
TOTAL LIABILITIES AND FUND EQUITY			**12,466.05**

Profit and Loss Report
Glen Rock Board of Education
Fund 91

Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date For the two month period ending 08/31/2026

Revenues

Account Number	Description	Revised	Accrued	Earned	Receipts	Balance
91-1990-000-000	Miscellaneous Revenue from Local Sources	20,000.00			2,470.62	17,529.38
		20,000.00	**.00**	**.00**	**2,470.62**	**17,529.38**

Current Expense

Account Number	Description	Appropriation	Requested	Outstanding	Disbursed To Date	Available
91-000-291-250-000-251-000-000	Unemployment Expenditures	20,000.00	.00	.00	2,214.28	17,785.72
		20,000.00	**.00**	**.00**	**2,214.28**	**17,785.72**

YTD Profit/Loss: $256.34

91 Unemployment Fund

ASSETS

Current Assets

101	Cash	789,643.67	
132	Interfund Receivable		

Budgeting Accounts

301	Estimated Revenues (Control Account / Normal Debit Balance)	20,000.00	
	Less 302 Revenues (Control Account / Normal Credit Balance)	(2,470.62)	
303	Budgeted Fund Balance		
TOTAL ASSETS			**807,173.05**

LIABILITIES

Current Liabilities

601	Appropriations (Control Account/Normal Credit Balance)	20,000.00	
	Less 602 Expenditures/Expenses (Control Account/Normal Debit Balance)	(2,214.28)	
	Less 603 Encumbrances (Control Account/Normal Debit or Credit Balance)		
TOTAL LIABILITIES			**17,785.72**

FUND EQUITY

753	Reserve for Encumbrances - Current Year		
770	Unassigned Fund Balance	789,387.33	
TOTAL FUND EQUITY			**789,387.33**
TOTAL LIABILITIES AND FUND EQUITY			**807,173.05**

APPENDIX

F

Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for August 2026-27

[Adjustment] Tx: 55221 Budget Transfer request from 100031 Ferrara, Louis

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/3/2026	11	11-000-222-610-060-516-119-140	General Supplies (Music Pubs/Software)	Adjustment	4,500.00	431.00	4,931.00
8/3/2026	11	11-401-100-610-060-516-114-000	General Supplies (MS Music Co-Curr Expns.)	Adjustment	3,000.00	-431.00	2,569.00
						.00	

[Adjustment] Tx: 55222 Budget Transfer request from 100031 Ferrara, Louis

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/3/2026	11	11-190-100-340-050-516-000-000	Purchased Technical Services (HS Music Cont Svcs)	Adjustment	2,250.00	1,538.00	3,788.00
8/3/2026	11	11-190-100-610-050-516-231-000	General Supplies (HS Music Replace Equipm)	Adjustment	1,000.00	-1,000.00	.00
8/3/2026	11	11-401-100-610-050-516-114-000	General Supplies (HS Music Co-Curr Expns.)	Adjustment	5,500.00	-538.00	4,962.00
						.00	

[Adjustment] Tx: 55223 Budget Transfer request from 100031 Ferrara, Louis

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/3/2026	11	11-190-100-610-050-515-231-000	General Supplies (HS Art Inst. Equipment)	Adjustment	6,000.00	1,800.00	7,800.00
8/3/2026	11	11-190-100-610-060-507-231-000	General Supplies (MS Arts/Drama Equip.)	Adjustment	2,500.00	-1,800.00	700.00
						.00	

[Adjustment] Tx: 55224 Budget Transfer request from 039772 Marino, Jody D

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/3/2026	11	11-000-240-610-090-240-116-000	General Supplies (Coleman Office Supplies)	Adjustment	10,000.00	-190.00	9,810.00
8/3/2026	11	11-000-240-890-090-240-101-000	Miscellaneous Expenditures (Coleman Memberships)	Adjustment	1,100.00	190.00	1,290.00
						.00	

