East Brunswick Board of Education

Board Meeting Agenda

August 20, 2026
6:30 PM

CALL TO ORDER AND ROLL CALL

Board Member	Present	Absent	Late
Anna Braun			
Timothy Cummings			
Antoinette Evola			
Jaime Falco			
Louis Figueroa			
Laurie Herrick			
Liwu Hong			
Wilbur Pan			
Marianne Tanious			
Totals			

PLEDGE OF ALLEGIANCE

PRESIDENT'S ANNOUNCEMENT

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of, and to attend the meetings of, public bodies at which any business affecting their interests is discussed and acted upon. In accordance with the provisions of this Act, the East Brunswick Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted at the Board of Education offices, located at 760 Route 18, East Brunswick, New Jersey. Notice was provided on the District's website at www.ebnet.org under the Legal Notices hyperlink. Written notice was also provided to The Newark Star Ledger, The Home News Tribune, The Alternative Press of East Brunswick, and the Municipal Clerk of East Brunswick.

All Board of Education meetings, with the exception of executive session discussions, are video taped for later broadcast. It is the policy of the Board of Education that video taped meetings are not edited for any purpose. Individuals who speak at the Board's public meetings should be aware of these videotaping rules.

CLOSED SESSION

Closed Session Resolution

Recommendation: That the following resolution is approved:

WHEREAS, the Board of Education must discuss matters which are not appropriate for discussion in a public meeting; and

WHEREAS, these subjects are within the exceptions to the Open Public Meetings Act and are permitted to be discussed in Closed Session pursuant to N.J.S.A. 10:4-12b; and

WHEREAS, the Board of Education intends to discuss matters as follows:

- Pursuant to N.J.S.A. 10:4-12b(1), *"any matter which, by provision of federal law or State statute or rule of court shall be rendered confidential or excluded from the provisions of subsection a. of N.J.S.A. 10:4-12, public meetings."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is: **Student Nos. 104630 & 104913 updates.**

- Pursuant to N.J.S.A. 10:4-12b(2), *"any matter in which the release of information would impair a right to receive funds from the Government of the United States."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(3), *"any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individuals personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(4), *"any collective bargaining agreement, or the terms and conditions which are proposed for inclusion in any collective bargaining agreement, including the negotiation of the terms and conditions thereof with employees or representatives of employees of the public body."* The collective bargaining contract(s) discussed are between the Board and:

- Pursuant to N.J.S.A. 10:4-12b(5), *"any matter involving the purchase, lease or*

acquisition of real property with public funds, the setting of banking rates or investment of public funds, where it could adversely affect the public interest if discussion of such matter were disclosed." The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(6), *"any tactics and techniques utilized in protecting the safety and property of the public, provided that their disclosure could impair such protection. Any investigations of violations or possible violations of the law."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(7), *"any pending or anticipated litigation or contract negotiation other than in subsection b. (4)" of N.J.S.A. 10:4-12 in which the public body is, or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(8), *"any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion or discipline of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is: **Employee No. 27069.**

- Pursuant to N.J.S.A. 10:4-12b(9), *"any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act or omission for which the responding party bears responsibility."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

WHEREAS, the length of the Closed Session is estimated to be **ONE HOUR** after which the public meeting of the Board shall reconvene and action **WILL BE** taken.

NOW, THEREFORE, BE IT RESOLVED that the East Brunswick Board of Education will recess into Closed Session for only the aforesaid subject(s); and

BE IT FURTHER RESOLVED that the East Brunswick Board of Education hereby declares that its discussion of the aforesaid subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure in accordance with the Open Public Meetings Act.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy						

Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

SUPERINTENDENT'S REPORT

1. **The Superintendent's report provides information of importance or interest regarding the school district, students, employees, and events.**

PRESENTATIONS AND/OR SPECIAL REPORTS

1. **Capital Projects - High School**

   Parette Somjen Architects will make a presentation about the updated East Brunswick High School options.

2. **2025-2026 Assessment and Achievement: WIDA ACCESS Scores & ESL Audit Results**

FOR THE GOOD OF THE CAUSE FOR THE PUBLIC

Public Comment Rules

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest. To protect the privacy of all students and staff, concerns regarding individual students and staff members should generally be addressed by first meeting with the appropriate administrative staff.

In order to permit the fair and orderly expression of such comment, the Board shall provide a period for public comment at every meeting of the Board.

Public participation shall be permitted only as indicated on the order of business in Board Bylaw No. 0164.

Public participation shall be extended to residents of this district, persons having a legitimate interest in the actions of this Board, persons representing groups in the community or school district, representatives of firms eligible to bid on materials or services solicited by the Board, and employees and pupils of this district, except when the issue addressed by the participant is subject to remediation by an alternate method provided for in policies or contracts of the Board.

Public participation is not an opportunity to engage in a dialogue with the Board and shall be

governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation, if appropriate;
2. A participant is limited to three (3) minutes' duration; elapsed time will be determined through the use of a timing device operated by the Board Secretary;
3. No participant may speak more than once and there shall be no yielding of time among speakers;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually;
5. There shall be no cross dialogue between the participant and the Board and/or Administration;
6. Upon conclusion of a participant's remarks, the presiding officer will acknowledge the individual's remarks and may respond and/or direct a member of the Administration to respond to an inquiry following the participant's remarks or at the conclusion of the public participation session;

The presiding officer may:

a. Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive, obscene, or irrelevant;
b. Request any individual to leave the meeting when that person does not observe reasonable decorum;
c. Request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
d. Call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action; and
e. Waive these rules when necessary for the protection of privacy or the efficient administration of the Board's business.

N.J.S.A. 2C:33-8
N.J.S.A. 10:4-12

BOARD OF EDUCATION

1. Authorization to Use Unmanned Aircraft Systems (UAS also known as Drones) on School Grounds for An Approved District Purpose

Lors Photography has offered to come to EBHS on Wednesday, September 2, 2026 to conduct a drone flight for a Senior Class Group Photo at no charge to the District. All photos/videos taken will be provided to the school/district and can be used by the school/district for publication and promotion but cannot be re-sold to students or parents.

Administration requests that the Board approve the use of Unmanned Aircraft Systems (UAS also known as Drones) to allow the moment to be captured via a drone. An FAA-certified drone operator from Lors Photography will ensure the photography is conducted safely and professionally. The photos will be shared with the school community.

Recommendation: Pursuant to Board Policy No. 7481, Unmanned Aircraft Systems (UAS also known as Drones), the use of a UAS is approved for Wednesday, September 2, 2026 to enable an FAA-certified drone operator from Lors Photography to take photos of the student body and staff; and

That this approval is subject to the following:

1. Lors Photography and its drone operator (hereafter "Lors) shall indemnify the district vis-a-vis an additional insured endorsement and certificate of insurance that meets, at a minimum or greater, the Board of Education-established insurance coverage requirements for facilities users; and

2. Lors's additional insured endorsement and certificate of insurance shall name the East Brunswick Board of Education; and

3. Lors shall provide evidence of FAA licensure for the commercial operation of the UAS; and

4. The contract for the UAS service shall be reviewed and assessed by the Board Attorney and the Board's Insurance Broker/Carrier, and any revisions required shall be made by Lors no less than three business days prior to the event; and

5. The final contract, additional insured endorsement, and certificate of insurance shall be submitted to the Office of the School Business Administrator no less than three business days prior to the event; and

6. Failure to fulfill the requirements delineated in items 1-5 above shall be considered a withdrawal of the Board's approval.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

2. Bylaw 0131 Suspension for Alert 238

Policy and Regulation Guides 5516 are mandated for public and charter schools as N.J.S.A. 18A:36-40b. and the Guidance require all Boards to adopt and implement a "bell-to-bell" policy for the beginning of the 2026-2027 school year.

A Board may suspend Bylaw 0131 that requires a Board adopt a policy with two readings and adopt any of these Policy and Regulation Guides with one reading.

Recommendation: That the Board suspend Bylaw 0131 that requires two readings and adopt the abolishment of Policy 2363 and adopt Policy and Regulation 5516 with one reading to have the Policy and Regulation in place for September 2026;

The action suspending Bylaw 0131 shall only be in effect for the adoption of the abolishment of Policy 2363 and adoption of Policy and Regulation 5516.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

3. Bylaws, Policies and/or Regulations - First Reading and Approval (Roll Call)

The bylaws, policies, and regulations presented below were reviewed and discussed at the August 18, 2026 Policy Committee meeting. The Policy Committee recommends action as noted.

P 2363 – Student Use of Privately-Owned Technology (Abolished)

On January 8, 2026, Governor Murphy signed into law, P.L.2025, c.195, codified at N.J.S.A. 18A:36-40b., which prohibits student use of internet-enabled devices in New Jersey public schools on school grounds during the school day. The Commissioner of Education and the New Jersey Department of Education (NJDOE) released "Guidance for Schools on Student Use of Internet-Enabled Devices" (Guidance) in January 2026 which provides guidelines for developing and implementing local policies governing student use of internet-enabled devices during the school day.

Policy Guide 2363 allowed school districts to permit students to use privately-owned technology, which included internet-enabled devices, in school for approved educational purposes. With the passage of N.J.S.A. 18A:36-40b., students are now prohibited from using internet-enabled devices on school grounds during the school day, which contradicts Policy Guide 2363. Students may use district-issued technology as the Guidance includes a definition of "internet-enabled device" which does not include an internet-enabled device provided by the Board when used for educational purposes.

Policy Guide 2363 should be abolished as students are no longer permitted to use their privately-owned technology on school grounds during the school day.

P & R 5516 – Student Use of Internet-Enabled Devices (M) (Revised)

On January 8, 2026, Governor Murphy signed into law, P.L.2025, c.195, codified at N.J.S.A. 18A:36-40b., which prohibits student use of internet-enabled devices in New Jersey public schools on school grounds during the school day. The Commissioner of Education and the New Jersey Department of Education (NJDOE) released "Guidance for Schools on Student Use of Internet-Enabled Devices" (Guidance) in January 2026 which provides guidelines for developing and implementing local policies governing student use of internet-enabled devices during the school day. In accordance with N.J.S.A. 18A:36-40a., an internet-enabled device shall not include a non-internet-enabled device or an internet-enabled device provided by the Board when used for educational purposes.

Policy and Regulation Guides 5516 were completely rewritten to align with N.J.S.A. 18A:36-40b. and the Guidance.

Policy and Regulation Guides 5516 are mandated as N.J.S.A. 18A:36-40b. and the Guidance require all Boards to adopt and implement a "bell-to-bell" policy for the beginning of the 2026-2027 school year.

Recommendation: That bylaws and policies are approved on first reading as attached and listed below:

Alert 238
- Policy No. 2363 - Student Use of Privately-Owned Technology (Abolished)
- Policy No. 5516 - Student Use of Internet-Enabled Devices (M) (Revised)

And that said bylaws and/or policies shall be immediately effective; and,

That regulations are approved on first reading as attached and listed below:

- Regulation No. 5516 - Student Use of Internet-Enabled Devices (M) (Revised)

And that said regulations shall be immediately effective.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

4. Bylaws and/or Policies - First Reading (Roll Call)

The bylaws, policies, and regulations presented below were reviewed and discussed at the August 18, 2026 Policy Committee meeting. The Policy Committee recommends action as noted.

P 8660 – Transportation by Private Vehicles – To and From School-Related Activities (M) (Revised)

Policy Guide 8660 addresses the requirement in N.J.A.C. 6A:27-7.6(a) that a school district develop a policy adopted by the Board of Education which clearly outlines the procedures for the safe transportation of students in private vehicles to and from school-related activities. Policy Guide 8660 only covers transportation to and from school-related activities in a private vehicle, without the driver possessing a CDL, in accordance with N.J.S.A. 18A:39-20.1. and N.J.A.C. 6A:27-7.6(a). There are no provisions in the statutes or administrative code that allows a district to transport students to and from school-related activities in a district-owned vehicle without the staff member driving the district-owned vehicle possessing a CDL.

Policy Guide 8660 is mandated for any district that permits the transportation of students to and from school-related activities in a private vehicle in accordance with N.J.A.C. 6A:27-7.6(a).

P 8662 – Transportation by Private or District-Owned Vehicles – To and From School (M) (New)

The NJDOE released "Guidance on Designating CDL-Exempt Drivers" on July 23, 2025 pursuant to recent revisions to N.J.S.A. 18A:39-20.1. and N.J.A.C. 6A:27-7.6(b) that now permits school districts to designate qualified school personnel who do not have a CDL to transport students between home and school in private or district-owned vehicles with a maximum capacity of eight or fewer passengers, excluding the driver. These designated school staff members are not required to possess a CDL.

The NJDOE is requiring districts that opt to designate school staff members to drive students to and from school in a private or school district-owned vehicle (without a CDL) to have a Board-adopted policy in place. Policy Guide 8662 meets the NJDOE's policy requirements for this subject. A district must submit a list of school personnel designated to provide student transportation to and from school to the Executive County Superintendent no later than August 15th each year.

Policy Guide 8662 is mandated for a district that transports students in a private or district-owned vehicle to and from school in accordance with N.J.A.C. 6A:27-7.6(b).

P 2430 - Co-Curricular Activities (M) (Revised)

Updating the number of students required for each Board-sponsored club or activity to be an annual approval during Annual Actions vs. a set number in Policy.

P 5512 - Harassment, Intimidation, or Bullying (M) (Revised)

The only change is in Section G - Investigation of HIB. We currently have selected *Option 1 - Investigate All Reports*, and we are looking to adopt *Option 2 - Principal's Preliminary Determination*.

P 8117.1 - Keys, Identity Card/Key Card Terms and Conditions of Issue (Revised)

There is a need to add *Keys* in the Policy in order to issue fines for lost building/classroom keys.

Recommendation: That bylaws and policies are approved on first reading as attached and listed below:

Alert 238
- Policy No. 8660 - Transportation by Private Vehicles - To and From School-Related Activities (M) (Revised)
- Policy No. 8662 - Transportation by Private or District-Owned Vehicles - To and From School (M) (New)

Other
- Policy No. 2430 - Co-Curricular Activities (M) (Revised)
- Policy No. 5512 - Harassment, Intimidation, or Bullying (M) (Revised)
- Policy No. 5513 - Keys, Identity Card/Key Card Terms and Conditions of Issue (Revised)

And that said bylaws and/or policies shall be presented for second reading at the next board meeting after which they shall become effective.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

5. Bylaws and Policies - Second Reading and Approval & Regulations - First Reading and Approval (Roll Call)

The bylaws, policies and regulations presented below were reviewed and discussed at the June 23, 2026 Policy Committee Meeting. The Policy Committee recommends action as noted.

First reading of policies occurred at the July 23, 2026 board meeting.

<u>Alert 236 Policies and Regulations</u>
A. N.J.A.C. 6A:23A – Fiscal Accountability, Efficiency, and Budgeting Procedures

The entire Chapter, N.J.A.C. 6A:23A – Fiscal Accountability, Efficiency, and Budgeting Procedures, was recently revised and adopted by the State Board of Education. The revisions in N.J.A.C. 6A:23A affect many Policy and Regulation Guides. Therefore, beginning with Policy Alert 235 and over the course of the next few Policy Alerts, Strauss Esmay will provide revised Policy and Regulation Guides that need to be updated due to the revisions in N.J.A.C. 6A:23A.

P 0142.1 – Nepotism (M) (Revised)

N.J.A.C. 6A:23A-6.2 has been readopted without any material revisions. Some of the provisions have been reorganized in Bylaw Guide 0142.1 to better align with the administrative code. N.J.A.C. 6A:23A-6.2 requires every Board of Education to implement a nepotism policy that must include the provisions of N.J.A.C. 6A:23A-6.2 as a condition of receiving State aid making Bylaw Guide 0142.1 mandated for all school districts.

