

GLEN ROCK BOARD OF EDUCATION
Glen Rock, New Jersey 07452
HIGH SCHOOL/MIDDLE SCHOOL CAFETERIA
October 26, 2026
- WORK / REGULAR SESSION AGENDA -

ROLL CALL

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

RECESS TO CLOSED SESSION: 6:00 PM

Motion to approve the following resolution:

	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						

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, settlement agreements and a bus accident lawsuit; 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 December 14, 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		

FLAG SALUTE

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

Oftentimes 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. Matters placed on the agenda at a public meeting have been thoroughly reviewed by the administration, the Superintendent of Schools and a standing committee as appropriate. The members of the

Board work with the Superintendent of Schools to assure that they fully understand the matter prior to the action meeting on which the item appears.

STUDENT COUNCIL REPRESENTATIVE’S REPORT

- Samantha Mattis – Student Council Representative

INTERIM CHIEF SCHOOL ADMINISTRATOR’S REPORT

- High School Choir - Directors Anna Lilikas and Carl Helder
- Central School Dedication - May 7, 2027 at 9:00AM

PRESENTATIONS/RECOGNITION

- Facility Review/Long Range Facilities Plan
Presenter: Mr. Josh Thompson, Parette Somjen Architects

COMMITTEE REPORTS

- Curriculum and Instruction, Karyn Stephenson, Chair
- Policy and Governance, Boaz Cohen, Chair
- Finance, Daniel Corey, Chair
- Buildings and Grounds, Angela Pucci-Bender, Chair

PUBLIC COMMENTS AGENDA ACTION ITEMS ONLY (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 _____ PM.

Meeting closed to public comments at _____ PM.

PERSONNEL RESOLUTION (1 of 2)

Motion to approve Resolutions P1 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.** Whereas, an employment agreement between the Glen Rock Board of Education (hereinafter referred to as the “Board”) and Dr. Nicholas J. DeStefano for the position of Superintendent of Schools for the Glen Rock School District (hereinafter referred to as the “District”) was submitted to and approved by the Executive County Superintendent according to the standards adopted by the Commissioner of Education pursuant to N.J.S.A. 18A:7-8(j) which are set forth in N.J.A.C. 6A:9-12.

Be it resolved that the Board hereby appoints Dr. Nicholas J. DeStefano as the Superintendent of Schools for the District for the period beginning December 27, 2026, or as soon thereafter as possible if the Superintendent cannot commence employment due to the notice provision of his employment agreement with another school district, and ending on June 30, 2031. Dr. DeStefano’s salary during the term shall be as follows:

- For the period from December 27, 2026 through June 30, 2027, the Board shall pay the Superintendent an annual salary of Two Hundred Thirty-Seven Thousand and Five Hundred 00/100 Dollars (\$237,500.00).
- For the period of July 1, 2027 through June 30, 2028, the Board shall pay the Superintendent an annual salary of Two Hundred Forty-Four Thousand Six Hundred Twenty-Five and 00/100 Dollars (\$244,625.00).
- For the period of July 1, 2028 through June 30, 2029, the Board shall pay the Superintendent an annual salary of Two

Hundred Fifty-One Thousand Nine Hundred Sixty-Four and 00/100 Dollars (\$251,964.00).

- For the period of July 1, 2029 through June 30, 2030, the Board shall pay the Superintendent an annual salary of Two Hundred Fifty-Nine Thousand Five Hundred Twenty-Three and 00/100 Dollars (\$259,523.00).
- For the period of July 1, 2030 through June 30, 2031, the Board shall pay the Superintendent an annual salary of Two Hundred Sixty-Seven Thousand Three Hundred Nine and 00/100 Dollars (\$267,309.00).

Be it further resolved that the Board approves the Employment Agreement with Dr. Nicholas J. DeStefano for the position of Superintendent of Schools for the foregoing period of appointment, which Employment Agreement is attached to this Resolution and made a part hereof (Attached as Appendix A).

Be it further resolved that the Board hereby authorizes the Board President and the Board Secretary/Business Administrator to execute the Employment Agreement on behalf of the Board.

GENERAL RESOLUTIONS

Motion to approve Resolutions G1 through G11 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 September 28, 2026.

- G2.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the District Goals for the 2026-2027 school year.
(Attached as Appendix B)

- 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 C)

P2340	Field Trips (Revised)
P5460	High School Graduation (M) (Revised)

- G4.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, reads for the second time and adopts the policies listed below which were read for the first time at the September 28, 2026 meeting.
(Attached as Appendix D)

P1230	Superintendent's Duties (M) (Revised)
P2200	Curriculum (M) (Revised)
P2411	Career Education and Academic Counseling (M) (Revised)
P5461	High School Diploma's (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) (Revised)
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)

- G5.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, reads and adopts the revised regulations listed below.
(Attached as Appendix E)

R2340	Field Trips (Revised)
R2464	Gifted and Talented (Revised)
R8330	Student Records (M) (Revised)

- G6.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, abolishes the following positions effective October 1, 2026:

- Confidential Administrative Assistant to the Assistant Superintendent of Innovation and Operations
- Executive Administrative Assistant to the Chief School Administrator

G7. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator establishes the position and job description for the following effective November 1, 2026: (Attached as Appendix F)

- Bus Driver

G8. 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 placement as follows:

Student	Program	Tuition	Account #
215114	Paradigm Therapeutic Middle School, Twp. of Washington, NJ	\$64,600.00	11.000.100.566.950.100.340.000

G9. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator approves the acceptance of the following donations:

Item/Purpose	To	From	Cash Value
Classroom materials/small furniture	Byrd School	Byrd HSA	\$2,200.00
Spaceball playground equipment	Hamilton School	Hamilton HSA	\$37,838.00
Classroom materials	Coleman School	Coleman HSA	\$6,950.00
Robotics Club Expenses	Robotics Club	Gene Haas Foundation	\$4,000.00

G10. 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	K. Costello, R. Tracey	Thielke Arboretum Glen Rock, NJ
Grade 1	Byrd	A. Groszew, K. Holmgren	Van Saun Park Paramus, NJ

Grade 2	Byrd	M. Marx, N. Peterson	Tenaflly Nature Center Tenaflly, NJ
Grade 3	Byrd	J. Manzelli, J. Prezzia	Liberty Science Center Jersey City, NJ
Grade 4	Byrd	M. Henry, S. Romeo	Sterling Hill Mining Museum Ogdensburg, NJ
Grade 5	Byrd	J. Burke, J. Neugebauer	Liberty Hall Museum Union, NJ
Kindergarten	Central	A. Baldeon, K. Bakker	HealthBarn USA Ridgewood, NJ
Grade 1	Central	R. Johnson, S. Kravitz	Flat Rock Brook Nature Center Englewood, NJ
Grade 2	Central	J. Peters, C. Vernam	Essex County Turtle Back Zoo West Orange NJ
Grade 3	Central	K. Pannaman, S. Harding, C. Tangredi	Liberty Science Center Jersey City, NJ
Grade 4	Central	D. Oliveri, C. Metcalf, C. Emmolo	Sterling Hill Mining Museum Ogdensburg, NJ
Grade 5	Central	S. Bonanno, S. Finneran	Liberty Hall Museum Union, NJ
Grade 5	Central	S. Bonanno, S. Finneran	Glen Rock Municipal Pool Glen Rock, NJ
Grade 5	Coleman	J. Chiang	South Orange Performing Art Center South Orange, NJ
Preschool	Early Childhood Program	N. Pearsall, S. Stevens, A. Cassin	Central School Glen Rock, NJ
Preschool	Early Childhood Program	N. Pearsall, S. Stevens, A. Cassin	Francesca's Pizzeria Glen Rock, NJ
Preschool	Early Childhood Program	N. Pearsall, S. Stevens, A. Cassin	Van Saun Park Paramus, NJ
Grade 2	Hamilton	A. Levitzke, S. Ferguson, V. Erhmann	LifeTown Livingston, NJ
Marching Band & Choir	High School	C. Helder, A. Lilikas, K. Hathaway, J. Kurz, D. Lucia	Heritage Music Festival & Choir Competition Anaheim, CA
Art Classes	High School	M. Siegel*, S. Wechtler*	Photography on Rock Road Glen Rock, NJ
Art Classes	High School	M. Siegel*, A. Sartorio*, A. Lilikas*, K. Mania*, K. Jackson*, J. Cozzarelli*, J. Vrablic*, N. Rusin*, C. Helder*	Teen Arts Event Paramus, NJ
Theater Classes	High School	A. Sartorio*	Paper Mill Playhouse Millburn, NJ
Early Childhood	High School	N. Mazokh, E. Pieklo,	Glen Rock Co-Op Nursery School

Education Class		A. Martel	Glen Rock, NJ
Ski Club	Middle School	L. Brown, D. Maasarani, T. Mure, B. Weinberg, C. Vulcano, K. Gluchanicz, A. Willick, T. Dutzar, L. Guthy, G. Torielli	Blue Mountain Resort Palmerton, PA
Ski Club	Middle School	L. Brown*, D. Maasarani*, T. Mure*, B. Weinberg*, C. Vulcano, K. Gluchanicz*, A. Willick*, T. Dutzar*, L. Guthy*, G. Torielli*	Mountain Creek Resort Vernon, NJ
Marching Band & Choir	Middle School	C. Helder*, K. Moscara*, A. Lilikas*, M. Peterson*	Trills & Thrills Music Festival Dorney Park Allentown, PA
Asian Cultural Club	Middle School	M. Majbour, D. Coletta, E. Pieklo, Y. Chen, N. Mazokh	Mitsuwa Marketplace Edgewater, NJ

***Substitute Required**

- G11.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves Inspire Wellness to provide school clearance evaluations for the 2026-2027 school year commencing October 12, 2026 through June 30, 2027, at a rate of \$250.00 per clearance.

BUSINESS RESOLUTIONS

Motion to approve Resolutions B1 through B7 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 September 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 G)

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 September 30, 2026. (Attached as Appendix H)
- B3.** Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary retroactively approves the bills list dated October 21, 2026 as follows:

Fund 10- October 2026 General Fund	\$ 2,267,876.76
Fund 20- October 2026 Special Rev	\$ 94,537.97
Fund 30- October 2026 Capital Projects	\$ 50,090.72
Fund 40- October 2026 Debt Service	\$ 0
Fund 65- October 2026 Comm. School	\$ 5,764.30
Fund 90- October 2026 Agency Fund	\$ 573,538.02
Fund 90 September 20 Agency Fund	\$ 882,111.42
Unemployment Trust Account	\$ 0
09-30-2026 General Payroll	\$ 1,699,982.48
09-30-2026 Fund 20 Payroll	\$ 727.77
09-30-2026 Community School Payroll	\$ 23,040.25
10-15-2026 General Payroll	\$ 1,671,263.05
10-15-2026 Fund 20 Payroll	\$ 997.11
10-15-2026 Community School Payroll	\$ 30,586.03
Total	\$ 7,300,515.88

October Cafeteria Account	\$ 38,371.99
October CS Refunds	\$ 0
October CS Trip Account	\$ 4,123.00

- B4.** Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary approves the participation in the New Jersey State Health Benefits/School Employees Health Benefits Program to provide health benefits for school district employees for calendar year 2027 at the established rates.

- B5.** Be it resolved that the Board upon recommendation of the School Business Administrator/Board Secretary approves the following resolution:

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

Whereas, the required maintenance activities for the various school facilities of the Glen Rock Board of Education are consistent with these requirements, and

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

Now therefore be it resolved that the Glen Rock Board of Education hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan and Annual Maintenance Budget Amount Worksheet M1 for the Glen Rock Board of Education in compliance with Department of Education requirements. (Attached as Appendix I)

- B6.** Be it resolved that the Board upon recommendation of the School Business Administrator approves the 2027-2028 Budget calendar. (Attached as Appendix J)
- B7.** Be it resolved that the Board upon recommendation of the Interim Chief School Administrator and the School Business Administrator/Board Secretary approves the Pre-Kindergarten tuition rate of \$1,050.00 per month for the 2027-2028 school year.

PERSONNEL RESOLUTIONS (2 of 2)

Motion to approve Resolutions P2 through P24 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						

- P2.** 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
Walter Posligua	Maintenance Worker/ Transportation	11/01/2026

- P3.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the initial tenure track transfer of assignment of the following non-certificated staff member for the 2026-2027 school year:

Name	School/ Department	Position	Start Date	Step (Salary)	Account Number
Gregory Bogert	Buildings & Grounds	Maintenance Worker*/ Bus Driver/ Security	11/02/2026	Step 8 \$76,845. prorated	50% - 11.000.261.100.000.260.604.000 25% - 11.000.270.161.000.270.604.000 25% - 11.000.266.110.070.266.607.000

***Tenure applies only to the Maintenance Position**

- P4.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the adjusted start date of the following long-term replacement staff member for the dates listed below:

Name	School/ Department	Position	Start/End Date	Step (Salary)	Account Number
Caroline Emmolo	Central School	Elementary Teacher	09/22/2026 - 06/22/2027	MA/Step 8 \$72,658. prorated	11.120.100.101.080.010.604.000

- P5.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, 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
Byrd	Deborah Lee	1	\$21.54	11.000.262.107.070.261.608.000

- P6.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves an adjusted leave of absence for Central School Employee ID #047856, as follows:

Type of Absence	From	To
Medical Leave of Absence	09/22/2026	10/16/2026
FMLA and/or NJ FLA	10/19/2026	02/01/2027
Unpaid Leave of Absence	02/02/2027	06/22/2027

- P7.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves an adjusted leave of absence for Middle School/High School Employee ID #046280, as follows:

Type of Absence	From	To
FMLA and/or NJ FLA	10/26/2026 new date	01/19/2027

- P8.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves an adjusted leave of absence for Middle School Employee ID #047830, as follows:

Type of Absence	From	To
FMLA and/or NJ FLA	10/06/2026 new date	03/29/2027

- P9.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the revised 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	10/06/2026 - 03/29/2027
Stephanie Zappala	Special Education	10/06/2026 - 03/29/2027
Anthony Cece	Special Education	10/06/2026 - 03/29/2027
Marissa Fecci	Special Education	10/06/2026 - 03/29/2027
Lisa Brown	Special Education	10/06/2026 - 03/29/2027

- P10.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, retroactively approves the following staff members to conduct Math Basic Skills Intervention Sessions at the hourly rate of \$45.00, charged to account number 11.230.100.106.060.311.648.000:

Staff Members
Emily August
Sarah McSweeney
Melissa Mohr
Kaitlyn Schamber
Ashley Shandra
Lauren Slattery

- P11.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves employment of the following personnel for substitute Bus Aide duty for the 2026-27 school year on an as needed basis:

Name	Hourly Rate	Account Number
Allison Cassin	\$21.54	11.000.270.107.000.270.639.000
Amanda Furbacher	\$21.54	11.000.270.107.000.270.639.000

Nina Pearsall	\$21.54	11.000.270.107.000.270.639.000
Susan Stevens	\$21.54	11.000.270.107.000.270.639.000

- P12.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the appointment of all staff members, on an as needed basis, to provide chaperone related services for the 2026-2027 school year for Middle/High School events in accordance with the GREA negotiated agreement.

- P13.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively appoints the following staff member to the position listed, and approves the stipend for the period listed below:

Name	School/ Department	Position	Start Date & End Date	Stipend	Account Number
Michelle Giurlando	Middle School/ High School	Acting Supervisor of Mathematics	08/01/2026 - 09/30/2026	\$2,200. per month	50% - 11.000.240.103.050.240.604.000 50% - 11.000.240.103.060.240.604.000

- P14.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the additional compensation stipend for the following staff member to assist in the Buildings and Grounds Department for the period listed below:

Name	Start Date & End Date	Stipend	Account Number
Barbora Scheer-Nutland	10/12/2026 - 12/31/2026	\$2,200. per month	11.000.261.105.000.260.604.000

- P15.** Be it resolved that the Board, upon recommendation from the Interim Chief School Administrator, retroactively approves the following student intern assignment, in the district during the 2025-2026 school year, at no cost to the Board:

Student Name	College/University	School/Subject	Cooperating Staff Member/Dates
Alyssa Targia	Western Governors University	Hamilton/ Elementary K-5	Vanessa Ehrmann October 2026 - February 2027

- P16.** 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
Robotics/Engineering Club	Joseph Glowacki	\$411.	11.401.100.100.060.401.617.000
Science/STEM Club	Emily August	\$411.	11.401.100.100.060.401.617.000

- P17.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively approves the appointment of the following 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
American Sign Language Club	Karen Buchar	\$411.	11.401.100.100.050.401.617.000
Counterfactual History Club	Brian Greppo	\$411.	11.401.100.100.050.401.617.000
Musical Orchestra Pit Leader	Anna Lilikas*	\$1,125.	11.401.100.100.050.401.617.000
Spanish Club	Julia Frances	\$411.	11.401.100.100.050.401.617.000
Sports Medicine Club	Daniela Matusic	\$411.	11.401.100.100.050.401.617.000

*** Replacing a previously approved advisor.**

- P18.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the appointment of the following extra-compensation high school coaching positions, for the Winter season of the 2026-2027 school year:

Name	Coaching Position	Stipend	Account Number
Jason Mittleman	Head Boys Basketball	\$10,439.	11.402.100.100.050.457.614.000
Mark Leonard	Asst. Boys Basketball	\$7,204.	11.402.100.100.050.457.614.000
Brian McGoey	Asst. Boys Basketball	\$7,204.	11.402.100.100.050.457.614.000
Sara Wolman	Head Girls Basketball	\$10,439.	11.402.100.100.050.457.614.000
Julie Thompson	Asst. Girls Basketball	\$7,204.	11.402.100.100.050.457.614.000

Connor Walsh	Head Boys Winter Track	\$7,460.	11.402.100.100.050.460.614.000
Sergio Fernandez	Head Ice Hockey	\$10,439.	11.402.100.100.050.459.614.000
Michael Carlisle	Asst. Ice Hockey	\$7,204.	11.402.100.100.050.459.614.000
Vincent Alvino	Asst. Ice Hockey	\$7,204.	11.402.100.100.050.459.614.000
John Acunto	Head Girls Ice Hockey	\$10,439.	11.402.100.100.050.459.614.000
Alexa Nie	Asst. Girls Ice Hockey	\$7,204.	11.402.100.100.050.459.614.000
Douglas Tenga	Site Manager (Ice Hockey)	\$125. per game	11.402.100.100.050.466.614.000
Kevin Hughes	Site Manager (Ice Hockey)	\$125. per game	11.402.100.100.050.466.614.000
Corey Fitzpatrick	Head Wrestling	\$10,439.	11.402.100.100.050.461.614.000
Jeremy Pierce	Asst. Wrestling	\$7,204.	11.402.100.100.050.461.614.000
Casey Allen	Asst. Wrestling	\$7,204.	11.402.100.100.050.461.614.000
Bonnie Zimmermann	Bowling	\$7,460.	11.402.100.100.050.458.614.000
Elizabeth Farkas	Winter Cheerleading	\$7,460.	11.402.100.100.050.451.614.000

P19. Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the appointment of the following volunteer high school coaching positions, for the Winter season of the 2026-2027 school year:

Name	Volunteer Coaching Position
Luther Almond	Girls Ice Hockey
Quinn Carlisle	Boys Ice Hockey
Colin Morrow	Boys Ice Hockey
Emily McGovern	Girls Basketball
Marguerite Rivara	Girls Basketball
Gregory Schlett	Wrestling

- P20.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the appointment of the following extra-compensation middle school coaching positions, for the Winter season of the 2026-2027 school year:

Name	Coaching Position	Stipend	Account Number
Thomas Dutzar	Boys Basketball	\$4,317.	11.402.100.100.060.457.614.000
Mallorie Gilbride	Girls Basketball	\$4,317.	11.402.100.100.060.457.614.000
Alexander Kostantas	Wrestling	\$4,317.	11.402.100.100.060.457.614.000

- P21.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, retroactively accepts with regret, the resignation of the following Community School staff member for retirement reasons:

Name	Position	Effective Date
Barbara DeLaat	Preschool Teacher	06/18/2026

- P22.** 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 member charged to account number 65.430.100.104.900.803.000.00:

Name	Position	Hourly Rate	Dates
Grace Gaines	High School Assistant	\$17.50/hr	11/03/2026 11/05/2026 11/06/2026

- P23.** Be it resolved that the Board, upon recommendation of the Interim Chief School Administrator, approves the initial tenure track appointment of the following certificated staff member for the 2026-2027 school year, pending completion of all required paperwork and receipt of applicable New Jersey Department of Education (NJDOE) certificate:

Name	School/ Department	Position	Start Date	Step (Salary)	Account Number
Nicholas Pelullo	Middle School	Latin Teacher	01/04/2027	MA/Step 10 \$75,208.	11.130.100.101.060.505.604.000

P24. 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
E. Thompson	Coleman	Literacy Readers Fall Meeting	River Vale, NJ	10/29/2026	No cost	N/A
C. Kalman	Middle School/ High School	MS Computer Science Event	Ridgewood, NJ	11/02/2026	No cost	N/A
B. Spataro	Business Office	Payroll & the BA NJASBO	Whippany, NJ	11/12/2026	\$249.	11.000.251.580.000.251.121.141
M. Helenek	High School	Helping Your Unmotivated & Underperforming Writers Succeed	Virtual	11/13/2026	\$295.	11.000.223.580.050.500.121.141
J. Frangipane	District	Brainstorm Educational Tech Conference	Pocono, PA	11/15/2026 - 11/17/2026	\$1,177.48	11.000.252.580.000.252.121.141
E. Calderone	High School	WPU Counselor Reception	Wayne, NJ	11/23/2026	No cost	N/A
J. Yohana	Central Office	PAA Meetings	Monroe Twp, NJ	11/24/2026 01/12/2027 03/24/2027 05/05/2027	\$270.	11.000.230.580.000.233.121.141
C. Kalman	Middle School/ High School	Math Supervisor Round Table	Oradell, NJ	12/03/2026	No cost	N/A
Y. Kremenchugsky	Special Services	AAC for Gestalt Language Processors	Virtual	12/03/2026	\$299.	11.000.223.580.000.219.121.141
J. Parsons*	Byrd	The PE Jam	Kinnelon, NJ	12/04/2026	No cost	N/A
S. Rowan	High School	NJCHE 32nd History Conference	Princeton, NJ	12/04/2026	\$148.05	11.000.223.580.050.501.121.141
T. Tellis	Middle School	Using AI Tools to Improve Student Learning	Virtual	12/04/2026	\$295.	11.000.223.580.060.517.121.141
J. Yohana	Central Office	Human Resources Legal One Collaborative 26-27	Virtual	12/10/2026 02/11/2027 03/11/2027 04/08/2027 05/13/2027	\$600.	11.000.230.580.000.233.121.141
S. Zappala	Middle School	Build Thinking Classrooms	Virtual	12/14/2026	\$295.	11.000.223.580.060.517.121.141

T. De Graaff*	Hamilton	Mastering Challenging Behaviors	Ewing, NJ	01/06/2027	\$305.96	11.000.223.580.065.223.121.141
K. Moleen	High School	SCS Annual Meeting	Virtual	01/07/2027 - 01/10/2027	\$130.	11.000.223.580.050.505.121.141
J. Britton	Byrd	BCCTG Winter Meeting	New Milford, NJ	01/11/2027	No cost	N/A
N. Pearsall*	Early Childhood Program	Fluency that Sticks: Strategies, Games, Math for Pre-K3	Monroe Twp, NJ	01/22/2027	\$121.32	11.000.223.580.000.219.121.141
K. Gomez	Hamilton	Conducting a True Peer Analysis When Evaluating MSS for Disabilities	Ewing, NJ	01/22/2027	\$321.73	11.000.223.580.065.223.121.141 11.000.240.580.065.240.121.141
K. Gomez	Hamilton	Distinguishing Language Acquisition from Disability in MLLS	Ewing, NJ	02/19/2027	\$321.73	11.000.223.580.065.223.121.141 11.000.240.580.065.240.121.141
N. Pearsall*	Early Childhood Program	Growing Voices, Growing Minds	Monroe Twp, NJ	05/27/2027	\$121.32	11.000.223.580.000.219.121.141

*** Substitute Required**

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.

VANDALISM/SUSPENSION/HIB REPORTS -

Disciplinary Action			# of Students	Grade(s)	Infraction
In-School Suspension	Out-of-School Suspension	Other			
X			1	12	Violation of Student Use of Internet-Enabled Devices Policy
	X		1	8	Disrespectful to staff

OLD BUSINESS

NEW BUSINESS

- Next Committee Meeting: November 9, 2026
- Next Meeting Date: November 23, 2026
 - Audit Presentation - Mr. Paul Lerch, CPA

PUBLIC COMMENTS (II OF II)

Meeting opened to public comments at _____ PM.