[Adjustment] Tx: 55248 Budget Transfer request from 045969 Morelli, Ermanno

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/4/2026	11	11-190-100-610-050-510-232-000	General Supplies (HS Business Supplies)	Adjustment	600.00	400.00	1,000.00
8/4/2026	11	11-190-100-890-050-510-101-000	Miscellaneous Expenditures (HS Business Memberships)	Adjustment	2,350.00	-400.00	1,950.00
						.00	

[Adjustment] Tx: 55315 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/6/2026	11	11-000-261-420-000-260-475-000	"Cleaning, Repair, and Maintenance Services (SW Contracted Services)"	Adjustment	35,000.00	-8,000.00	27,000.00
8/6/2026	11	11-000-261-420-040-040-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire GR MS HS)"	Adjustment	35,800.00	8,000.00	43,800.00
						.00	

[Adjustment] Tx: 55316 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/6/2026	11	11-000-261-420-040-040-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire GR MS HS)"	Adjustment	43,800.00	1,200.00	45,000.00
8/6/2026	11	11-000-261-420-070-010-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire Byrd)"	Adjustment	5,000.00	-1,200.00	3,800.00
						.00	

[Adjustment] Tx: 55381 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/7/2026	11	11-000-261-420-070-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Byrd)"	Adjustment	25,000.00	-2,000.00	23,000.00
8/7/2026	11	11-000-261-420-070-010-490-200	"Cleaning, Repair, and Maintenance Services (Building System - Alarm / Bell / Security Systems Byrd)"	Adjustment	.00	2,000.00	2,000.00
						.00	

[Adjustment] Tx: 55382 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/7/2026	11	11-000-261-420-040-040-490-200	"Cleaning, Repair, and Maintenance Services (Building System - Alarm / Bell / Security Systems GR MS HS)"	Adjustment	3,000.00	2,000.00	5,000.00
8/7/2026	11	11-000-261-420-050-450-443-000	"Cleaning, Repair, and Maintenance Services (Ad Contracted Svcs)"	Adjustment	20,000.00	-2,000.00	18,000.00
						.00	

[Adjustment] Tx: 55383 Budget Transfer request from 045969 Morelli, Ermanno

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/7/2026	11	11-000-222-610-050-510-119-140	General Supplies (HS Business Publications/Software)	Adjustment	1,300.00	500.00	1,800.00
8/7/2026	11	11-190-100-610-050-510-232-000	General Supplies (HS Business Supplies)	Adjustment	1,000.00	-500.00	500.00
						.00	

[Adjustment] Tx: 55399 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/10/2026	11	11-000-261-420-090-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Coleman)"	Adjustment	3,000.00	2,000.00	5,000.00
8/10/2026	11	11-000-261-420-090-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Coleman)"	Adjustment	16,000.00	-2,000.00	14,000.00
						.00	

[Adjustment] Tx: 55400 Reclass exp. to 140 sub-code

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/10/2026	11	11-000-222-610-050-222-119-140	General Supplies (HS Media Center Pubs/Software)	Adjustment	2,000.00	1,500.00	3,500.00
8/10/2026	11	11-000-222-610-050-222-229-000	General Supplies (HS Media Center Books)	Adjustment	9,500.00	-1,500.00	8,000.00
						.00	

[Adjustment] Tx: 55488 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/11/2026	11	11-000-262-420-000-260-960-000	Cleaning, Repair, and Maintenance Services (Garbage Removal)	Adjustment	15,000.00	4,000.00	19,000.00
8/11/2026	11	11-000-263-420-000-260-954-000	Cleaning, Repair, and Maintenance Services (Playground surfacing)	Adjustment	27,400.00	-4,000.00	23,400.00
						.00	