P 1220 – Employment of Chief School Administrator (M) (Revised)

N.J.A.C. 6A:23A-3.1 addresses the Executive County Superintendent's review of certain employment contracts. The detailed provisions in N.J.A.C. 6A:23A-3.1 for the review of a Superintendent's contract by the Executive County Superintendent are included in Policy Guide 1620 - Administrative Employment Contracts, which was updated in Policy Alert 235 in July 2025. Policy Guide 1220 has been revised with a few revisions to the legal citations. A Board may revise the Recruitment Procedures and Qualifications sections of Policy Guide 1220 to meet local requirements. The Employment Contract section of Policy Guide 1220 addresses the requirements of a Superintendent's employment contract. QSAC Governance Indicator 3 requires a Board to adopt a policy that addresses the review and approval of a Superintendent's employment contract by the Executive County Superintendent making Policy Guide 1220 mandated.

B. General Policy and Regulation Updates

P 1552 – Sexual Harassment – Staff (M) (New)
R 1552 – Sexual Harassment – Staff (M) (New)

Strauss Esmay has developed new Policy and Regulation Guides 1552 to address the topic of sexual harassment of staff in the school district. Policy and Regulation Guides 3362 and 4352 previously addressed this issue, but did not address Title IX, which also applies to sexual harassment of staff in the school district. Policy and Regulation Guides 1552 incorporate two separate Federal regulations requiring action by a school district in response to a complaint of sexual harassment. The first Federal regulation that addresses this issue is Title VII of the Civil Rights Act of 1964 (Title VII) and the second is Title IX of the Education Amendments of 1972 (Title IX). Both of these Federal regulations require written policies and grievance procedures which are included in the newly developed Policy and Regulation Guides 1552.

Strauss Esmay recommends the district consult with their Board Attorney anytime a sexual harassment complaint is filed by a staff member. Federal law requires written policies and procedures to address and remediate complaints of sexual harassment of staff in the district making Policy and Regulation Guides 1552 mandated. Policy and Regulation Guides 1552 must be adopted by the Board.

P 3362 – Sexual Harassment (M) (Abolished)
R 3362 – Sexual Harassment of Teaching Staff Members Complaint Procedure (Abolished)
P 4352 – Sexual Harassment (M) (Abolished)
R 4352 – Sexual Harassment of Support Staff Members Complaint Procedure (Abolished)

Policy and Regulation Guides 3362 and 4352 should be abolished as the newly developed Policy and Regulation Guides 1552 address sexual harassment of staff and grievance procedures for investigating complaints of sexual harassment. Policy and Regulation Guides 3352 and 4352 previously addressed this issue, but did not mention of Title IX which also applies to sexual harassment of staff in the school district. Policy and Regulation Guides 1552 incorporate two separate Federal regulations requiring action by a school district in response to a complaint of sexual harassment.

Boards should abolish Policy and Regulation Guides 3362 and 4352 as the newly developed Policy and Regulation Guides 1552 now address sexual harassment complaints of staff.

<u>Alert 237 Policies and Regulations</u>
A. N.J.A.C. 6A:8 – Standards and Assessment

The entire Chapter N.J.A.C. 6A:8 – Standards and Assessment was recently updated and adopted by the State Board of Education. The revisions to N.J.A.C. 6A:8 affect several Policy and Regulation Guides. Therefore, beginning with Policy Alert 237 and over the next few Policy Alerts, Strauss Esmay will provide Policy and Regulation Guides that need to be updated as a result of the revisions in N.J.A.C. 6A:8.

P 1230 – Superintendent's Duties (M) (Revised)

Policy Guide 1230 addresses the job responsibilities of the Superintendent of Schools, which are assigned by the Board to the Superintendent in a job description. Strauss Esmay's job description is general in nature because most Boards have locally developed a Superintendent's job description. Policy Guide 1230 has been revised with minor updates. A district that has its own locally developed job description adopted by the Board does not need to consider this Policy Guide 1230. The Board-approved job description for the Superintendent of Schools position should be in the district's job description manual with all job descriptions or in the Policy Manual. Police Guide 1230 is mandated because a Board-approved job description is an essential component for the required evaluation process.

P 2200 – Curriculum (M) (Revised)
R 2200 – Curriculum Content (M) (Abolished)

Policy and Regulation Guides 2200 have been combined into a rewritten Policy Guide 2200.

N.J.A.C. 6A:8-3.1 and Policy Guide 2200 describe a Board's responsibility for the design and delivery of curriculum and instruction needed to address the New Jersey Student Learning Standards (NJSLS). N.J.A.C. 6A:8-3.1(a)3. requires Boards to make all approved curriculum pacing guides and citations for core instructional materials publicly available to offer greater transparency for families and communities. In addition, N.J.A.C. 6A:8-3.1(b)2. requires districts to provide students with access to advanced coursework. The rewritten Policy Guide 2200 should replace a Board's existing Policy 2200 as the rewritten Guide aligns with N.J.A.C. 6A:8-3.1. Therefore, the existing Regulation 2200 should be abolished as the provisions in Regulation Guide 2200 are now included in the revised Policy Guide 2200. There is no statutory or administrative code requirement for a Board to adopt a curriculum policy. The authorizing administrative code and Policy Guide 2200 include many important curriculum-related requirements. Policy Guide 2200 is mandated because QSAC District Performance Review – Instruction and Program indicators require the adoption of a policy on curriculum.

P 2411 – Career Education and Academic Counseling (M) (Revised)
R 2411 – Guidance Counseling (M) (Abolished)

N.J.A.C. 6A:8-3.2 – Career Education and Counseling has been relocated with minor revisions to N.J.A.C. 6A:8-6.1 and has been retitled Career Education and Academic Counseling. N.J.A.C. 6A:8-6.1 requires Boards to offer high school students the opportunity to more actively explore career interests by participating in work-based learning experiences aligned to the NJSLS. Policy Guide 2411 has been rewritten to align with the recently adopted N.J.A.C. 6A:8-6.1 and 6A:8-6.2 and includes the policy language required by the Comprehensive Equity Plan (CEP) Needs Assessment – Section C. The existing Regulation Guide 2411 should be abolished as the updated Policy Guide 2411 includes all of the requirements of N.J.A.C. 6A:8-6.1 and 6A:8-6.2. Sections D. and E. of Policy Guide 2411 are optional and only applicable to districts that have any of the grade levels nine through twelve. Policy Guide 2411 is mandated as it includes the language required in the CEP Needs Assessment Section C. – Equity in Guidance Programs and Services.

P 5460 – High School Graduation (M) (Revised)

N.J.A.C. 6A:8-5.1 addresses the requirements for high school graduation and has many revisions.
Another revision in the current Policy Guide 5460 includes Section B. – High School Diplomas. This section has been removed from Policy Guide 5460 and has been incorporated into a new separate Policy Guide 5461 – High School Diplomas provided in this Policy Alert 237.

Policy Guide 5460 includes the requirements of the new administrative code and is aligned with N.J.A.C. 6A:8-5.1 and 6A:8-5.3. Policy Guide 5460 is mandated because N.J.A.C. 6A:8-5.1(a) requires a Board to adopt a high school graduation policy.

P 5461 – High School Diplomas (M) (New)

N.J.A.C. 6A:8-5.2 has been revised to address the requirements that must be met for a Board of Education to award a State-endorsed high school diploma. N.J.A.C. 6A:8-5.2 also provides other paths by which a student can earn a diploma. The reference to the General Education Development (GED) test and other adult education assessments has been replaced with the New

Jersey High School Equivalency Assessment (NJHSEA). N.J.A.C. 6A:8-5.2 requires a Board to provide students awarded a State-issued high school diploma pursuant to N.J.A.C. 6A:8-5.2(c) or (d) with the opportunity for continued high school enrollment to age twenty-one, if eligible, pursuant to the Individuals with Disabilities Education Act (IDEA). This requirement aligns with the New Jersey Supreme Court decision in Bd. of Educ. of Twp. of Sparta v. M.N., A-16-25 (2024). Policy Guide 5461 is mandated because N.J.A.C. 6A:8-5.1(a) requires a Board to develop, adopt, and implement a policy for a State-endorsed diploma.

B. General Policy and Regulation Guide Updates

P 0162 – Notice of Board Meetings (Revised)

P.L. 2025, Chapter 72 was approved adding new statutes, N.J.S.A. 35:3-1. through 35:3-5., which address the publishing or advertising of a legal notice. N.J.S.A. 35:3-1. through 35:3-5. provide that whenever a public entity (Board of Education) as defined in the statute is required by law or by order or rule of any court to publish or advertise a legal notice, the public entity is to publish or advertise the legal notice on the public entity's official internet website. The Board's official internet website is to be accessible and available to the public free of charge, and a direct hyperlink to legal notices published on the Board's official internet website is to be conspicuously placed on the Board's internet homepage. Therefore, a Board no longer needs to provide legal notices to legal newspapers. Strauss Esmay has developed a new Bylaw Guide 0162.01 – Legal Notices that provides all the requirements of the new statutes that are applicable for all legal notices. Bylaw Guide 0162 has been revised to remove the requirement that legal notices be provided to newspapers and indicates all legal notices shall be provided in accordance with N.J.S.A. 35:3-1. through 35:3-5. and the new Bylaw Guide 0162.01.

P 0162.01 – Legal Notices (M) (New)

P.L. 2025, Chapter 72 was approved adding new statutes, N.J.S.A. 35:3-1. through 35:3-5., which address the publishing or advertising of a legal notice. N.J.S.A. 35:3-1. through 35:3-5. provide that whenever a public entity (Board of Education), as defined in the statute is required by law or by order or rule of any court to publish or advertise a legal notice, the public entity is to publish or advertise the legal notice on the public entity's official internet website.

N.J.S.A. 35:3-2. requires a Board to establish a direct hyperlink conspicuously placed on its official internet website homepage and begin publishing or advertising legal notices effective March 1, 2026 on the Board's website. Therefore, it would appear legal notices that have been provided to newspapers prior to March 1, 2026 would not need to be republished or readvertised. Bylaw Guide 0162.01 is mandated because Board action taken at a Board meeting that is not in compliance with N.J.S.A. 35:3-1. through 35:3-5. could have significant consequences.

P 1643 – Family Leave (M) (Revised)

P.L. 2025, c.279 was recently approved, revising the New Jersey Family Leave Act (NJFLA) in two significant areas. The newly passed revisions to NJFLA reduce the time period in which an employee must be employed with their employer prior to qualifying for NJFLA. Previously, an employee had to be employed with their employer for twelve months prior to being able to request NJFLA leave. However, under the revised law, an employee only has to be employed

by their employer for three months to qualify to utilize NJFLA. The second significant revision to NJFLA impacts the number of hours an employee has to work during the immediately preceding twelve-month period, starting from the date their NJFLA leave is set to commence. Previously, the employee had to work 1,000 "base hours" during the immediately preceding twelve-month period. However, under the revised law, the employee only has to work 250 "base hours" during the immediately preceding twelve-month period. At this time, there have been no revisions to the Family Medical Leave Act (FMLA) that impact Policy Guide 1643.

The revisions to NJFLA will have a considerable impact on districts as the "hours worked" and "time employment" eligibility requirements to take leave have been significantly reduced, which will lead to an increase in NJFLA leave eligible school staff.

NJFLA and FMLA require a district to provide staff members with notice of their rights under each family leave law. Sections A.8.b. and B.11.a.(3) of Policy Guide 1643 state Policy Guide 1643 satisfies the Board's notice requirement to staff members. *Strauss Esmay recommends a district post Policy Guide 1643 on the district's website and provide a hard copy or an electronic copy to each staff member annually prior to the beginning of the school year and/or upon an employee's initial employment in the district during the school year.*

NJFLA and FMLA require a Board to comply with the requirements under both laws, and due to the complexity of these laws, Policy Guide 1643 is mandated.

P 2260 – Equity in School and Classroom Practices (M) (Revised)

Policy Guide 2260 has been revised to include the provisions of N.J.A.C. 6A:7-1.7(c), which were originally located in the abolished Regulation Guide 2411. Policy Guide 2260 now includes the entire code section N.J.A.C. 6A:7-1.7, which must be included in a Board-approved policy to satisfy the requirements of the Comprehensive Equity Plan (CEP). Policy Guide 2260 is mandated and must be adopted by the Board in order to comply with the CEP.

R 2460.30 – Additional/Compensatory Special Education and Related Services (M) (Abolished)

Regulation Guide 2460.30 was developed to address the provisions of N.J.S.A. 18A:46-6.3., which was enacted in response to the COVID-19 pandemic. N.J.S.A. 18A:46-6.3. required Boards of Education to offer up to one year of additional or compensatory special education and related services, including transition services to students with disabilities, if a determination was made by the student's IEP team and the student's parent that the student required additional or compensatory special education services. The statute stated these requirements would not extend after the 2023-2024 school year and as a result, the provisions of Regulation Guide 2460.30 are no longer effective; therefore, Regulation Guide 2460.30 should be abolished.

P 5561 – Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M) (Revised)

N.J.S.A. 18A:46-13.4. through 13.7. addresses the use of restraint and seclusion techniques on students with disabilities. The New Jersey Department of Education Office of Special Education published their annual "Implementation of Required Policies and Procedures for Eligibility Under IDEA Part B" with a minor revision. The revision mandates the

Superintendent or designee report all incidents of restraint and seclusion through the Student Safety Data System (SSDS). Therefore, Policy Guide 5561 has been revised to incorporate this change. A Board of Education may choose to not allow the use of restraint and seclusion for students with disabilities as per the New Jersey Department of Education Office of Special Education's "Implementation of Required Policies and Procedures for Eligibility Under IDEA Part B." Policy Guide 5561 provides the district an option whether to allow for the use of restraint and seclusion. However, if the Board allows restraint and seclusion for students with disabilities, Policy and Regulation Guides 5561 are mandated. Policy and Regulation Guides 5561 are mandated pursuant to N.J.S.A. 18A:46-13.4. through 13.7. and to be in compliance with QSAC monitoring requirements.

P 6112 – Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
R 6115.01 – Federal Awards/Funds Internal Controls – Allowability of Costs (M) (Revised)
P 6115.02 – Federal Awards/Funds Internal Controls – Mandatory Disclosures (M) (Revised)
P 6311 – Contracts for Goods or Services Funded by Federal Grants (M) (Revised)

Several districts have had the New Jersey Department of Education Office of Fiscal Accountability and Compliance (OFAC) conduct audits of their processes regarding the use of Title I Federal grant funds. After working extensively over several months with the first district that contacted Strauss Esmay regarding the audit, Strauss Esmay is now releasing the following revised Policy and Regulation Guides: Policy Guides 6112; 6115.02; 6311; and Regulation Guide 6115.01. These Policy and Regulation Guides have been submitted to and approved by OFAC monitors. Strauss Esmay has provided these Guides to several districts who have been subsequently audited for Title I Federal grant funds allocation and they have been accepted by OFAC monitors in each instance.

Policy Guides 6112, 6115.02, and 6311 all have minor revisions that were required by the monitors. However, Regulation Guide 6115.01 was completely rewritten to meet the monitoring requirements. Based on the OFAC audit, Policy Guides 6112; 6115.02; 6311; and Regulation Guide 6115.01 are mandated for districts that receive Federal funds and should be adopted by the Board.