Meeting closed to public comments at _____ PM.

ADJOURNMENT

Motion that the Regular Public Meeting of October 26, 2026 be adjourned at _____ 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						

APPENDIX

A



MIKIE SHERRILL
Governor

State of New Jersey
DEPARTMENT OF EDUCATION
BERGEN COUNTY OFFICE OF EDUCATION
ONE BERGEN COUNTY PLAZA, SUITE 350
HACKENSACK, NJ 07601-7076
(201) 336-6875 | FAX: (201) 336-6880

DR. LILY LAUX
Commissioner
PATRICK J. FLETCHER
Interim Executive County Superintendent

October 15, 2026

Mr. James Canellas
Business Administrator/Board Secretary
Glen Rock School District
620 Harristown Road
Glen Rock, NJ 07452

Re: Superintendent Employment Contract

Dear Mr. Canellas :

In accordance with N.J.A.C. 6A:23A-3.1 and N.J.S.A. 18A:7-8(j), I have reviewed the employment contract for Dr. Nicholas DeStefano, Superintendent, Glen Rock School District. The provisions of this contract are in compliance with the regulations. This contract is approved for a period commencing on December 27, 2026, through June 30, 2031.

If there are any changes to the terms of this contract, you will need to submit it to the Executive County Superintendent for review and approval prior to the required public notice and hearing of such changes. *When the "approved" contract is fully executed, please provide a copy to the County Office with a copy of the Board Resolution approving the contract.*

Sincerely,

A blue ink signature of Patrick J. Fletcher, consisting of stylized initials and a surname.

Patrick J. Fletcher
Executive County Superintendent

PJF/jag

c: Mr. Ken Rota, Interim Superintendent
Board President (Letter ONLY)
Board Attorney

EMPLOYMENT AGREEMENT

This Agreement is made and entered into the _____ day of _____, 2026 by and between the **GLEN ROCK BOARD OF EDUCATION**, with offices located at 620 Harristown Road, Glen Rock, New Jersey 07452 (hereinafter referred to as the "Board"), and Dr. Nicholas DeStefano (hereinafter referred to as the "Superintendent").

WITNESSETH

WHEREAS, the Board and the Superintendent believe that a written employment agreement is necessary to describe specifically their relationship and to serve as the basis to effective communication between them as they fulfill their governance and administrative functions in the operation of the Glen Rock School District (hereinafter referred to as the "District").

NOW, THEREFORE, in consideration of the foregoing premises and mutual covenants hereinafter set forth, the parties agree that the following paragraphs shall constitute the terms and conditions of their agreement (hereinafter "Employment Agreement"):

I. PROFESSIONAL CERTIFICATION

The Superintendent presently holds a valid School Administrator's certificate to act as Chief School Administrator in the State of New Jersey for the duration of this Employment Agreement.

If at any time during the term of this Employment Agreement the Superintendent's certification is revoked, this Employment Agreement shall be null and void as of the date of the revocation.

II. TERM

The Board hereby employs and the Superintendent hereby accepts employment as the Superintendent of Schools for the period beginning December 27, 2026 and ending June 30, 2031.

III. RESPONSIBILITIES

In consideration of the employment, salary and benefits established herein, the Superintendent hereby agrees to:

A. Faithfully perform the duties of Superintendent of Schools for the Board and to serve as the Chief School Administrator in accordance with the Laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, and existing Board policies and regulations, which both may be revised by the Board in the future. The specific job description applicable to the position of Superintendent of Schools, which may be revised by the Board, is incorporated by reference into this Employment Agreement.

B. Devote the Superintendent's full time, skills, labor, and attention to this employment during the term of this Employment Agreement; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties, for compensation without written permission of the Board, which permission shall not be unreasonably withheld. The Superintendent shall notify the Board President in the event he is going to be away from the District-on-District business for more than one (1) day in any week. Any time away from the District that is not for District business must be arranged in accordance with provisions in this Employment Agreement governing time off.

C. Study and make recommendations with respect to all criticisms and complaints, which the Board, either by committee or collectively, may refer to the Superintendent. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out his duties

D. Assume responsibility for the administration of the affairs of the District, including but not limited to programs, personnel and business management, and all duties and responsibilities therein will be performed and discharged by the Superintendent or by staff under the direction of the Superintendent.

E. Have the right to speak on all issues pertaining to the District before the Board. The Superintendent, or his designee, shall attend all regular and special meetings of the Board (except where a Rice Notice has been served upon the Superintendent giving notice that the Superintendent's employment will be discussed in closed session and the Superintendent has not requested that the meeting be conducted in public), and all standing and ad hoc committee meetings.

F. Suggest from time to time regulations, rules, policies, and procedures deemed necessary for compliance with law and/or for the well-being of the District.

G. Perform all duties incident to the Office of the Superintendent and such other duties as may be prescribed by the Board from time to time. Notwithstanding the foregoing, the Board shall not substantially increase the Superintendent's duties or responsibilities by assigning him the duties or responsibilities of another title or position without his approval, unless the parties agree to additional compensation with such increase in duties, and such compensation is reflected in an addendum to this Employment Agreement and is approved by the Executive County Superintendent.

IV. COMPENSATION

During the term of this Employment Agreement, the Superintendent shall not be reduced in compensation, including salary and benefits, except as provided by law.

A. The Superintendent's base salary during the term of this Employment Agreement is as follows:

- For the period from December 15, 2026 through June 30, 2027, the Board shall pay the Superintendent an annual salary of Two Hundred Thirty-Seven Thousand and Five Hundred 00/100 Dollars (\$237,500.00).
- For the period of July 1, 2027 through June 30, 2028, the Board shall pay the Superintendent an annual salary of Two Hundred Forty-Four Thousand Six Hundred Twenty-Five and 00/100 Dollars (\$244,625.00).
- For the period of July 1, 2028 through June 30, 2029, the Board shall pay the Superintendent an annual salary of Two Hundred Fifty-One Thousand Nine Hundred Sixty-Four and 00/100 Dollars (\$251,964.00).
- For the period of July 1, 2029 through June 30, 2030, the Board shall pay the Superintendent an annual salary of Two Hundred Fifty-Nine Thousand Five Hundred Twenty-Three and 00/100 Dollars (\$259,523.00).
- For the period of July 1, 2030 through June 30, 2031, the Board shall pay the Superintendent an annual salary of Two Hundred Sixty-Seven Thousand Three Hundred Nine and 00/100 Dollars (\$267,309.00).

The annual salary shall be prorated on a 1/260th basis in the event the Superintendent is employed for less than an entire school year in accordance with N.J.A.C. 6A:23A-3.1(e)(10).

B. The Superintendent's salary shall be paid in installments of one twenty-fourth (1/24th) of the annual salary in accordance with the schedule of salary payments in effect for other certificated employees.

C. A day's pay shall be defined as 1/260 of the Superintendent's annual salary.

D. Any adjustment in salary made during the life of this Employment Agreement shall be in the form of an addendum and shall become part of this Employment Agreement, but it shall not be deemed that the Board and the Superintendent have entered into a new Employment Agreement. Any such adjustment is subject to the review and approval of the Executive County Superintendent.

E. Any extension or modification of this Agreement shall comply with the notice provisions of N.J.S.A. 18A:11-11, N.J.S.A. 18A:7-8(j) and N.J.A.C. 6A:23A-3.1(a)2.

F. The parties acknowledge that a detailed statement of the terms contained in this Employment Agreement must be submitted annually to the Commissioner of Education along with the school budget in accordance with N.J.S.A. 18A:7F-5.3.

G. Nothing in this Agreement shall limit the Board's authority under Chapter 29 of Title 18A, including N.J.S.A. 18A:29-4 and 18A:29-14 (withholding of increments).

V. BENEFITS

A. Health Benefits

1. The Board shall provide the Superintendent with insurance coverage in the manner hereinafter set forth:

a. Major Medical/Hospitalization. The Board shall provide the Superintendent with medical insurance through the available program options under the New Jersey School Employees' Health Benefits Program, subject to the right of the Board to change carriers, with individual or family coverage at his option which is fully paid by the Board, subject to contributions by the Superintendent via payroll deduction. The Superintendent will contribute toward his health care insurance at the maximum amount in accordance with applicable law. The insurance contributions shall be deducted from the Superintendent's salary and paid, in equal installments, in accordance with the payroll schedule for all other professional staff.

b. Dental Care. The Board shall provide the Superintendent at his option with individual or family dental and orthodontic coverage under Delta Program 1B with a maximum benefit of Two Thousand and 00/100 dollars (\$2,000.00) per school year.

2. The Superintendent may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The Superintendent will be paid the lesser of Twenty-Five percent (25%) of the annual cost savings to the Board or Five Thousand and 00/100 dollars (\$5,000.00) for waiving such coverage. Such payment shall be made each contract year during which the Superintendent remains eligible for and elects to waive said coverage, subject to applicable law.

B. Disability Insurance

1. The Board shall reimburse the Superintendent for the premiums for a disability insurance policy maintained for the benefit of the Superintendent in an amount not to exceed One Thousand and 00/100 dollars (\$1,000.00) per twelve (12) month school year. A signed voucher, together with invoices and cancelled checks or other proof of payment of the premiums, shall be submitted to the Board.

C. Vacation

1. The Superintendent shall be entitled to twenty-three (23) paid vacation days annually, all of which shall be available to the Superintendent at the inception of this Employment Agreement, but shall be deemed earned at the rate of 1.92 days per month. If the Superintendent is employed for less than a full school year of twelve (12) months, vacation entitlement will be prorated. In addition, any unearned vacation days taken shall be reimbursed to the District at 1/260 of his then current salary (i.e., his annual salary in effect upon his resignation) in the event that the Superintendent leaves the employ of the Board in accordance with subsection IV.

2. The Superintendent may take vacation days during the school year. If the Superintendent wishes to take more than two (2) consecutive vacation days during periods when school is in session the Superintendent shall request, in writing, permission from the Board President. Vacations may be taken when school is not in session (excluding the winter and spring recess), with prior notice to the Board President. In the event that the Superintendent's presence in the District is needed, the Board reserves the right to require the Superintendent to reschedule his vacation

3. The Board encourages the Superintendent to take his full vacation allotment each year; however, not more than ten (10) unused vacation days may be carried over by the Superintendent from year to year if the business demands of the District preclude him from taking his annual allotment of vacation, as approved by the Board President, which approval shall not be unreasonably denied. All days carried over must be used in the next year or those days not taken will be forfeited.

4. Upon separation from employment, the Board shall pay the Superintendent for his unused accumulated vacation days, excluding carryover, at the Superintendent's daily rate of pay on the last day of employment. A day's pay shall be defined as 1/260 of the Superintendent's annual salary. Payment shall be made within thirty (30) days of the Superintendent's last day of employment. In the event of the Superintendent's death, payment for his unused accumulated vacation days shall be made to the Superintendent's designated beneficiary or, in the absence of a designated beneficiary, to his estate. The Superintendent shall designate his beneficiary in writing to the Board Secretary/School Business Administrator and may change the designation at any time at his discretion.

D. Holidays

1. The Superintendent shall not be required to report to work on days when school is not in session, as designated by the official school calendar, including but not limited to holidays and scheduled breaks.

2. This provision excludes the summer recess period, during which the Superintendent shall be expected to maintain a regular work schedule unless otherwise approved by the Board.

E. Personal Days

The Superintendent shall be entitled to six (6) personal days, to attend to personal business during the school day, with full pay, for each twelve (12) month school year. If employed for less than a full school year of twelve (12) months, personal days shall be prorated. Personal days may be taken during the school year with the prior written permission of the Board President. As much advance notice as possible of the request to take personal time will be given. If any personal days are not used, they shall be converted to sick days, provided that the maximum number of unused sick days and unused personal days for the school year in question that can be accumulated from one (1) school year to the next school year in accordance with Sections E and F of this Article shall not exceed fifteen (15) days.

F. Sick Leave

1. The Superintendent shall receive twelve (12) sick days annually. If employed less than a full school year of twelve (12) months, sick days shall be prorated. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A.

2. Upon retirement from the District pursuant to the Teachers Pension and Annuity Fund, the Superintendent will be compensated for unused sick days at a rate of One Hundred Twenty-Five Dollars (\$125.00) per day up to the amount not to exceed Fifteen Thousand and 00/100 Dollars (\$15,000.00) payable within Thirty (30) days of the Superintendent's last day of employment.

3. The Board grants the Superintendent a sick leave bank of twenty (20) days which may be used in the event that the Superintendent exhausts his annual allotment of sick days and accumulated sick days due to a catastrophic illness as

determined by the District's Physician. The days in the sick leave bank shall not be eligible for reimbursement at the time of retirement.

G. Bereavement Leave

A leave of absence, with pay, will be granted to the Superintendent for bereavement for up to five (5) days for persons in the Superintendent's immediate family. Immediate family is defined as spouse, parent, child, brother, sister, grandparent, grandchildren, spouse's parent, spouse's child, spouse's brother, spouse's sister, spouse's grandparent, spouse's grandchildren, domestic partner or other blood relative residing in the employee's household. For all other relatives and close friends, bereavement leave will be restricted to the day of the funeral.

H. Professional Growth Activities

1. The Board will pay the professional dues in an amount not to exceed Five Thousand and 00/100 dollars (\$5,000.00) annually for professional organizations including but limited to: AASA, NJASA, BCASA and NJAEL
2. Within the constraints of the annual allocation and with the prior approval of the Board, the Superintendent may attend, per full year of twelve (12) months, unless otherwise approved by the Board President, the Fall NJSBA Workshop and Convention, one (1) national conference, one (1) state conference or a second state conference in lieu of a national conference, and other state or local professional conferences approved, in writing, by the Board. Reimbursement or payment for such expenses shall be made in accordance with Board policies, 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, up to a maximum amount of Seven Thousand and 00/100 Dollars (\$7,000.00) for each full school year of twelve (12) months.

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

I. Job-Related Expense

1. The Superintendent shall be reimbursed for actual mileage when using a personal vehicle for Board business, exclusive of commuting to and from his dwelling.

2. Reimbursement or payment for mileage and other expenses (tolls, lodging, and sustenance) for Board business shall be made in accordance with Board policies, 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.

J. Equipment

1. The Board shall provide a laptop computer for the Superintendent's exclusive use in connection with his official duties as Superintendent, which shall remain the property of the Board and shall be returned to the Board upon the Superintendent's termination of employment. The Board shall be responsible for all maintenance and software updates. The laptop shall be replaced in accordance with district's hardware replacement schedule.

2. The Board shall provide the Superintendent with a cellular phone which shall be used to carry out his duties. Such cellular phone shall be returned to the district at the end of the Superintendent's employment.

Incidental personal use of the devices described in J-1 and J-2 above shall be permitted; however, information stored on such device may be considered public records and subject to all federal, state and local statute and code applicable to public records.

VI. ANNUAL EVALUATION AND GOALS AND OBJECTIVES

The Board shall evaluate the performance of the Superintendent at least once a year on or before June 30 in accordance with statutes, regulations and Board policy relating to Superintendent evaluations.

Each annual evaluation shall be in writing, a copy shall be provided to the Superintendent and the Superintendent and the Board shall meet to discuss the findings before the final version is approved by the Board. The Board may meet in closed session to discuss the evaluation and the Superintendent's performance after a Rice notice has been served upon the Superintendent giving notice that the Superintendent's employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public. The evaluation shall contain areas of commendation and recommended action, as appropriate. The evaluation shall be based upon the criteria developed by the Board and the Superintendent, the goals and objectives of the District, which shall include, but is not limited to, encouragement of student achievement, the responsibilities of the Superintendent as set forth in the job description for the position of Superintendent and such other criteria as the State Board of Education shall by regulation prescribe. The evaluation shall include areas of strengths and weaknesses, and shall provide direction for areas of performance in need of improvement. In the event the Board determines the Superintendent's performance is unsatisfactory in any respect, it shall describe in detail the specific instances of unsatisfactory performance. The Superintendent shall have the right to respond in writing to the evaluation. The Superintendent's response shall become an attachment to the

evaluation in question. The final annual evaluation shall be presented to the Superintendent by the Board by the last Board meeting in June. On or before June 30 of each year of this Employment Agreement, the Superintendent and the Board shall meet to review the evaluation format and to determine the evaluation format to be used in the subsequent school year. The Superintendent shall propose a schedule for completing the evaluation to the Board President by March 1st of each year. On or prior to the beginning of each school year during the Term, the parties will meet to discuss and establish the District's goals and objectives.

VII. TERMINATION OF EMPLOYMENT AGREEMENT

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

1. Failure to possess/obtain proper certification;
2. Revocation or suspension of the Superintendent's certificate;
3. Forfeiture under N.J.S.A. 2C:51-2;
4. Mutual agreement of the parties; or
5. Intentional material misrepresentation of employment history, educational and professional credentials, or criminal background, subject to N.J.S.A. 18A:6-10 et seq.

B. In the event the Superintendent is arrested and charged with a criminal offense which could result in forfeiture under N.J.S.A. 2C:51-2, the Board reserves the right to suspend the Superintendent pending resolution of the criminal charges. Such suspension shall be with pay prior to indictment and without pay subsequent to indictment.

C. Nothing in this Employment Agreement shall affect the Board's right to suspend the Superintendent under N.J.S.A. 18A:6-8.3 and applicable case law.

D. The Superintendent may terminate this Employment Agreement upon one hundred twenty (120) calendar days written notice to the Board. The Board shall have the authority to relieve the Superintendent of the performance of contractual duties in accordance with N.J.S.A. 18A:27-9. Upon resignation of the Superintendent and in the event a partial year is worked, salary shall be prorated.

E. The Superintendent shall not be dismissed or reduced in compensation during the term of this Employment Agreement, except as authorized by Paragraphs A.1, A.2, A.3, A.5, and B above and N.J.S.A. 18A:17-20.2.

VIII. RENEWAL – NONRENEWAL

At the conclusion of the term of this Employment Agreement, the Superintendent shall be deemed reappointed for another contracted term of the same duration, unless either of the following occurs:

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

The Board notifies the Superintendent in writing, no later than March 1, 2031, that he will not be reappointed at the end of the current term, in which event the Superintendent's employment shall cease at the expiration of that term.

B. The Superintendent shall notify the Board during the first week of January 2031 of its responsibility described herein. In all other respects, the renewal of this Employment Agreement shall be subject to the provisions of Title 18A and applicable State Board of Education regulations.

IX. MODIFICATION CLAUSE

The terms and conditions of this Employment Agreement shall not be modified except by the written consent of both Parties hereto and review and approval by the Executive County Superintendent. Any amendments to this Employment Agreement shall not create a new agreement or agreement term but shall only constitute an amendment to the existing Employment Agreement.

X. COMPLETE AGREEMENT

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

XI. SAVINGS CLAUSE

If, during the term of this Employment Agreement, it is found that a specific clause of the Employment Agreement is illegal under Federal or State law, the remainder of the Employment Agreement is not affected by such a ruling and shall remain in full force.

XII. CONFLICTS CLAUSE

In the event of any conflict between the terms, conditions and provisions of this Employment Agreement and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Agreement shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.

XIII. INDEMNIFICATION

The Board shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings of any kind brought against the Superintendent in his capacity as an agent and/or employee of the Board in accordance with the provisions of N.J.S.A. 18A:16-6 and 6.1. The Board shall maintain liability coverage that includes coverage for the Superintendent in accordance with the provisions of N.J.S.A. 18A:16-6 and 6.1 in a face amount of at least \$1 million, including employment practices liability coverage.

XIV. MISCELLANEOUS

A. The Board acknowledges and agrees that disclosure of personnel information is governed by the Open Public Records Act, codified at N.J.S.A. 47:1A-1 et seq., Executive Order No. 11 (November 15, 1974), Executive Order No. 21 (July 8, 2002), Executive Order No. 26 (August 13, 2002), and case law interpreting them. All information related to the Superintendent's performance, evaluation or any discipline which the public is not otherwise entitled to access under law is deemed confidential and shall not be released to the public absent a written release by the Superintendent, by a lawful order of a court of competent jurisdiction, or pursuant to a rule of a court of competent jurisdiction.

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

C. No material derogatory to the Superintendent's conduct, service, character or personality shall be placed in his personnel file unless he has had an opportunity to review

the material. The Superintendent shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The Superintendent shall also have the right to submit a written rebuttal to such material.

D. The Board shall not hold any discussions regarding the Superintendent's employment, unless the Superintendent is given written notice at least 48 hours in advance. In addition, the Board shall not hold any discussions with regard to the Superintendent's performance, or that may adversely affect the Superintendent's employment, in public session, unless the Superintendent requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

APPROVED

IN WITNESS WHEREOF, the Board has caused this Employment Agreement to be approved on its behalf by a duly authorized officer and the Superintendent has approved this Employment Agreement on the date and year specified in Paragraph one above.

WITNESS:

GLEN ROCK BOARD OF EDUCATION

James Canellas
Board Secretary/School Business
Administrator

By: Dr. Damali Robinson
Board President

Dated:

Dated:

WITNESS:

James Canellas
Board Secretary/School Business
Administrator

Dr. Nicholas DeStefano
Superintendent of Schools

Dated:

Dated:

APPENDIX

B

Glen Rock District Goals 2026-2027

Goal 1: Social-Emotional Learning and Student/Staff Wellness

Strengthen the District's systems and practices for supporting the social-emotional well-being of students and staff through consistent implementation of evidence-based SEL practices and expanded student wellness supports.

Elementary

- 100% of elementary classrooms will implement at least three core RULER practices with fidelity and utilize the District's newly revised RULER curricular materials.

Middle/High School

- All middle and high school staff will receive information related to the purpose, protocols, and available supports at the Wellness Center to clarify and communicate the role and responsibilities of Wellness Counselors and establish consistent protocols for student referrals, support, and follow-up.

Goal 2: Job-Embedded Professional Learning

Strengthen job-embedded professional learning by increasing opportunities for educators to collaborate, apply new practices, receive feedback, and reflect on their impact on student learning.

Elementary

- Each grade-level team will engage in a documented cycle of job-embedded professional learning that may include coaching cycles, PLCs, collaborative planning, grade-level meetings, demonstration lessons, and peer-to-peer observations. Administrators will monitor participation and implementation through meeting agendas, professional learning documentation, and other evidence.

Middle/High School:

- Professional learning will include focused opportunities for educators to strengthen literacy instruction across content areas and the effective and responsible use of AI in teaching and learning.
- Departments and teams will use department meetings, common planning, PLCs, PDPs, and other collaborative structures to address identified instructional priorities.
- Administrators will monitor participation and implementation through meeting agendas, professional learning documentation, and other evidence.

Goal 3: Data-Informed Instruction, Assessment, and Intervention

Strengthen the District's use of formative assessment and progress-monitoring data to identify student needs, provide targeted support, and evaluate the effectiveness of interventions across grades K–12.

Elementary

- Elementary teachers will use formative assessment data to establish and adjust weekly flexible student groupings during WIN periods.
- Grade-level teams will regularly review student data and adjust instruction and intervention based on identified needs.

Middle/High School

- All middle and high school departments will utilize assessment planners to establish greater consistency in assessment practices, pacing, and use of assessment information to inform instruction.
- Departments will identify opportunities to use formative assessment data to adjust instruction and provide targeted support.

District/I&RS

- The District will implement a consistent K-12 I&RS progress-monitoring process, including common expectations for documenting interventions, monitoring student progress, and determining next steps.
- Administrators will review implementation at regular intervals and identify areas requiring additional support, training, or procedural adjustments.

Finance and Operations

Investigate alternatives to the NJ State Education Health Benefits Plan for employee health insurance coverage.

Establish the Capital Spending plan for the 27/28 Budget.

Continue to reduce the District's dependency on excess surplus to balance its budget by \$100,000 when preparing the 2027-2028 Budget.

APPENDIX

C

2340 FIELD TRIPS

The Glen Rock Board of Education recognizes that field trips, used as a device for teaching and learning integral to the curriculum, are an educationally sound and important ingredient in the instructional program of the schools.

For purposes of this Policy, a field trip shall be defined as any journey by a group of students away from the school premises, under the supervision of a teacher, which is an integral part of an approved course of study and conducted for the purpose of affording a firsthand educational experience not available in the classroom.

The Board of Education shall consider field trips which are included in curriculum guides to have been approved in advance. All trips not listed in the curriculum guide must be individually approved by the Board. Times and locations of field trips shall not be posted on any district websites.

The Board of Education considers field trips to be those trips that are an integral part of the curriculum. Field trips must be approved by the school Principal and Superintendent. The Superintendent shall present trip destinations for Board approval. Parental permission slips will clearly indicate that the trip is part of the curriculum and that the student may be tested on the material covered by the trip.