[Adjustment] Tx: 55550 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/13/2026	11	11-000-261-420-065-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Hamilton)"	Adjustment	16,000.00	7,000.00	23,000.00
8/13/2026	11	11-000-261-420-065-010-423-200	Cleaning, Repair, and Maintenance Services (Enviornmental Services Hamilton)	Adjustment	35,000.00	-7,000.00	28,000.00
						.00	

[Adjustment] Tx: 55572 NJ Bar Mini Grant

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/13/2026	20	20-109-100-610-060-251-000-000	General Supplies (NJ Bar Mini Grant)	Adjustment	.00	500.00	500.00
						500.00	

[Adjustment] Tx: 55591 Budget Transfer request from 041157 Blazejewski, Pamela J

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/13/2026	11	11-190-100-610-000-252-228-000	General Supplies (AV Instructional)	Adjustment	24,102.75	-7,752.00	16,350.75
8/13/2026	12	12-000-252-730-000-252-466-000	Technology Equipment (Technology Equipment)	Adjustment	114,822.65	7,752.00	122,574.65
						.00	

[Adjustment] Tx: 55625 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/14/2026	11	11-000-261-420-065-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Hamilton)"	Adjustment	1,300.00	1,000.00	2,300.00
8/14/2026	11	11-000-261-420-065-010-423-200	Cleaning, Repair, and Maintenance Services (Enviornmental Services Hamilton)	Adjustment	28,000.00	-1,000.00	27,000.00
8/14/2026	11	11-000-261-420-090-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Coleman)"	Adjustment	2,000.00	1,000.00	3,000.00
8/14/2026	11	11-000-261-420-090-010-439-000	"Cleaning, Repair, and Maintenance Services (Coleman Admin Contracted Svcs.)"	Adjustment	6,000.00	-1,000.00	5,000.00
						.00	

[Adjustment] Tx: 55660 Budget Transfer request from 044393 Stadlin, Rebecca L

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/17/2026	11	11-000-213-390-050-450-224-000	Other Purchased Prof. and Tech. Services (HS Athletic Physician Services)	Adjustment	3,400.00	1,100.00	4,500.00
8/17/2026	11	11-190-100-610-050-450-231-000	General Supplies (HS Athletic Equipment)	Adjustment	40,000.00	-1,100.00	38,900.00
						.00	

[Adjustment] Tx: 55685 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/19/2026	11	11-000-261-420-000-260-475-000	"Cleaning, Repair, and Maintenance Services (SW Contracted Services)"	Adjustment	27,000.00	-2,800.00	24,200.00
8/19/2026	11	11-000-261-420-040-040-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire GR MS HS)"	Adjustment	45,000.00	2,800.00	47,800.00
						.00	

[Adjustment] Tx: 55686 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/19/2026	11	11-000-261-420-000-260-475-000	"Cleaning, Repair, and Maintenance Services (SW Contracted Services)"	Adjustment	24,200.00	-400.00	23,800.00
8/19/2026	11	11-000-261-420-040-040-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire GR MS HS)"	Adjustment	47,800.00	400.00	48,200.00
8/19/2026	11	11-000-261-420-065-010-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire Hamilton)"	Adjustment	4,000.00	200.00	4,200.00
8/19/2026	11	11-000-261-420-065-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Hamilton)"	Adjustment	25,000.00	-200.00	24,800.00
8/19/2026	11	11-000-261-420-070-010-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire Byrd)"	Adjustment	3,800.00	700.00	4,500.00
8/19/2026	11	11-000-261-420-070-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Byrd)"	Adjustment	23,000.00	-700.00	22,300.00
8/19/2026	11	11-000-261-420-080-010-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire Central)"	Adjustment	6,500.00	600.00	7,100.00
8/19/2026	11	11-000-261-420-080-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Central)"	Adjustment	15,000.00	-600.00	14,400.00
8/19/2026	11	11-000-261-420-090-010-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire Coleman)"	Adjustment	3,900.00	600.00	4,500.00
8/19/2026	11	11-000-261-420-090-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Coleman)"	Adjustment	45,000.00	-600.00	44,400.00
						.00	