P 8561 – Procurement Procedures for School Nutrition Programs (M) (Revised)

The New Jersey Department of Agriculture (NJDA) is conducting audits of districts to verify compliance with the Federal regulations regarding procurement procedures for United States Department of Agriculture (USDA) School Nutrition Programs. The NJDA is requiring districts to adopt an updated Policy Guide 8561 on procurement procedures to align with their updated model policy "School Nutrition Programs Procurement Procedures for School Food Authorities" Form 326, dated October 2025, which was provided to those districts that were audited. Policy Guide 8561 is aligned with the September 2018 model policy. However, because of recent monitoring requirements, Policy Guide 8561 has been revised to align with the NJDA's October 2025 model policy. Typically, Strauss Esmay would wait until an official document was published by the authorizing agency (NJDA) before releasing a new Policy Guide to align with the newly published document. However, since NJDOE monitors are requiring districts to be in compliance with the NJDA's October 2025 model policy, we believe it is appropriate to release this update prior to the authorizing agency publishing their update.

Policy Guide 8561 is in compliance with the USDA and NJDA and their October 2025 model policy and is only mandated for a district that participates in any Federal School Nutrition Program, including, but not limited to, the National School Lunch Program and School Breakfast Program.

Other Policies and Regulations

P 2365 – Acceptable Use of Generative Artificial Intelligence (AI) (New)

Student use of generative artificial intelligence (AI) in an educational setting has received significant attention and school districts have requested policy guidance to address student use of generative AI. Strauss Esmay has developed Policy Guide 2365 – Acceptable Use of Generative Artificial Intelligence (AI) to address student use of generative AI in a district. Policy Guide 2365 provides a general overview of generative AI with a framework for a district to locally develop an Acceptable Use of Generative Artificial Intelligence Plan (AI Plan).

Policy Guide 2365 includes a list of general AI issues for a Board to consider including, in greater detail, in the district's AI Plan. The list may be revised and/or expanded to meet local needs. Policy Guide 2365 authorizes the Superintendent to revise or suspend a provision in Policy Guide 2365 or the district's AI Plan. Policy Guide 2365 and the district's AI Plan will likely need to be evaluated for revisions on a regular basis to keep up with the anticipated changing AI landscape. Any revision to Policy Guide 2365 requires Board approval. Strauss Esmay is recommending the Board also approve the AI Plan.

There is currently no statute or administrative code that addresses student use of AI; therefore, the Board has flexibility to determine the extent it wants to permit student use of generative AI. Policy Guide 2365 is provided to assist a Board in developing an AI Plan. Policy Guide 2365 is not the district's AI Plan.

Policy Guide 2365 is recommended if a Board wants to establish acceptable district-wide guidance authorizing student use of generative AI.

P 2415.04 - Title I - District Wide Parent and Family Engagement (M) (Revised)

School districts that receive Title I, Part A funds are required to have Parent and Family Engagement Policies. The New Jersey Department of Education (NJDOE) mandates that districts maintain one district-wide policy and one school-level policy for each school in the district.

These policies were reviewed and approved several years ago. Based on a current website review, all school policies were posted on the district website. However, the district policy was outdated from the latest recommended updates from 2022. This will bring the policy up to date with current recommendations.

P 2415.58 - Title I - School Parent and Family Engagement (East Brunswick High School) (M) (New)

School districts that receive Title I, Part A funds are required to have Parent and Family Engagement Policies. The New Jersey Department of Education (NJDOE) mandates that districts maintain one district-wide policy and one school-level policy for each school in the

district.

These policies were reviewed and approved several years ago. Based on a current website review, all school policies were posted on the district website. However, the East Brunswick High School policy was missing and will now be added.

P 5513 - Care of School Property (Revised)

Updated to include financial obligations from damage to school district technology devices.

P 6163 - Advertising on School Property (New)

At the Board's request, we are looking to institute a policy allowing for advertising on school property as an opportunity for expanding revenue sources.

P 7523 - School District Provided Technology Devices to Students (Revised)

Revised to clarify optional device coverage plan, charges and reimbursements.
Recommendation: That bylaws and/or policies are approved on second reading as attached and listed below.

Alert 236

- Bylaw No. 0142.1 - Nepotism (M) (Revised)
- Policy No. 1220 - Employment of Chief School Administrator (M) (Revised)
- Policy No. 1552 - Sexual Harassment - Staff (M) (New)
- Policy No. 3362 - Sexual Harassment (M) (Abolished)
- Policy No. 4352 - Sexual Harassment (M) (Abolished)

Alert 237

- Policy No. 1230 - Superintendent's Duties (M) (Revised)
- Policy No. 2200 - Curriculum (M) (Revised)
- Policy No. 2411 - Career Education and Academic Counseling (M) (Revised)
- Policy No. 5460 - High School Graduation (M) (Revised)
- Policy No. 5461 - High School Diplomas (M) (New)
- Bylaw No. 0162 - Notice of Board Meetings (Revised)
- Bylaw No. 0162.01 - Legal Notices (M) (New)
- Policy No. 1643 - Family Leave (M) (Revised)
- Policy No. 2260 - Equity in School and Classroom Practices (M) (Revised)
- Policy No. 5561 - Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M) (Revised)
- Policy No. 6112 - Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
- Policy No. 6115.02 - Federal Awards/Funds Internal Controls - Mandatory Disclosures (M) (Revised)
- Policy No. 6311 - Contracts for Goods or Services Funded by Federal Grants (M) (Revised)
- Policy No. 8561 - Procurement Procedures for School Nutrition Programs (M) (Revised)

Other

- Policy No. 2365 - Acceptable Use of Generative Artificial Intelligence (AI) (New)
- Policy No. 2415.04 -Title I - District Wide Parent and Family Engagement (M) (Revised)
- Policy No. 2415.58 -Title I - School Parent and Family Engagement (East Brunswick High School) (M) (New)
- Policy No. 5513 - Care of School Property (M) (Revised)
- Policy No. 6163 - Advertising on School Property (New)
- Policy No. 7523 - School District Provided Technology Devices to Students (Revised)

And that said bylaws and/or policies shall be immediately effective; and,

That regulations are approved on first reading as attached and listed below:

Alert 236

- Regulation No.1552 - Sexual Harassment - Staff (M) (New)
- Regulation No. 3362 - Sexual Harassment of Teaching Staff Members Complaint Procedure (Abolished)
- Regulation No. 4352 - Sexual Harassment of Support Staff Members Complaint Procedure (Abolished)

Alert 237

- Regulation No. 2200 - Curriculum Content (M) (Abolished)
- Regulation No. 2411 - Guidance Counseling (M) (Abolished)
- Regulation No. 2460.30 - Additional/Compensatory Special Education and Related Services (M) (Abolished)
- Regulation No. 6115.01 - Federal Awards/Funds Internal Controls - Allowability of Costs (M) (Revised)

And that said regulations shall be immediately effective.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

6. Minutes - July 23, 2026

Recommendation: That the July 23, 2026 open and closed session minutes are accepted.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

7. Regulations - First Reading and Approval (Roll Call)

The Superintendent of Schools is recommending action on the job description listed below.

Recommendation: That regulations are approved on first reading as follows:

- 1400.25205 - Administration: Job Description - Networks and Telecommunications Manager (Revised)

And that said regulations shall be immediately effective.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

BUSINESS AND SUPPORT OPERATIONS

1. Bid Award - Student Transportation Services (Bid No. 2027-03)

The district prepared specifications and solicited bids for transportation services to and from school. Bids will be received on Friday, August 14, 2026 at 11:00 a.m. The bid results are

presented in the "Bid Tabulation" attachment.

Recommendation: That Bid No. 2027-03 for transportation routes is awarded as presented in the "Bid Award" attachment.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

2. **Bill List - Payments Issued**

The Board's *Payment of Claims* Policy No. 6470 and Regulation No. 6470 directs the prompt payment of legitimate claims by suppliers of goods and services to the school district, provided that each bill or obligation is fully itemized and verified before payment is made. The details in the accompanying bill list have been determined to be valid and payable in accordance with the aforementioned policy and regulation.

Recommendation: That the attached bill list for payments issued from July 15, 2026 through August 11, 2026 is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

3. **Bill List - Payments Pending Issuance on August 21, 2026**

The Board's *Payment of Claims* Policy No. 6470 and Regulation No. 6470 directs the prompt payment of legitimate claims by suppliers of goods and services to the school district, provided that each bill or obligation is fully itemized and verified before payment is made. The details in the accompanying bill list have been determined to be valid and payable in accordance with the aforementioned policy and regulation.

Recommendation: That the attached bill list for payments pending issuance on August 21, 2026 is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

4. **Contract - Branchburg Sports Complex**

On the September 21, 2026 Yom Kippur holiday, the Community Programs Department will be offering a “school’s out” program to provide care from 9:00 AM until 5:00 PM for students in Kindergarten through sixth grade. Participating students will report to Hammarskjold, and at approximately 10:00 AM, buses will depart with all students and staff for the Branchburg Sports Complex in Branchburg, NJ. Students will be provided two games of laser tag, one hour of field play (i.e., Gaga/soccer); one hour of Playmaze, a $10.00 arcade Fun Card, as well as lunch of pizza and a drink. Buses will depart for a return trip to Hammarskjold to arrive at approximately 4:00 PM. Care and play will be provided until dismissal at 5:00 PM. The cost per student is $35.00.

This program is funded by participant-paid fees. Thus, there is no cost to the District.

Recommendation: That a contract is awarded to Branchburg Sports Complex, Branchburg, NJ to provide a school's out program on September 21, 2026 at a cost of $35.00 per student.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						

Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

5. **Contract - Integrated Speech Pathology, LLC**

The staff development program provides professional development opportunities to meet the needs of the district's diverse learning community. Integrated Speech Pathology, LLC will provide a workshop to speech language pathologists and special programs teachers on the use of AAC for functional communication. Augmentative and alternative communication (AAC) devices are tools that help people with speech and language challenges to communicate. Topics discussed will include literacy, how to expand utterances, grammar, vocabulary and how to do more with reading. Participants will learn activities to increase social interaction and inclusivity among AAC users and non-users, and how to support social integration aspects of AAC users.

The training is funded through the general operating budget.

Recommendation: That Integrated Speech Pathology, LLC, Watchung, NJ is approved to present a 6-hour workshop on August 31, 2026 in the amount of $1,200.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

6. **Contract - Rutgers, The State University of New Jersey on June 17, 2027**

The 2027 East Brunswick High School graduation ceremony will be held at the Jersey Mike's Arena in Piscataway, NJ, on Thursday, June 17, 2027 at 10:00 AM.

The cost of the contract is funded through the General Fund budget.

Recommendation: That a contract with Rutgers, The State University of New Jersey, Piscataway, NJ is approved for the 2027 graduation on June 17, 2027 at a cost of $40,000.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

7. **Contract - U.S. Department of Homeland Security**

The staff development program provides professional development opportunities to meet the needs of the district's diverse learning community. On August 31, 2026, the U.S. Department of Homeland Security TSA division will provide a training for school bus drivers entitled " TSA First Observer Plus". This program is a security awareness training initiative designed to enhance surface transportation security throughout the United States. It provides the training and encouragement for U.S. transportation professionals to become active contributors in the spirit of "if you see something, say something" with its core message being Observe, Assess, and Report suspicious activities.

There is no cost for this training.

Recommendation: That U.S. Department of Homeland Security is approved to provide training on August 31, 2026 at no cost to the district.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						

Totals						

8. Contract Rescission - Transportation

At the June 18, 2026 board meeting, school transportation routes were approved for the 2026-2027 school year. Some of the contracted routes have been determined to no longer be necessary due to a student no longer attending the schools and/or program moves.

Recommendation: That the Board of Education rescind 2026-2027 transportation contract previously approved on June 18, 2026 as follows:

ABC TRANS:
CDS001ESY-CORNERSTONE DAY SCHOOL (QUOTE)
$173.00 PER DIEM

NP201A/P0-ST BARTS/ST THOMAS (BID 2022-19)
$314.80 PER DIEM

M&T TRANS:
ALC001A/P - ACADEMY LEARNING CENTER (BID# 2025-03)
$81.55 PER DIEM

EMMANUEL TRANS:
HSCH023- EAST BRUNSWICK HS & CHURCHILL JHS (BID#2026-08)
$223.38 PER DIEM

CE0009A/P*-CENTRAL ES (BID 2026-03)
$139.74 PER DIEM

HAPPY LIME:
CPC001ESY-CPC HIGHPOINT (QUOTE)
$141.00 PER DIEM

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

9. Grant - Every Student Succeeds Act (ESSA)

The consolidated application for funding encompasses Title I (Improving Basic Programs Operated by Local Education Agencies), Title IIA (Teacher and Principal Training and Recruiting Fund), Title III (Language Instruction for English Learners), Title III Immigrant (Language Instruction for Immigrant Students) and Title IV (Student Support and Academic Enrichment Program).

Funding for each program is based on a per pupil allocation for public schools. The District has the responsibility for developing and administering the grant for nonpublic schools within East Brunswick, as well as the District. The grant provides funding for supplemental programs for East Brunswick basic skills and ESL students in eligible schools and professional development and training materials for language arts, mathematics, and science.

The total ESSA Consolidated Grant Program Funding is $1,097,308.00. The District must provide assurances with respect to this funding as noted in the attached along with the detailed amount of funding awarded to each grant program.

Recommendation: That the consolidated formula sub-grant under the Every Student Succeeds Act (ESSA) is approved for submission in the total amount of $1,097,308.00 for the period July 1, 2026 through September 30, 2027 as attached; and

That the statement of assurances are acknowledged as attached; and

That upon receipt of the approved grant application the Board accepts funding under the Every Student Succeeds Act (ESSA) in the amount of $1,097,308.00 for the period July 1, 2026 through September 30, 2027.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

10. Grant - Individuals with Disabilities Education Act (IDEA) Basic and Preschool

Each year the Board has been receiving funds under the Individuals with Disabilities Education Act (IDEA), Part B, Basic (general student population) and Individuals with Disabilities Education with Education Act (IDEA) Preschool (preschool student population) to support programs for special education students.

The $2,170,208.00 application for Individuals with Disabilities Education Act (IDEA), Part B, Basic Funds include $2,042,742.00 in budgeted funds for out-of-district placement tuition and the balance of funds budgeted toward professional and technical services for non-public students and salaries and benefits.

The $74,186.00 application for Individuals with Disabilities Education Act (IDEA) Preschool funds include $30,000.00 in budgeted funds for out-of-district tuition for preschool disabled students with the balance of funds budgeted toward professional and technical services for occupational and physical therapy services and salaries and benefits.

IDEA funds are formula driven, which includes special education enrollment. The total FY2027 grant allocation represents a $37,256.00 increase from FY2026 funding.

Recommendation: That the submission of an application for funding through the Individuals with Disabilities Education Act (IDEA), Part B, Basic (ages 3-21) funds is approved in the amount of $2,170,208.00 for the period July 1, 2026 through September 30, 2027 ; and

That the submission of an application for funding through the Individuals with Disabilities Education Act (IDEA), Preschool (ages 3, 4 & 5) funds is approved in the amount of $74,186.00 for the period July 1, 2026 through September 30, 2027 as attached; and

That the statement of assurances is approved as attached; and

That upon receipt of the approved grant application the Board accepts funding under the Individuals with Disabilities Education Act (IDEA), Part B, Basic (ages 3-21), and Preschool (ages 3, 4 & 5) in the amounts of $2,170,208.00 and $74,186.00 respectively for the period July 1, 2026 through September 30, 2027.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

11. Grant - Special Olympics New Jersey Unified Champion Schools (SONJ UCS)

On July 23, 2026, the Board of Education approved an application for funding through the Special Olympics New Jersey Unified Champions program. The Special Olympics Unified Champion program promotes a socially inclusive school climate where acceptance, respect, and human dignity for all students is the norm. A Unified Champion School equitably supports students through education and sports-based strategy powered by engaged youth that increases athletic and leadership opportunities for every student to contribute.

An acceptance of funding in the amount of $750.00 each for East Brunswick High School and Churchill Junior High School is required at this time. The funds will be used for sports supplies and t-shirts for the Unified Sports club in each school.