School-sponsored trips have as their purpose the enhancement of curriculum or activity experience but are not an integral part of the curriculum. These trips must also be approved by the Building Principal and Superintendent. The Superintendent shall present such trips for Board approval. Since school-sponsored trips are not part of the curriculum, participation in these trips is optional, and students will not be tested on the material covered by the trip.

Students who choose not to participate in such optional trips will be provided with appropriate alternative educational opportunities.

When field trips and excursions are to be arranged, the following guidelines apply:

1. All trips, and the arrangements for them, must have advance approval. This includes whether district buses will be used; whether these may be supplemented by private vehicles; the route to be followed; and parking arrangements if necessary;
2. Costs must be ascertained;



3. Each child who goes on a field trip or excursion must have written parental permission;
4. Student safety must be of prime concern, and adequate supervision must be provided by staff aided by other adult chaperons if necessary; a minimum of one chaperon to ten students must be provided. Additional adult chaperons, or senior student counselors, may be used at the discretion of the Building Principal.
5. All trips must be well planned, properly timed, and related to regular learning activities, or to district goals and objectives; and
6. Each field trip should be evaluated by students, teachers, and the administration.

The Board shall bear all expenses of field trips included in the curriculum guides. Parents shall be asked to bear the expense of all other excursions. No student is to be denied the right to participate because of inability to pay.

Parents shall be asked to bear the expense of all school-sponsored trips. In the event that parent groups, such as the band group, are unable or unwilling to provide financial support for students to participate in school-sponsored activities for which fees are necessary (including but not limited to tests, memberships, and/or trip expenses), the fees may be paid by the Board of Education upon recommendation of the Superintendent.

The Superintendent will make such a recommendation if the student meets the criteria for determining financial hardship. The criteria shall be the same as the Statewide eligibility standards for free and reduced-price meals. Students shall not be prevented from attending field trips related to the curriculum because of inability to pay for the field trip.

Overnight Trips

The Board will authorize overnight trips at its discretion. In instances of financial hardship, the Board may authorize financial assistance as determined by the above criteria. All overnight, out-of-State field trips must be approved by the Executive County Superintendent. All overnight in-State field trips must be approved by the Executive County Superintendent if the total cost of the trip exceeds \$5,000.



International Trips

All international trips shall be arranged through a private travel vendor. The vendor must be a registered travel agency or licensed tour operator. The vendor shall provide proof of a performance bond, consumer protection plan, or other financial protection acceptable to the Board to safeguard student and parent funds in the event of cancellation, vendor default, or other failure to provide contracted travel services. The travel vendor shall make international travel insurance coverage available to all participating students. Such coverage shall include medical emergencies, trip cancellations, trip interruptions, and lost luggage. The cost of such insurance shall be included in the trip cost and shall be paid by each traveling student.

The contracted travel provider for any overnight or international trip shall submit a Certificate of Insurance (COI) demonstrating Comprehensive General Liability coverage of not less than \$1,000,000 per occurrence and \$3,000,000 aggregate, or such other limits as may be required by the district's insurance fund or applicable law. The Glen Rock Board of Education shall be expressly named as an Additional Insured on a primary and non-contributory basis under the applicable liability insurance policy.

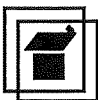
The Superintendent shall develop guidelines for planning trips suitable to the various grade levels, and regulations governing frequency, distance and expense.

The Board does not endorse, support or assume liability in any way for any staff member of this district who takes students on trips not approved by the Board. No staff member may solicit students of this district for such trips within the facilities or on the school grounds of this district without Board permission.

Student Self-Administration of Medication

The Board shall permit self-administration of medication on field trips for asthma or other potentially life-threatening illness by students who have the permission of their parents and the authorization of their physician. All conditions established by law and Board policy shall be met.

Epinephrine shall be administered via epi-pen to students in emergencies on field trips by the school nurse, his/her designee(s), the student's parent or the student himself/herself, in accordance with Board policy.



POLICY

GLEN ROCK BOARD OF EDUCATION

Program
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FIELD TRIPS

N.J.S.A. 18A:36-21 et seq.; 18A:53-2

Adopted: 23 June 2020
Revised:



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M

[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.

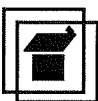
~~The Board of Education will recognize the successful completion of the secondary school instructional program by the award of a State-endorsed diploma certifying the student has met all State and local requirements for high school graduation in accordance with N.J.A.C. 6A:8-5.1 et seq. The Board will 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.24.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 130 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) 20 (At least twenty) credits in English language arts (ELA), aligned to grade nine through twelve standards;
- b.(2) 15 (At least fifteen) credits in mathematics, including a Algebra I or the content equivalent; geometry or the content equivalent; and a third year of mathematics that builds on the concepts and skills of algebra and geometry and that prepares students for college and 21st-century careers;
- c.(3) 18 (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) 15 (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) 2.5 (At least two and one-half) credits in financial, economic, business, and entrepreneurial literacy;
- f.(6) 5 (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) 10 (At least five) credits in visual and performing arts;



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- h.(8) 10 (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) 5 (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 130 (must be at least 120) credits.
- 2b. The ~~120~~-**130** 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 intended 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.~~
- (1b) 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;~~
 - (bii) **Include demonstration of student competency approved by appropriately certified educators;**



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- (ciii) 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.vii. and A.21.eb.(2) below; and
 - (div) Be on file in the ~~school~~ district and subject to review by the Commissioner of Education or **the Commissioner's** designee.
 - (2e) 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.



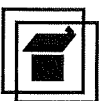
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- c. Coursework and experiences may bear credit for core academic courses or elective coursework. The Board may establish policies that:
 - (1) Allow the granting of credits for summer courses that replace traditional courses;
 - (2) Allow the granting 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.



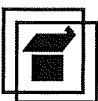
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- (1) The Board shall choose assessments that are aligned with the NJSLS and may include locally designed assessments.
- (2) The Board shall determine if students have achieved the level of language proficiency designated as Novice-High as defined 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.~~

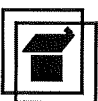
f.(3) The **Board** ~~district~~ shall establish a process to approve **postsecondary** ~~post-secondary~~ learning opportunities that may consist of Advanced Placement (AP) courses, College-Level Examination Program (CLEP), **International Baccalaureate (IB)**, or concurrent/dual enrollment at accredited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

(1a) 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.

3e. Local student attendance requirements;

4d. ~~Any oOther local~~ requirements established by the Board as indicated below:

5e. 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.;
- 7f. Pursuant to N.J.A.C. 6A:8-5.1(a)7., ~~t~~The 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(~~fh~~) 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(~~eg~~) and ~~E. (i) and A.5. and A.7.~~ below **and N.J.A.C. 6A:8-5.1(g) and G. below;**
- 8g. Pursuant to N.J.A.C. 6A:8-5.1(a)8., ~~f~~For 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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10h. 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



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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).

- 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,~~ The alternative means referenced at N.J.A.C. 6A:8-5.1(a)7.6 and A.74.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



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

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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High School Graduation

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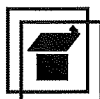
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- b. ~~If the student is under eighteen years of age and a form signed by the parent cannot be reasonably obtained, the student's school counselor may authorize the waiver as permitted by regulations promulgated by the State Board of Education pursuant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

HE. 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~~ **approved** assessment pursuant to N.J.A.C. 6A:8-5.3(f) and ~~HE.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.61-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) 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 **X** 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 ~~HE.1.~~ above;
 - b. Present each student who qualifies pursuant to N.J.A.C. 6A:8-5.3(a) and ~~HE.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 ~~HE.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 ~~HE.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

Adopted:



APPENDIX

D

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 office by law.

Authority

The Superintendent shall be the Chief School Administrator of the school district and principal advisor to the Board. The Superintendent may delegate to an appropriate school official any duty not reserved to the Superintendent 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 responsibility as principal 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 or additions that should be made to its policies and regulations;
 - 4. Provide the Board with information as may be needed to ensure informed decisions are made by the Board; and
 - 5. Perform other duties as may be assigned by the Board.
- B. In the discharge of their 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 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. 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.
- C. In the discharge of their 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 changes and additions 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;
 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 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. Recommend any changes in the program of student management and support to respond to school district needs.



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Superintendent's Duties

- E. In the discharge of their 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 to achieve maximum effectiveness in the attainment of educational goals;
 - 3. Train staff to implement approved changes in the curriculum or instructional methods of the school district;
 - 4. Evaluate the effectiveness of staff 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 and report to the Board any suspension of a staff member.
- F. In the discharge of their responsibility for the maintenance of the school buildings and grounds, the Superintendent shall:
 - 1. Strive to make efficient use of school district resources in the daily operations of the schools;
 - 2. Assign support staff to achieve maximum effectiveness from the school buildings and grounds of the school district;
 - 3. Train support staff to maintain the school buildings and grounds and to avoid safety and environmental hazards; and
 - 4. Evaluate the effectiveness of the school district's school buildings and grounds in housing the instructional program and recommend to the Board changes and improvements.
- G. In the discharge of their 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 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;
 3. Keep the public informed about the accomplishments and challenges of the school district;
 4. Cooperate with 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 1240 and the Board-approved 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

Adopted: 23 June 2020



2200 CURRICULUM

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.

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.

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;
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.

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: 23 June 2020

Revised: 26 September 2024



2411 CAREER EDUCATION AND ACADEMIC 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;
 - (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;
 - (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.

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

E. 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:
 - 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: 23 June 2020
Revised: 18 March 2024



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. 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.



POLICY

GLEN ROCK BOARD OF EDUCATION

STUDENTS
5461/page 2 of 2
High School Diplomas

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
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

Adopted:



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 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. 10:4-1 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
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.

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. 10:4-1 et seq.
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

Adopted: 23 June 2020

Revised: 27 February 2023



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.

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:

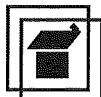
1. There is an error in the content or form of the legal notice published or advertised on the Board's internet website or online news publication due to a clerical, administrative, or any other error outside of the control of the Board whenever required by law or court order or rule to publish the legal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

Adopted:



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 months or more, who has worked 250 or more base hours during the preceding twelve month period.

“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 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.

"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;
 - (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 months or more, and has worked 250 or more base hours during the preceding twelve month period.



- c. The method to determine the twenty-four month period in which the twelve weeks of NJFLA leave entitlement occurs shall be a “rolling” twenty-four month period measured backward from the date a staff member uses any leave under NJFLA.
- 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.
 - (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.
- (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:
 - (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.
- (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;
 - (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.
 - (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.

- (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;
 - (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;
 - (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:
 - (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.
- 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.
 - 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.
 - 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."

"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;
 - (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.
 - c. The method to determine the twelve month period in which the twelve weeks of FMLA leave entitlement occurs will be a “rolling” twelve month period measured backward from the date a staff member uses any FMLA leave.
 - 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.



- 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.
 - (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.
- (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.
 - (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.

(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.

(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.
 - 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.
- 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:
 - (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.



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:
 - (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 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.
 - (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.
 - (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.

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.
 - (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.
- (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.

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)



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Family Leave

- (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.
- (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 : 22 February 2021



2260 EQUITY IN SCHOOL AND CLASSROOM PRACTICES

In accordance with N.J.A.C. 6A:7-1.7(a), the 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.

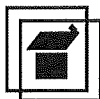
Pursuant to N.J.A.C. 6A:7-1.7(b), the Board shall ensure the district's curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSLS). The Board also shall ensure its curriculum and instruction address the elimination of discrimination by narrowing the achievement and opportunity 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 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).

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), the 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: 23 June 2020

Revised: 24 March 2024



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



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DIABETES MANAGEMENT (M)

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.

See Appendix A: Medical Consent Form for Diabetes Management.



Policy 5338-Diabetes Management Appendix A

CHILD MEDICAL CONSENT FORM: Hypoglycemia Treatment

A Medical Consent Form for the management and treatment of diabetes at school and school-related activities shall be maintained as an appendix to this policy. The Medical Consent Form shall be completed by the student's parent or legal guardian and shall provide authorization for the school nurse and designated school personnel to manage and treat the student's diabetes in accordance with the student's individual diabetes care needs.

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

Adopted: 23 June 2020



5561 USE OF PHYSICAL RESTRAINT AND SECLUSION TECHNIQUES
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 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;
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, 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.



Use of Physical Restraint and Seclusion Techniques
for Students with Disabilities
M

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, 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.

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).



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Use of Physical Restraint and Seclusion Techniques
for Students with Disabilities

M

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 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: 23 June 2020



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 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.

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.

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

Adopted: 23 June 2020
Revised: 22 May 2023



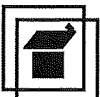
6115.02 FEDERAL AWARDS/FUNDS INTERNAL CONTROLS –
MANDATORY DISCLOSURES

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 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 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).
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 Must Report

1. The Superintendent or designee must disclose, in writing, to the Federal awarding agency or to the NJDOE 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 government;
 - 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
 - (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 received if the Superintendent or designee already provided the information through the SAM because the Board was required to do so under Federal procurement contracts the Board was awarded.

D. Reporting Frequency

1. During any period of time when the Board 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 has not reported previously or affirm that there is no new information to report.
2. If the Board has Federal contract, grant, and cooperative agreement awards with a cumulative total value greater than \$10,000,000, the Board must disclose semiannually any information about the criminal, civil, and administrative proceedings.

E. Definitions

1. For the purpose of this Policy:
 - a. “Administrative proceeding” for the purpose 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 purpose 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.



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Federal Awards/Funds Internal Controls –
Mandatory Disclosures

- 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 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

Adopted: 27 September 2021



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 Principles, and Audit Requirements for Federal Awards (UGG), 2 CFR 200.214 – 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.

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.



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Contracts for Goods or Services Funded by
Federal Grants

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

Adopted: 23 June 2020
Revised: 27 September 2021
Revised: 22 May 2023



APPENDIX

E

REGULATION

GLEN ROCK BOARD OF EDUCATION

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FIELD TRIPS

R 2340 FIELD TRIPS

Student safety must be of prime concern. Each child who goes on a field trip or excursion must have written parental permission. The Principal and the Superintendent must approve the field trip and the Board shall approve the destinations of scheduled field trips to the Board for approval.

In order to obtain district permission for field trips, staff must:

1. Obtain a field trip request form;
2. Complete the field trip request form in sufficient time for Board approval prior to the scheduled trip. No trip will be approved unless this form is completed and Board approved.
3. This form must be filled out and should include:
 - a. Who is requesting the trip including school, department, and/or class;
 - b. Date of the trip/activity;
 - c. Whether it is a day or overnight trip;
 - d. Destination, including address and telephone number;
 - e. Relationship to regular learning activities, or to district goals and objectives;
 - f. Explanation of the timing of the field trip;
 - g. Number of students the trip is planned for;
 - h. The specifics of the method of transportation, transportation costs, and other charges;
 - i. The route to be followed;
 - j. Parking arrangements if necessary;



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FIELD TRIPS

- k. Costs including admission fees per student;
 - l. Hours of duration of the field trip including departure time and return time to school;
 - m. Number of students involved;
 - n. Adult supervision provided, including staff aided by other adult chaperones necessary;
 - o. Provisions for lunch and cost if any;
 - p. Provisions for student self-medication and/or attendance of parents or authorized personnel to medicate if self-medication is not allowed in accordance with Board Policy;
 - q. Date permission slips will be sent home;
 - r. Class coverage needed for absent staff, including specific times where appropriate;
 - s. Recommendation of department leader where appropriate;
 - t. Required approvals of Building Principal and Superintendent;
 - u. Other pertinent data.
4. For an international trip the following apply:
- a. Completed and signed requests for international travel must be received by the Superintendent at least sixty days prior to the start of the trip.
 - b. Prior to the trip, up to and including the day before, the teacher-in-charge must check the National Threat Advisory through the Department of Homeland Security at www.dhs.gov. Orange or red advisory requires consultation with the Superintendent regarding whether or not to cancel the trip.



- c. Prior to the trip, up to and including the day before, the teacher-in-charge must check “Travel Warnings” for countries the US Department of State recommends avoiding. This information is available through the US Department of State at <http://www.state.gov/countries>. Any mention of a travel warning in or near a country of destination requires consultation with the Superintendent regarding whether or not to cancel the trip.
- d. At least thirty days prior to departure the teacher(s)-in-charge will ensure that all pupils have a valid passport. In addition, pupils will present valid passports to the teacher(s)-in-charge immediately prior to departure.
- e. The teacher-in-charge must register him/herself and all chaperones with the US Department of State at <http://travel.state.gov>. This is a precautionary measure that alerts the American consulate in the country of destination, so that the teacher-in-charge and chaperones will be notified in the event of a disaster, emergency, or other crisis requiring evacuation.
 - In the “comments” section of the registration form, indicate that those registered are adult chaperones of a group of (how many) pupils ranging in age from ____ to ____.
 - Enter the Building Principal as the emergency contact.
 - Select “I do not authorize the State Department to disclose my information to anyone except as authorized by law.”
- f. The teacher-in-charge must carry the phone number and other contact information, as appropriate, for the US consulate or embassy in the city nearest the destination. This provides a contact in case of security, natural disaster, health emergency or other potential threats. This can be found searching the



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Internet using “US consulate” + the name of the nearest city to the destination (example: “US consulate” + Munich).

Issued: 23 June 2020
Revised:



REGULATION

GLEN ROCK BOARD OF EDUCATION

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GIFTED AND TALENTED STUDENTS (M)

R 2464 GIFTED AND TALENTED STUDENTS (M)

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.

B. 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.



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9. Exceptions shall be granted only by the Superintendent or designee.

C. 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.**

D. 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.

E. 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

A. 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~~ **New Jersey Student 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



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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;



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- 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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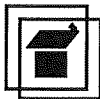


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M

A. Definitions (N.J.A.C. 6A:32-2.1)

1. "Access" means the right to view, make notes, and/or reproduce a student record.
2. "Adult student" means a person who is at least eighteen years of age or is an emancipated minor.
3. "Days in membership" means the number of school days in session in which a student is enrolled. A student's membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.
4. "Health history" means the record of a person's past health events obtained in writing, completed by the individual or the individual's physician.
5. "Mandated student records" means student records that school districts compile pursuant to State statute, regulation, or authorized administrative directive.
6. "Parent" means the natural or adoptive parent, legal guardian, surrogate parent appointed pursuant to N.J.A.C. 6A:14-2.2, or a person acting in 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). Unless parental rights have been terminated by a court of appropriate jurisdiction, the parent retains all rights pursuant to N.J.A.C. 6A:32. In addition, a resource family parent may act as a parent pursuant to the provisions of N.J.A.C. 6A:32 if the parent's authority to make educational decisions on the student's behalf has been terminated by a court of appropriate jurisdiction.
7. "Permitted student records" means records that the Board of Education has authorized, by resolution adopted at a regular public meeting, to be collected to promote the educational welfare of students.



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8. “Personally identifiable information” means, but is not limited to:
 - a. The student's name;
 - b. The name of the student's parent(s) or other family members;
 - c. The address of the student or the student's family;
 - d. The email address of the student, the student's parent(s), or other family members;
 - e. The telephone number of the student, the student's parent(s), or other family members;
 - f. A personal identifier, such as the student's Social Security number, student number, or biometric record;
 - g. A photo of the student;
 - h. The location and times of class trips;
 - i. Other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name;
 - j. Other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community who does not have personal knowledge of the relevant circumstances to identify the student with reasonable certainty; or
 - k. Information requested by a person who the district, or private agency that provides educational services by means of public funds, reasonably believes knows the identity of the student to whom the student record relates.
9. “Physical examination” means the assessment of an individual’s health, in accordance with the requirements at N.J.A.C. 6A:16-2.2.
10. “School contact directory for official use” means a compilation by a district that includes the following information for each student: name,



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address, telephone number, date of birth, and school of enrollment. The directory may be provided for official use only to judicial, law enforcement, and medical personnel.

11. "Student discipline record" means information regarding all disciplinary actions taken against a student by a school district pursuant to N.J.S.A. 18A:36-25.1.b. and that is maintained in a student's record.
12. "Student information directory" means a publication of the Board that includes information relating to a student. It shall be used only by authorized school district personnel and for designated official use by judicial, law enforcement, and medical personnel and not for general public consumption. The information shall be the student's: name; grade level; date and place of birth; dates of school attendance; major field of study; participation in officially recognized activities; weight and height relating to athletic team membership; degrees; awards; the most recent educational agency attended by the student; and other similar information.
13. "Student record" means information related to an individual student gathered within or outside the school district and maintained within the school district, regardless of the physical form in which it is maintained. Essential in this definition is the idea that any information that is maintained for the purpose of second-party review is considered a student record. Therefore, information recorded by certified school personnel solely as a memory aid and not for the use of a second party is excluded from this definition. In the absence of any "information related to an individual student," the document(s) no longer meets the definition of "student record."

B. General Considerations (N.J.A.C. 6A:32-7.1)

1. The Board shall compile and maintain student records and regulate access in accordance with the Federal Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99, disclosure, or communication of information contained in student records in a manner that assures the security of the records in accordance with the provisions of N.J.A.C. 6A:32-7.
2. Student records shall contain only information that is relevant to the education of the student and is objectively based on the personal



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observations or knowledge of the certified school personnel who originate(s) the record.

3. The district shall provide annual, written notification to parents, adult students, and emancipated minors of their rights in regard to student records and student participation in educational, occupational, and military recruitment programs. Copies of the applicable State and Federal laws and Board policies shall be made available upon request. The Board shall make every effort to notify parents and adult students in their dominant language.
4. Nonadult students may assert rights of access only through their parent(s). However, nothing in N.J.A.C. 6A:32-7 or in Policy 8330 or this Regulation shall be construed to prohibit certified school personnel from disclosing, at their discretion, student records to nonadult students or to appropriate persons in connection with an emergency, if the information contained in the record is necessary to protect the health or safety of the student or other persons.
5. The parent or adult student shall have access to the student's records and have access to, or be specifically informed about, only the portion of another student's record that contains information about the student.
6. All anecdotal information and assessment reports collected on a student shall be dated and signed by the individual who originated the data.
7. The Superintendent or designee shall require all student records of currently enrolled students to be reviewed annually by certified school personnel to determine the education relevance of the information contained therein. The reviewer shall cause information no longer descriptive of the student or educational program to be deleted from the records, except that prior notice shall be given for students with disabilities in accordance with N.J.A.C. 6A:14, Special Education. The deleted information shall be disposed of and not be recorded elsewhere. No record of any such deletion shall be made.
8. No liability shall be attached to any member, officer, or employee of the Board permitting access or furnishing student records in accordance with N.J.A.C. 6A:32-7.



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9. When the parent's or adult student's dominant language is not English or the parent or adult student is deaf, the district shall provide interpretation of the student records in the dominant language of the parent or adult student.
 10. Student health records shall be maintained separately from other student records. Student health records also shall be maintained according to the requirements of N.J.A.C. 6A:32-7 until such time as graduation or termination, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.
- C. School Contact Directory for Official Use (N.J.A.C. 6A:32-7.2)
1. The Board shall compile and maintain a school contact directory for official use that is separate and distinct from the student information directory.
 2. School personnel shall provide information from the school contact directory for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question. Upon request from a court, other judicial agency, law enforcement agency, or medical service provider currently providing services to the student in question, school personnel shall promptly verify the enrollment of a student and provide the requester with all information about the student that is contained in the school contact directory for official use.
 3. A parent, adult student, or emancipated minor shall notify, in writing, the Superintendent or designee of their request to exclude any information from the school contact directory for official use.
- D. Mandated and Permitted Student Records (N.J.A.C. 6A:32-7.3)
1. Mandated student records shall include the following:
 - a. The student's name, address, telephone number, date of birth, name of parent(s), gender, standardized assessment results, grades, record of daily attendance, classes attended, grade level completed, year completed, and years of attendance;

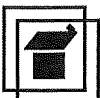


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- b. Descriptions of the student's progress according to the Board's student performance data;
 - c. History and status of physical health compiled in accordance with State regulations, including immunizations and results of any physical examination(s) given by qualified district employees;
 - d. Records pursuant to rules and regulations regarding the education of students with disabilities; and
 - e. All other records required by N.J.A.C. 6A.
2. Permitted student records are those student records not mandated pursuant to N.J.A.C. 6A:32-7.3, but authorized by the Board to promote the student's educational welfare and include the following as authorized by this Board upon adoption of Policy 8330 and this Regulation. These records may include, but are not limited to:
- a. Personally authenticated observations, assessments, ratings, and anecdotal reports recorded by teaching staff members in the performance of their professional responsibilities and intended for review by another person, provided the record is dated and signed by the originator. Information recorded solely as a memory aid for the originator becomes a student's record when it is reviewed by any other person, including a substitute;
 - b. Information, scores, and results obtained from standardized tests or by approved tests conducted by professional personnel;
 - c. Educationally relevant information provided by the parent or adult student;
 - d. Any correspondence with the student and/or the student's parents;
 - e. Driver education certificate;
 - f. Emergency notification form;
 - g. New student registration form;



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- h. Withdrawal or transfer form;
- i. Change of schedule form;
- j. Records of the student's co-curricular and athletic activities and achievements;
- k. Class rank;
- l. Awards and honors;
- m. Notations of additional records maintained in a separate file;
- n. The statement from a student's parent, adult student, or emancipated minor regarding a contested portion of the record;
- o. Entries indicating review of the file by an authorized person;

E. Maintenance and Security of Student Records (N.J.A.C. 6A:32-7.4)

- 1. The Superintendent or designee shall be responsible for the security of student records maintained in the district and shall devise procedures/regulations for assuring that access to student records is limited to authorized persons.
- 2. The Board may store all student records either electronically or in paper format.
 - a. When student records are stored electronically, proper security and backup procedures shall be administered.
- 3. Student health records, whether stored on paper or electronically, shall be maintained in accordance with N.J.A.C. 6A:32-7.1(l).
- 4. Records shall be accessible during the hours in which the school program is in operation.