[Adjustment] Tx: 55687 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/19/2026	11	11-000-261-420-065-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Hamilton)"	Adjustment	2,300.00	900.00	3,200.00
8/19/2026	11	11-000-261-420-065-010-423-200	Cleaning, Repair, and Maintenance Services (Enviornmental Services Hamilton)	Adjustment	27,000.00	-900.00	26,100.00
8/19/2026	11	11-000-261-420-070-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Byrd)"	Adjustment	22,300.00	-1,000.00	21,300.00
8/19/2026	11	11-000-261-420-070-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Byrd)"	Adjustment	2,000.00	1,000.00	3,000.00
8/19/2026	11	11-000-261-420-080-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Central)"	Adjustment	14,400.00	-1,000.00	13,400.00
8/19/2026	11	11-000-261-420-080-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Central)"	Adjustment	2,000.00	1,000.00	3,000.00
8/19/2026	11	11-000-261-420-090-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Coleman)"	Adjustment	3,000.00	900.00	3,900.00
8/19/2026	11	11-000-261-420-090-010-439-000	"Cleaning, Repair, and Maintenance Services (Coleman Admin Contracted Svcs.)"	Adjustment	5,000.00	-900.00	4,100.00
						.00	

[Adjustment] Tx: 55720 Budget Transfer request from 045969 Morelli, Ermanno

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/20/2026	11	11-000-222-610-050-510-119-140	General Supplies (HS Business Publications/Software)	Adjustment	1,800.00	475.00	2,275.00
8/20/2026	11	11-190-100-640-050-510-235-000	Textbooks (HS Business Textbooks)	Adjustment	2,475.00	-475.00	2,000.00
						.00	

[Adjustment] Tx: 55780 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/24/2026	11	11-000-261-420-070-010-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire Byrd)"	Adjustment	4,500.00	4,000.00	8,500.00
8/24/2026	11	11-000-261-420-070-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Byrd)"	Adjustment	25,000.00	-4,000.00	21,000.00
						.00	

[Adjustment] Tx: 56328 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/25/2026	11	11-000-261-420-065-010-419-200	"Cleaning, Repair, and Maintenance Services (Building System - Windows Hamilton)"	Adjustment	1,200.00	4,000.00	5,200.00
8/25/2026	11	11-000-261-420-065-010-423-200	Cleaning, Repair, and Maintenance Services (Enviornmental Services Hamilton)	Adjustment	26,100.00	-4,000.00	22,100.00
						.00	

[Adjustment] Tx: 56415 6th Period Adjustments

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/31/2026	11	11-130-100-101-060-512-604-000	Salary (MS Family & Consumer Science Salary)	Adjustment	95,208.00	11,901.00	107,109.00
8/31/2026	11	11-130-100-101-060-513-604-000	Salary (MS Pre-Engineering Salaries)	Adjustment	38,083.00	11,901.00	49,984.00
8/31/2026	11	11-140-100-101-050-501-604-000	Salary (HS Social Studies Salary)	Adjustment	780,527.00	523.57	781,050.57
8/31/2026	11	11-140-100-101-050-502-604-000	Salary (HS Math Salary)	Adjustment	673,247.00	5,103.63	678,350.63
8/31/2026	11	11-190-100-106-000-251-646-000	Salary - 6th Period	Adjustment	163,000.00	-40,548.35	122,451.65
8/31/2026	11	11-204-100-101-060-300-604-000	Salaries for Teachers (MS LLD Salary)	Adjustment	112,022.00	980.19	113,002.19
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,163,117.00	1,010.84	1,164,127.84
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,164,127.84	1,009.96	1,165,137.80
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,165,137.80	658.07	1,165,795.87
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,165,795.87	915.05	1,166,710.92
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,166,710.92	376.04	1,167,086.96
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,167,086.96	465.04	1,167,552.00
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,167,552.00	376.04	1,167,928.04
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,167,928.04	468.04	1,168,396.08
8/31/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,168,396.08	4,859.88	1,173,255.96
						.00	