Recommendation: That the Board of Education approve the acceptance of funding through the Special Olympics New Jersey Unified Champion Schools program in the amount of $750.00 each for East Brunswick High School and Churchill Junior High School for the period July 1, 2026 through June 30, 2027.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

12. Nonpublic School Technology Initiative

The New Jersey Nonpublic Technology Initiative Program authorizes Nonpublic School Technology Aid to be paid to school districts and allocated for nonpublic schools located in the public school district. The District serves as flow thru for these State Funds. The funds are specifically allocated to nonpublic schools and are not for East Brunswick Public Schools.

Recommendation: That nonpublic school technology purchases are approved for the 2026-2027 school year as follows:

Nonpublic School: St. Bartholomew School

Contract: Educational Services Commission of New Jersey-(ESCNJ/AEPA -026D)

Item Description: HP SB FRT G1M11 MTK520 32/4 Chromebook- Mfg# BV0W8UT#ABA - CDW#9062204 - UNSPSC#43211503
Quantity: 42

Unit Price: $281.77
Total: $11,834.34

Item Description: ACAD GOOGLE CHROMEOS EDU License- Mfg# CROS-SW-DIS-EDU-NEW - CDW#5988499
Quantity: 42
Unit Price: $32.89
Total: $1,381.38

Grand Total: $13,215.72

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

13. School Facilities Project Applications And District Long-Range Facility Plan Amendment As May Be Required

The New Jersey Department of Education (NJDOE) must review all proposed facilities projects to ensure they meet State requirements. Facilities projects include, but are not limited to the following: building additions and renovations; modifications and deletions of approved educational spaces; building/mechanical systems (i.e. electrical, HVAC); structural; athletic fields; and, infrastructure. School buildings undergo intensive review by the NJDOE; non-instructional buildings, such as the administration building, may undergo cursory review. The Board's approval of the below action enables the district to submit the necessary applications, and amend the district's Long-Range Facilities Plan as may be necessary.

Recommendation: That the 1) submission of school facilities project applications, and 2) amendment of the district's Long-Range Facilities Plan, as may be necessary, is authorized for the following project(s):

State Project No.: 23-1170-090-XXXX
Building: Irwin Elementary School
General Project Description: PA Speaker Replacements
Architect/Engineer: Parette Somjen Architects, LLC

State Project No.: 23-1170-125-XXXX
Building: Chittick Elementary School
General Project Description: PA Speaker Replacements
Architect/Engineer: Parette Somjen Architects, LLC

State Project No.: 23-1170-000-XXXX
Building: Administrative Building
General Project Description: Transformer Replacement
Architect/Engineer: Parette Somjen Architects, LLC

State Project No.: 23-1170-000-XXXX
Building: Administrative Building
General Project Description: Emergency Generator Replacement
Architect/Engineer: Parette Somjen Architects, LLC

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

14. Surplus Equipment For Disposition

The District has identified and recommends materials to be declared surplus and disposed as listed in the attachment. Pursuant to N.J.S.A. 18A:18A-45, the Board must approve the sale or disposition of assets. The assets in the attachment are recommended for disposition.

Recommendation: WHEREAS, N.J.S.A. 18A:18A-45 authorizes boards of educations to dispose of or sell its personal property not needed for school purposes by sealed bid or public auction; and

WHEREAS, the East Brunswick Public Schools has determined that the property described above and incorporated herein is no longer needed for school purpose use, is in disrepair, and should be disposed.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the East Brunswick Public Schools in the County of Middlesex, State of New Jersey, that the School Business Administrator is hereby authorized to directly dispose of the attachment-listed surplus personal property.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

15. Surplus Equipment For Sale

The District has identified and recommends equipment to be declared surplus as listed in the attachment. Pursuant to N.J.S.A. 18A:18A-45, the Board must approve the sale or disposition of assets. The District will facilitate this sale through the services of Municibid Online Government Auctions, an internet-based online auction approved by the New Jersey Division of Local Government Services.

Recommendation: WHEREAS, N.J.S.A. 18A:18A-45 authorizes boards of educations to sell its personal property not needed for school purposes by sealed bid or public auction; and

WHEREAS, the East Brunswick Public Schools has determined that the property described above and incorporated herein is no longer needed for school purpose use; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) authorizes the sale of surplus personal property no longer needed for school purpose use through the use of an online auction service; and

WHEREAS, the East Brunswick Public Schools intends to utilize the online auction services of Municibid Online Government Auctions located at ***www.municibid.com***; and

WHEREAS, the sales are being conducted pursuant to the Division of Local Government Services' Local Finance Notice 2008-9.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the East Brunswick Public Schools in the County of Middlesex, State of New Jersey, that the School Business Administrator is hereby authorized to sell the attachment-listed surplus personal property through an online auction website entitled ***www.municibid.com***;

BE IT FURTHER RESOLVED that the terms and conditions of the agreement entered into between Municibid Online Government Auctions and the East Brunswick Public Schools are available at ***www.municibid.com*** and in the East Brunswick Public Schools

School Business Administrator's office.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

16. Travel Report - (Roll Call - Majority of Full Board Required)

The travel report presented in the attachment complies with the requirements of N.J.A.C. 6A:23A-7.1 through 7.13, Board Policy No. 6471, and Board Regulation No. 6471. It has been reviewed and approved by the Financial Services Department and the Superintendent of Schools as required by the above legal requirements.

Recommendation: That the attached travel report, pursuant to the recommendation of the Financial Services Department and Superintendent of Schools, is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

CURRICULUM AND INSTRUCTION

1. 917 Society Constitutions

The 917 Society, named in honor of September 17 (Constitution Day), is a nonprofit, nonpartisan organization that distributes complimentary copies of the U.S. Constitution,

Declaration of Independence, and Oath of Allegiance to eighth-grade students across the country.

Recommendation: That East Brunswick Public Schools Board of Education accepts the donation of these booklets from The 917 Society for distribution to all incoming eighth-grade students and their eighth-grade social studies teachers.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

2. **Contract - David Kern**

The budget for the Arts Education program includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the schools.

The Set Designer, David Kern, will work with the director and students in preparation for the 2026 EBHS fall drama production, "Up the Down Staircase". Mr. Kern will work specifically in the area of set design and set building. The set designer will be working with the Director and students during the fall rehearsals and performances of the show. He will attend approximately 20 rehearsals for about 2-3 hours each.

The Set Designer, David Kern, will work with the director and students in preparation for the 2027 EBHS spring musical production, "Alice By Heart". Mr. Kern will work specifically in the area of set design and set building. The set designer will be working with the Director and students during the fall rehearsals and performances of the show. He will attend approximately 20 rehearsals for about 2-3 hours each.

This contract is funded through the general operating budget.

Recommendation: That David Kern, Somerville, NJ is approved as an artist in residence for set design in the amount of $1,500.00 per production for the 2026-2027 school year.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy						

Cummings Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

3. **Contract - Jaclyn Lenox**

The Arts Education budget includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the schools.

The Choreographer, Jaclyn Lenox, will work with the Director and students of in preparation for the 2027 EBHS Spring Musical Production, "Alice By Heart". Ms. Lenox will design the choreography for the show and teach students the dance routines. The Choreographer will be working with the Director and students during the spring rehearsals and performances of the show. She will attend approximately 20 rehearsals for about 2-3 hours each.

This contract is funded through the general operating budget.

Recommendation: That Jaclyn Lenox, Martinsville, NJ is approved as an artist in residence for the 2026-2027 school year in the amount of $2,000.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

4. **Contract - Jenna Lynn Garrison**

The Arts Education budget includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the schools.

The Choreographer, Jenna Lynn Garrison, will work with the Director and students of the Hammarskjold Drama Club in preparation for the 2027 HUES Spring Musical Production,

"Shrek, Kids". Ms. Garrison will design the choreography for the show and teach students the dance routines. The Choreographer will be working with the Director and students during the rehearsals and performances of the show. They will attend approximately 20 rehearsals for about 1-2 hours each.

This contract is funded through the general operating budget.

Recommendation: That Jenna Lynn Garrison, Hazlet, NJ is approved as an artist in residence for the 2026-2027 school year in the amount of $1,500.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

5. **Contract - Lexia Learning Systems**

The staff development program provides professional development opportunities to meet the needs of the district's diverse learning community.

The LETRS (Language Essentials for Teachers of Reading and Spelling) program is a professional development suite by Lexia Learning that provides teachers and leaders with in-depth knowledge of the science of reading. This evidence-based training teaches the foundational skills of reading and writing, including phonemic awareness, phonics, fluency, vocabulary, comprehension, and written language. This is a comprehensive training that is not program specific and instead equips teachers with knowledge on best practices in literacy instruction and the related content research.

The program utilizes a blended learning model with online platforms, print manuals, and professional learning sessions. Participants complete 8-10 hours of independent work per module which culminates in a full day of professional learning facilitated by the Lexia Learning team. In East Brunswick, special educators representing each building will join their BSIP colleagues in this program to hone their expertise on these critically important science of reading topics. This intensive learning will enhance the LEARning About Literacy trainings from the NJDOE that all teachers completed during the 25-26 school year and help them to better support students with reading difficulties.

The training is funded through Title II-A funds.

Recommendation: That Lexia Learning Systems LLC, Dallas, TX is approved to provide

online training, print manuals, professional learning sessions, and licenses for the LETRS program between August 21, 2026 and June 30, 2027 in the amount of $24,389.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

6. **Contract - Michael Einiger**

The Arts Education budget includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the schools.

The Choreographer, Michael Einiger, will work with the Director and students of the Churchill Drama Club in preparation for the 2027 CJHS Spring Musical Production, "Cinderella, Jr.". Mr. Einiger will design the choreography for the show and teach students the dance routines. The Choreographer will be working with the Director and students during the rehearsals and performances of the show. He will attend approximately 20 rehearsals for about two hours each.

This contract is funded through the general operating budget.

Recommendation: That Michael Einiger, North Brunswick, NJ is approved as an artist in residence for the 2026-2027 school year in the amount of $1,800.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						

Totals						

7. **Contract - Raymond Nugent**

The budget for the Arts Education program includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the schools.

This Artist in Residence, Raymond Nugent, will work with the Pit Orchestra Director and musicians to accompany the rehearsals and performances of the 2027 EBHS Musical Production: "Alice By Heart," both as a Rehearsal Accompanist and Pit Musician. The Rehearsal Accompanist works with students during rehearsal to accompany their vocal rehearsals on the piano. Mr. Nugent will also perform on piano to provide musical accompaniment for the performances. The addition of professional musicians allows for the playing and performance of professional level literature, while benefiting students who will work with them.

This Artist in Residence will be utilized for 11 rehearsals/performances during the 2026-2027 school year.

Recommendation: That Raymond Nugent, Florence, NJ is approved as an artist in residence for the 2026/2027 school year in the amount of $950.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

8. **Contract - Victoria Angelina, LLC**

The budget for the Arts Education program includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the schools.

The Costume Designer, Victoria Angelina, LLC, will work with the director and students in preparation for the 2026 EBHS fall drama production, "Up the Down Staircase." Victoria Angelina, LLC will work specifically in the area of costume design and creation. The costume designer will be working with the Director and students during the fall rehearsals and

performances of the show. They will attend approximately 20 rehearsals for about 2-3 hours each.

The Costume Designer, Victoria Angelina, LLC, will work with the director and students in preparation for the 2027 EBHS spring musical production, "Alice By Heart." Victoria Angelina, LLC will work specifically in the area of costume design and creation. The costume designer will be working with the Director and students during the fall rehearsals and performances of the show. They will attend approximately 20 rehearsals for about 2-3 hours each.

This contract is funded through the general operating budget.
Recommendation: That Victoria Angelina, LLC, Millstone Township, NJ is approved as an artist in residence for costume design in the amount of $1,500.00 per production for the 2026-2027 school year.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

9. Memorandum of Understanding - Dual Enrollment Program - Middlesex College

The *College Pathways Program* with Middlesex College provides the opportunity for our students to receive both college and high school credit for East Brunswick High School courses that have been reviewed and deemed the equivalent by the College faculty of specific college courses. Dual credit courses are taught by East Brunswick teachers who hold at least a master's degree and have been appointed as co-adjutant staff by the College. Dual credit courses are not new to East Brunswick High School; for many years, hundreds of our students have opted to receive college credit in a limited number of course offerings, at a greatly reduced tuition cost, and have transferred those credits to colleges across the country. Students have options in English, Math, Science, History, World Language, Practical Arts and Fine Arts, considered the "core" of the first two years of a baccalaureate or associates degree. Great emphasis is also being placed on the role of the school counselor in working with students on career and college plans and interests. Students who are academically prepared for college level course work can choose to pay tuition and receive college credit or just participate in their dual credit eligible course for high school credit. The rigor, workload and grades will be the same. Students may opt to receive credit for one course or work to complete an associate degree and enter college as a junior.

Recommendation: That the 2026-2027 Memorandum of Understanding - Dual Enrollment Program between the East Brunswick Board of Education and Middlesex College is approved as attached.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

10. Memorandum of Understanding for Academic Dual Enrollment Courses - The College of New Jersey (TCNJ)

East Brunswick High School is excited to continue our dual enrollment relationship with The College of New Jersey (TCNJ). Our dual enrollment partnership with TCNJ connected to AP Psychology, AP US History, and AP Art History provides students with the opportunity to earn transferable college credits while enrolled in these rigorous courses.

The dual enrollment relationship with TCNJ has been beneficial for students who want to gain a head start on their college education and reduce future college costs, while providing an additional pathway outside of the AP exam to earn college credits for these 3 courses. Each course offers a valuable option for students seeking college credit, particularly because equivalent college credit opportunities are not available through our current dual enrollment partnership with Middlesex College.

Approval of this MOA will allow East Brunswick High School to continue providing students with expanded academic opportunities, strengthen college and career readiness, and maintain access to a respected college-credit pathway through TCNJ. This partnership supports our district's commitment to offering rigorous and meaningful educational experiences that benefit students both during high school and beyond.

Recommendation: That the 2026-2027 Memorandum of Understanding between the East Brunswick Board of Education and The College of New Jersey (TCNJ) is approved as attached.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy						

Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

HUMAN RESOURCES

1. Affiliation Agreement - Seton Hall University

Seton Hall University offers graduate programs in counseling, psychology, and marriage and family therapy in which students undertaking the course of study are required to clinical experience. The University and the District together seek to enter into an agreement through which the District would provide students with opportunities for practical experience, which will also serve to increase the future candidate pool of prospective employees. The agreements attached are required to proceed with this undertaking. The agreements have undergone legal review by the Board Attorney.

Recommendation: That the attached Affiliation Agreement between Seton Hall University and East Brunswick Public Schools is approved effective August 21, 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

2. Personnel Actions (Roll Call - Majority of Full Board Required)

The personnel actions listed in the attached report are in compliance with Board of Education policies and regulations, applicable collective bargaining agreements, practice, and other governing law and principles. All recommended appointments are within the allotted positions established by the budget or subsequently approved by the Board.

Recommendation: That the attached personnel actions, pursuant to the recommendation of the Superintendent of Schools, is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

STUDENT SERVICES

1. **2026-2027 Out of District Placements**

Student No: 104206 requires a highly structured therapeutic program with behavioral supports and counseling services.

Student No:104630 requires a placement with intensive behavioral supports.

Student No:105993 requires a structured environment with specialized therapeutic services and behavioral supports.

Student No: 118269 requires a specialized program to monitor and support their needs.