5. Mandated student records required as part of programs established through State-administered entitlement or discretionary funds from the U.S. Department of Education shall be maintained for a period of five years after a student's graduation or termination from the district, or to age twenty-three, whichever is longer. The mandated student records shall be disposed of in accordance with N.J.S.A. 47:3-15 et seq.
6. Any district or school website shall not disclose any personally identifiable information about a student, in accordance with N.J.S.A. 18A:36-35.

F. Access to Student Records (N.J.A.C. 6A:32-7.5)

1. Authorized Access

Only authorized organizations, agencies, or persons, as defined in N.J.A.C. 6A:32-7.5, shall have access to student records, including student health records. Access to student records shall be provided to persons authorized such access under N.J.A.C. 6A:32-7.1(g) within ten days of a request, but prior to any review or hearing conducted in accordance with N.J.A.C. 6A.

2. Request for Access to Student Records

All requests by parents, adult students, or persons authorized by law to inspect, review, or obtain copies of student records shall be submitted to the District using an online form. Upon receipt, each request shall be documented in a centralized student records access log and promptly forwarded to the designated records custodian. The Superintendent or designee shall establish procedures to ensure that all requests are appropriately processed and fulfilled in accordance with applicable State and federal requirements.

3. Monitoring of Student Records Access Requests

The Superintendent or designee shall be responsible for monitoring compliance with applicable timelines for access to student records. The designated records custodian shall monitor all pending requests



and shall take reasonable steps to ensure that records are made available within the required ten-day period required by State law.

Request approaching the applicable deadline shall be identified for priority completion. When circumstances arise that may prevent timely fulfillment, the designated records custodian shall immediately notify the Superintendent or designee and document the circumstances and corrective action taken.

4. Periodic Compliance Review

The Superintendent or designee shall conduct, or designate an administrator to conduct, an annual review of the student records access log to access compliance with the requirements of N.J.A.C. 6A:14-2.9 and N.J.A.C. 6A:32-7.1 and applicable Federal requirements.

Annually the review shall include:

- a. The number of student records access requests received;
- b. Any request that exceeded the required timeline;
- c. The reason for any delayed response;
- d. Corrective action taken for any untimely response; and
- e. Identification of recurring issues, procedural concerns, or areas requiring additional staff training or administrative intervention.

- 5. The district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth at N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.



6. The district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations or as stated in N.J.A.C. 6A:32-7.5(e) and F.5. below.
7. Access to, and disclosure of, a student health record shall meet the requirements of FERPA, 20 U.S.C. §1232g, and 34 CFR Part 99.
8. Organizations, agencies, and persons authorized to access student records shall include only the following:
 - a. The student who has written permission of a parent and the parent of a student under the age of eighteen, regardless of whether the child resides with the parent, except pursuant to N.J.S.A. 9:2-4;
 - (1) The place of residence shall not be disclosed; and
 - (2) Access shall not be provided if denied by a court;
 - b. Students at least sixteen years of age who are terminating their education in the district because they will graduate secondary school at the end of the term or no longer plan to continue their education;
 - c. An adult student and/or a parent who has the written permission of an adult student, except that the parent shall have access without the adult student's consent, as long as the adult student is financially dependent on the parent and enrolled in the public school system, or if the adult student has been declared legally incompetent by a court of appropriate jurisdiction. The parent of a financially dependent adult student may not disclose information contained in the adult student's record to a second or third party without the adult student's consent;
 - d. Certified school district personnel who are assigned educational responsibility for the student shall have access to the general student record but not to the student health record except under conditions permitted in N.J.A.C. 6A:16-2.4;



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- e. Certified educational personnel who have assigned educational responsibility for the student and who are employed by agencies listed below shall have access to the general student record, but not to the student health record, except under conditions permitted at N.J.A.C. 6A:16-2.4:
 - (1) An approved private school for students with disabilities;
 - (2) A State facility;
 - (3) Accredited nonpublic schools in which students with disabilities have been placed pursuant to N.J.S.A. 18A:46-14; or
 - (4) Clinics and agencies approved by the New Jersey Department of Education;
- f. To fulfill its legal responsibility, the Board shall have access through the Superintendent or designee to information contained in the student's record. Information shall be discussed in executive session, unless otherwise requested by the parent or adult student;
- g. Secretarial and clerical personnel under the direct supervision of certified school personnel shall be permitted access to portions of the record to the extent necessary for the entry and recording of data and the conducting of routine clerical tasks. Access shall be limited only to student files in which such staff are directed to enter or record information, and shall cease when the specific assigned task is completed;
- h. Accrediting organizations to carry out their accrediting functions;
- i. The Commissioner of Education and New Jersey Department of Education staff members who are assigned responsibility that necessitates the review of such records;
- j. Officials of other Boards of Education within the State or other educational agencies or institutions where the student is placed, registered, or seeks to enroll, subject to the following conditions:



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- (1) Original mandated student records that schools have been directed to compile by New Jersey statute, regulation, or authorized administrative directive shall be forwarded to the receiving district, agency, or institution with written notification to the parent or adult student;
 - (2) Original mandated student records that the Board has required shall be forwarded to the receiving district, agency, or institution only with the written consent of the parent or adult student, except where a formal sending-receiving relationship exists between the districts;
 - (3) All records to be forwarded, including disciplinary records as specified at N.J.S.A. 18A:36-19a., shall be sent to the Superintendent of the school district to which the student has transferred, or the Superintendent's designee, within ten school days after the transfer has been verified by the requesting district;
 - (4) The Superintendent or designee shall request, in writing, all student records from the school district of last attendance within two weeks from the date that the student enrolls in the new school district;
 - (5) Upon request, the Superintendent or designee of the school district of last attendance shall provide a parent(s) or an adult student with a copy of the records disclosed to other educational agencies or institutions; and
 - (6) Proper identification, such as a certified copy of the student's birth certificate or other proof of the student's identity pursuant to N.J.S.A. 18A:36-25.1, shall be requested at the time of enrollment in a new school district;
- k. Officials of the United States Department of Education assigned responsibilities that necessitate review of such records;
- l. Officers and employees of a State agency responsible for protective and investigative services for students pursuant to N.J.S.A. 9:6-8.40. Whenever appropriate, the Board shall ask the



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State agency for its cooperation in sharing the findings of an investigation;

- m. Agency caseworkers or other representatives of a State or local child welfare agency who have the right to access a student's case plan when the agency or organization is legally responsible, in accordance with State law, for the care and protection of the student, consistent with 20 U.S.C. §1232g(b)(1)(L);
 - n. Organizations, agencies, and persons from outside the school if they have the written consent of the parent or adult student. Organizations, agencies, and persons shall not transfer student record information to a third party without the written consent of the parent or adult student;
 - o. Organizations, agencies, and individuals outside the school, other than those specified in N.J.A.C. 6A:32-7.5, upon the presentation of a court order; and
 - p. Bona fide researchers who explain to the Superintendent the nature of the research project and the relevance of the records sought. Prior to the release of records to a researcher, the Superintendent or designee, shall receive from the researcher written assurance that the records will be used under strict conditions of anonymity and confidentiality.
6. Nothing in N.J.A.C. 6A:32-7, Policy 8330, and this Regulation shall be construed to prohibit school personnel from disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is necessary to protect the immediate health or safety of the student or other persons.
7. In complying with N.J.A.C. 6A:32-7, Policy 8330, and this Regulation, the Board shall adhere to the requirements pursuant to the Open Public Records Act (OPRA), N.J.S.A. 47:1A-1 et seq., and FERPA, 20 U.S.C. §1232g; 34 CFR Part 99.
- a. When responding to OPRA requests from any party, including parties other than those listed in N.J.A.C. 6A:32-7.5(e) and F.5. above, the Board may release, without consent, records removed of



all personally identifiable information, as such documents do not meet the definition of a student record. Before making any release, the Board shall have made a reasonable decision that a student's identity cannot be determined whether through single or multiple releases, or when added to other reasonably available information.

G. Conditions for Access to Student Records (N.J.A.C. 6A:32-7.6)

1. All authorized organizations, agencies, and persons defined in N.J.A.C. 6A:32-7 as listed below shall have access to a student record, subject to the following conditions:
 - a. No student record shall be altered or disposed of during the time period between a request to review the record and the actual review of the record.
 - b. Authorized organizations, agencies, and persons from outside the school whose access requires the consent of parents or adult students shall submit to the Superintendent or designee, the request in writing, together with any required authorization.
 - c. The Superintendent or designee shall be present during the period of inspection to provide interpretation of the records, where necessary, and to prevent their alteration, damage, or loss. In every instance of inspection of student records by persons other than parents, student(s), or individuals who have assigned educational responsibility for the individual student, an entry shall be made in the student record of the name(s) of persons granted access, the reason access was granted, the time and circumstances of inspection, the records inspected, and the purposes for which the data will be used.
 - d. Prior to disclosure of student records to organizations, agencies, or persons outside the district pursuant to a court order, the Superintendent or designee shall give the parent or adult student at least three days' notice of the name of the requesting agency and the specific records requested unless otherwise judicially instructed. The notification shall be provided in writing, if



practicable. Only records related to the specific purpose of the court order shall be disclosed.

(1) Notice to the parent shall not be required when the parent is party to a court proceeding involving child abuse and neglect or dependency matters, consistent with 20 U.S.C. §1232g(b)(2)(B).

- e. A record may be withheld from a parent or from an adult student only when the district obtains a court order or is provided with evidence that there is a court order revoking the right to access. Only that portion of the record designated by the court shall be withheld. When the district has or obtains evidence of such court order, the parent or adult student shall be notified in writing within five days of the request that access to the record has been denied and that the person has the right to appeal this decision to the court issuing the order.

H. Rights of Appeal for Parents and Adult Students (N.J.A.C. 6A:32-7.7)

1. Student records are subject to challenge by parents and adult students on grounds of inaccuracy, irrelevancy, impermissible disclosure, inclusion of improper information, or denial of access to organizations, agencies, and persons. The parent or adult student may request:
 - a. Expungement of inaccurate, irrelevant, or otherwise improper information from the student record;
 - b. Insertion of additional data, as well as reasonable comments regarding the meaning and/or accuracy of the student record;
 - c. The immediate stay of disclosure pending final determination of the challenged procedure as described in N.J.A.C. 6A:32-7; and/or
 - d. Immediate access to student records for organizations, agencies, and persons denied access, pending final determination of the challenged procedure, as described in N.J.A.C. 6A:32-7.
2. To request a change in the student record or to request a stay of disclosure pending final determination of the challenged procedure, a parent or adult



student shall notify, in writing, the Superintendent of the specific issues relating to the student record.

- a. Within ten school days of notification, the Superintendent or designee shall notify the parent or adult student of the district's decision. If the district disagrees with the request, the Superintendent or designee shall meet with the parent or adult student to resolve the issues set forth in the request.
 - b. If the matter is not satisfactorily resolved, the parent or adult student has ten school days to appeal the district's decision.
 - c. If an appeal is made to the Board, the Board shall render a decision within twenty school days.
 - d. The decision of the Board may be appealed to the Commissioner pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3, Controversies and Disputes. At all stages of the appeal process, the parent or adult student shall be afforded a full and fair opportunity to present evidence relevant to the issue.
 - e. A record of the appeal proceedings and outcome shall be made a part of the student record with copies made available to the parent or adult student.
3. Appeals relating to student records of students with disabilities shall be processed in accordance with the requirements of N.J.A.C. 6A:32-7.7(b) and I.2. above.
 4. Regardless of the outcome of an appeal, a parent or adult student shall be permitted to place in the student record a statement commenting upon the information in the student record or setting forth any reasons for contesting a portion of the student record, including the decision made in the appeal. The parent's or adult student's statement shall be maintained as part of the student record, as long as the contested portion of the student record is maintained. If the contested portion of the student record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party.

I. Retention and Disposal of Student Records (N.J.A.C. 6A:32-7.8)



REGULATION

GLEN ROCK BOARD OF EDUCATION

OPERATIONS
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STUDENT RECORDS (M)

1. A student record is considered to be incomplete and not subject to the provisions of the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq., while the student is enrolled in the district.
 - a. The Board shall retain the student health record and the health history and immunization record according to the School District Records Retention Schedule, as determined by the New Jersey State Records Committee.
2. Student records of currently enrolled students, other than the records described at N.J.A.C. 6A:32-7.8(f) and I.5. below, may be disposed of after the information is no longer necessary to provide educational services to a student. The disposition shall be carried out only after the parent or adult student has been notified in writing and written permission has been granted, or after reasonable attempts to notify the parent or adult student and to secure permission have been unsuccessful.
3. Upon graduation or permanent departure of a student from the district:
 - a. The parent or adult student shall be notified in writing that a copy of the entire student record will be provided to them upon request.
 - b. Information in student records, other than that described at N.J.A.C. 6A:32-7.8(f) and I.5. below, may be disposed of, but only in accordance with the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq. The disposition shall be carried out only after the parent or adult student has been notified in writing and written permission has been granted, or after reasonable attempts to notify the parent or adult student and to secure permission have been unsuccessful and prior written authorization has been obtained from the New Jersey State Records Committee in the New Jersey Department of the Treasury.
4. No additions shall be made to the record after graduation or permanent departure without the prior written consent of the parent or adult student.
5. The district of last enrollment, graduation, or permanent departure of the student from the district shall keep, for one hundred years, a mandated record of a student's name, date of birth, name of parents, gender, health



REGULATION

GLEN ROCK
BOARD OF EDUCATION

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STUDENT RECORDS (M)

history and immunization, standardized assessment results, grades, attendance, classes attended, grade level completed, year completed, and years of attendance.

Issued: 23 June 2020

Revised: 27 February 2023



APPENDIX

F

**GLEN ROCK SCHOOL DISTRICT
JOB DESCRIPTION**

TITLE: BUS DRIVER

LOCATION: District-Wide

QUALIFICATIONS:

1. Valid New Jersey Commercial Driver's License (CDL Class B or Class C) with active Passenger (P) and School Bus (S) endorsements.
2. Successful completion of the New Jersey Department of Education Criminal History Review (fingerprinting) and a clean Motor Vehicle Record (MVR).
3. Maintain a valid and current federal Department of Transportation (DOT) Medical Examiner's Certificate.
4. Mandatory completion of biennial New Jersey school bus safety and special education passenger training regimens.

REPORTS TO: Director of Buildings & Grounds

BASIC FUNCTIONS: To safely transport students to and from school and school-sponsored functions in full compliance with New Jersey motor vehicle and education codes.

PERFORMANCE RESPONSIBILITIES:

- A. Shall comply with and enforce all rules and regulations of the NJ Department of Education, NJ Motor Vehicle Commission and the Glen Rock Board of Education.
- B. Shall maintain a valid NJ Commercial driver license, DOT CDL, physical and fingerprinting as required as required by NJ law. Copies of all forms and information must be submitted to the Director of Buildings and Grounds.
- C. Conduct mandatory daily pre-trip and post-trip safety checks (brakes, tires, emergency exits). File formal School Bus Condition Reports.
- D. Required to be on the bus when students are present.
- E. Safely operate assigned local and regional routes on strict schedules. Supervise boarding, exiting, and seatbelt compliance.
- F. Maintain discipline on the school bus at all times. All children are to be seated when the vehicle is moving. Report disruptive students on the correct form to the school officials as required by NJ State law and board policy.
- G. Walk through and physically inspect the entire vehicle at the conclusion of every route to ensure no students or personal items are left on board
- H. Plan and execute mandatory semi-annual school bus emergency evacuation drills.

- I. Promptly document and report any student behavior infractions, vehicle maintenance defects and damage/accidents.
- J. Sweep daily the vehicle you are assigned for that day and maintain a safe and clean interior.
- K. Notify the transportation office immediately of any incidents on the school bus that result in injuries, confrontations and parent issues
- L. Report to the supervisor immediately before moving the vehicle when the vehicle is involved in an accident regardless of the severity of the accident. The driver shall not leave the scene of the accident without permission from the police or the transportation supervisor.
- M. Comply with statutory reporting duties, including completing and submitting the Commissioner-prescribed Preliminary School Bus Accident Report (PSBAR) by the end of the next business day and filing MVC Form SR-1 within 10 days for property damage exceeding \$500, injury, or death.
- N. Maintain strict confidentiality and appropriate handling of student educational and special needs records.
- O. File written training certifications with the employer within five (5) days of completing mandatory safety and special education training sessions (administered twice per calendar year).
- P. Submit to mandatory federal and state post-accident drug and alcohol testing in the event of qualifying accidents or citations.
- Q. Restricted against using mobile phones, texting, or unauthorized electronic communication devices while operating the school bus, in strict compliance with federal and state distracted driving laws.
- R. Immediately report any arrest, indictment, or criminal conviction to the administration, pursuant to New Jersey Department of Education continuing background check and fitness-for-duty standards. Notify the administration of any suspension, revocation, or endorsement restriction placed on their driver's license or CDL, pursuant to motor vehicle and pupil transportation oversight standards.
- S. Comply with annual school bus driver physical examination requirements.

TERMS OF EMPLOYMENT: 12 month salaried employee.

EVALUATION: Performance of this job will be evaluated by the Director of Buildings and Grounds.

Approved: October 26, 2026

APPENDIX

G

Glen Rock Public Schools Monthly Financial Summary September 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 September 30, 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	9,605,348.30	6,487,417.67	5,698,008.28	10,394,757.69
2	Fund 20 - Special Revenue Fund	39,901.02	55,748.00	72,735.27	22,913.75
3a	Fund 40 - Debt Service Fund	-1,463,174.19	576,122.00	0.00	-887,052.19
3	Sub-Total Custodian and NJCMF Accounts	8,182,075.13	7,119,287.67	5,770,743.55	9,530,619.25
4	Fund 30 - Capital Projects Fund	5,636,682.98	4,004.90	140,811.86	5,499,876.02
5	Total Govermental Funds	13,818,758.11	7,123,292.57	5,911,555.41	15,030,495.27
ENTERPRISE FUNDS					
6c	Fund 60 - Cafeteria Fund	30,260.69	78,424.17	77,967.24	30,717.62
	Fund 65 -Community School Accounts	1,580,056.09	173,051.25	80,234.84	1,672,872.50
6	Total Enterprise Funds	1,610,316.78	251,475.42	158,202.08	1,703,590.12
TRUST AND AGENCY FUNDS					
7	Payroll	8,352.92	1,968,120.03	1,969,886.86	6,586.09
8	Payroll Agency	12,765.89	1,454,154.87	1,459,743.56	7,177.20
9	Scholarship	61,862.50	103.40	0.00	61,965.90
10	Unemployment	789,643.67	4,163.69	0.00	793,807.36
11	Flexible Spending Account	31,613.71	6,146.48	1,486.35	36,273.84
12	Student Activity Fund	435,731.15	11,141.67	13,234.94	433,637.88
	Student Activity Fee Account	222.92	41,130.00	0.00	41,352.92
13	Total Trust & Agency Funds	1,340,192.76	3,484,960.14	3,444,351.71	1,380,801.19
14	Total All Funds	16,769,267.65	10,859,728.13	9,514,109.20	18,114,886.58

Prepared and Submitted By:

Antoinette Kelly
Treasurer of School Moneys

10/15/2026

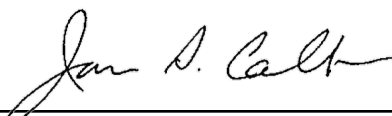
Date

**Glen Rock Board of Education
Monthly Transfer Report
7/1/2026 - 9/30/2026**

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	63,844.41	.34	1,939,496.48	1,248,036.78
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	16,352.43	.19	896,820.51	183,501.49
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	30.60	.00	127,558.36	808,504.98
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	80,227.44	.28	2,963,875.35	2,240,043.25
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	436,234.65
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	-87,136.53	-1.93	363,424.94	176,388.16
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	-999.72	-.12	80,553.12	223,436.79
General Administration	11-000-230-xxx	1,415,503.05	92,253.43	1,507,756.48	150,775.65	56,315.70	3.74	207,091.35	381,254.49
School Administration	11-000-240-xxx	2,596,142.14	.00	2,596,142.14	259,614.21	-67,471.08	-2.60	192,143.13	137,629.02
Central Services & Administrative Information Technology	11-000-25x-xxx	1,673,641.74	1,058.80	1,674,700.54	167,470.05	-120,063.21	-7.17	47,406.84	191,857.41
Operation and Maintenance of Plant Services	11-000-26x-xxx	7,793,774.00	7,545.68	7,801,319.68	780,131.97	4,323.66	.06	784,455.63	1,321,573.88
Student Transportation Services	11-000-270-xxx	1,592,726.21	.00	1,592,726.21	159,272.62	-824.18	-.05	158,448.44	55,329.41
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	1,501,884.40
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

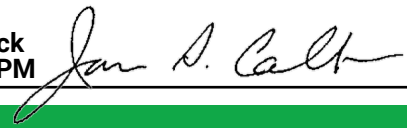
**Glen Rock Board of Education
Monthly Transfer Report
7/1/2026 - 9/30/2026**

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	-214,513.32	-.59	3,422,907.72	4,425,588.21
Equipment	12-xxx-xxx-73x	.00	52,080.00	52,080.00	5,208.00	134,285.88	257.85	139,493.88	.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	134,285.88	4.01	469,401.48	.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	6,665,631.46


 School Business Administrator Signature

9/30/26

Date



All tests have passed.