[Adjustment] Tx: 56571 Aug Xfers

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/31/2026	11	11-000-100-562-950-100-340-000	Tuition to Other LEAs Within the State-Special (Tuition-Lea In State)	Adjustment	108,112.74	142,983.00	251,095.74
8/31/2026	11	11-000-100-563-950-100-339-000	Tuition to County Vocational School District - Regular (Tuition Co Voc Regular)	Adjustment	563,670.00	59,940.00	623,610.00
8/31/2026	11	11-000-100-566-950-100-340-000	Tuition to APSSD Within the State (Tuition Priv. In-State)	Adjustment	1,944,833.81	-202,923.00	1,741,910.81
8/31/2026	11	11-000-213-110-050-213-636-001	Other Salaries (HS Nurse Summer Salary)	Adjustment	2,250.00	483.75	2,733.75
8/31/2026	11	11-000-213-110-065-213-636-001	Other Salaries (Hamilton Nurse Summer Salary)	Adjustment	900.00	-671.25	228.75
8/31/2026	11	11-000-213-110-090-213-636-001	Other Salaries (Coleman Nurse Summer Salary)	Adjustment	487.50	187.50	675.00
8/31/2026	11	11-000-230-340-000-232-000-140	Purchased Technical Services	Adjustment	13,875.00	6,854.17	20,729.17
8/31/2026	11	11-000-230-890-000-230-301-000	Miscellaneous Expenditures (Advertising)	Adjustment	14,000.00	-6,854.17	7,145.83
						.00	
8/31/2026	20	20-511-200-590-990-251-000-000	Nonpublic Security Aid Program. - Miscellaneous Purchased Services	Adjustment	1,027.14	-598.27	428.87
8/31/2026	20	20-511-400-890-990-251-000-000	Nonpublic Security Aid Program. - Miscellaneous Expenditures	Adjustment	3,476.73	598.27	4,075.00
						.00	
8/31/2026	65	65-430-100-104-900-800-000-000	Salaries of Other Professional Staff (Preschool Salary)	Adjustment	76,315.65	-43,172.31	33,143.34
8/31/2026	65	65-430-100-104-900-802-000-000	Salaries of Other Professional Staff (Summer Salary)	Adjustment	125,000.00	43,172.31	168,172.31
						.00	

[Adjustment] Tx: 56650 Aug Tuition Reclass

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
8/31/2026	11	11-000-100-562-950-100-340-000	Tuition to Other LEAs Within the State-Special (Tuition-Lea In State)	Adjustment	251,095.74	-108,112.74	142,983.00
8/31/2026	11	11-000-100-564-950-100-340-000	Tuition to County Vocational School District - Special (Tuition Co Voc Sp Ed.)	Adjustment	11,960.00	-11,960.00	.00
8/31/2026	11	11-000-100-565-950-100-340-000	Tuition to CSSD and Regional Day Schools (Tuition Cssd & Reg. Day)	Adjustment	71,658.50	-.50	71,658.00
8/31/2026	11	11-000-100-566-950-100-340-000	Tuition to APSSD Within the State (Tuition Priv. In-State)	Adjustment	1,741,910.81	132,599.03	1,874,509.84
8/31/2026	11	11-000-100-569-950-100-339-000	Tuition - Other (Tuition- Other)	Adjustment	35,103.75	-23,143.75	11,960.00
8/31/2026	11	11-000-100-569-950-100-340-000	Tuition - Other (Tuition Sp. Ed. Other)	Adjustment	115,427.75	11,960.00	127,387.75
8/31/2026	11	11-000-217-320-950-217-213-000	Purchased Professional - Educational Services (Special Education OOD 1-1 Aide)	Adjustment	138,817.04	-1,342.04	137,475.00
						.00	