Recommendation: That the 2026-2027 Out-of-District placements are shown on the attached as approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						

Totals						

2. **Confirmed Harassment, Intimidation and Bullying Incidents Report (Roll Call)**

N.J.S.A. 18A:37-15 sets forth the investigation and reporting requirements for all acts of harassment, intimidation, or bullying. Also, pursuant to N.J.S.A. 18A:37-15b(6)(c), "the results of each investigation shall be reported to the board of education no later than the date of the board of education meeting next following the completion of the investigation, along with information or any services provided, training established, discipline imposed, or other action taken or recommended by the superintendent."

The accompanying report is provided in compliance with the requirements of Board Policy 5512, *Harassment, Intimidation or Bullying.*

Recommendation: That the attached report of confirmed harassment, intimidation and bullying incidents is accepted for the period through through July 24, 2026 through August 20, 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

3. **Monthly School Reports - July/August 2026**

The monthly reports are presented for the Board's acceptance in accordance to the requirements of the following:

N.J.S.A. 18A: 41-1
N.J.S.A. 18A: 36-25.2
N.J.A.C. 6A: 16-5.3
Board Policy No.5111
N.J.S.A. 18A: 1-1
N.J.S.A. 18A: 38-1.b(1) & b(2)
N.J.S.A. 18A: 38-1 b.(2)d
Board Policy No. 2431

Recommendation: That the attached monthly school reports are accepted for the month of July 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

COMMITTEE REPORTS, INFORMATION ITEMS AND FOR THE GOOD OF THE CAUSE FOR THE BOARD

1. **Board members report on committees and/or information items.**

CLOSED SESSION

Closed Session Resolution

Recommendation: That the following resolution is approved:

WHEREAS, the Board of Education must discuss matters which are not appropriate for discussion in a public meeting; and

WHEREAS, these subjects are within the exceptions to the Open Public Meetings Act and are permitted to be discussed in Closed Session pursuant to N.J.S.A. 10:4-12b; and

WHEREAS, the Board of Education intends to discuss matters as follows:

- Pursuant to N.J.S.A. 10:4-12b(1), *"any matter which, by provision of federal law or State statute or rule of court shall be rendered confidential or excluded from the provisions of subsection a. of N.J.S.A. 10:4-12, public meetings."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is: **Student Nos. 104630 & 104913 updates.**

- Pursuant to N.J.S.A. 10:4-12b(2), *"any matter in which the release of information would impair a right to receive funds from the Government of the United States."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(3), *"any material the disclosure of which constitutes an*

unwarranted invasion of individual privacy such as records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individuals personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly." The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(4), *"any collective bargaining agreement, or the terms and conditions which are proposed for inclusion in any collective bargaining agreement, including the negotiation of the terms and conditions thereof with employees or representatives of employees of the public body."* The collective bargaining contract(s) discussed are between the Board and:

- Pursuant to N.J.S.A. 10:4-12b(5), *"any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds, where it could adversely affect the public interest if discussion of such matter were disclosed."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(6), *"any tactics and techniques utilized in protecting the safety and property of the public, provided that their disclosure could impair such protection. Any investigations of violations or possible violations of the law."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(7), *"any pending or anticipated litigation or contract negotiation other than in subsection b. (4)" of N.J.S.A. 10:4-12 in which the public body is, or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(8), *"any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion or discipline of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is: **Employee No. 27069.**

- Pursuant to N.J.S.A. 10:4-12b(9), *"any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the*

responding party as a result of an act or omission for which the responding party bears responsibility." The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

WHEREAS, the length of the Closed Session is estimated to be **ONE HOUR** after which the public meeting of the Board shall reconvene and action **WILL NOT BE** taken.

NOW, THEREFORE, BE IT RESOLVED that the East Brunswick Board of Education will recess into Closed Session for only the aforesaid subject(s); and

BE IT FURTHER RESOLVED that the East Brunswick Board of Education hereby declares that its discussion of the aforesaid subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure in accordance with the Open Public Meetings Act.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ADJOURNMENT

1. Adjournment

Recommendation: That the meeting be adjourned.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						

Wilbur Pan						
Marianne Tanious						
Totals						

EAST BRUNSWICK PUBLIC SCHOOLS

BOARD OF EDUCATION
Agenda Item: 1.

Date Prepared: 7/29/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Joseph Crotchfelt, CPA, QPA, School Business Administrator/Board Secretary

SUBJECT: Authorization to Use Unmanned Aircraft Systems (UAS also known as Drones) on School Grounds for An Approved District Purpose

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Summary:

Lors Photography has offered to come to EBHS on Wednesday, September 2, 2026 to conduct a drone flight for a Senior Class Group Photo at no charge to the District. All photos/videos taken will be provided to the school/district and can be used by the school/district for publication and promotion but cannot be re-sold to students or parents.

Administration requests that the Board approve the use of Unmanned Aircraft Systems (UAS also known as Drones) to allow the moment to be captured via a drone. An FAA-certified drone operator from Lors Photography will ensure the photography is conducted safely and professionally. The photos will be shared with the school community.

Recommendation:

Recommendation: Pursuant to Board Policy No. 7481, Unmanned Aircraft Systems (UAS also known as Drones), the use of a UAS is approved for Wednesday, September 2, 2026 to enable an FAA-certified drone operator from Lors Photography to take photos of the student body and staff; and

That this approval is subject to the following:

1. Lors Photography and its drone operator (hereafter "Lors) shall indemnify the district vis-a-vis an additional insured endorsement and certificate of insurance that meets, at a minimum or greater, the Board of Education-established insurance coverage requirements

for facilities users; and

2. Lors's additional insured endorsement and certificate of insurance shall name the East Brunswick Board of Education; and

3. Lors shall provide evidence of FAA licensure for the commercial operation of the UAS; and

4. The contract for the UAS service shall be reviewed and assessed by the Board Attorney and the Board's Insurance Broker/Carrier, and any revisions required shall be made by Lors no less than three business days prior to the event; and

5. The final contract, additional insured endorsement, and certificate of insurance shall be submitted to the Office of the School Business Administrator no less than three business days prior to the event; and

6. Failure to fulfill the requirements delineated in items 1-5 above shall be considered a withdrawal of the Board's approval.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Lors - Contract	8/7/2026	Backup Material
Lors - COI	8/7/2026	Backup Material

Contract to Provide Drone Photography at East Brunswick High School

Senior Class Group Shot Drone Photography Coverage

Lors Photography (Lors) currently has a contract with the East Brunswick High School Parent Teacher Association. Lors will provide Drone Photography Services on September 2nd, 2026 at East Brunswick High School, for a Senior Class Group Photo at no charge or cost for East Brunswick School District. All photos/videos taken will be provided to the school/district and can be used by the school/district for publication and promotion but cannot be re-sold to students or parents.

Lors Photography and its drone operator (hereafter "Lors) shall indemnify the district vis-a-vis an additional insured endorsement and certificate of insurance that meets, at a minimum or greater, the Board of Education-established insurance coverage requirements for facilities users. Lors's additional insured endorsement and COI shall name East Brunswick Board of Education.

Lors shall provide evidence of FAA licensure for the commercial operation of the UAS; and

The final contract, additional insured endorsement, and certificate of insurance shall be submitted to the Office of the School Business Administrator no less than three business days prior to the event.

Lors Photography	East Brunswick Public Schools
R Van Nest	
Signature	Signature
Ray Van Nest	
Printed/Typed Name	Printed/Typed Name
Controller	
Title	Title
8/6/26	
Date	Date

ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 8/4/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Acrisure East Insurance Services, LLC
3 Sylvan Way, Suite 200
Parsippany, NJ 07054

CONTACT NAME: Marshall Sitren
PHONE (A/C, No, Ext): 973-797-0424 **FAX (A/C, No):** 973-227-4026
E-MAIL ADDRESS: msitren@acrisure.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : New Jersey Manufacturers Insurance Company	12122
INSURER B : Travelers Casualty and Surety Company of America	31194
INSURER C : Allmerica Financial Benefit Insurance Company	41840
INSURER D :	
INSURER E :	
INSURER F :	

INSURED LORSPHO-01
Lors Photography, Inc
20 Hillside Ave
Springfield, NJ 07081

COVERAGES **CERTIFICATE NUMBER:** 1359428388 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. *LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. LIMITS SHOWN ARE INCLUSIVE OF AMOUNTS REQUESTED BY THE CERTIFICATE HOLDER AND MAY NOT REFLECT POLICY LIMIT AMOUNTS IN EXCESS OF THOSE REQUESTED. ***Not Applicable in WY**

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
C	X **COMMERCIAL GENERAL LIABILITY**	Y		Z2YJ77868903	7/10/2026	7/10/2027	EACH OCCURRENCE	$ 1,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 1,000,000
							MED EXP (Any one person)	$ 5,000
							PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 2,000,000
	POLICY PRO-JECT X LOC						PRODUCTS - COMP/OP AGG	$ 2,000,000
	OTHER:							$
A	**AUTOMOBILE LIABILITY**			B8331746	7/10/2026	7/10/2027	COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY / X SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	X HIRED AUTOS ONLY / X NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
C	X **UMBRELLA LIAB** X OCCUR			Z2YJ77868903	7/10/2026	7/10/2027	EACH OCCURRENCE	$ 10,000,000
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$ 10,000,000
	DED X RETENTION $ 0							$
A	**WORKERS COMPENSATION AND EMPLOYERS' LIABILITY** Y / N	N / A		W22873-4-25	10/22/2025	10/22/2026	X PER STATUTE / OTH-ER	
	ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? **(Mandatory in NH)**						E.L. EACH ACCIDENT	$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000
B	Professional Liability			107871207	7/10/2026	7/10/2027	Limit	$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
East Brunswick Public School is included as Additional Insured for General Liability if required by written contract for work performed by the named insured.

CERTIFICATE HOLDER

East Brunswick Public School
760 Route 18
East Brunswick, NJ 08816

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

SMALL COMMERCIAL LIABILITY COMPANION ENDORSEMENT

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

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SECTION I – ADDITIONAL INSURED PROVISIONS

A. Automatic Additional Insured Provisions Including Primary and Non-contributory:

1. **SECTION II – WHO IS AN INSURED** is amended to include as an insured any person or organization described in paragraphs **4.a** through **4.g.** below, whom you agree to add as an Additional Insured.
2. However, the insurance afforded to such Additional Insured described below:
   - **a.** Only applies to the extent permitted by law.
   - **b.** Will not be broader than the insurance which you are required by the written contract, agreement or permit, if any, to provide for such additional insured.
   - **c.** Applies on a primary basis and we will not seek contribution from any other insurance available to the Additional Insured, if that is required by an applicable written contract, agreement or permit.
   - **d.** Will not be broader than coverage provided to any other insured.
   - **e.** Does not apply if the “bodily injury”, “property damage” or “personal and advertising injury” is otherwise excluded from coverage under this Coverage Part, including any endorsements thereto.
   - **f.** Does not apply to any person or organization included as an insured by

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another endorsement issued by us and made part of this Coverage Part.

3. The most we will pay on behalf of the Additional Insured for a covered claim is the lesser of the amount of insurance:

a. Required by the applicable written contract, agreement or permit, if any; or

b. Available under the applicable Limits of Insurance shown in the Declarations or any endorsement to the policy.

4. Additional Insureds

The following persons or organizations qualify as additional insureds under this endorsement:

The following is added to **SECTION II – WHO IS AN INSURED**:

a. Broad Form Vendors

(1) Any person or organization that is a vendor with whom you agreed in a written contract or agreement to include as an additional insured under this Coverage Part is an insured, but only with respect to liability for “bodily injury” or “property damage” arising out of “your products” which are distributed or sold in the regular course of the vendor’s business.

(2) With respect to insurance afforded to such vendors, the following additional exclusions apply:

The insurance afforded to the vendor does not apply to:

(a) “Bodily injury” or “property damage” for which the vendor is obligated to pay damages by reasons of the assumption of liability in a contract or agreement. This exclusion does not apply to liability for damages that the insured would have in the absence of the contract or agreement;

(b) Any express warranty unauthorized by you;

(c) Any physical or chemical change in the product made intentionally by the vendor;

(d) Repackaging, unless unpacked solely for the purpose of inspection, demonstration, testing, or the substitution of parts under instruction from the manufacturer, and then repackaged in the original container;

(e) Any failure to make such inspection, adjustments, tests or servicing as the vendor has agreed to make or normally undertakes to make in the usual course of business in connection with the sale of the product;

(f) Demonstration, installation, servicing or repair operations, except such operations performed at the vendor's premises in connection with the sale of the product;

(g) Products which, after distribution or sale by you, have been labeled or relabeled or used as a container, part or ingredient of any other thing or substance by or for the vendor;

(h) “Bodily injury" or "property damage" arising out of the sole negligence of the vendor for its own acts or omissions or those of its employees or anyone else acting on its behalf. However, this exclusion does not apply to:

(i) The exceptions contained within the exclusion in paragraphs **(d)** or **(f)** above; or

(ii) Such inspections, adjustments, tests or servicing as the vendor has agreed to make or normally undertakes to make in the usual course of business, in connection with the distribution or sale of the products.

(i) “Bodily injury” or “property damage” arising out of an “occurrence” that took place before you have signed the contract or agreement with the vendor.

(j) Any insured person or organization, from whom you have acquired such products, or any ingredient, part or container, entering into, accompanying or containing such products.

b. Co-owner of Insured Premises

Any person or organization who is a co-owner of premises described in the declarations. Such person(s) or organization(s) is an insured only with respect to their liability as co-owner of the co-owned premises.

c. Controlling Interest

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Any person or organization that has a majority controlling interest in you, but only with respect to their liability arising out of:

(1) Their financial control of you; or

(2) Premises they own, maintain or control while you lease or occupy these premises.

This insurance does not apply to structural alterations, new construction and demolition operations performed by or for such additional insured.

d. Mortgagee, Assignee, or Receiver

Any mortgagee, assignee or receiver, but only with respect to their liability as mortgagee, assignee, or receiver and arising out of the ownership, maintenance or use of a premises by you.

This insurance does not apply to structural alterations, new construction or demolition operations performed by or for such additional insured.

e. Grantor of Franchise

Any person or organization who is a grantor of a franchise to you, but only with respect to their liability as grantor of a franchise to you.

f. Lessor of Leased Equipment

Any person or organization from whom you lease equipment is also an additional insured, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by your maintenance, operation or use of equipment leased to you by such person or organization.

However, the insurance afforded to such additional insured does not apply to any “occurrence” that takes place after the equipment lease expires.

g. Manager or Lessor of Premises

Any person or organization from whom you lease premises is also an additional insured, but only with respect to liability arising out of the ownership, maintenance or use of that part of the premises leased to you.

However, this provision does not apply to:

(1) Any "occurrence" that takes place after you cease to be a tenant in the premises.

(2) Structural alterations, new construction or demolition operations performed by or for such additional insured(s).

B. Additional Insured by Contract, Agreement or Permit With Completed Operations and Primary and Non-contributory

1. Any person or organization who does not qualify as an Additional Insured in **A. Automatic Additional Insured Provisions Including Primary and Non-contributory**, **4. Additional Insureds**, paragraphs **a.** through **g.** above with whom you agreed in a written contract, agreement or permit to add as an additional insured on your policy is an additional insured only with respect to liability for “bodily injury”, “property damage”, or “personal and advertising injury” caused, in whole or in part, by your acts or omissions, or the acts or omissions of those acting on your behalf, but only with respect to:

a. Premises you own, rent, lease or occupy;

b. Your ongoing operations for the additional insured(s) designated in the written contract, agreement or permit;

c. “Your work” included in the “products-completed operations hazard”, but only if:

(1) The written contract, agreement or permit requires you to provide such coverage to the additional insured; and

(2) This Coverage Part provides coverage for “bodily injury” or “property damage” included within the “products-completed operations hazard”.