Task 1: Balance Sheets in Balance				
Fund	Debit Balance	Credit Balance	Difference	Result
10	189,532,811.77	189,532,811.77	.00	Passed
20	1,605,344.60	1,605,344.60	.00	Passed
30	12,674,155.00	12,674,155.00	.00	Passed
40	8,840,107.87	8,840,107.87	.00	Passed
	212,652,419.24	212,652,419.24	.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	15,342,422.68	15,342,422.68	.00	Passed
20	78,146.23	78,146.23	.00	Passed
30	204,699.72	204,699.72	.00	Passed
40	3,582,356.25	3,582,356.25	.00	Passed
	19,207,624.88	19,207,624.88	.00	

Task 5: Revenue Receipts + Earned = 302 Balance Sheet				
Fund	Revenue Account Receipts + Earned	302 Balance Sheet	Difference	Result
10	63,541,761.18	63,541,761.18	.00	Passed
20	77,790.63	77,790.63	.00	Passed
30	3,371,401.01	3,371,401.01	.00	Passed
40	3,465,728.87	3,465,728.87	.00	Passed
	70,456,681.69	70,456,681.69	.00	

Glen Rock Board of Education
2026-27 Government Fund Health Check
Analysis performed on 10/5/2026 2:05 PM

Task 6: Expense Account Outstanding = 603 = 753 + 754 Balance Sheet				
Fund	Expense Account Outstanding	603 Balance Sheet	753+754 Balance Sheet	Result
10	46,414,087.71	46,414,087.71	46,414,087.71	Passed
20	534,191.97	534,191.97	534,191.97	Passed
30	1,611,370.35	1,611,370.35	1,611,370.35	Passed
40	450,756.25	450,756.25	450,756.25	Passed
	49,010,406.28	49,010,406.28	49,010,406.28	

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	12,906.37	12,906.37	.00	Passed
20	.00	.00	.00	Passed
30	.00	.00	.00	Passed
40	.00	.00	.00	Passed
	12,906.37	12,906.37	.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

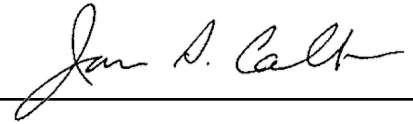
Task 12 - BSR Appropriation Lines Overexpended							
Fund	BSR Lines	Accounts	Appropriations	Expenditures	Encumbrances	Available Balances	Result
10							Passed
20							Passed
30							Passed
40							Passed

**Glen Rock Board of Education
2026-27 Government Fund Health Check
Analysis performed on 10/5/2026 2:05 PM**

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 three month period ending 09/30/2026**



Assets and Resources

Assets:

Account Number	Account Name	Subtotal Balance	Balance
101	Cash in Bank		11,186,215.05
102-107	Cash Equivalents		2,350.00
121	Tax Levy Receivable		44,601,717.11
	Accounts Receivable:		
141	Intergovernmental - StateAccounts Receivable:	3,614,071.27	
153	Other Accounts ReceivableAccounts Receivable:	620,644.92	
154	Allowance for Uncollectible Accounts Receivable (Credit)Accounts Receivable:	0.00	4,234,716.19
	Loans Receivable:		
131	InterfundLoans Receivable:	5,000.00	
151,152	Other (net of estimated uncollectible of \$ 0)Loans Receivable:	0.00	5,000.00
181	Prepaid Expenses		42,475.62
			<u>60,072,473.97</u>

Resources:

Account Number	Account Name	Subtotal Balance	Balance
301	Estimated Revenues	63,704,168.77	
302	Less Revenues	63,541,761.18	162,407.59
			<u>162,407.59</u>
Total Assets and Resources:			<u><u>60,234,881.56</u></u>

Liabilities and Fund Equity

Liabilities:

Account Number	Account Name	Subtotal Balance	Balance
421	Accounts Payable		12,906.37
			<u>12,906.37</u>

Fund Balance:

Account Number	Account Name	Subtotal Balance	Subtotal Balance 2	Subtotal Balance 3	Balance
	Appropriated:				
753	Reserve for Encumbrances - Current Year		46,268,454.68		
754	Reserve for Encumbrances - Prior Year		73,975.03		
754+753	Reserve for Encumbrances - Current + Prior			<u>46,342,429.71</u>	
	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	<u>775,420.00</u>	
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		793,807.36		
320	Less: Budgeted Withdrawal from Unemployment Fund		0.00	<u>793,807.36</u>	
	Appropriations				
601	Appropriations		68,563,845.48		
602	Less: Expenditures	15,431,524.68			
603	Encumbrances	46,342,429.71	(61,773,954.39)	6,789,891.09	
	Total Appropriated			<u>57,565,541.84</u>	
	Unappropriated				
770	Unassigned Fund Balance			3,977,617.35	
303	Budgeted Fund Balance			1,321,184.00	
					<u>60,221,975.19</u>
Total Liabilities and Fund Equity:					<u><u>60,234,881.56</u></u>

**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	61,773,954.39	6,789,891.09
Revenues	(63,704,168.77)	(63,541,761.18)	(162,407.59)
	4,859,676.71	(1,767,806.79)	6,627,483.50
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 three month period ending 09/30/2026**

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	59,561,631.18	Over	(87,592.41)
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	63,541,761.18	Under	162,407.59

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	63,844.41	18,820,365.13	2,931,393.93	14,640,877.42	1,248,093.78
11-2xx-100-xxx	10300	Special Education - Instruction	4,786,764.00	16,802.42	4,803,566.42	511,944.99	4,188,483.44	103,137.99
11-230-100-xxx	11160	Basic Skills/Remedial - Instruction	547,074.00	3,851.96	550,925.96	57,757.02	473,978.79	19,190.15
11-240-100-xxx	12160	Bilingual Education - Instruction	166,734.00	(0.40)	166,733.60	16,173.36	145,560.24	5,000.00
11-401-100-xxx	17100	School-Sponsored Cocurricular/Extracurricular Activities - Instruction	220,756.00	(969.00)	219,787.00	1,778.98	9,210.78	208,797.24
11-402-100-xxx	17600	School-Sponsored Athletics - Instruction	1,054,521.58	999.60	1,055,521.18	235,773.26	219,240.18	600,507.74
	72140	<i>Undistributed Expenditures:</i>						
11-000-100-xxx	29180	Instruction (Tuition)	2,850,766.55	1,342.04	2,852,108.59	450,541.55	1,965,332.39	436,234.65
11-000-211-xxx	29680	Attendance and Social Work Services	125,829.00	(383.16)	125,445.84	22,805.38	102,264.48	375.98
11-000-213-xxx	30620	Health Services	893,025.00	(14,747.54)	878,277.46	101,849.71	718,539.77	57,887.98
11-000-216-xxx	40580	Speech, OT, PT and Related Services	848,302.00	(24.71)	848,277.29	70,764.09	771,043.27	6,469.93
11-000-217-xxx	41080	Other Support Services Students - Extraordinary Services	2,454,872.02	(1,342.04)	2,453,529.98	151,821.79	2,250,004.77	51,703.42
11-000-218-xxx	41660	Guidance	1,177,480.84	(80,839.50)	1,096,641.34	150,734.12	913,748.90	32,158.32
11-000-219-xxx	42200	Child Study Teams	1,677,709.72	5,886.01	1,683,595.73	234,606.49	1,381,211.71	67,777.53
11-000-221-xxx	43200	Improvement of Instruction	706,938.39	(191.79)	706,746.60	203,942.99	364,906.02	137,897.59
11-000-222-xxx	43620	Educational Media Services/School Library	631,570.16	2,947.66	634,517.82	122,079.03	493,376.83	19,061.96
11-000-223-xxx	44180	Instructional Staff Training	108,590.00	(807.93)	107,782.07	14,569.60	7,673.27	85,539.20
11-000-230-xxx	45300	General Administration	1,415,503.05	148,569.13	1,564,072.18	418,020.24	764,797.45	381,254.49
11-000-240-xxx	46160	School Administration	2,596,142.14	(67,471.08)	2,528,671.06	613,272.78	1,777,605.26	137,793.02
11-000-251-xxx	47200	Central Services	624,175.00	(587.53)	623,587.47	159,688.74	454,122.41	9,776.32
11-000-252-xxx	47620	Administrative Information Technology	1,049,466.74	(118,416.88)	931,049.86	273,482.91	475,485.86	182,081.09
11-000-261-xxx	48580	Required Maintenance for School Facilities	1,687,924.26	9,211.06	1,697,135.32	359,744.73	657,412.43	679,978.16
11-000-262-xxx	49340	Custodial Services	5,201,899.89	6,869.80	5,208,769.69	1,617,192.04	3,299,235.30	292,342.35
11-000-263-xxx	50100	Care and Upkeep of Grounds	396,795.00	(7,211.62)	389,583.38	92,120.69	196,963.33	100,499.36
11-000-266-xxx	51100	Security	507,154.85	3,000.10	510,154.95	52,232.90	90,914.66	367,007.39
11-000-270-xxx	52480	Student Transportation	1,592,726.21	(824.18)	1,591,902.03	276,985.73	1,259,586.89	55,329.41
11-xxx-xxx-2xx	71260	Employee Benefits	13,029,655.65	0.00	13,029,655.65	2,822,771.98	8,704,999.27	1,501,884.40
		Total General Expense	65,108,896.77	(30,493.17)	65,078,403.60	11,964,049.03	46,326,575.12	6,787,779.45

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	186,365.88	186,365.88	168,399.65	15,854.59	2,111.64
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	186,365.88	3,485,441.88	3,467,475.65	15,854.59	2,111.64

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

Total General Fund	68,407,972.77	155,872.71	68,563,845.48	15,431,524.68	46,342,429.71	6,789,891.09
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**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 three month period ending 09/30/2026**

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	105,257.04	42,696.96
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	251,392.20	(231,892.20)
10-1xxx	350	Other Restricted Miscellaneous Revenues	875,816.66	0.00	875,816.66	774,773.83	101,042.83
10-1xxx	370	Total Revenue from Local Sources	59,474,038.77	0.00	59,474,038.77	59,561,631.18	(87,592.41)
- 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	63,541,761.18	162,407.59

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

**Fund 10 - Statement of Appropriations
Compared with Expenditures and Encumbrances
For the three month period ending 09/30/2026**

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	(8,800.00)	745,982.00	74,598.20	671,383.80	0.00
11-120-100-101	2100	Grades 1-5 - Salaries of Teachers	5,536,026.00	(206,891.50)	5,329,134.50	525,474.87	4,721,762.13	81,897.50
11-130-100-101	2120	Grades 6-8 - Salaries of Teachers	4,085,402.00	119,882.60	4,205,284.60	421,639.06	3,755,061.54	28,584.00
11-140-100-101	2140	Grades 9-12 - Salaries of Teachers	5,203,605.00	(103,185.00)	5,100,420.00	511,572.00	4,587,948.00	900.00
subtotal	subtotal	Total Regular Programs - Instruction	15,579,815.00	(198,993.90)	15,380,821.10	1,533,284.13	13,736,155.47	111,381.50
--- Regular Programs - Home Instruction								
11-150-100-101	2500	Salaries of Teachers	10,000.00	0.00	10,000.00	357.34	0.00	9,642.66
11-150-100-320	2540	Purchased Professional-Educational Services	20,000.00	0.00	20,000.00	717.36	8,782.64	10,500.00
subtotal	subtotal	Total Regular Programs - Home Instruction	30,000.00	0.00	30,000.00	1,074.70	8,782.64	20,142.66
--- Regular Programs - Undistributed Instruction								
11-190-100-106	3000	Other Salaries for Instruction	353,000.00	286,792.56	639,792.56	0.00	0.00	639,792.56
11-190-100-320	3020	Purchased Professional-Educational Services	762,528.94	0.00	762,528.94	11,605.00	633,991.94	116,932.00
11-190-100-340	3040	Purchased Technical Services	10,675.00	1,588.00	12,263.00	4,163.00	800.00	7,300.00
11-190-100-500	3060	Other Purchased Services (400-500 series)	911,051.15	(7,756.25)	903,294.90	792,535.92	88,496.02	22,262.96
11-190-100-610	3080	General Supplies	578,332.42	(17,555.60)	560,776.82	197,794.39	109,641.18	253,341.25
11-190-100-640	3100	Textbooks	123,546.00	(2,865.00)	120,681.00	59,878.50	39,506.27	21,296.23
11-190-100-800	3120	Other Objects	407,572.21	2,634.60	410,206.81	331,058.29	23,503.90	55,644.62
subtotal	subtotal	Total Regular Programs - Undistributed Instruction	3,146,705.72	262,838.31	3,409,544.03	1,397,035.10	895,939.31	1,116,569.62
11-1xx-100-xxxx	3200	Total Regular Programs - Instruction	18,756,520.72	63,844.41	18,820,365.13	2,931,393.93	14,640,877.42	1,248,093.78
-- Special Education Programs								
--- Learning and/or Language Disabilities - Mild/Moderate:								
11-204-100-101	4500	Salaries of Teachers	421,447.00	7,730.14	429,177.14	55,949.84	373,227.30	0.00
11-204-100-610	4600	General Supplies	4,000.00	(668.10)	3,331.90	1,516.55	7.35	1,808.00
11-204-100-xxx	4660	Total Learning and/or Language Disabilities - Mild/Moderate	425,447.00	7,062.04	432,509.04	57,466.39	373,234.65	1,808.00
--- Resource Room/Resource Center:								
11-213-100-101	7000	Salaries of Teachers	3,767,797.00	2,238.08	3,770,035.08	376,964.93	3,386,320.15	6,750.00
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	3,539.76	2,189.93	11,585.83
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	1,703.60	3,794,600.60	380,504.69	3,388,510.08	25,585.83
--- Autism:								
11-214-100-101	7500	Salaries of Teachers	161,366.00	5,000.00	166,366.00	27,249.10	137,579.40	1,537.50
11-214-100-610	7600	General Supplies	19,300.00	3,036.78	22,336.78	5,181.87	503.97	16,650.94
11-214-100-xxx	7660	Total Autism	180,666.00	8,036.78	188,702.78	32,430.97	138,083.37	18,188.44
--- 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	30,880.40	277,923.60	0.00
11-216-100-600	8600	General Supplies	10,200.00	0.00	10,200.00	1,296.54	263.74	8,639.72
11-216-100-xxx	8640	Total Preschool Disabilities - Full-Time	319,004.00	0.00	319,004.00	32,176.94	278,187.34	8,639.72
--- Home Instruction:								
11-219-100-101	9260	Salaries of Teachers	10,000.00	0.00	10,000.00	2,460.00	0.00	7,540.00

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

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	10,468.00	41,376.00
11-219-100-xxx	9420	Total Home Instruction	62,000.00	0.00	62,000.00	2,616.00	10,468.00	48,916.00
subtotal special ed	10300	Total Special Education - Instruction	4,786,764.00	16,802.42	4,803,566.42	511,944.99	4,188,483.44	103,137.99
-- Basic Skills/Remedial - Instruction								
11-230-100-101	11000	Salaries of Teachers	526,424.00	3,851.96	530,275.96	56,494.72	473,781.24	0.00
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	1,262.30	197.55	1,190.15
11-230-100-xxx	11160	Total Basic Skills/Remedial - Instruction	547,074.00	3,851.96	550,925.96	57,757.02	473,978.79	19,190.15
-- Bilingual Education - Instruction								
11-240-100-101	12000	Salaries of Teachers	161,734.00	(0.40)	161,733.60	16,173.36	145,560.24	0.00
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	(0.40)	166,733.60	16,173.36	145,560.24	5,000.00
-- 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	913.98	9,042.78	21,739.24
11-401-100-800	17060	Other Objects	3,685.00	0.00	3,685.00	865.00	168.00	2,652.00
11-401-100-xxx	17100	Total School-Spon. Co/Extra-curricular Actvts. - Inst.	220,756.00	(969.00)	219,787.00	1,778.98	9,210.78	208,797.24
-- School-Sponsored Athletics - Instruction								
11-402-100-100	17500	Salaries	708,888.00	(0.40)	708,887.60	83,167.84	118,542.24	507,177.52
11-402-100-500	17520	Purchased Services (300-500 series)	219,133.58	0.00	219,133.58	116,834.00	56,488.27	45,811.31
11-402-100-600	17540	Supplies and Materials	76,000.00	1,000.00	77,000.00	13,771.42	22,497.17	40,731.41
11-402-100-800	17560	Other Objects	50,500.00	0.00	50,500.00	22,000.00	21,712.50	6,787.50
11-402-100-xxx	17600	Total School-Sponsored Athletics - Instruction	1,054,521.58	999.60	1,055,521.18	235,773.26	219,240.18	600,507.74
-- Total Undistributed Expenditures								
--- Undistributed Expenditures - Instruction (Tuition)								
11-000-100-562	29020	Tuition to Other LEAs Within the State-Special	104,049.70	38,942.30	142,992.00	14,299.20	128,692.80	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	17,443.50	89,102.00	89,102.00	0.00	0.00
11-000-100-566	29100	Tuition to Priv. Sch. for the Disabled - Within the State	2,076,284.60	(219,227.76)	1,857,056.84	339,412.60	1,081,409.59	436,234.65
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	450,541.55	1,965,332.39	436,234.65
--- Undistributed Expenditures - Attendance and Social Work								
11-000-211-100	29500	Salaries	125,329.00	(383.16)	124,945.84	22,681.36	102,264.48	0.00
11-000-211-600	29640	Supplies and Materials	500.00	0.00	500.00	124.02	0.00	375.98
11-000-211-xxx	29680	Total Attendance and Work	125,829.00	(383.16)	125,445.84	22,805.38	102,264.48	375.98
--- Undistributed Expenditures - Health Services								
11-000-213-100	30500	Salaries	599,365.00	(15,847.54)	583,517.46	70,817.46	494,788.50	17,911.50
11-000-213-300	30540	Purchased Professional and Technical Services	263,560.00	1,100.00	264,660.00	29,661.50	221,345.50	13,653.00
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	1,370.75	2,405.77	9,073.48
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	(14,747.54)	878,277.46	101,849.71	718,539.77	57,887.98
--- Undistributed Expenditures - Speech, OT, PT and Related Services								
11-000-216-100	40500	Salaries	591,802.00	0.00	591,802.00	63,275.20	526,546.80	1,980.00
11-000-216-320	40520	Purchased Professional - Educational Services	248,000.00	0.00	248,000.00	2,745.00	244,255.00	1,000.00
11-000-216-600	40540	Supplies and Materials	8,500.00	(24.71)	8,475.29	4,743.89	241.47	3,489.93
11-000-216-xxx	40580	Total Speech, OT, PT and Related Services	848,302.00	(24.71)	848,277.29	70,764.09	771,043.27	6,469.93

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
--- Undistributed Expenditures-Other Supp. Serv. Students-Extraordinary Svcs								
11-000-217-320	41020	Purchased Professional - Educational Services	2,431,872.02	(1,342.04)	2,430,529.98	148,530.65	2,249,969.33	32,030.00
11-000-217-600	41040	Supplies and Materials	23,000.00	0.00	23,000.00	3,291.14	35.44	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	151,821.79	2,250,004.77	51,703.42
--- Undistributed Expenditures - Guidance								
11-000-218-104	41500	Salaries of Other Professional Staff	1,061,266.00	(82,936.26)	978,329.74	120,262.54	855,502.20	2,565.00
11-000-218-105	41520	Salaries of Secretarial and Clerical Assistants	66,225.00	(0.04)	66,224.96	16,056.24	48,168.72	2,000.00
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	4,500.00	3,500.00
11-000-218-390	41580	Other Purchased Professional and Technical Services	7,000.00	0.00	7,000.00	300.00	0.00	6,700.00
11-000-218-500	41600	Other Purchased Services (400-500 series)	15,923.84	2,096.80	18,020.64	10,886.38	3,424.70	3,709.56
11-000-218-600	41620	Supplies and Materials	11,100.00	0.00	11,100.00	1,188.96	2,103.28	7,807.76
11-000-218-800	41640	Other Objects	3,500.00	0.00	3,500.00	2,040.00	50.00	1,410.00
11-000-218-xxx	41660	Total Undistributed Expenditures - Guidance	1,177,480.84	(80,839.50)	1,096,641.34	150,734.12	913,748.90	32,158.32
--- Undistributed Expenditures - Child Study Teams								
11-000-219-104	42000	Salaries of Other Professional Staff	1,381,597.00	5,000.00	1,386,597.00	138,659.70	1,247,937.30	0.00
11-000-219-105	42020	Salaries of Secretarial and Clerical Assistants	113,514.00	(833.20)	112,680.80	28,295.17	84,385.44	0.19
11-000-219-110	42040	Other Salaries	50,100.00	(1,217.50)	48,882.50	25,533.78	0.00	23,348.72
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	2,912.00	12,410.72	2,328.38	9,032.34	1,050.00
11-000-219-600	42160	Supplies and Materials	24,000.00	0.00	24,000.00	5,801.75	4,407.38	13,790.87
11-000-219-800	42180	Other Objects	2,000.00	0.00	2,000.00	249.00	185.25	1,565.75
11-000-219-xxx	42200	Total Child Study Teams	1,677,709.72	5,886.01	1,683,595.73	234,606.49	1,381,211.71	67,777.53
--- Undistributed Expenditures - Improvement of Instruction Services								
11-000-221-102	43000	Salaries of Supervisor of Instruction	548,256.10	0.28	548,256.38	109,929.51	353,639.52	84,687.35
11-000-221-110	43060	Other Salaries	42,439.29	0.00	42,439.29	28,282.50	0.00	14,156.79
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	65,730.98	11,266.50	21,845.52
11-000-221-xxx	43200	Total Improvement of Instruction Services	706,938.39	(191.79)	706,746.60	203,942.99	364,906.02	137,897.59
--- Undistributed Expenditures - Educational Media Services/School Library								
11-000-222-100	43500	Salaries	521,937.00	2,625.00	524,562.00	66,692.40	457,419.60	450.00
11-000-222-500	43560	Other Purchased Services (400-500 series)	14,196.84	(2,200.70)	11,996.14	3,329.14	8,667.00	0.00
11-000-222-600	43580	Supplies and Materials	68,843.86	2,523.36	71,367.22	25,515.04	27,290.23	18,561.95
11-000-222-800	43600	Other Objects	26,592.46	0.00	26,592.46	26,542.45	0.00	50.01
11-000-222-xxx	43620	Total Educational Media Services/School Library	631,570.16	2,947.66	634,517.82	122,079.03	493,376.83	19,061.96
--- Undistributed Expenditures - Instructional Staff Training Services								
11-000-223-110	44060	Other Salaries	5,400.00	0.00	5,400.00	4,500.00	0.00	900.00
11-000-223-320	44080	Purchased Professional - Educational Service	51,980.00	(1,000.00)	50,980.00	7,935.00	5,100.00	37,945.00
11-000-223-500	44120	Other Purchased Services (400-500 series)	50,460.00	0.00	50,460.00	2,134.60	1,631.20	46,694.20
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	14,569.60	7,673.27	85,539.20
--- Undistributed Expenditures - Support Services - General Administration								
11-000-230-100	45000	Salaries	862,491.00	48,337.80	910,828.80	216,833.96	507,849.84	186,145.00
11-000-230-331	45040	Legal Services	105,000.00	5,000.00	110,000.00	18,029.00	91,971.00	0.00
11-000-230-332	45060	Audit Fees	55,000.00	55,150.00	110,150.00	10,000.00	45,150.00	55,000.00
11-000-230-334	45080	Architectural/Engineering Services	33,000.00	5,103.43	38,103.43	1,000.00	37,103.43	0.00

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
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
11-000-230-340	45120	Purchased Technical Services	13,875.00	26,854.17	40,729.17	17,675.00	23,054.17	0.00
11-000-230-530	45140	Communications / Telephone	61,679.57	0.00	61,679.57	20,755.54	40,924.02	0.01
11-000-230-585	45160	BOE Other Purchased Services	7,000.00	232.58	7,232.58	7,232.58	0.00	0.00
11-000-230-590	45180	Misc Purchased Services (400-500 series, O/T 530 and 585)	202,102.48	7,745.32	209,847.80	88,270.70	10,110.13	111,466.97
11-000-230-610	45200	General Supplies	6,500.00	0.00	6,500.00	63.65	471.18	5,965.17
11-000-230-890	45260	Miscellaneous Expenditures	35,300.00	(7,050.66)	28,249.34	6,950.32	4,663.68	16,635.34
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	148,569.13	1,564,072.18	418,020.24	764,797.45	381,254.49
--- Undistributed Expenditures - Support Services - School Administration								
11-000-240-103	46000	Salaries of Principals/Assistant Principals	1,386,625.00	0.40	1,386,625.40	346,656.30	1,039,968.72	0.38
11-000-240-104	46020	Salaries of Other Professional Staff	609,808.90	0.14	609,809.04	140,823.16	432,691.38	36,294.50
11-000-240-105	46040	Salaries of Secretarial and Clerical Assistants	473,132.00	(68,441.42)	404,690.58	96,802.57	290,017.44	17,870.57
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	1,250.00	1,000.00
11-000-240-500	46100	Other Purchased Services (400-500 series)	39,828.24	1,934.80	41,763.04	2,936.66	7,755.00	31,071.38
11-000-240-600	46120	Supplies and Materials	38,200.00	(1,225.00)	36,975.00	16,886.42	4,967.39	15,121.19
11-000-240-800	46140	Other Objects	44,298.00	260.00	44,558.00	9,167.67	955.33	34,435.00
11-000-240-xxx	46160	Total Support Services - School Administration	2,596,142.14	(67,471.08)	2,528,671.06	613,272.78	1,777,605.26	137,793.02
--- Undistributed Expenditures - Central Services								
11-000-251-100	47000	Salaries	587,816.00	(872.98)	586,943.02	146,735.73	440,207.10	0.19
11-000-251-340	47040	Purchased Technical Services	3,600.00	0.00	3,600.00	1,585.00	1,675.00	340.00
11-000-251-592	47060	Miscellaneous Purchased Services (400-500 series)	19,659.00	3,888.98	23,547.98	7,322.99	11,994.61	4,230.38
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	(587.53)	623,587.47	159,688.74	454,122.41	9,776.32
--- Undistributed Expenditures - Administrative Information Technology								
11-000-252-100	47500	Salaries	606,326.00	(2,910.68)	603,415.32	150,269.43	451,145.70	2,000.19
11-000-252-330	47520	Purchased Professional Services	215,096.12	(106,363.92)	108,732.20	82,614.06	15,733.02	10,385.12
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	2,707.62	1,924.30	32,459.08
11-000-252-600	47580	Supplies and Materials	144,885.71	(9,142.28)	135,743.43	22,512.84	6,682.84	106,547.75
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	(118,416.88)	931,049.86	273,482.91	475,485.86	182,081.09
--- Operation and Maintenance of Plant Services								
---- Undistributed Expenditures - Required Maintenance for School Facilities								
11-000-261-100	48500	Salaries	653,720.00	0.18	653,720.18	154,131.71	425,979.72	73,608.75
11-000-261-420	48520	Cleaning, Repair, and Maintenance Services	908,010.00	(4,600.00)	903,410.00	170,548.54	202,895.44	529,966.02
11-000-261-610	48540	General Supplies	111,909.26	3,640.68	115,549.94	23,345.49	25,431.53	66,772.92
11-000-261-800	48560	Other Objects	14,285.00	10,170.20	24,455.20	11,718.99	3,105.74	9,630.47
11-000-261-xxx	48580	Total Required Maintenance for School Facilities	1,687,924.26	9,211.06	1,697,135.32	359,744.73	657,412.43	679,978.16
---- Undistributed Expenditures - Custodial Services								
11-000-262-100	49000	Salaries	31,500.00	3,435.00	34,935.00	26,905.00	0.00	8,030.00
11-000-262-107	49020	Salaries of Non-Instructional Aides	160,769.80	0.00	160,769.80	4,672.58	0.00	156,097.22
11-000-262-300	49040	Purchased Professional and Technical Services	38,064.00	0.00	38,064.00	5,952.00	29,760.00	2,352.00
11-000-262-420	49060	Cleaning, Repair, and Maintenance Services	2,745,352.69	4,000.00	2,749,352.69	456,984.97	2,289,067.71	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

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

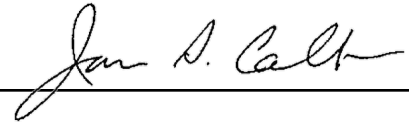
Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-590	49160	Miscellaneous Purchased Services	16,000.00	0.00	16,000.00	0.00	2,652.00	13,348.00
11-000-262-610	49180	General Supplies	138,500.00	(565.20)	137,934.80	7,660.62	21,059.12	109,215.06
11-000-262-621	49200	Energy (Natural Gas)	343,462.70	0.00	343,462.70	11,821.15	331,641.49	0.06
11-000-262-622	49220	Energy (Electricity)	736,578.28	0.00	736,578.28	231,525.81	505,052.47	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	6,869.80	5,208,769.69	1,617,192.04	3,299,235.30	292,342.35
---- Undistributed Expenditures - Care and Upkeep of Grounds								
11-000-263-100	50000	Salaries	167,795.00	0.02	167,795.02	41,948.73	125,846.10	0.19
11-000-263-300	50020	Purchased Professional and Technical Services	75,000.00	3,667.43	78,667.43	19,666.84	59,000.58	0.01
11-000-263-420	50040	Cleaning, Repair, and Maintenance Services	137,000.00	(6,879.07)	130,120.93	29,459.91	7,000.00	93,661.02
11-000-263-610	50060	General Supplies	17,000.00	(4,000.00)	13,000.00	1,045.21	5,116.65	6,838.14
11-000-263-xxx	50100	Total Care And Upkeep Of Grounds	396,795.00	(7,211.62)	389,583.38	92,120.69	196,963.33	100,499.36
---- Undistributed Expenditures - Security								
11-000-266-100	51000	Salaries	403,083.00	3,000.10	406,083.10	41,826.50	75,890.16	288,366.44
11-000-266-420	51040	Cleaning, Repair, and Maintenance Services	84,071.85	0.00	84,071.85	9,400.00	14,200.00	60,471.85
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	3,000.10	510,154.95	52,232.90	90,914.66	367,007.39
subtotal of 11-000-26x-xxx	51120	Total Operation and Maintenance of Plant Services	7,793,774.00	11,869.34	7,805,643.34	2,121,290.36	4,244,525.72	1,439,827.26
--- Undistributed Expenditures - Student Transportation Services								
11-000-270-161	52040	Salaries for Pupil Trans. (Bet Home and Sch)-Special Ed.	67,538.00	(414.37)	67,123.63	20,973.43	46,150.20	0.00
11-000-270-162	52060	Salaries for Pupil Trans. (Other than Between Home and Sch)	4,000.00	(409.81)	3,590.19	600.00	0.00	2,990.19
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	6,550.47	243,449.53	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	248,829.33	806,019.21	0.00
11-000-270-615	52440	Transportation Supplies	9,000.00	0.00	9,000.00	32.50	8,967.50	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	(824.18)	1,591,902.03	276,985.73	1,259,586.89	55,329.41
--- Employee Benefits								
---- Unallocated Benefits								
11-000-291-220	71020	Social Security Contributions	479,394.30	0.00	479,394.30	113,205.60	0.00	366,188.70
11-000-291-241	71060	Other Retirement Contributions - PERS	574,061.96	0.00	574,061.96	1,261.86	0.00	572,800.10
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	2,633,132.76	8,583,350.87	223,234.89
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	42,715.76	5,738.40	189,245.84
total unallocated benefits	71240	11-000-291-2xx	13,029,655.65	0.00	13,029,655.65	2,822,771.98	8,704,999.27	1,501,884.40
11-xxx-xxx-2xx	71260	Total Employee Benefits	13,029,655.65	0.00	13,029,655.65	2,822,771.98	8,704,999.27	1,501,884.40
	72140	Total Undistributed Expenditures	39,576,526.47	(115,022.16)	39,461,504.31	8,209,227.49	26,649,224.27	4,603,052.55
	72260	Total General Expense	65,108,896.77	(30,493.17)	65,078,403.60	11,964,049.03	46,326,575.12	6,787,779.45
- Capital Outlay								
-- Equipment								
--- Equipment - Undistributed:								
12-000-252-730	75680	Undistributed Expenditures - Administrative Information Tech.	0.00	184,254.24	184,254.24	168,399.65	15,854.59	0.00

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

Account Number	Line	Account Name	Original Budget Certified For Taxes	Budget Transfers	Appropriations	Expenditures	Encumbrances	Available Balance
12-000-261-730	75700	Undist. Expend.- Required Maintenance for School Facilities	0.00	2,111.64	2,111.64	0.00	0.00	2,111.64
	-	Total Equipment - Undistributed	0.00	186,365.88	186,365.88	168,399.65	15,854.59	2,111.64
12-xxx-xxx-73x	75880	Total Equipment	0.00	186,365.88	186,365.88	168,399.65	15,854.59	2,111.64
-- 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
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	186,365.88	3,485,441.88	3,467,475.65	15,854.59	2,111.64
	84060	Total General Fund	68,407,972.77	155,872.71	68,563,845.48	15,431,524.68	46,342,429.71	6,789,891.09

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

**Fund 20 - Interim Balance Sheet
For the three month period ending 09/30/2026**



Assets and Resources

Assets:

Account Number	Account Name	Subtotal Balance	Balance
101	Cash in Bank		22,913.75
	Accounts Receivable:		
142	Intergovernmental - FederalAccounts Receivable:	1.14	
xxx	Other Current AssetsAccounts Receivable:	0.00	1.14
	Loans Receivable:		
			<u>22,914.89</u>

Resources:

Account Number	Account Name	Subtotal Balance	Balance
301	Estimated Revenues	970,091.51	
302	Less Revenues	77,790.63	892,300.88
			<u>892,300.88</u>
Total Assets and Resources:			<u>915,215.77</u>

Liabilities and Fund Equity

Liabilities:

Account Number	Account Name	Subtotal Balance	Balance
411	Intergovernmental Accounts Payable - State		23,270.49
			<u>23,270.49</u>

Fund Balance:

Account Number	Account Name	Subtotal Balance	Subtotal Balance 2	Subtotal Balance 3	Balance
	Appropriated:				
753	Reserve for Encumbrances - Current Year		534,191.97		
754+753	Reserve for Encumbrances - Current + Prior			<u>534,191.97</u>	
	Reserve Fund Balance:				
601	Appropriations		970,091.51		
602	Less: Expenditures	78,146.23			
603	Encumbrances	534,191.97	(612,338.20)	357,753.31	
					<u>891,945.28</u>
Total Liabilities and Fund Equity:					<u>915,215.77</u>

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

Fund 20 - Recapitulation of Budgeted Fund Balance

	Budgeted	Actual	Variance
Appropriations	970,091.51	612,338.20	357,753.31
Revenues	(970,091.51)	(77,790.63)	(892,300.88)
	.00	534,547.57	(534,547.57)

**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 three month period ending 09/30/2026**

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	76,501.00	Under	187,947.57
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	77,790.63	Under	892,300.88

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	11,833.73	62,103.47	190,511.37
20-xxx-xxx-xxx		Total State Projects	238,095.57	26,353.00	264,448.57	11,833.73	62,103.47	190,511.37

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	66,312.50	472,088.50	129,034.18
20-xxx-xxx-xxx		Total Federal Projects	538,209.29	166,144.02	704,353.31	66,312.50	472,088.50	165,952.31
		Total Special Revenue Fund	776,304.86	193,786.65	970,091.51	78,146.23	534,191.97	357,753.31

**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 three month period ending 09/30/2026**

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	76,501.00	153,435.00
20-3xxx	770	Total from State Sources	238,095.57	26,353.00	264,448.57	76,501.00	187,947.57
- 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	77,790.63	892,300.88

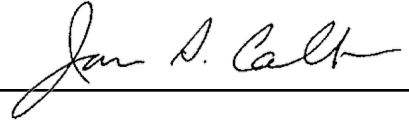
**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

**Fund 20 - Statement of Appropriations
Compared with Expenditures and Encumbrances
For the three month period ending 09/30/2026**

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	7,030.96	25,001.04	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	4,075.00	25,000.00	18,665.00
20-481-xxx-xxx	88135	Nonpublic Teacher STEM Grant	34,512.57	0.00	34,512.57	727.77	0.00	33,784.80
20-xxx-xxx-xxx	88190	Total Other State Projects	238,095.57	26,353.00	264,448.57	11,833.73	62,103.47	190,511.37
	88200	Total State Projects	238,095.57	26,353.00	264,448.57	11,833.73	62,103.47	190,511.37
- 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	66,312.50	472,088.50	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	66,312.50	472,088.50	129,034.18
20-xxx-xxx-xxx	88740	Total Federal Projects	538,209.29	166,144.02	704,353.31	66,312.50	472,088.50	165,952.31
20-xxx-xxx-xxx	88760	Total Special Revenue Fund	776,304.86	193,786.65	970,091.51	78,146.23	534,191.97	357,753.31

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

**Fund 30 - Interim Balance Sheet
For the three month period ending 09/30/2026**



Assets and Resources

Assets:

Account Number	Account Name	Subtotal Balance	Balance
101	Cash in Bank		5,499,876.02
141	Accounts Receivable:		
	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:		
			<u>5,776,997.25</u>

Resources:

Account Number	Account Name	Subtotal Balance	Balance
301	Estimated Revenues	3,283,180.00	
302	Less Revenues	3,371,401.01	(88,221.01)
			<u>(88,221.01)</u>
Total Assets and Resources:			<u>5,688,776.24</u>

Liabilities and Fund Equity

Liabilities:

Account Number	Account Name	Subtotal Balance	Balance
455	Interest Payable		(0.02)
			<u>(0.02)</u>

Fund Balance:

Account Number	Account Name	Subtotal Balance	Subtotal Balance 2	Subtotal Balance 3	Balance
	Appropriated:				
753	Reserve for Encumbrances - Current Year			801,949.47	
754	Reserve for Encumbrances - Prior Year			809,420.88	
601	Appropriations		5,893,795.46		
602	Less: Expenditures	204,699.72			
603	Encumbrances	1,611,370.35	<u>(1,816,070.07)</u>	4,077,725.39	
	Unappropriated:				
770	Unassigned Fund Balance		1,797,588.18		
303	Budgeted Fund Balance		1,797,907.66	<u>(319.48)</u>	
	Total Fund Balance			5,688,776.26	
					<u>5,688,776.26</u>
Total Liabilities and Fund Equity:					<u>5,688,776.24</u>

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

Fund 30 - Recapitulation of Budgeted Fund Balance

	Budgeted	Actual	Variance
Appropriations	5,893,795.46	1,816,070.07	4,077,725.39
Revenues	(3,283,180.00)	(3,371,401.01)	(-88,221.01)
	2,610,615.46	(1,555,330.94)	4,165,946.40

**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 three month period ending 09/30/2026**

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	12,376.79	Over	(12,376.79)
	-	Total Revenues/Sources Of Funds	0.00	3,283,180.00	3,283,180.00	3,295,556.79	Over	(12,376.79)

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	118,340.74	105,557.06	67,500.00
30-000-4xx-450	89080	Construction Services	0.00	4,434,209.24	4,434,209.24	0.00	1,505,813.29	2,928,395.95
30-000-4xx-610	89100	General Supplies	0.00	96,940.00	96,940.00	86,358.98	0.00	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	204,699.72	1,611,370.35	4,077,725.39
Total Capital Projects Fund Expenditures			0.00	5,893,795.46	5,893,795.46	204,699.72	1,611,370.35	4,077,725.39

**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 three month period ending 09/30/2026**

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	12,376.79	(12,376.79)
30-1xxx		Total Revenue from Local Sources	0.00	0.00	0.00	12,376.79	(12,376.79)
	-	Total Revenues/Sources of Funds	0.00	3,283,180.00	3,283,180.00	3,295,556.79	(12,376.79)

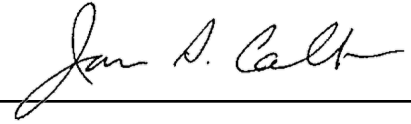
**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

**Fund 30 - Statement of Appropriations
Compared with Expenditures and Encumbrances
For the three month period ending 09/30/2026**

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	118,340.74	105,557.06	67,500.00
30-000-4xx-390	89060		0.00	291,397.80	291,397.80	118,340.74	105,557.06	67,500.00
-- Construction Services								
30-000-4xx-450	89080	Construction Services	0.00	4,434,209.24	4,434,209.24	0.00	1,505,813.29	2,928,395.95
30-000-4xx-450	89080		0.00	4,434,209.24	4,434,209.24	0.00	1,505,813.29	2,928,395.95
-- General Supplies								
30-000-4xx-610	89100	General Supplies	0.00	96,940.00	96,940.00	86,358.98	0.00	10,581.02
30-000-4xx-610	89100		0.00	96,940.00	96,940.00	86,358.98	0.00	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	204,699.72	1,611,370.35	4,077,725.39
	84060	Total Capital Projects Fund Expenditures	0.00	5,893,795.46	5,893,795.46	204,699.72	1,611,370.35	4,077,725.39

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

**Fund 40 - Interim Balance Sheet
For the three month period ending 09/30/2026**



Assets and Resources

Assets:

Account Number	Account Name	Subtotal Balance	Balance
101	Cash in Bank		(887,052.19)
121	Tax Levy Receivable		651,221.87
	Accounts Receivable:		
141	Intergovernmental - StateAccounts Receivable:	122,661.00	
153,154	Other (net of estimated uncollectible of \$10,000)Accounts Receivable:	0.00	122,661.00
	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

**Report of the Secretary to the Board of Education
Glen Rock Board of Education**

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 three month period ending 09/30/2026**

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**

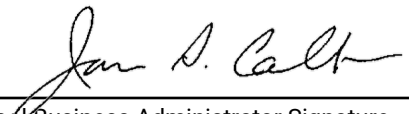
**Fund 40 - Schedule of Revenues
Actual Compared with Estimate
For the three month period ending 09/30/2026**

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 three month period ending 09/30/2026

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

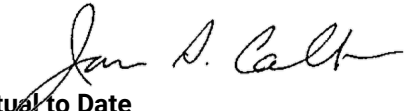


School Business Administrator Signature

9/30/26

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 three month period ending 09/30/2026**

Revenues

Account Number	Description	Revised	Accrued	Earned	Receipts	Balance
65-1980-000	Refund of Prior Year Expenditures				3,286.00	-3,286.00
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	3,286.00	2,229,667.74

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				-555,283.12	555,283.12
65-430-100-104-900-800-000-000	Salaries of Other Professional Staff (Preschool Salary)	26,985.14				26,985.14
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	762.50				762.50
65-430-100-104-900-800-852-000	Salaries of Other Professional Staff Lunch Aide	16,700.00				16,700.00
65-430-100-104-900-801-000-000	Salaries of Other Professional Staff (Sacc Salary)	337,000.00		164,700.00	21,967.37	150,332.63
65-430-100-104-900-801-853-000	Salaries of Other Professional Lead	10,000.00		.00	90.00	9,910.00
65-430-100-104-900-801-854-000	Salaries of Other Professional Staff Assistant	8,000.00		.00	865.04	7,134.96
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)	171,937.81		.00	171,937.81	.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	39,000.00	.00	38,999.97		.03
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 three month period ending 09/30/2026**

Account Number	Description	Appropriation	Requested	Outstanding	Disbursed To Date	Available
65-430-100-339-900-800-901	Other Professional Services (2 Year Old/Mom & Tot Contracted Services)	1,000.00				1,000.00
65-430-100-339-900-800-902	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	6,930.00	128,490.99	24,579.01
65-430-100-339-900-803-000-000	Other Professional Services (Adult Ed/Enrichment Cont Services)	136,000.00	.00	77,541.00	4,512.40	53,946.60
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	440.21	737.26	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		68,718.06	22,906.02	.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		94,074.66	35,881.98	13,571.44
65-430-200-440-900-804-864-000	Rentals (Admin Equip Rental)	4,321.46	.00	3,600.00	721.46	.00
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	3,043.71	972.78	452.19
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 three month period ending 09/30/2026**

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	860.22	1,327.78
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	3,512.00	878.00	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	.00	473,929.10	-4,172.00	1,763,228.61

**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 three month period ending 09/30/2026**

Account Number	Description	Appropriation	Requested	Outstanding	Disbursed To Date	Available
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YTD Profit/Loss: \$-466,471.10

Glen Rock Board of Education
Balance Sheet
7/1/2026 - 9/30/2026

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	(3,286.00)
303	Budgeted Fund Balance	

TOTAL ASSETS

3,756,369.24

LIABILITIES

Current Liabilities

402	Interfund Payable	
421	Accounts Payable	
421A	Accounts Payable (non-PO)	
481	Individual Pre-Paid Balance	
601	Appropriations	2,232,985.71
	Less 602 Expenditures	4,172.00
	Less 603 Encumbrances	(473,929.10)

TOTAL LIABILITIES

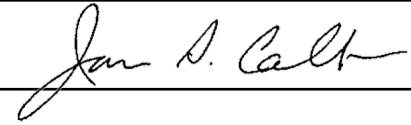
1,763,228.61

Glen Rock Board of Education
Balance Sheet
7/1/2026 - 9/30/2026

FUND EQUITY

753	Reserve for Encumbrances: Current	473,897.13	
754	Reserve for Encumbrances: Prior	31.97	
770	Unassigned Fund Balance	1,519,211.53	
TOTAL FUND EQUITY			1,993,140.63
TOTAL LIABILITIES AND FUND EQUITY			3,756,369.24

Glen Rock Board of Education
Balance Sheet
7/1/2026 - 9/30/2026



90 Agency Fund

ASSETS

Current Assets

101	Cash	19,017.77
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Budgeting Accounts

301	Estimated Revenues	
	Less 302 Revenues	(350.15)
303	Budgeted Fund Balance	

TOTAL ASSETS	18,667.62
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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
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FUND EQUITY

TOTAL FUND EQUITY	.00
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PAYROLL AGENCY

753	Reserve for Encumbrances: Current	
754	Reserve for Encumbrances: Prior	
770	Unassigned Fund Balance	2,123.19
B_DCRP	Back DCRP	

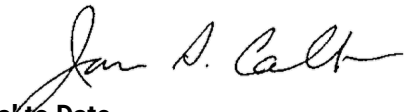
Glen Rock Board of Education
Balance Sheet
7/1/2026 - 9/30/2026

B_FIT	B-Fit	
DCRP	DCRP (ER/ES)	
DCRP_IMP_SAL	DCRP Imputed	
DENTAL	Dental	
DIBP	Disability Prudential (B	
DISB	Disability Prudential (	49.61
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	10,638.99
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	.30
PERS_PURCH	PERS Purchase	
PERS_SHORT	PERS Pension Shortage	
PRESC	Prescription	
SIT_NJ	NJ Income Tax	
SIT_PA	PA Income Tax	

Glen Rock Board of Education
Balance Sheet
7/1/2026 - 9/30/2026

SPP	Special Payment Plan	
SUI	State Unemployment INS	1,200.29
T60	Variable Annuity Life In	
TPAF_ARREARS	TPAF Arrears	
TPAF_BKINS	TPAF Back Insurance	
TPAF_BKPEN	TPAF Back Pension	
TPAF_CONTR	TPAF Contributory Ins.	(17.88)
TPAF_IMPUTED	TPAF Imputed income	
TPAF_LOAN	TPAF Loan	
TPAF_PEN	TPAF Pension	(326.88)
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 Annuity	
TS70	AXA Equitable 457B	
VISION	Vision	
WRKCOMP	Worker's Comp	
TOTAL PAYROLL AGENCY		13,667.62
TOTAL LIABILITIES AND FUND EQUITY		18,667.62

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 three month period ending 09/30/2026

Revenues

Account Number	Description	Revised	Accrued	Earned	Receipts	Balance
91-1990-000-000	Miscellaneous Revenue from Local Sources	20,000.00			6,634.31	13,365.69
		20,000.00	.00	.00	6,634.31	13,365.69

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: \$4,420.03

Glen Rock Board of Education
Balance Sheet
7/1/2026 - 9/30/2026

91 Unemployment Fund

ASSETS

Current Assets

101	Cash	793,807.36
132	Interfund Receivable	

Budgeting Accounts

301	Estimated Revenues (Control Account / Normal Debit Balance)	20,000.00
	Less 302 Revenues (Control Account / Normal Credit Balance)	(6,634.31)
303	Budgeted Fund Balance	

TOTAL ASSETS	807,173.05
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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
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FUND EQUITY

753	Reserve for Encumbrances - Current Year	
770	Unassigned Fund Balance	789,387.33

TOTAL FUND EQUITY	789,387.33
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TOTAL LIABILITIES AND FUND EQUITY	807,173.05
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APPENDIX

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**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56486 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/2/2026	11	11-000-261-420- 065-010-423-200	Cleaning, Repair, and Maintenance Services (Environmental Services Hamilton)	Adjustment	22,100.00	4,000.00	26,100.00
9/2/2026	11	11-000-261-420- 065-010-489-200	"Cleaning, Repair, and Maintenance Services (Building System - Exhaust / Ventilation Hamilton)"	Adjustment	3,000.00	-3,000.00	.00
9/2/2026	11	11-000-261-610- 065-010-429-000	General Supplies (Hamilton Bldg Supplies)	Adjustment	3,000.00	-1,000.00	2,000.00
							.00

[Adjustment] Tx: 56487 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/2/2026	11	11-000-261-420- 070-010-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire Byrd)"	Adjustment	8,500.00	2,000.00	10,500.00
9/2/2026	11	11-000-261-420- 070-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Byrd)"	Adjustment	21,300.00	-2,000.00	19,300.00
							.00

[Adjustment] Tx: 56488 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/2/2026	11	11-000-261-420- 080-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Central)"	Adjustment	13,400.00	-2,500.00	10,900.00
9/2/2026	11	11-000-261-420- 080-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Central)"	Adjustment	15,000.00	2,500.00	17,500.00
							.00

[Adjustment] Tx: 56489 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/2/2026	11	11-000-261-420- 090-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Coleman)"	Adjustment	44,400.00	-5,000.00	39,400.00
9/2/2026	11	11-000-261-420- 090-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Coleman)"	Adjustment	14,000.00	10,000.00	24,000.00
9/2/2026	11	11-000-261-420- 090-010-484-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Doors Coleman)"	Adjustment	5,000.00	-3,000.00	2,000.00
9/2/2026	11	11-000-261-420- 090-010-486-200	"Cleaning, Repair, and Maintenance Services (Building System - Roofs Coleman)"	Adjustment	5,500.00	-2,000.00	3,500.00
							.00

[Adjustment] Tx: 56490 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/2/2026	11	11-000-261-420- 080-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Central)"	Adjustment	17,500.00	4,000.00	21,500.00
9/2/2026	11	11-000-261-420- 080-010-486-200	"Cleaning, Repair, and Maintenance Services (Building System - Roofs Central)"	Adjustment	5,000.00	-4,000.00	1,000.00
							.00

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56491 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/2/2026	11	11-000-261-420- 040-040-416-200	"Cleaning, Repair, and Maintenance Services (Building System - Plumbing GR MS HS)"	Adjustment	10,000.00	5,000.00	15,000.00
9/2/2026	11	11-000-261-420- 040-040-443-000	"Cleaning, Repair, and Maintenance Services (HS/MS Admin Contracted Svcs.)"	Adjustment	29,000.00	-5,000.00	24,000.00
						.00	

[Adjustment] Tx: 56492 Budget Transfer request from 009741 Cusack, Paul W

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/2/2026	11	11-190-100-640- 050-505-235-000	Textbooks (HS Foreign Lang. Textbks)	Adjustment	.00	240.00	240.00
9/2/2026	11	11-190-100-890- 060-503-119-140	Miscellaneous Expenditures (MS Computer Science Software)	Adjustment	5,500.00	-240.00	5,260.00
						.00	