2. The insurance afforded to such additional insured described above:

a. Only applies to the extent permitted by law.

b. Will not be broader than the insurance which you are required by the written contract, agreement or permit to provide for such additional insured.

c. Applies on a primary basis and we will not seek contribution from any other insurance available to the Additional Insured, if that is required by the written contract, agreement or permit.

d. Does not apply if the “bodily injury”, “property damage”, or “personal and advertising injury” arises out of sole negligence of the additional insured.

e. Will not be broader than coverage provided to any other insured.

f. Does not apply if the “bodily injury”, “property damage” or “personal and advertising injury” is otherwise excluded from coverage under this Coverage Part, including any endorsements thereto.

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g. Does not apply unless the written contract or agreement was executed or permit was issued prior to the "bodily injury", "property damage", or "personal and advertising injury".

h. Does not apply to any person or organization included as an insured by another endorsement issued by us and made part of this Coverage Part.

i. Does not apply to any lessor of equipment after the equipment lease expires.

j. Does not apply to any:

(1) Owners or other interests from whom land has been leased if the "occurrence" takes place or the offense is committed after the lease for the land expires; or

(2) Managers or lessors of premises if:

(a) The "occurrence" takes place or the offense is committed after you cease to be a tenant in that premises; or

(b) The "bodily injury", "property damage", "personal and advertising injury" arises out of structural alterations, new construction or demolition operations performed by or on behalf of the manager or lessor.

k. Does not apply to "bodily injury", "property damage" or "personal and advertising injury" arising out of the rendering of or the failure to render any professional services.

This exclusion applies even if the claims against any insured allege negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by that insured, if the "occurrence" which caused the "bodily injury" or "property damage" or the offense which caused the "personal and advertising injury" involved the rendering of or failure to render any professional services by or for you.

3. With respect to the insurance afforded to these additional insureds, the following is added to **SECTION III – LIMITS OF INSURANCE**:

The most we will pay on behalf of the additional insured for a covered claim is the lesser of the amount of insurance:

1. Required by the written contract, agreement or permit described in **B. Additional Insured by Contract, Agreement or Permit With Completed Operations and Primary and Non-contributory**, paragraph **1.** or

2. Available under the applicable Limits of Insurance shown in the Declarations or any endorsement to this policy.

This provision shall not increase the applicable Limits of Insurance shown in the Declarations.

SECTION II – COVERAGE EXTENSIONS

A. Supplementary Payments Extension

SECTION I – COVERAGES, SUPPLEMENTARY PAYMENTS – COVERAGES A AND B, paragraph **1.** is replaced by the following:

1. We will pay, with respect to any claim we investigate or settle, or any "suit" against an insured we defend:

a. All expenses we incur.

b. Up to $2500 for cost of bail bonds required because of accidents or traffic law violations arising out of the use of any vehicle to which Bodily Injury Liability Coverage applies. We do not have to furnish these bonds.

c. The cost of bonds to release attachments, but only for bond amounts within our Limit of Insurance. We do not have to furnish these bonds.

d. All reasonable expenses incurred by the insured at our request to assist us in the investigation or defense of the claim or "suit", including actual loss of earnings up to $500 a day because of time off from work.

e. All court costs taxed against the insured in the "suit". However, these payments do not include attorneys' fees or attorneys' expenses taxed against the insured.

f. Prejudgment interest awarded against the insured on that part of the judgment we pay. If we make an offer to pay the Limit of Insurance, we will not pay any prejudgment interest based on that period of time after the offer.

g. All interest on the full amount of any judgment that accrues after entry of the judgment and before we have paid, offered to pay, or deposited in court the part of the judgment that is within our Limit of Insurance.

These payments will not reduce the Limits of Insurance.

B. Alienated Premises

SECTION I – COVERAGES, **COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY**, **2. Exclusions**, **j. Damage to Property**, paragraph **(2)** is replaced by the following:

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(2) Premises you sell, give away or abandon, if the "property damage" arises out of any part of those premises and occurred from hazards that were known by you, or should have reasonably been known by you, at the time the property was transferred or abandoned.

C. Broad Form – Property Damage Legal Liability (Damage to Premises Rented to You)

1. SECTION I – COVERAGES, **COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY**, the last paragraph (after the exclusions) is replaced by the following:

Exclusions **c.** through **n.** do not apply to damage to premises while rented to you or temporarily occupied by you with the permission of the owner. A separate limit of insurance applies to this coverage as described in **SECTION III – LIMITS OF INSURANCE**.

2. SECTION III – LIMITS OF INSURANCE, paragraph **6.** is replaced by the following:

6. The Damage to Premises Rented to You – Any One Premises Limit is the most we will pay for damages because of "property damage" to any one premises while rented to you or temporarily occupied by you with permission of the owner.

The Damage to Premises Rented to You – Any One Premises Limit:

a. Is not subject to the General Aggregate Limit described in **SECTION III – LIMITS OF INSURANCE**, **2.** General Aggregate Limit; and

b. Is not subject to the Each Occurrence Limit described in **SECTION III – LIMITS OF INSURANCE**, **5.** Each Occurrence Limit.

3. SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS, **4. Other Insurance**, **b. Excess Insurance**, paragraph **(a)(ii)** is replaced by the following:

(ii) That is property insurance for premises rented to you or temporarily occupied by you with permission of the owner; or

4. SECTION V – DEFINITIONS, **9.** "Insured contract", paragraph **a.** is replaced by the following:

a. A contract for a lease of premises. However, that portion of the contract for a lease of premises that indemnifies any person or organization for damage to premises while rented to you or temporarily occupied by you with permission of the owner is not an "insured contract".

5. This coverage does not apply if Damage to Premises Rented to You is excluded either by the provisions of the Coverage Part or by endorsement.

D. Broad Form Property Damage – Borrowed Equipment, Customers' Goods, Use of Elevators

1. The following is added to **SECTION I – COVERAGES**, **COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY**, **2. Exclusions**, **j. Damage to Property**:

Paragraph **(4)** does not apply to "property damage" to borrowed equipment while at a jobsite and not being used to perform operations.

Paragraphs **(3), (4)** and **(6)** do not apply to "property damage" to "customers' goods" while on your premises.

Paragraphs **(3), (4)** and **(6)** do not apply to the use of elevators.

2. For the purposes of this endorsement, the following definition is added to **SECTION V – DEFINITIONS**:

1. "Customers' goods" means property of your customer(s) on your premises for the purpose of being:

a. Worked on; or

b. Used in your manufacturing process.

3. The insurance afforded under this provision is excess over any other valid and collectible property insurance (including deductible) available to the insured whether primary, excess, contingent or on any other basis.

E. Incidental Malpractice – Employed Nurses, EMT's and Paramedics

With respect to the **COMMERCIAL GENERAL LIABILITY COVERAGE** form, **SECTION II – WHO IS AN INSURED**, paragraph **2.a.(1)(d)** and with respect to the **SMALL COMMERCIAL LIABILITY COMPANION** endorsement, **SECTION IV – EXCLUSIONS**, **A. Professional Services** do not apply to a nurse, emergency medical technician or paramedic employed by you if you are not engaged in the business or occupation of providing medical, paramedical, surgical, dental, x-ray or nursing services.

F. Personal and Advertising Injury – Broad Form

1. SECTION I – COVERAGES, **COVERAGE B – PERSONAL AND ADVERTISING INJURY LIABILITY**, **2. Exclusions**, **e. Contractual Liability** is deleted.

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2. **SECTION V – DEFINITIONS**, **14.** "Personal and advertising injury", paragraph **b.** is replaced by the following:

   b. Malicious prosecution or abuse of process.

3. The following is added to **SECTION V – DEFINITIONS**, **14.** "Personal and advertising injury":

   "Discrimination" (unless insurance thereof is prohibited by law) that results in injury to the feelings or reputation of a natural person, but only if such "discrimination" is:

   (1) Not done intentionally by or at the direction of:

   (a) The insured;

   (b) Any officer of the corporation, director, stockholder, partner or member of the insured; and

   (2) Not directly or indirectly related to an "employee", nor to the employment, prospective employment or termination of any person or persons by an insured.

4. For purposes of this endorsement, the following definition is added to **SECTION V – DEFINITIONS**:

   1. "Discrimination" means the unlawful treatment of individuals based upon race, color, ethnic origin, gender, religion, age, or sexual preference. "Discrimination" does not include the unlawful treatment of individuals based upon developmental, physical, cognitive, mental, sensory or emotional impairment or any combination of these.

5. This coverage does not apply if liability coverage for "personal and advertising injury" is excluded either by the provisions of the Coverage Form or any endorsement thereto.

G. Product Recall Expense

1. **SECTION I – COVERAGES**, **COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY**, **2. Exclusions**, **n. Recall of Products, Work or Impaired Property** is replaced by the following:

   n. Recall of Products, Work or Impaired Property

   Damages claimed for any loss, cost or expense incurred by you or others for the loss of use, withdrawal, recall, inspection, repair, replacement, adjustment, removal or disposal of:

   (1) "Your product";

   (2) "Your work"; or

   (3) "Impaired property";

   if such product, work or property is withdrawn or recalled from the market or from use by any person or organization because of a known or suspected defect, deficiency, inadequacy or dangerous condition in it, but this exclusion does not apply to "product recall expenses" that you incur for the "covered recall" of "your product" if the "covered recall" was initiated during the policy period.

   However, the exception to the exclusion does not apply to "product recall expenses" resulting from:

   (4) Failure of any products to accomplish their intended purpose;

   (5) Breach of warranties of fitness, quality, durability or performance;

   (6) Loss of customer approval, or any cost incurred to regain customer approval;

   (7) Redistribution or replacement of "your product" which has been recalled by like products or substitutes;

   (8) Caprice or whim of the insured;

   (9) A condition likely to cause loss of which any insured knew or had reason to know at the inception of this insurance;

   (10) Asbestos, including loss, damage or clean up resulting from asbestos or asbestos containing materials; or

   (11) Recall of "your products" that have no known or suspected defect solely because a known or suspected defect in another of "your products" has been found.

2. The following is added to **SECTION II – WHO IS AN INSURED**, paragraph **3.b.**:

   "Product recall expense" arising out of any withdrawal or recall that occurred before you acquired or formed the organization.

3. The following is added to **SECTION III – LIMITS OF INSURANCE**:

   Product Recall Expense Limits of Insurance

   a. The Limits of Insurance shown in the **SUMMARY OF COVERAGES** of this endorsement and the rules stated below fix the most that we will pay under this Product Recall Expense coverage regardless of the number of:

   (1) Insureds;

   (2) "Covered Recalls" initiated; or

   (3) Number of "your products" withdrawn or recalled**.**

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b. The Product Recall Expense Aggregate Limit is the most we will reimburse you for the sum of all “product recall expenses” incurred for all “covered recalls” initiated during the policy period.

c. The Product Recall Each Occurrence Limit is the most we will pay in connection with any one defect or deficiency.

d. All “product recall expenses” in connection with substantially the same general harmful condition will be deemed to arise out of the same defect or deficiency and considered one “occurrence”.

e. Any amount reimbursed for “product recall expenses” in connection with any one “occurrence” will reduce the amount of the Product Recall Expense Aggregate Limit available for reimbursement of “product recall expenses” in connection with any other defect or deficiency.

f. If the Product Recall Expense Aggregate Limit has been reduced by reimbursement of “product recall expenses” to an amount that is less than the Product Recall Expense Each Occurrence Limit, the remaining Aggregate Limit is the most that will be available for reimbursement of “product recall expenses” in connection with any other defect or deficiency.

g. Product Recall Deductible

We will only pay for the amount of "product recall expenses" which are in excess of the $500 Product Recall Deductible. The Product Recall Deductible applies separately to each "covered recall". The limits of insurance will not be reduced by the amount of this deductible.

We may, or will if required by law, pay all or any part of any deductible amount, if applicable. Upon notice of our payment of a deductible amount, you shall promptly reimburse us for the part of the deductible amount we paid.

The Product Recall Expense Limits of Insurance apply separately to each consecutive annual period and to any remaining period of less than 12 months, starting with the beginning of the policy period shown in the Declarations, unless the policy period is extended after issuance for an additional period of less than 12 months. In that case, the additional period will be deemed part of the last preceding period for the purposes of determining the Limits of Insurance.

4. The following is added to **SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS**, **2. Duties in the Event of Occurrence**, **Offense, Claim or Suit**:

You must see to it that the following are done in the event of an actual or anticipated “covered recall” that may result in “product recall expense”:

(1) Give us prompt notice of any discovery or notification that “your product” must be withdrawn or recalled. Include a description of “your product” and the reason for the withdrawal or recall;

(2) Cease any further release, shipment, consignment or any other method of distribution of like or similar products until it has been determined that all such products are free from defects that could be a cause of loss under this insurance.

5. For the purpose of this endorsement, the following definitions are added to **SECTION V – DEFINITIONS**:

1. “Covered recall” means a recall or withdrawal made necessary because you or a government body has determined that a known or suspected defect, deficiency, inadequacy, or dangerous condition in “your product” has resulted or is reasonably expected to result in “bodily injury” or “property damage”.

2. “Product recall expense(s)” means:

a. Necessary and reasonable expenses for:

(1) Communications, including radio or television announcements or printed advertisements including stationary, envelopes and postage;

(2) Shipping the recalled products from any purchaser, distributor or user to the place or places designated by you;

(3) Remuneration paid to your regular “employees” for necessary overtime;

(4) Hiring additional persons, other than your regular “employees”;

(5) Expenses incurred by “employees” including transportation and accommodations;

(6) Expenses to rent additional warehouse or storage space;

(7) Disposal of “your product”, but only to the extent that specific methods of destruction other than those employed for trash discarding or

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disposal are required to avoid "bodily injury" or "property damage" as a result of such disposal,

you incur exclusively for the purpose of recalling "your product"; and

b. Your lost profit resulting from such "covered recall".

6. This Product Recall Expense Coverage does not apply:

a. If the "products – completed operations hazard" is excluded from coverage under this Coverage Part including any endorsement thereto; or

b. To "product recall expense" arising out of any of "your products" that are otherwise excluded from coverage under this Coverage Part including endorsements.

H. Who is an Insured Amended

1. SECTION II – WHO IS AN INSURED, paragraph **2.a.(1)(d)** is replaced by the following:

(d) Arising out of his or her providing or failing to provide professional services.

2. Insured Employee Extension

The following is added to **SECTION II – WHO IS AN INSURED**, paragraph **2.a.(1)(a)**:

With respect to "bodily injury" only, the limitations above do not apply to your "employees" as insureds with respect to damages caused by cardiopulmonary resuscitation or first aid services administered by such an "employee".

3. Who is an Insured – Subsidiaries

The following is added to **SECTION II – WHO IS AN INSURED**:

Subsidiaries

Any of your subsidiaries, other than a partnership or joint venture, that is not shown as a Named Insured in the Declarations is a Named Insured if:

a. You maintain an ownership interest of more than 50% in such subsidiary on the first day of the policy period; and

b. Such subsidiary is not an insured under similar other insurance.

No such subsidiary is an insured for "bodily injury" or "property damage" that occurred, or "personal and advertising injury" caused by an offense committed:

c. Before you maintained an ownership interest or more than 50% in such subsidiary; or

d. After the date, if any, during the policy period that you no longer maintain an ownership interest of more than 50% in such subsidiary.

4. Newly Acquired or Formed Organizations – 180 Days

SECTION II – WHO IS AN INSURED, paragraph **3.a.** is replaced by the following:

a. Coverage under this provision is afforded only until the 180th day after you acquire or form the organization or the end of the policy period, whichever is earlier.

I. Limits of Insurance Amended

General Aggregate Limits of Insurance Per Location

The following is added to **SECTION III – LIMITS OF INSURANCE**:

A separate Location General Aggregate Limit applies to each "location" owned by or rented to you, and that limit is equal to the amount of the General Aggregate Limit shown in the Declarations.