[Adjustment] Tx: 56493 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/2/2026	11	11-000-261-420- 065-010-419-200	"Cleaning, Repair, and Maintenance Services (Building System - Windows Hamilton)"	Adjustment	5,200.00	200.00	5,400.00
9/2/2026	11	11-000-261-420- 065-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Hamilton)"	Adjustment	24,800.00	-200.00	24,600.00
						.00	

[Adjustment] Tx: 56612 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/8/2026	11	11-000-261-420- 065-010-423-200	Cleaning, Repair, and Maintenance Services (Enviornmental Services Hamilton)	Adjustment	26,100.00	4,000.00	30,100.00
9/8/2026	11	11-000-261-420- 065-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Hamilton)"	Adjustment	24,600.00	-4,000.00	20,600.00
						.00	

[Adjustment] Tx: 56613 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/8/2026	11	11-000-261-420- 065-010-423-200	Cleaning, Repair, and Maintenance Services (Enviornmental Services Hamilton)	Adjustment	30,100.00	3,000.00	33,100.00
9/8/2026	11	11-000-261-420- 065-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Hamilton)"	Adjustment	20,600.00	-3,000.00	17,600.00
						.00	

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56694 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/9/2026	11	11-000-261-420-040-040-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls GR MS HS)"	Adjustment	17,000.00	-5,000.00	12,000.00
9/9/2026	11	11-000-261-420-070-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Byrd)"	Adjustment	21,000.00	5,000.00	26,000.00
							.00

[Adjustment] Tx: 56695 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/9/2026	11	11-000-261-420-040-040-409-200	"Cleaning, Repair, and Maintenance Services (Building System - Fire GR MS HS)"	Adjustment	48,200.00	4,000.00	52,200.00
9/9/2026	11	11-000-261-420-040-040-443-000	"Cleaning, Repair, and Maintenance Services (HS/MS Admin Contracted Svcs.)"	Adjustment	24,000.00	-4,000.00	20,000.00
							.00

[Adjustment] Tx: 56696 Budget Transfer request from 041157 Blazejewski, Pamela J

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/9/2026	11	11-190-100-610-000-252-228-000	General Supplies (AV Instructional)	Adjustment	16,350.75	-2,034.59	14,316.16
9/9/2026	12	12-000-252-730-000-252-466-000	Technology Equipment (Technology Equipment)	Adjustment	122,574.65	2,034.59	124,609.24
							.00

[Adjustment] Tx: 56697 Budget Transfer request from 041157 Blazejewski, Pamela J

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/9/2026	11	11-000-252-610-000-252-228-000	General Supplies (AV Supplies Non-Instructional)	Adjustment	15,000.00	-7,565.00	7,435.00
9/9/2026	12	12-000-252-730-000-252-466-000	Technology Equipment (Technology Equipment)	Adjustment	124,609.24	7,565.00	132,174.24
							.00

[Adjustment] Tx: 56947 Budget Transfer request from 044393 Stadlin, Rebecca L

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-000-240-610-050-450-116-000	General Supplies (AD Office Supplies/Materials)	Adjustment	2,100.00	-1,000.00	1,100.00
9/10/2026	11	11-402-100-610-050-450-111-140	General Supplies (Software/Online Subscriptions)	Adjustment	18,000.00	3,000.00	21,000.00
9/10/2026	11	11-402-100-610-050-450-120-000	General Supplies (Athletic Uniforms)	Adjustment	40,000.00	-2,000.00	38,000.00
							.00

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56948 Budget Transfer request from 009741 Cusack, Paul W

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-190-100-610- 050-505-231-000	General Supplies (Foreign Language Inst. Equipment)	Adjustment	.00	800.00	800.00
9/10/2026	11	11-190-100-890- 060-503-119-140	Miscellaneous Expenditures (MS Computer Science Software)	Adjustment	5,260.00	-800.00	4,460.00
						.00	

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56949 Sept 15 PR Xfer 1

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-000-213-104-080-213-604-000	Salaries of Other Professional Staff (Cent Nurse Salary)	Adjustment	87,108.00	1,119.96	88,227.96
9/10/2026	11	11-000-218-104-050-218-604-000	Salaries of Other Professional Staff (Guidance Salary)	Adjustment	366,180.00	500.00	366,680.00
9/10/2026	11	11-000-218-104-090-218-604-000	Salaries of Other Professional Staff (Elementary Guidance Salary-Coleman)	Adjustment	67,608.00	5,466.74	73,074.74
9/10/2026	11	11-000-219-104-000-219-604-000	Salaries of Other Professional Staff (Cst Salary)	Adjustment	1,381,597.00	5,000.00	1,386,597.00
9/10/2026	11	11-000-222-100-070-222-604-000	Salaries (Byrd Media Center Salary)	Adjustment	84,017.00	2,626.00	86,643.00
9/10/2026	11	11-110-100-101-065-099-604-000	Salary (Hamilton Kinder Salary)	Adjustment	178,635.00	66,408.00	245,043.00
9/10/2026	11	11-120-100-101-065-010-604-000	Salary (Hamilton Elem Salary)	Adjustment	1,200,251.00	-56,262.58	1,143,988.42
9/10/2026	11	11-120-100-101-070-224-604-000	Salary (Gifted & Talented)	Adjustment	28,006.00	875.00	28,881.00
9/10/2026	11	11-120-100-101-070-515-604-000	Salary (Byrd Art Salary)	Adjustment	29,063.00	.20	29,063.20
9/10/2026	11	11-120-100-101-090-010-604-000	Salary (Cole Elem Salary)	Adjustment	1,070,463.00	41,391.80	1,111,854.80
9/10/2026	11	11-130-100-101-060-224-604-000	Salary (G&T)	Adjustment	69,314.00	1,910.40	71,224.40
9/10/2026	11	11-130-100-101-060-500-604-000	Salary (MS English Salary)	Adjustment	906,640.00	82,287.60	988,927.60
9/10/2026	11	11-130-100-101-060-502-604-000	Salary (MS Math Salary)	Adjustment	508,234.00	4,070.00	512,304.00
9/10/2026	11	11-130-100-101-060-503-604-000	Teacher Salary (MS Computer Science)	Adjustment	147,607.00	.20	147,607.20
9/10/2026	11	11-130-100-101-060-504-604-000	Salary (MS Science Salary)	Adjustment	499,009.00	12,811.00	511,820.00
9/10/2026	11	11-130-100-101-060-505-604-000	Salary (MS Foreign Lang Salary)	Adjustment	448,407.00	19,041.80	467,448.80
9/10/2026	11	11-130-100-101-060-511-604-000	Salary (MS TV/Broadcasting Salary)	Adjustment	38,083.00	.20	38,083.20
9/10/2026	11	11-130-100-101-060-516-604-000	Salary (MS Music Salary)	Adjustment	264,778.00	16,551.20	281,329.20
9/10/2026	11	11-140-100-101-050-501-604-000	Salary (HS Social Studies Salary)	Adjustment	781,050.57	626.03	781,676.60
9/10/2026	11	11-140-100-101-050-502-604-000	Salary (HS Math Salary)	Adjustment	678,350.63	5,103.37	683,454.00
9/10/2026	11	11-140-100-101-050-508-604-000	Salary (HS Phys. Ed. Salary)	Adjustment	612,737.00	12,770.00	625,507.00
9/10/2026	11	11-140-100-101-050-510-604-000	Salary (HS Business Salary)	Adjustment	228,715.00	4,853.60	233,568.60

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56949 Sept 15 PR Xfer 1

9/10/2026	11	11-140-100-101- Salary (HS Engineering) 050-513-604-000	Adjustment	57,125.00	7,140.80	64,265.80
9/10/2026	11	11-190-100-106- Salary - Guide Movement 000-251-601-000	Adjustment	131,408.23	-131,408.23	.00
9/10/2026	11	11-190-100-106- Salary - 6th Period 000-251-646-000	Adjustment	122,451.65	-122,451.65	.00
9/10/2026	11	11-213-100-101- Salaries for Teachers (HS Res Cent Salary) 050-302-604-000	Adjustment	1,113,429.00	10,716.00	1,124,145.00
9/10/2026	11	11-214-100-101- Salaries for Teachers (Autistic K-2 Teacher Salary) 090-304-604-000	Adjustment	147,866.00	5,000.00	152,866.00
9/10/2026	11	11-230-100-101- Salaries for Teachers (Cole Reading Salary) 090-311-604-000	Adjustment	126,022.00	3,852.56	129,874.56
					.00	

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56950 Sept PR Xfer 2

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-000-211-105-080-211-604-000	Salaries of Secretarial and Clerical Assistants (Central Main Office Secretary Salary)	Adjustment	17,095.00	-192.28	16,902.72
9/10/2026	11	11-000-211-105-090-211-604-000	Salaries of Secretarial and Clerical Assistants (Coleman Main Office Secretary Salary)	Adjustment	17,095.00	-192.28	16,902.72
9/10/2026	11	11-000-213-104-065-213-604-000	Salaries of Other Professional Staff (Hamilton Nurse Salary)	Adjustment	90,808.00	-16,750.00	74,058.00
9/10/2026	11	11-000-218-104-060-218-604-000	Salaries of Other Professional Staff (MS Guidance Salary)	Adjustment	252,047.00	-91,903.00	160,144.00
9/10/2026	11	11-000-218-105-000-218-604-000	Salaries of Secretarial and Clerical Assistants (DW Guidance Secretary)	Adjustment	64,225.00	-.04	64,224.96
9/10/2026	11	11-000-219-105-000-219-604-000	Salaries of Secretarial and Clerical Assistants (Cst Secretary Salary)	Adjustment	113,514.22	-833.42	112,680.80
9/10/2026	11	11-000-221-102-000-555-604-000	Salaries of Supervisors of Instruction (Supervisor of Special Ed Salary)	Adjustment	88,370.15	-.01	88,370.14
9/10/2026	11	11-000-221-102-040-552-604-000	Salaries of Supervisors of Instruction (Supervisor of Math Salary)	Adjustment	92,386.00	-84,687.16	7,698.84
9/10/2026	11	11-000-222-100-080-222-604-000	Salaries (Cent Media Cent Salary)	Adjustment	58,244.00	-.60	58,243.40
9/10/2026	11	11-000-222-100-090-222-604-000	Salaries (Cole Media Cent Salary)	Adjustment	78,380.00	-.40	78,379.60
9/10/2026	11	11-000-230-100-000-232-604-000	Salaries (PR/Communications Salary)	Adjustment	84,062.00	-.08	84,061.92
9/10/2026	11	11-000-230-100-000-233-604-000	Salaries (Supt. Office Salary)	Adjustment	832,016.88	-200,145.00	631,871.88
9/10/2026	11	11-000-240-103-000-218-604-000	Salaries of Principals / Assistant Principals / Program Directors (Director of Student Personnel Services)	Adjustment	166,345.00	-.04	166,344.96
9/10/2026	11	11-000-240-103-050-240-604-000	Salaries of Principals / Assistant Principals / Program Directors (HS Admin. Salary)	Adjustment	253,823.27	-.01	253,823.26
9/10/2026	11	11-000-240-103-060-240-604-000	Salaries of Principals / Assistant Principals / Program Directors (Principal Salary)	Adjustment	97,538.00	-.08	97,537.92
9/10/2026	11	11-000-240-103-080-240-604-000	Salaries of Principals / Assistant Principals / Program Directors (Cent Admin Salary)	Adjustment	187,023.11	-.01	187,023.10
9/10/2026	11	11-000-240-104-040-552-604-000	Salaries of Other Professional Staff (Supervisor of Math Salary)	Adjustment	39,594.00	-36,294.50	3,299.50
9/10/2026	11	11-000-240-105-050-240-604-000	Salaries of Secretarial and Clerical Assistants (HS Secretary Salary)	Adjustment	165,761.00	-68,441.48	97,319.52
9/10/2026	11	11-000-240-105-050-450-604-000	Salaries of Secretarial and Clerical Assistants (A D Secretary Salary)	Adjustment	56,757.11	-.01	56,757.10
9/10/2026	11	11-000-240-105-060-240-604-000	Salaries of Secretarial and Clerical Assistants (MS Secretary Salary)	Adjustment	28,879.00	-.52	28,878.48
9/10/2026	11	11-000-240-105-070-240-604-000	Salaries of Secretarial and Clerical Assistants (Byrd Secretary Salary)	Adjustment	51,331.00	-.28	51,330.72
9/10/2026	11	11-000-240-105-080-240-604-000	Salaries of Secretarial and Clerical Assistants (Cent Secretary Salary)	Adjustment	50,708.39	-.01	50,708.38

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56950 Sept PR Xfer 2

9/10/2026	11	11-000-240-105-090-240-604-000	Salaries of Secretarial and Clerical Assistants (Cole Secretary Salary)	Adjustment	50,708.39	-.01	50,708.38
9/10/2026	11	11-000-251-100-000-251-604-000	Salaries (Business Office Salary)	Adjustment	581,316.00	-372.98	580,943.02
9/10/2026	11	11-000-251-100-000-251-610-000	Salaries (Treasurer's Salary)	Adjustment	6,500.00	-500.00	6,000.00
9/10/2026	11	11-000-252-100-000-252-604-000	Salaries (Tech Department Salaries)	Adjustment	604,326.00	-2,910.68	601,415.32
9/10/2026	11	11-000-261-100-000-260-604-000	Salaries (SW Maintenance Salaries)	Adjustment	492,191.27	-.01	492,191.26
9/10/2026	11	11-000-261-105-000-260-604-000	Salaries of Secretarial and Clerical Assistants (B&G Administrative Assistant Salary)	Adjustment	75,782.00	-.08	75,781.92
9/10/2026	11	11-000-263-100-000-260-604-000	Salaries (Grounds Salaries)	Adjustment	167,795.03	-.01	167,795.02
9/10/2026	11	11-000-266-100-000-266-604-000	Salary (Director of Security Salary)	Adjustment	101,187.11	-.01	101,187.10
9/10/2026	11	11-000-270-161-000-270-604-000	Salaries for Pupil Transportation (Between Home and School) - Special Education (Pupil Trans. Salary)	Adjustment	67,538.00	-824.18	66,713.82
9/10/2026	11	11-110-100-101-090-099-604-000	Salary (Cole Kind Salary)	Adjustment	235,924.00	-75,208.00	160,716.00
9/10/2026	11	11-120-100-101-065-010-604-000	Salary (Hamilton Elem Salary)	Adjustment	1,143,988.42	-107,333.42	1,036,655.00
9/10/2026	11	11-120-100-101-065-505-604-000	Salary (Hamilton World Language Salary)	Adjustment	35,117.00	-.80	35,116.20
9/10/2026	11	11-120-100-101-070-010-604-000	Salary (Byrd Elem Salary)	Adjustment	942,954.00	-55,927.40	887,026.60
9/10/2026	11	11-120-100-101-070-505-604-000	Salary (Byrd World Language Salary)	Adjustment	35,117.00	-.40	35,116.60
9/10/2026	11	11-120-100-101-080-010-604-000	Salary (Cent Elem Salary)	Adjustment	1,142,699.00	-98,657.00	1,044,042.00
9/10/2026	11	11-120-100-101-080-224-604-000	Salaries (G&T)	Adjustment	19,415.00	-.40	19,414.60
9/10/2026	11	11-120-100-101-080-505-604-000	Salary (Central World Language Salary)	Adjustment	35,117.00	-.40	35,116.60
9/10/2026	11	11-120-100-101-080-515-604-000	Salary (Cent Art Salary)	Adjustment	43,595.00	-.20	43,594.80
9/10/2026	11	11-120-100-101-090-224-604-000	Salaries (G&T)	Adjustment	24,970.00	-.60	24,969.40
9/10/2026	11	11-120-100-101-090-505-604-000	Salary (Coleman World Language Salary)	Adjustment	35,117.00	-.40	35,116.60
9/10/2026	11	11-130-100-101-060-501-604-000	Salary (MS Social Studies Salary)	Adjustment	500,783.00	-15,208.00	485,575.00
9/10/2026	11	11-130-100-101-060-508-604-000	Salary (MS Phys. Ed. Salary)	Adjustment	377,826.00	-35,208.00	342,618.00

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56950 Sept PR Xfer 2

9/10/2026	11	11-130-100-101-060-513-604-000	Salary (MS Pre-Engineering Salaries)	Adjustment	49,984.00	-6,690.80	43,293.20
9/10/2026	11	11-140-100-101-050-500-604-000	Salary (HS English Salary)	Adjustment	656,053.00	-8,291.60	647,761.40
9/10/2026	11	11-140-100-101-050-503-604-000	Teacher Salary (HS Computer Science)	Adjustment	48,125.00	-.20	48,124.80
9/10/2026	11	11-140-100-101-050-504-604-000	Salary (HS Science Salary)	Adjustment	914,910.00	-18,850.00	896,060.00
9/10/2026	11	11-140-100-101-050-505-604-000	Salary (HS Foreign Lang. Salary)	Adjustment	649,988.00	-8,094.80	641,893.20
9/10/2026	11	11-140-100-101-050-511-604-000	Salary (HS TV /Broadcasting Salary)	Adjustment	57,125.00	-.20	57,124.80
9/10/2026	11	11-140-100-101-050-515-604-000	Salary (HS Art Salary)	Adjustment	416,580.00	-94,428.00	322,152.00
9/10/2026	11	11-140-100-101-050-516-604-000	Salary (HS Music Salary)	Adjustment	105,773.00	-16,551.20	89,221.80
9/10/2026	11	11-190-100-106-000-251-601-000	Salary - Guide Movement	Adjustment	.00	986,314.16	986,314.16
9/10/2026	11	11-190-100-106-000-251-646-000	Salary - 6th Period	Adjustment	.00	163,000.00	163,000.00
9/10/2026	11	11-204-100-101-060-300-604-000	Salaries for Teachers (MS LLD Salary)	Adjustment	113,002.19	-560.13	112,442.06
9/10/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,173,255.96	-102,151.64	1,071,104.32
9/10/2026	11	11-213-100-101-080-302-604-000	Salaries for Teachers (Cent Res Cent Salary)	Adjustment	376,215.00	-2,100.00	374,115.00
9/10/2026	11	11-230-100-101-070-311-604-000	Salaries for Teachers (Byrd Reading Salary)	Adjustment	143,530.00	-.60	143,529.40
9/10/2026	11	11-240-100-101-050-313-604-000	Salaries for Teacher (ESL Salary)	Adjustment	23,105.00	-.20	23,104.80
9/10/2026	11	11-240-100-101-060-313-604-000	Salaries for Teacher (ESL Salary)	Adjustment	23,105.00	-.20	23,104.80
9/10/2026	11	11-402-100-100-050-450-604-000	Personnel Services - Salaries (Trainer Salary)	Adjustment	131,714.00	-.40	131,713.60
						.00	

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56951 Sept 15 PR Xfer 3

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-000-221-102-040-552-604-000	Salaries of Supervisors of Instruction (Supervisor of Math Salary)	Adjustment	7,698.84	84,687.16	92,386.00
9/10/2026	11	11-000-230-100-000-233-604-000	Salaries (Supt. Office Salary)	Adjustment	631,871.88	200,145.00	832,016.88
9/10/2026	11	11-000-240-104-040-552-604-000	Salaries of Other Professional Staff (Supervisor of Math Salary)	Adjustment	3,299.50	36,294.50	39,594.00
9/10/2026	11	11-190-100-106-000-251-601-000	Salary - Guide Movement	Adjustment	986,314.16	-321,126.66	665,187.50
							.00

[Adjustment] Tx: 56952 Sept PR Xfer 4

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-190-100-106-000-251-601-000	Salary - Guide Movement	Adjustment	665,187.50	40,548.34	705,735.84
9/10/2026	11	11-190-100-106-000-251-646-000	Salary - 6th Period	Adjustment	163,000.00	-40,548.34	122,451.66
							.00

[Adjustment] Tx: 56953 Sept 15 PR Xfer 4

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-000-213-110-000-213-636-001	Other Salaries (Autistic ESY Nursing Summer Salary)	Adjustment	6,750.00	-2,722.50	4,027.50
9/10/2026	11	11-000-213-110-050-213-636-001	Other Salaries (HS Nurse Summer Salary)	Adjustment	2,733.75	618.75	3,352.50
9/10/2026	11	11-000-213-110-060-213-636-001	Other Salaries (MS Nurse Summer Salary)	Adjustment	2,250.00	990.00	3,240.00
9/10/2026	11	11-000-213-110-065-213-636-001	Other Salaries (Hamilton Nurse Summer Salary)	Adjustment	228.75	671.25	900.00
9/10/2026	11	11-000-213-110-090-213-636-001	Other Salaries (Coleman Nurse Summer Salary)	Adjustment	675.00	225.00	900.00
9/10/2026	11	11-000-219-110-000-219-634-001	Other Salaries (Cst Summer Salary)	Adjustment	50,100.00	-1,217.50	48,882.50
9/10/2026	11	11-000-230-100-000-230-609-001	Salaries (Central Office Summer Help)	Adjustment	2,000.00	-2,000.00	.00
9/10/2026	11	11-000-262-100-000-260-634-001	Salaries (SW Summer Maintenance)	Adjustment	15,000.00	3,435.00	18,435.00
							.00

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 56957 Sept Copier xfer 2

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-000-261-890- 000-260-106-000	Miscellaneous Expenditures (B&G Office Copy Machine Equipment Rental)	Adjustment	1,715.76	1,570.20	3,285.96
9/10/2026	11	11-000-262-610- 000-260-495-000	Supplies (Summer cleaning)	Adjustment	5,000.00	-1,570.20	3,429.80
						.00	

[Adjustment] Tx: 56958 Sept CS PR xfer

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	65	65-430-100-104- 900-800-000-000	Salaries of Other Professional Staff (Preschool Salary)	Adjustment	33,143.34	-3,765.50	29,377.84
9/10/2026	65	65-430-100-104- 900-802-000-000	Salaries of Other Professional Staff (Summer Salary)	Adjustment	168,172.31	3,765.50	171,937.81
						.00	

**Glen Rock Board of Education
Account Maintenance Report
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[Adjustment] Tx: 58426 Sept Copier Xfer

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/10/2026	11	11-000-218-440-050-218-106-000	Rentals (Guide Off Equip Rental)	Adjustment	2,523.84	1,696.80	4,220.64
9/10/2026	11	11-000-219-440-000-219-106-000	Rentals (Equip Rental(Copy Mach))	Adjustment	8,148.72	2,912.00	11,060.72
9/10/2026	11	11-000-222-440-050-222-106-000	Rentals (HS Med Ctr Equip Rental)	Adjustment	14,196.84	-2,200.70	11,996.14
9/10/2026	11	11-000-230-440-000-230-104-000	Rentals (Equip Rental-Copy/Postage)	Adjustment	4,415.76	3,127.90	7,543.66
9/10/2026	11	11-000-240-440-050-240-106-000	Rentals (Equip Rental HS Office Copier)	Adjustment	2,322.72	-1,235.60	1,087.12
9/10/2026	11	11-000-240-440-060-240-106-000	Rentals (Equip Rental MS Copier)	Adjustment	5,435.52	3,170.40	8,605.92
9/10/2026	11	11-000-251-440-000-251-104-000	Rentals (Equip Rent-Copy/Postage)	Adjustment	1,962.48	720.00	2,682.48
9/10/2026	11	11-190-100-440-000-251-105-000	Rentals (DW Copy Machine Overages)	Adjustment	8,000.00	-8,000.00	.00
9/10/2026	11	11-190-100-440-050-050-106-000	Rentals (HS Eq Rental (Copier))	Adjustment	4,812.63	8,556.95	13,369.58
9/10/2026	11	11-190-100-440-060-060-106-000	Rentals (MS Eq Rental (Copier))	Adjustment	29,111.48	-12,296.90	16,814.58
9/10/2026	11	11-190-100-440-065-010-106-000	Rentals (Hamilton Eq Rent(Copier))	Adjustment	16,304.00	-2,356.60	13,947.40
9/10/2026	11	11-190-100-440-070-010-106-000	Rentals (Byrd Eq Rental (Copier))	Adjustment	13,992.36	-1,668.95	12,323.41
9/10/2026	11	11-190-100-440-080-010-106-000	Rentals (Central Eq Rent (Copier))	Adjustment	8,918.28	3,798.10	12,716.38
9/10/2026	11	11-190-100-440-090-010-106-000	Rentals (Coleman Eq Rent(Copier))	Adjustment	6,604.08	3,776.60	10,380.68
						.00	

[Adjustment] Tx: 57034 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/14/2026	11	11-000-261-420-040-040-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls GR MS HS)"	Adjustment	12,000.00	-5,000.00	7,000.00
9/14/2026	11	11-000-261-420-050-450-443-000	"Cleaning, Repair, and Maintenance Services (Ad Contracted Svcs)"	Adjustment	18,000.00	-5,000.00	13,000.00
9/14/2026	11	11-000-261-420-065-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Hamilton)"	Adjustment	23,000.00	10,000.00	33,000.00
						.00	

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 57035 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/14/2026	11	11-000-261-420- 065-010-405-200	"Cleaning, Repair, and Maintenance Services (Building System - Emergency Lighting Hamilton)"	Adjustment	2,000.00	-500.00	1,500.00
9/14/2026	11	11-000-261-420- 065-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Hamilton)"	Adjustment	33,000.00	500.00	33,500.00
							.00

[Adjustment] Tx: 57036 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/14/2026	11	11-000-261-420- 065-010-405-200	"Cleaning, Repair, and Maintenance Services (Building System - Emergency Lighting Hamilton)"	Adjustment	1,500.00	-500.00	1,000.00
9/14/2026	11	11-000-261-420- 065-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Hamilton)"	Adjustment	33,500.00	500.00	34,000.00
							.00

[Adjustment] Tx: 57037 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/14/2026	11	11-000-261-420- 065-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Hamilton)"	Adjustment	34,000.00	4,000.00	38,000.00
9/14/2026	11	11-000-261-420- 065-010-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls Hamilton)"	Adjustment	17,600.00	-4,000.00	13,600.00
							.00

[Adjustment] Tx: 57038 Budget Transfer request from 100031 Ferrara, Louis

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/14/2026	11	11-190-100-340- 060-516-000-000	Purchased Technical Services (MS Music Contracted Services)	Adjustment	750.00	50.00	800.00
9/14/2026	11	11-190-100-610- 060-516-232-000	General Supplies (MS Music Supplies)	Adjustment	4,000.00	-50.00	3,950.00
							.00

[Adjustment] Tx: 57039 Budget Transfer request from 100031 Ferrara, Louis

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/14/2026	11	11-190-100-610- 050-516-232-000	General Supplies (HS Music Teach Supplies)	Adjustment	5,000.00	-50.00	4,950.00
9/14/2026	11	11-190-100-610- 060-516-232-000	General Supplies (MS Music Supplies)	Adjustment	3,950.00	50.00	4,000.00
							.00

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 57040 Budget Transfer request from 039713 Hulsizer, Carolyn S

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/14/2026	11	11-000-222-610-080-222-229-000	General Supplies (Central Media Ctr Books)	Adjustment	3,000.00	400.00	3,400.00
9/14/2026	11	11-000-222-610-080-222-243-000	General Supplies (Central Media Ctr Pubs)	Adjustment	400.00	-400.00	.00
							.00

[Adjustment] Tx: 57041 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/14/2026	11	11-000-261-420-080-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Central)"	Adjustment	10,900.00	-2,000.00	8,900.00
9/14/2026	11	11-000-261-420-080-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Central)"	Adjustment	15,000.00	4,000.00	19,000.00
9/14/2026	11	11-000-261-610-080-010-429-000	General Supplies (Central Admin Bldg Supplies)	Adjustment	7,000.00	-2,000.00	5,000.00
							.00

[Adjustment] Tx: 57082 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/15/2026	11	11-000-261-420-040-040-405-200	"Cleaning, Repair, and Maintenance Services (Building System - Emergency Lighting GR MS HS)"	Adjustment	3,000.00	-3,000.00	.00
9/15/2026	11	11-000-261-420-040-040-408-200	"Cleaning, Repair, and Maintenance Services (Building System - Exterior - Stairs GR MS HS)"	Adjustment	17,000.00	-17,000.00	.00
9/15/2026	11	11-000-261-420-040-040-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors GR MS HS)"	Adjustment	40,000.00	-10,000.00	30,000.00
9/15/2026	11	11-000-261-420-040-040-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC GR MS HS)"	Adjustment	70,000.00	43,000.00	113,000.00
9/15/2026	11	11-000-261-420-040-040-482-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Walls GR MS HS)"	Adjustment	7,000.00	-5,000.00	2,000.00
9/15/2026	11	11-000-261-420-040-040-484-200	"Cleaning, Repair, and Maintenance Services (Building System - Interior Doors GR MS HS)"	Adjustment	7,000.00	-3,000.00	4,000.00
9/15/2026	11	11-000-261-420-040-040-486-200	"Cleaning, Repair, and Maintenance Services (Building System - Roofs GR MS HS)"	Adjustment	10,000.00	-5,000.00	5,000.00
							.00

[Adjustment] Tx: 57127 Budget Transfer request from 014427 Campbell Jones, Luchelle A

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/16/2026	11	11-190-100-610-070-508-232-000	General Supplies (Byrd Phys Ed Supplies)	Adjustment	850.00	30.00	880.00
9/16/2026	11	11-190-100-610-070-516-232-000	General Supplies (Byrd Music Supplies)	Adjustment	850.00	-30.00	820.00
							.00

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 57213 Budget Transfer request from 039772 Marino, Jody D

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/22/2026	11	11-000-222-610-090-222-229-000	General Supplies (Coleman Media Ctr Books)	Adjustment	2,500.00	-500.00	2,000.00
9/22/2026	11	11-000-222-610-090-222-233-140	General Supplies (Media Center Software Subscriptions)	Adjustment	523.74	500.00	1,023.74
						.00	

[Adjustment] Tx: 57218 Budget Transfer request from 046620 Erlewein, Hannah M

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/23/2026	65	65-430-100-104-900-800-851-000	Salaries of Other Professional Staff Assistant Teacher	Adjustment	34,762.50	-34,000.00	762.50
9/23/2026	65	65-430-100-104-900-800-852-000	Salaries of Other Professional Staff Lunch Aide	Adjustment	21,700.00	-5,000.00	16,700.00
9/23/2026	65	65-430-100-104-900-802-861-000	Salaries of Other Professional Staff Nurse	Adjustment	.00	39,000.00	39,000.00
						.00	

[Adjustment] Tx: 58144 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/24/2026	11	11-000-261-420-070-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Byrd)"	Adjustment	19,300.00	-1,000.00	18,300.00
9/24/2026	11	11-000-261-420-070-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Byrd)"	Adjustment	3,000.00	1,000.00	4,000.00
						.00	

[Adjustment] Tx: 58165 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/25/2026	11	11-000-261-420-040-040-401-200	"Cleaning, Repair, and Maintenance Services (Building System - Athletic Fields GR MS HS)"	Adjustment	10,000.00	2,000.00	12,000.00
9/25/2026	11	11-000-261-420-090-010-401-200	"Cleaning, Repair, and Maintenance Services (Building System - Athletic Fields Coleman)"	Adjustment	3,000.00	-2,000.00	1,000.00
						.00	

[Adjustment] Tx: 58259 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/28/2026	11	11-000-261-420-070-010-410-200	"Cleaning, Repair, and Maintenance Services (Building System - Floors Byrd)"	Adjustment	18,300.00	-4,000.00	14,300.00
9/28/2026	11	11-000-261-420-070-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Byrd)"	Adjustment	4,000.00	4,000.00	8,000.00
						.00	

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 58260 Budget Transfer request from 039713 Hulsizer, Carolyn S

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/28/2026	11	11-190-100-610-080-010-232-000	General Supplies (Cent Teacher Supplies)	Adjustment	41,413.40	-31.04	41,382.36
9/28/2026	11	11-190-100-610-080-515-232-000	General Supplies (Cent Art Supplies)	Adjustment	3,000.00	31.04	3,031.04
						.00	

[Adjustment] Tx: 58261 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/28/2026	11	11-000-263-420-000-260-954-000	Cleaning, Repair, and Maintenance Services (Playground surfacing)	Adjustment	23,400.00	-2,111.64	21,288.36
9/28/2026	12	12-000-261-731-000-260-468-000	Allowable Maintenance Equipment (Allowable Maintenance Equipment)	Adjustment	.00	2,111.64	2,111.64
						.00	

[Adjustment] Tx: 58286 Budget Transfer request from 014699 Fairbourne, Linda C

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/29/2026	11	11-000-261-420-070-010-411-200	"Cleaning, Repair, and Maintenance Services (Building System - HVAC Byrd)"	Adjustment	25,000.00	-1,000.00	24,000.00
9/29/2026	11	11-000-261-420-070-010-415-200	"Cleaning, Repair, and Maintenance Services (Building System - Playgrounds Byrd)"	Adjustment	8,000.00	1,000.00	9,000.00
						.00	

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 58423 Sept PR xfer 1

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/30/2026	11	11-000-100-562-950-100-340-000	Tuition to Other LEAs Within the State-Special (Tuition-Lea In State)	Adjustment	142,983.00	9.00	142,992.00
9/30/2026	11	11-000-100-566-950-100-340-000	Tuition to APSSD Within the State (Tuition Priv. In-State)	Adjustment	1,874,509.84	-9.00	1,874,500.84
9/30/2026	11	11-000-218-104-060-218-604-000	Salaries of Other Professional Staff (MS Guidance Salary)	Adjustment	160,144.00	3,000.00	163,144.00
9/30/2026	11	11-000-230-100-000-233-604-000	Salaries (Supt. Office Salary)	Adjustment	832,016.88	-5,250.00	826,766.88
9/30/2026	11	11-000-230-590-000-230-000-000	Miscellaneous Purchased Services (400-500) [Other than 530 and 585] (Misc Purchased Services)	Adjustment	.00	5,250.00	5,250.00
9/30/2026	11	11-000-252-330-000-252-000-000	Purchased Professional Services (Tech-Pur Prof Svcs)	Adjustment	15,160.00	1,577.28	16,737.28
9/30/2026	11	11-000-252-610-000-252-518-000	General Supplies (General Tech Supplies)	Adjustment	80,247.00	-1,577.28	78,669.72
9/30/2026	11	11-000-270-161-000-270-604-000	Salaries for Pupil Transportation (Between Home and School) - Special Education (Pupil Trans. Salary)	Adjustment	66,713.82	409.81	67,123.63
9/30/2026	11	11-000-270-162-000-270-604-000	Salaries for Pupil Transportation - Other than b/w Home & School (Athletic Bus Driver)	Adjustment	4,000.00	-409.81	3,590.19
9/30/2026	11	11-120-100-101-080-010-604-000	Salary (Cent Elem Salary)	Adjustment	1,044,042.00	69,025.10	1,113,067.10
9/30/2026	11	11-130-100-101-060-500-604-000	Salary (MS English Salary)	Adjustment	988,927.60	16,515.00	1,005,442.60
9/30/2026	11	11-140-100-101-050-501-604-000	Salary (HS Social Studies Salary)	Adjustment	781,676.60	6,910.00	788,586.60
9/30/2026	11	11-190-100-106-000-251-601-000	Salary - Guide Movement	Adjustment	705,735.84	-188,394.94	517,340.90
9/30/2026	11	11-204-100-101-060-300-604-000	Salaries for Teachers (MS LLD Salary)	Adjustment	112,442.06	560.08	113,002.14
9/30/2026	11	11-213-100-101-050-302-604-000	Salaries for Teachers (HS Res Cent Salary)	Adjustment	1,124,145.00	5,000.00	1,129,145.00
9/30/2026	11	11-213-100-101-060-302-604-000	Salaries for Teachers (MS Res Cent Salary)	Adjustment	1,071,104.32	87,384.76	1,158,489.08
							.00

[Adjustment] Tx: 58427 Sept PR xfer 2 Math Sup.

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/30/2026	65	65-430-100-104-900-800-000-000	Salaries of Other Professional Staff (Preschool Salary)	Adjustment	29,377.84	-2,392.70	26,985.14
9/30/2026	65	65-430-200-440-900-804-864-000	Rentals (Admin Equip Rental)	Adjustment	1,928.76	2,392.70	4,321.46
							.00

**Glen Rock Board of Education
Account Maintenance Report
Appropriation Adjustments and Transfers for September 2026-27**

[Adjustment] Tx: 58428 Copier Bud reallocation 230

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/30/2026	11	11-000-230-440- 000-230-104-000	Rentals (Equip Rental-Copy/Postage)	Adjustment	7,543.66	-2,392.70	5,150.96
9/30/2026	11	11-000-230-590- 000-230-000-000	Miscellaneous Purchased Services (400-500) [Other than 530 and 585] (Misc Purchased Services)	Adjustment	5,250.00	2,392.70	7,642.70
						.00	

[Adjustment] Tx: 58453 PY County Special Ed Additional Cost (25/26)

Date	Fund	Act #	Act Desc	Type	Pre	Adjustment	Post
9/30/2026	11	11-000-100-565- 950-100-340-000	Tuition to CSSD and Regional Day Schools (Tuition Ccssd & Reg. Day)	Adjustment	71,658.00	17,444.00	89,102.00
9/30/2026	11	11-000-100-566- 950-100-340-000	Tuition to APSSD Within the State (Tuition Priv. In-State)	Adjustment	1,874,500.84	-17,444.00	1,857,056.84
						.00	

APPENDIX

I

District: **Glen Rock**
Comprehensive Maintenance Plan [NJAC 6A:26-20 et seq.]
County/District Code **1760**

Contact Person: **James Canellas**
Email/Phone: **canellasj@glenrocknj.org/201-445-7700 Ext 8942**

<u>School Name</u>	<u>Actual FY: 2025-26</u>	<u>Budgeted FY: 2026-27</u>	<u>Anticipated FY: 2027-28</u>
Coleman Elementary	214,791	211,296	211,296
Localized repairs, water proofing.	Localized repairs, water proofing.	Localized repairs, water proofing.	Localized repairs, water proofing.
Repair, replace frames, sash, caulk, etc.	Repair, replace frames, sash, caulk, etc.	Repair, replace frames, sash, caulk, etc.	Repair, replace frames, sash, caulk, etc.
Prepare and paint walls, patch plaster.	Prepare and paint walls, patch plaster.	Prepare and paint walls, patch plaster.	Prepare and paint walls, patch plaster.
Plumbing Repairs/Maintenance.	Plumbing Repairs/Maintenance.	Plumbing Repairs/Maintenance.	Plumbing Repairs/Maintenance.
General landscaping/tree pruning.	General landscaping/tree pruning.	General landscaping/tree pruning.	General landscaping/tree pruning.
Playground maintenance/mulch	Playground maintenance/mulch	Playground maintenance/mulch	Playground maintenance/mulch
HVAC/boiler maintenance.	HVAC/boiler maintenance.	HVAC/boiler maintenance.	HVAC/boiler maintenance.
Security equipment repairs/maintenance	Security equipment repairs/maintenance	Security equipment repairs/maintenance	Security equipment repairs/maintenance
General building maintenance.	General building maintenance.	General building maintenance.	General building maintenance.
Inspect, repair, service valves, seals, etc.	Inspect, repair, service valves, seals, etc.	Inspect, repair, service valves, seals, etc.	Inspect, repair, service valves, seals, etc.
Repair piping or insulation,	Repair piping or insulation,	Repair piping or insulation,	Repair piping or insulation,
Ejector pump maintenance & water testing	Ejector pump maintenance & water testing	Ejector pump maintenance & water testing	Ejector pump maintenance & water testing
Annual service and Inspection of all systems	Annual service and Inspection of all systems	Annual service and Inspection of all systems	Annual service and Inspection of all systems

Hamilton Elementary	217,119	209,209	209,209
Localized repairs, water proofing.	Localized repairs, water proofing.	Localized repairs, water proofing.	Localized repairs, water proofing.
Repair, replace frames, sash, caulk, etc.	Repair, replace frames, sash, caulk, etc.	Repair, replace frames, sash, caulk, etc.	Repair, replace frames, sash, caulk, etc.
Prepare and paint walls, patch plaster.	Prepare and paint walls, patch plaster.	Prepare and paint walls, patch plaster.	Prepare and paint walls, patch plaster.
Plumbing Repairs/Maintenance.	Plumbing Repairs/Maintenance.	Plumbing Repairs/Maintenance.	Plumbing Repairs/Maintenance.
General landscaping/tree pruning.	General landscaping/tree pruning.	General landscaping/tree pruning.	General landscaping/tree pruning.
Playground maintenance/mulch	Playground maintenance/mulch	Playground maintenance/mulch	Playground maintenance/mulch
HVAC/boiler maintenance.	HVAC/boiler maintenance.	HVAC/boiler maintenance.	HVAC/boiler maintenance.
Security equipment repairs/maintenance	Security equipment repairs/maintenance	Security equipment repairs/maintenance	Security equipment repairs/maintenance
General building maintenance.	General building maintenance.	General building maintenance.	General building maintenance.
Inspect, repair, service valves, seals, etc.	Inspect, repair, service valves, seals, etc.	Inspect, repair, service valves, seals, etc.	Inspect, repair, service valves, seals, etc.
Repair piping or insulation,	Repair piping or insulation,	Repair piping or insulation,	Repair piping or insulation,
Ejector pump maintenance & water testing	Ejector pump maintenance & water testing	Ejector pump maintenance & water testing	Ejector pump maintenance & water testing
Annual service and Inspection of all systems	Annual service and Inspection of all systems	Annual service and Inspection of all systems	Annual service and Inspection of all systems

Eligible Facilities-Total	1,829,380	1,687,924	1,687,924
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Non-Eligible Facilities

Rounding

Totals Function 261	\$	1,829,380	\$	1,687,924	\$	1,687,924
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Total per ACFR or BSR at 6/30	1,829,380	
Total Per Budget		1,687,924
Difference: Must Equal Zero	0	0

Comments/Explanations NA



NJ DEPARTMENT OF EDUCATION SCHOOL FACILITIES

Form M-1

Annual Maintenance Budget Amount Worksheet Per N.J.A.C. 6A:26-20.8

County	Bergen	Current Area Cost Allowance per SF	\$ 143.00
District Name	Glen Rock	District contact name	James Canellas
District Number	1760	District contact phone	201-445-7700 Ext 8942
Filing Date	10/27/2026	District contact e-mail	canellasj@glenrocknj.org

A	B	C	D	E	F	G
School Facility Name	School Number	Gross Building Area (GSF)	Building Replacement Value	Prior 10 Years' Actual + Current Year's Budgeted Expenditures (See Detailed Sheet)	Min. Annual Target Expenditure for FY 27-28	Anticipated Budget for FY 27-28
Glen Rock High School	050	107,646	\$ 15,393,378	\$ 3,186,938	\$ 30,787	\$ 476,938
Glen Rock Middle School	060	96,691	13,826,813	2,860,752	27,654	428,400
Byrd Elementary	070	29,039	4,152,577	1,154,486	8,305	194,244
Central Elementary	080	37,693	5,390,099	1,312,618	10,780	179,436
Coleman Elementary	090	38,252	5,470,036	1,234,697	10,940	198,690
Hamilton Elementary	065	36,633	5,238,519	1,173,786	10,477	216,377
District Total		345,954	\$ 49,471,422	\$ 10,923,277		
Min. Required amount for FY 27-28					\$ 98,943	
Anticipated Budget amount for FY 27-28						\$ 1,694,084

Prepared by:

District School Business Administrator

Max. Maintenance Reserve Amount (4% of column D)

Current District Maintenance Reserve Amount

Print

Sign

James Canellas

Date

10/27/2026

Detailed Actual Expenditures by Year by Building Worksheet													
District Name	Glen Rock												1760
A	B	C	R	S	T	U	V	W	X	Y	Z	Z	Total
			Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Actual Expenditures	Budgeted Amount	10 Year(s)+ Budgeted
A. School Facility Name	School Number	Gross Building Area (GSF)	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26	FY 26-27	Total
	Years:		1	2	3	4	5	6	7	8	9	10	11
Glen Rock High School	050	107,646	\$ 195,740	\$ 193,872	\$ 182,183	\$ 197,094	\$ 290,335	\$ 356,760	\$ 414,833	\$ 356,991	\$ 539,680	\$ 459,450	3,186,938
Glen Rock Middle School	060	96,691	\$ 176,166	\$ 174,485	\$ 163,964	\$ 178,617	\$ 263,116	\$ 313,678	\$ 372,616	\$ 320,661	484,757	412,692	2,860,752
Byrd Elementary	070	29,039	\$ 65,247	\$ 64,624	\$ 60,728	\$ 49,274	\$ 72,584	\$ 125,392	\$ 127,204	\$ 202,059	176,082	211,292	1,154,486
Central Elementary	080	37,693	\$ 78,296	\$ 77,549	\$ 72,873	\$ 67,751	\$ 99,803	\$ 144,646	\$ 224,798	\$ 165,966	196,951	183,985	1,312,618
Coleman Elementary	090	38,252	\$ 71,771	\$ 71,087	\$ 66,800	\$ 67,751	\$ 99,803	\$ 130,165	\$ 104,098	\$ 197,135	214,791	211,296	1,234,697
Hamilton Elementary	065	36,633	\$ 65,248	\$ 64,624	\$ 60,727	\$ 55,433	\$ 81,657	\$ 125,394	\$ 103,668	\$ 190,708	217,118	209,209	1,173,786
District Total		345,954	\$ 652,468	\$ 646,241	\$ 607,275	\$ 615,920	\$ 907,298	\$ 1,196,035	\$ 1,347,217	\$ 1,433,519	\$ 1,829,380	\$ 1,687,924	\$ 10,923,277

APPENDIX

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Glen Rock Board of Education

2027 - 2028 Budget Calendar - Revised

BOE Approval

All dates subject to change based on official DOE Budget Calendar (Dec 2026 release) and Governor's Budget Address

Deadline		Task	Responsible Party(ies)	Completed
10/12/2026	Monday	Finance Committee Meeting - Budget Meeting #1	Canellas	☒
10/26/2026	Monday	Budget Calendar Approval	Canellas/BOE	☐
11/2/2026	Monday	Update Genesis for 25/26 Audit Entries (if) any.	Canellas	☐
11/2/2026	Monday	Genesis Budget Build completed	Canellas	☒
11/9/2026	Monday	Finance Committee Meeting - Budget Meeting #2	Canellas	☐
11/10/2026	Tuesday	Business Administrator Kick's Off 27/28 Budget Development Process with District Administrators (Memo)	Central Office	☐
11/23/2026	Monday	BOE to acknowledge Audit/ACFR	Central Office	☐
11/23/2026	Monday	Finalize headcount based on enrollment projections	Central Office	☐
12/4/2026	Friday	ACFR due to County & State	Central Office	☐
12/4/2026	Friday	Capital project priority list complete	Central Office	☐
12/7/2026	Monday	Finance Committee Meeting - Budget Meeting #3		☐
12/10/2026	Thursday	Administrator budgets due to Business Office	Principals, Directors, CSA and Assistant CSA	☐
12/14/2026	Monday	District-wide salary projections completed	Central Office	☒
1/4/2027	Monday	Capital project priority list costing complete	Central Office	☐
1/4 -8/2027	Mon - Fri	Building & Department Budget Meetings	Central Office	☐
1/11/2027	Monday	Finance Committee Meeting - Budget Meeting #4	Canellas	☐
1/15/2027	Friday	Preliminary Budget complete for review with CSA	Central Office	☐
Last Week of January	TBD	DOE to release Budget Guidelines / Software Available	NJDOE	☐
2/1/2027	Monday	Finance Committee Meeting - Budget Meeting #5	Canellas	☐
2/8/2027	Monday	Preliminary Budget distributed to the BOE	Canellas	☐
2/8/2027	Monday	Capital project plan & cost finalized	Central Office	☐
February	Various	BOE Budget Micro Meetings	Canellas	☐
2/25/27	Thursday	State aid funding released	Governor	☐
3/1/2027	Monday	Finance Committee Meeting - Budget Meeting #6	Canellas	☐
3/15/2027	Monday	BOE to adopt Tentative Budget	Central Office	☐
3/17/2027	Wednesday	Preliminary Budget due to County	Central Office	☐
4/5/2027	Monday	Finance Committee Meeting - Budget Meeting #6	Canellas	☐

Glen Rock Board of Education

2027 - 2028 Budget Calendar - Revised

BOE Approval

All dates subject to change based on official DOE Budget Calendar (Dec 2026 release) and Governor's Budget Address

Deadline		Task	Responsible Party(ies)	Completed
April	NA	Finalize Budget communication strategy; advertise budget based on statutory requirements	Central Office	☐
4/20/2027	Tuesday	County Approval Deadline	NJDOE	☐
4/20/2027	Tuesday	Advertise Public Hearing Date (must be at least 4 days prior to hearing)	Central Office	☐
4/26/2027	Monday	Public Hearing and Adoption of Budget	Central Office	☐
4/27/2027	Tuesday	Post User Friendly Budget on website (once adopted)	Central Office	☐
May	NA	Adoption of Tax Certificate - A4F	Central Office	☐
May	NA	BOE Approval of Schedule of Tax Receipts	Central Office	☐