The Location General Aggregate Limit is the most we will pay for the sum of all damages under Coverage **A**, except damages because of "bodily injury" or "property damage" included in the "products-completed operations hazard", and for medical expenses under Coverage **C** regardless of the number of:

a. Insureds;

b. Claims made or "suits" brought; or

c. Persons or organizations making claims or bringing "suits".

Any payments made under Coverage **A** for damages or under Coverage **C** for medical expenses shall reduce the Location General Aggregate Limit for that "location". Such payments shall not reduce the General Aggregate Limit shown in the Declarations nor shall they reduce any other Location General Aggregate Limit for any other "location".

The limits shown in the Declarations for Each Occurrence and Medical Expense continue to apply.

However, instead of being subject to the General Aggregate Limit shown in the Declarations, such limits will be subject to the applicable Location General Aggregate Limit.

"Location" means premises involving the same or connecting lots, or premises whose connection is

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interrupted only by a street, roadway, waterway or right-of-way of a railroad.

J. Blanket Waiver of Subrogation

The following is added to **SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS**, **8. Transfer of Rights of Recovery Against Others to Us**:

We waive any right of recovery we may have against any person or organization with whom you have a written contract, agreement or permit to waive any rights of recovery against such person or organization because of payments we make for injury or damage arising out of your ongoing operations or "your work" done under a contract with that person or organization and included in the "products-completed operations hazard".

This condition does not apply to Medical Expenses Coverage.

K. Unintentional Failure to Disclose Hazards

SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS, **6. Representations** is replaced by the following:

6. Representations

We will not disclaim coverage under this Coverage Part if you fail to disclose all hazards existing as of the inception date of the policy provided such failure is not intentional.

L. Unintentional Failure to Notify/Knowledge of an Occurrence

The following is added to **SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS**, **2. Duties in the Event of Occurrence, Offense, Claim or Suit**, paragraph **a.**:

Your rights afforded under this Coverage Part shall not be prejudiced if you fail to give us notice of an "occurrence", offense, claim or "suit", solely due to your reasonable and documented belief that the "bodily injury", "property damage" or "personal and advertising injury" is not covered under this Coverage Part.

Knowledge of an "occurrence" or offense by an agent or "employee" of the insured will not constitute knowledge by the insured, unless an "executive officer" of the insured knows about such "occurrence" or offense. Failure of an agent or "employee" of the insured, other than an "executive officer" of the insured, to notify us of an "occurrence" or offense that such person knows about will not affect the insurance afforded to you.

M. Medical Payments – Three Years to Report

SECTION I – COVERAGES, **COVERAGE C – MEDICAL PAYMENTS**, **1. Insuring Agreement**, paragraph **a.(3)(b)** is replaced by the following:

(b) The expenses are incurred and reported to us within three years of the date of the accident; and

SECTION III – ADDITIONAL CONDITIONS

The following are added to **SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS**:

A. Liberalization

If, within 45 days prior to or during the policy period, we adopt any revision that would broaden the coverage under this policy without additional premium, the broadened coverage will immediately apply to this policy.

B. Concealment, Misrepresentation or Fraud

This policy is void in any case of fraud by you as it relates to this policy at any time. It is also void if you or any other insured, at any time, intentionally conceal or misrepresent a material fact concerning:

1. This policy;

2. The Covered Property;

3. Your interest in the Covered Property; or

4. A claim under this policy.

C. Insurance Under Two or More Coverages

It is our stated intent that the various Coverage Parts, forms, endorsements or policies issued to the named insured by us, or any company affiliated with us, do not provide any duplication or overlap of coverage for the same claim, "suit", "occurrence", offense, accident, "wrongful act" or loss. We will not pay more than the actual amount of the loss or damage.

If this Coverage Part and any other Coverage Part, form, endorsement or policy issued to the named insured by us, or any company affiliated with us, apply to the same claim, "suit", occurrence, offense, accident, "wrongful act" or loss, the maximum Limit of Insurance under all such Coverage Parts, forms, endorsements or policies combined shall not exceed the highest applicable Limit of Insurance under any one Coverage Part, form, endorsement or policy.

This condition does not apply to any Excess or Umbrella Policy issued by us specifically to apply as excess insurance over this policy.

SECTION IV – EXCLUSIONS

A. The following are added to **SECTION I – COVERAGES**, **COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY**, **2. Exclusions** and **SECTION I – COVERAGES**, **COVERAGE B – PERSONAL AND ADVERTISING INJURY**, **2. Exclusions**:

Access Or Disclosure Of Confidential Or Personal Material Or Information

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Damages arising out of any access to or disclosure of any person's or organization's confidential or personal information, including:

(1) Patents, trade secrets, processing methods, customer lists;

(2) Financial information, credit card information;

(3) Health information, biometric information; or

(4) Any other type of nonpublic material or information.

This exclusion applies even if damages are claimed for notification costs, credit or identity monitoring expenses, forensic expenses public relations expenses, data restoration expenses, extortion expenses or any other loss, cost or expense incurred by you or others arising out of any access to or disclosure of any person's or organization's confidential or personal material or information.

Aircraft Products, Grounding and Testing

(1) "Bodily injury", "property damage" or "personal and advertising injury" arising out of:

(a) "Aircraft products" or reliance upon any representation or warranty made with such product;

(b) The "grounding" of any aircraft; or

(c) The "testing" of any aircraft.

(2) For purposes of this Exclusion, the following definitions apply:

(a) "Aircraft Products" means:

(i) Aircraft, including but not limited to missiles, spacecraft, or any other aircraft goods or products you manufacture, sell, handle or distribute;

(ii) Aircraft and any ground support or control equipment used in connection therewith;

(iii) Any product provided by the insured and installed or used in connection with any aircraft;

(iv) Any tooling used in respect to any aircraft;

(v) Training and navigational aids, instructions, manuals, blueprints, engineering or other data in connection with any aircraft;

(vi) Any advice, service or labor supplied with any aircraft; or

(vii) Services you or others trading under your name provide or recommend for use in the manufacture, repair, operation, maintenance or use of any aircraft.

(b) "Grounding" means the withdrawal of one or more aircraft from flight operations or the imposition of speed, passenger or load restrictions on such aircraft, due to the existence of or alleged or suspected existence of any defect, fault or condition:

(i) In such aircraft or any part sold, handled or distributed by you or that is manufactured, assembled or processed by any other person or organization according to your specifications, plans, suggestions, orders or drawings; or

(ii) With tools, machinery or other equipment furnished to such persons or organizations by you;

whether such withdrawn aircraft are owned or operated by the same or different persons or organizations.

"Grounding" shall be deemed to commence on the date of an "occurrence" which discloses the necessity of "grounding" or on the date an aircraft is first withdrawn from service because of such condition, whichever comes first.

(c) "Testing" means examination, observation, evaluation or measuring of the performance of "aircraft products", while either in the air or on the ground.

Cyber Content Incident

"Bodily injury", "property damage" or "personal and advertising injury" caused by, arising out of or as a consequence of a "cyber content incident".

This exclusion applies even if damages are claimed for notification costs, credit or identity monitoring expenses, forensic expenses, public relations expenses, data restoration expenses, extortion expenses or any other similar cost or expense incurred by you or others arising out of a "cyber content incident".

Cyber Incident Exclusion

"Bodily injury", "property damage" or "personal and advertising injury" caused by, arising out of or as a consequence of a "cyber incident". This exclusion applies even if damages are claimed for notification costs, credit or identity monitoring expenses, forensic expenses, public relations expenses, data restoration expenses, extortion expenses or any other similar cost or expense incurred by you or others arising out of a "cyber incident".

Professional Services

"Bodily injury", "property damage", or "personal and advertising injury" caused by the rendering of or failure to render any professional service, advice or instruction:

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(1) By any insured; or

(2) On behalf of any insured; or

(3) From whom any insured assumed liability by reason of a contract or agreement,

regardless of whether any such service, advice or instruction is ordinary to any insured's profession.

Professional services include but are not limited to:

(4) Legal, accounting or advertising services, notary, title abstract, tax preparation, real estate, stockbroker, publishing, architects or insurance services;

(5) Preparing, approving, or failing to prepare or approve maps, drawings, opinions, reports, surveys, change orders, designs or specifications;

(6) Supervisory, inspection or engineering services;

(7) Any medical, surgical, dental, x-ray, nursing, health or therapeutic services, treatment, advice or instruction including, but not limited to, the prescribing, furnishing or dispensing of drugs;

(8) Any service, treatment, advice or instruction for the purpose of appearance or skin enhancement, hair removal or replacement or personal grooming, including body piercing services or use or exposure to any sun lamp, tanning booth or other similar appliance;

(9) Optometry or optical or hearing aid services including the prescribing, preparation, fitting, demonstration or distribution of ophthalmic lenses and similar products or hearing aid devices;

(10) Services in the practice of pharmacy;

(11) Management, Human Resource, Testing, Media or Public Relations consulting services.

This exclusion applies even if a claim alleges negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by an insured, if the "occurrence" which caused the "bodily injury" or "property damage", or the offense which caused the "personal and advertising injury", involved the rendering of or failure to render any professional service.

Unmanned Aircraft

(1) "Bodily injury", "property damage" or "personal and advertising injury" arising out of the ownership, maintenance, use or entrustment to others of any aircraft that is an "unmanned aircraft". Use includes operation and "loading and unloading".

This paragraph applies even if the claims against any insured allege negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by that insured, if the "occurrence" which caused the "bodily injury" or "property damage" or the offense which caused the "personal and advertising injury" involved the ownership, maintenance, use or entrustment to others of any aircraft that is an "unmanned aircraft".

This paragraph does not apply to:

(a) The use of another's advertising idea in your "advertisement"; or

(b) Infringing upon another's copyright, trade dress or slogan in your "advertisement".

(2) For purposes of this endorsement, the following is added to **SECTION V – DEFINITIONS**:

"Unmanned aircraft" means an aircraft that is not:

(a) Designed;

(b) Manufactured; or

(c) Modified after manufacture;

to be controlled directly by a person from within or on the aircraft.

Violation Of Law Addressing Data Privacy

"Bodily injury", "property damage", or "personal and advertising injury" arising directly or indirectly out of any action or omission that violates or is alleged to violate:

(1) Any federal, state or local statute, ordinance, regulation or other law that addresses, prohibits, or limits access to, use of or the printing, dissemination, disposal, obtaining, collecting, storing, safeguarding, recording, retention, sending, transmitting, communicating, selling or distribution of any person's or organization's confidential or personal material or information, including financial, health, biometric or other nonpublic material or information.

Any such federal, state or local statute, ordinance, regulation or other law includes but is not limited to:

(a) The Illinois Biometric Information Privacy Act (BIPA), including any amendment of or addition to such law; or

(b) The California Consumer Privacy Act (CCPA), including any amendment of or addition to such law; or

(2) Any law of a jurisdiction other than the United States of America (including its territories and possessions) or Puerto Rico that is similar to any statute, ordinance, regulation or other law described in paragraph **(1)** above, including but

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not limited to the European Union's General Data Protection Regulation.

B. The following is added to **SECTION I – COVERAGES**, **COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY**, **2. Exclusions** and **SECTION I – COVERAGES**, **COVERAGE C – MEDICAL PAYMENTS**, **2. Exclusions**:

Nuclear Energy Liability

(1) "Bodily injury" or "property damage":

(a) With respect to which an insured under the policy is also an insured under a nuclear energy liability policy issued by the Nuclear Energy Liability Insurance Association, Mutual Atomic Energy Liability Underwriters or Nuclear Insurance Association of Canada, or would be an insured under any such policy but for its termination upon exhaustion of its limit of liability; or

(b) Resulting from the "hazardous properties" of "nuclear material" and with respect to which:

(i) Any person or organization is required to maintain financial protection pursuant to the Atomic Energy Act of 1954, or any law amendatory thereof; or

(ii) The insured is, or had this policy not been issued would be, entitled to indemnity from the United States of America, or any agency thereof, under any agreement entered into by the United States of America, or any agency thereof, with any person or organization.

(2) Under **COVERAGE C – MEDICAL PAYMENTS**, expenses incurred with respect to "bodily injury" resulting from the "hazardous properties" of "nuclear material" and arising out of the operation of a "nuclear facility" by any person or organization.

(3) "Bodily injury" or "property damage" resulting from the "hazardous properties" of the "nuclear material"; if:

(a) The "nuclear material":

(i) Is at any "nuclear facility" owned by, or operated by or on behalf of, an insured; or

(ii) Has been discharged or dispersed therefrom;

(b) The "nuclear material" is contained in "spent fuel" or "waste" at any time possessed, handled, used, processed, stored, transported or disposed of by or on behalf of an insured; or

(c) The "bodily injury" or "property damage" arises out of the furnishing by an insured of services, materials, parts or equipment in connection with the planning, construction, maintenance, operation or use of any "nuclear facility"; but if such facility is located within the United States of America, its territories or possessions or Canada, this Exclusion **(3)** applies only to "property damage" to such "nuclear facility" and any property thereat.

(4) As used in this exclusion:

(a) "By-product material" has the meaning given it in the Atomic Energy Act of 1954 or in any law amendatory thereof;

(b) "Hazardous properties" include radioactive, toxic or explosive properties;

(c) "Nuclear facility" means:

(i) Any "nuclear reactor";

(ii) Any equipment or device designed or used for:

1) Separating the isotopes of uranium or plutonium;

2) Processing or utilizing "spent fuel"; or

3) Handling, processing or packaging "waste";

(iii) Any equipment or device used for the processing, fabricating or alloying of "special nuclear material" if at any time the total amount of such material in the custody of the insured at the premises where such equipment or device is located consists of or contains more than 25 grams of plutonium or uranium 233 or any combination thereof, or more than 250 grams of uranium 235;

(iv) Any structure, basin, excavation, premises or place prepared or used for the storage or disposal of "waste";

and includes the site on which any of the foregoing is located, all operations conducted on such site and all premises used for such operations;

(d) "Nuclear material" means "source material", "special nuclear material" or "by-product material";

(e) "Nuclear reactor" means any apparatus designed or used to sustain nuclear fission in a self-supporting chain reaction or to contain a critical mass of fissionable material;

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(f) "Property damage" includes all forms of radioactive contamination of property.

(g) "Source material" has the meaning given it in the Atomic Energy Act of 1954 or in any law amendatory thereof;

(h) "Special nuclear material" has the meaning given it in the Atomic Energy Act of 1954 or in any law amendatory thereof;

(i) "Spent fuel" means any fuel element or fuel component, solid or liquid, which has been used or exposed to radiation in a "nuclear reactor";

(j) "Waste" means any waste material:

(i) Containing "by-product material" other than the tailings or wastes produced by the extraction or concentration of uranium or thorium from any ore processed primarily for its "source material" content; and

(ii) Resulting from the operation by any person or organization of any "nuclear facility" included under paragraphs **(i)** and **(ii)** of the definition of "nuclear facility".

C. Amended Exclusion With Coverage Extension

SECTION I – COVERAGES, **COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY**, **2. Exclusions**, **g. Aircraft, Auto or Watercraft** is replaced by the following:

g. Aircraft (Other Than Unmanned Aircraft), Auto or Watercraft

"Bodily injury" or "property damage" arising out of the ownership, maintenance, use or entrustment to others of any aircraft (other than “unmanned aircraft”), "auto" or watercraft owned or operated by or rented or loaned to any insured. Use includes operation and "loading or unloading".

This paragraph **g.** applies even if the claims against any insured allege negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by that insured, if the “occurrence” which caused the "bodily injury" or "property damage" involved the ownership, maintenance, use or entrustment to others of any aircraft (other than “unmanned aircraft”), "auto" or watercraft that is owned or operated by or rented or loaned to any insured.

This paragraph **g.** does not apply to:

(a) A watercraft while ashore on premises you own or rent;

(b) A watercraft you do not own that is:

(i) Less than 51 feet long; and

(ii) Not being used to carry persons or property for a charge;

(c) Parking an "auto" on, or on the ways next to, premises you own or rent, provided the "auto" is not owned by or rented or loaned to you or the insured;

(d) Liability assumed under any "insured contract" for the ownership, maintenance or use of aircraft (other than “unmanned-aircraft”) or watercraft; or

(e) "Bodily injury" or "property damage" arising out of:

(i) The operation of machinery or equipment that is attached to, or part of, a land vehicle that would qualify under the definition of “mobile equipment” if it were not subject to a compulsory or financial responsibility law or other motor vehicle insurance or motor vehicle registration law where it is licensed or principally garaged; or

(ii) The operation of any of the following machinery or equipment:

1) Cherry pickers and similar devices mounted on automobile or truck chassis and used to raise or lower workers; and

2) Air compressors, pumps and generators, including spraying, welding, building cleaning, geophysical exploration, lighting and well-servicing equipment; or

(f) An aircraft (other than “unmanned aircraft”) that is:

(i) Chartered by, loaned to, or hired by you with a paid crew; and

(ii) Not owned by any insured.

SECTION V – AMENDED DEFINITIONS

A. SECTION V – DEFINITIONS, **3.** "Bodily injury", **16.** "Products – completed operations hazard", and **17.** "Property damage" are replaced by the following:

3. "Bodily injury" means bodily injury, sickness or disease sustained by a person, including death resulting from any of these at any time. “Bodily injury” includes mental anguish or other mental injury resulting from “bodily injury”.

16. "Products – completed operations hazard":

a. Includes all "bodily injury" and "property damage" occurring away from premises you own or rent and arising out of "your product" or "your work" except:

(1) Products that are still in your physical possession; or

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(2) Work that has not yet been completed or abandoned. However, "your work" will be deemed completed at the earliest of the following times:

(a) When all of the work called for in your contract has been completed.

(b) When all of the work to be done at the job site has been completed if your contract calls for work at more than one job site.

(c) When that part of the work done at the job site has been put to its intended use by any other person or organization other than another contractor or subcontractor working on the same project.

Work that may need service, maintenance, correction, repair or replacement, but which is otherwise complete, will be treated as completed.

The "bodily injury" or "property damage" must occur away from premises you own or rent, unless your business includes the selling, handling or distribution of "your product" for consumption on premises you own or rent.

b. Does not include "bodily injury" or "property damage" arising out of:

(1) The transportation of property, unless the injury or damage arises out of a condition in or on a vehicle not owned or operated by you, and that condition was created by the "loading or unloading" of that vehicle by any insured; or

(2) The existence of tools, uninstalled equipment or abandoned or unused materials.

17. “Property damage” means:

a. Physical injury to tangible property, including all resulting loss of use of that property. All such loss of use shall be deemed to occur at the time of the physical injury that caused it; or

b. Loss of use of tangible property that is not physically injured. All such loss of use shall be deemed to occur at the time of the "occurrence" that caused it.

For the purposes of this insurance, electronic data is not tangible property.

As used in this definition, electronic data means information, facts or programs stored as, created or used on, or transmitted to or from computer software, including systems and applications software, hard or floppy disks, CD-ROMs, tapes, drives, cells, data processing devices or any other media which are used with electronically controlled equipment.

SECTION VI – ADDITIONAL DEFINITIONS

A. **T**he following definitions are added to **SECTION V – DEFINITIONS**:

1. "Cyber content” means the electronic display, electronic transmission or electronic dissemination of information through any network or through an insured’s system, including through email or an insured’s internet website.

2. “Cyber content incident” means the alleged or actual unintentional and unauthorized:

a. Infringement of a collective mark, service mark, service name, trademark, trade dress, domain name, commercial logo, commercial slogan, commercial symbol, commercial title, copyright, name of a product, service or entity, or title of an artistic or literary work;

b. Plagiarism or unauthorized use of protected literary or artistic work, format, character or performance;

c. Invasion or interference with the right of publicity including name, persona, voice or likeness; or

d. Defamation, libel, slander, trade libel, false light or other tort directly arising from the disparagement of or harm to the reputation or character of any person or entity;

resulting directly from “cyber content” of the insured entity.

3. "Cyber incident" means any:

a. Unauthorized access to or use of any computer system;

b. Malicious code, virus or any other harmful code that is directed at, enacted upon or introduced into any computer system and is designed to access, alter, corrupt, damage, delete, destroy, disrupt, encrypt, exploit, use or prevent or restrict access to or the use of any part of any computer system or otherwise disrupt its normal functioning or operation;

c. Denial of service attack which disrupts, prevents or restricts access to or use of any computer system, or otherwise disrupts its normal functioning or operation; or

d. Alleged or actual unintentional and unauthorized:

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(1) Infringement of a collective mark, service mark, service name, trademark, trade dress, domain name, commercial logo, commercial slogan, commercial symbol, commercial title, copyright, name of a product, service or entity, or title of an artistic or literary work;

(2) Plagiarism or unauthorized use of protected literary or artistic work, format, character or performance;

(3) Invasion or interference with the right of publicity including name, persona, voice or likeness; or

(4) Defamation, libel, slander, trade libel, false light or other tort directly arising from the disparagement of or harm to the reputation or character of any person or entity;

resulting directly from “cyber content” of the insured entity.

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THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

SMALL COMMERCIAL LIABILITY COMPANION ENDORSEMENT

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

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SECTION I – ADDITIONAL INSURED PROVISIONS

A. Automatic Additional Insured Provisions Including Primary and Non-contributory:

1. SECTION II – WHO IS AN INSURED is amended to include as an insured any person or organization described in paragraphs **4.a** through **4.g.** below, whom you agree to add as an Additional Insured.

2. However, the insurance afforded to such Additional Insured described below:

a. Only applies to the extent permitted by law.

b. Will not be broader than the insurance which you are required by the written contract, agreement or permit, if any, to provide for such additional insured.

c. Applies on a primary basis and we will not seek contribution from any other insurance available to the Additional Insured, if that is required by an applicable written contract, agreement or permit.

d. Will not be broader than coverage provided to any other insured.

e. Does not apply if the “bodily injury”, “property damage” or “personal and advertising injury” is otherwise excluded from coverage under this Coverage Part, including any endorsements thereto.

f. Does not apply to any person or organization included as an insured by another endorsement issued by us and made part of this Coverage Part.

3. The most we will pay on behalf of the Additional Insured for a covered claim is the lesser of the amount of insurance:

a. Required by the applicable written contract, agreement or permit, if any; or

b. Available under the applicable Limits of Insurance shown in the Declarations or any endorsement to the policy.

4. Additional Insureds

The following persons or organizations qualify as additional insureds under this endorsement:

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The following is added to **SECTION II – WHO IS AN INSURED**:

a. Broad Form Vendors

(1) Any person or organization that is a vendor with whom you agreed in a written contract or agreement to include as an additional insured under this Coverage Part is an insured, but only with respect to liability for “bodily injury” or “property damage” arising out of “your products” which are distributed or sold in the regular course of the vendor’s business.

(2) With respect to insurance afforded to such vendors, the following additional exclusions apply:

The insurance afforded to the vendor does not apply to:

(a) “Bodily injury” or “property damage” for which the vendor is obligated to pay damages by reasons of the assumption of liability in a contract or agreement. This exclusion does not apply to liability for damages that the insured would have in the absence of the contract or agreement;

(b) Any express warranty unauthorized by you;

(c) Any physical or chemical change in the product made intentionally by the vendor;

(d) Repackaging, unless unpacked solely for the purpose of inspection, demonstration, testing, or the substitution of parts under instruction from the manufacturer, and then repackaged in the original container;

(e) Any failure to make such inspection, adjustments, tests or servicing as the vendor has agreed to make or normally undertakes to make in the usual course of business in connection with the sale of the product;

(f) Demonstration, installation, servicing or repair operations, except such operations performed at the vendor's premises in connection with the sale of the product;

(g) Products which, after distribution or sale by you, have been labeled or relabeled or used as a container, part or ingredient of any other thing or substance by or for the vendor;

(h) “Bodily injury" or "property damage" arising out of the sole negligence of the vendor for its own acts or omissions or those of its employees or anyone else acting on its behalf. However, this exclusion does not apply to:

(i) The exceptions contained within the exclusion in paragraphs **(d)** or **(f)** above; or

(ii) Such inspections, adjustments, tests or servicing as the vendor has agreed to make or normally undertakes to make in the usual course of business, in connection with the distribution or sale of the products.

(i) “Bodily injury” or “property damage” arising out of an “occurrence” that took place before you have signed the contract or agreement with the vendor.

(j) Any insured person or organization, from whom you have acquired such products, or any ingredient, part or container, entering into, accompanying or containing such products.

b. Co-owner of Insured Premises

Any person or organization who is a co-owner of premises described in the declarations. Such person(s) or organization(s) is an insured only with respect to their liability as co-owner of the co-owned premises.

c. Controlling Interest

Any person or organization that has a majority controlling interest in you, but only with respect to their liability arising out of:

(1) Their financial control of you; or

(2) Premises they own, maintain or control while you lease or occupy these premises.

This insurance does not apply to structural alterations, new construction and demolition operations performed by or for such additional insured.

d. Mortgagee, Assignee, or Receiver

Any mortgagee, assignee or receiver, but only with respect to their liability as

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mortgagee, assignee, or receiver and arising out of the ownership, maintenance or use of a premises by you.

This insurance does not apply to structural alterations, new construction or demolition operations performed by or for such additional insured.

e. Grantor of Franchise

Any person or organization who is a grantor of a franchise to you, but only with respect to their liability as grantor of a franchise to you.

f. Lessor of Leased Equipment

Any person or organization from whom you lease equipment is also an additional insured, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by your maintenance, operation or use of equipment leased to you by such person or organization.

However, the insurance afforded to such additional insured does not apply to any “occurrence” that takes place after the equipment lease expires.

g. Manager or Lessor of Premises

Any person or organization from whom you lease premises is also an additional insured, but only with respect to liability arising out of the ownership, maintenance or use of that part of the premises leased to you.

However, this provision does not apply to:

(1) Any "occurrence" that takes place after you cease to be a tenant in the premises.

(2) Structural alterations, new construction or demolition operations performed by or for such additional insured(s).

B. Additional Insured by Contract, Agreement or Permit With Completed Operations and Primary and Non-contributory

1. Any person or organization who does not qualify as an Additional Insured in **A. Automatic Additional Insured Provisions Including Primary and Non-contributory**, **4. Additional Insureds**, paragraphs **a.** through **g.** above with whom you agreed in a written contract, agreement or permit to add as an additional insured on your policy is an additional insured only with respect to liability for “bodily injury”, “property damage”, or “personal and advertising injury” caused, in whole or in part, by your acts or omissions, or the acts or omissions of those acting on your behalf, but only with respect to:

a. Premises you own, rent, lease or occupy;

b. Your ongoing operations for the additional insured(s) designated in the written contract, agreement or permit;

c. “Your work” included in the “products-completed operations hazard”, but only if:

(1) The written contract, agreement or permit requires you to provide such coverage to the additional insured; and

(2) This Coverage Part provides coverage for “bodily injury” or “property damage” included within the “products-completed operations hazard”.

2. The insurance afforded to such additional insured described above:

a. Only applies to the extent permitted by law.

b. Will not be broader than the insurance which you are required by the written contract, agreement or permit to provide for such additional insured.

c. Applies on a primary basis and we will not seek contribution from any other insurance available to the Additional Insured, if that is required by the written contract, agreement or permit.

d. Does not apply if the “bodily injury”, “property damage”, or “personal and advertising injury” arises out of sole negligence of the additional insured.

e. Will not be broader than coverage provided to any other insured.

f. Does not apply if the “bodily injury”, “property damage” or “personal and advertising injury” is otherwise excluded from coverage under this Coverage Part, including any endorsements thereto.

g. Does not apply unless the written contract or agreement was executed or permit was issued prior to the "bodily injury”, “property damage", or "personal and advertising injury".

h. Does not apply to any person or organization included as an insured by another endorsement issued by us and made part of this Coverage Part.

i. Does not apply to any lessor of equipment after the equipment lease expires.

j. Does not apply to any:

(1) Owners or other interests from whom land has been leased if the “occurrence” takes place or the offense

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is committed after the lease for the land expires; or

(2) Managers or lessors of premises if:

(a) The “occurrence” takes place or the offense is committed after you cease to be a tenant in that premises; or

(b) The "bodily injury", "property damage", "personal and advertising injury" arises out of structural alterations, new construction or demolition operations performed by or on behalf of the manager or lessor.

k. Does not apply to “bodily injury”, “property damage” or “personal and advertising injury” arising out of the rendering of or the failure to render any professional services.

This exclusion applies even if the claims against any insured allege negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by that insured, if the “occurrence” which caused the “bodily injury” or “property damage” or the offense which caused the “personal and advertising injury” involved the rendering of or failure to render any professional services by or for you.

3. With respect to the insurance afforded to these additional insureds, the following is added to **SECTION III – LIMITS OF INSURANCE**:

The most we will pay on behalf of the additional insured for a covered claim is the lesser of the amount of insurance:

1. Required by the written contract, agreement or permit described in **B. Additional Insured by Contract, Agreement or Permit With Completed Operations and Primary and Non-contributory,** paragraph **1.** or

2. Available under the applicable Limits of Insurance shown in the Declarations or any endorsement to this policy.

This provision shall not increase the applicable Limits of Insurance shown in the Declarations.

SECTION II – COVERAGE EXTENSIONS

A. Supplementary Payments Extension

SECTION I – COVERAGES, SUPPLEMENTARY PAYMENTS – COVERAGES A AND B, paragraph **1.** is replaced by the following:

1. We will pay, with respect to any claim we investigate or settle, or any "suit" against an insured we defend:

a. All expenses we incur.

b. Up to $2500 for cost of bail bonds required because of accidents or traffic law violations arising out of the use of any vehicle to which Bodily Injury Liability Coverage applies. We do not have to furnish these bonds.

c. The cost of bonds to release attachments, but only for bond amounts within our Limit of Insurance. We do not have to furnish these bonds.

d. All reasonable expenses incurred by the insured at our request to assist us in the investigation or defense of the claim or "suit", including actual loss of earnings up to $500 a day because of time off from work.

e. All court costs taxed against the insured in the "suit". However, these payments do not include attorneys’ fees or attorneys’ expenses taxed against the insured.

f. Prejudgment interest awarded against the insured on that part of the judgment we pay. If we make an offer to pay the Limit of Insurance, we will not pay any prejudgment interest based on that period of time after the offer.

g. All interest on the full amount of any judgment that accrues after entry of the judgment and before we have paid, offered to pay, or deposited in court the part of the judgment that is within our Limit of Insurance.

These payments will not reduce the Limits of Insurance.

B. Alienated Premises

SECTION I – COVERAGES, COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY, 2. Exclusions, j. Damage to Property, paragraph **(2)** is replaced by the following:

(2) Premises you sell, give away or abandon, if the “property damage” arises out of any part of those premises and occurred from hazards that were known by you, or should have reasonably been known by you, at the time the property was transferred or abandoned.

C. Broad Form – Property Damage Legal Liability

The following is added to **SECTION III - LIMITS OF INSURANCE**, Paragraph **6.**

The Damages to Premises Rented to You Limit shown on the Declarations will apply to a claim because of "property damage" to any one premises, while rented to you, or in the case of damage by fire, while rented to you or temporarily

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occupied by you with permission of the owner. If the General Aggregate Limit shown on the Declarations is less than $1,000,000, for the purpose of the Damages To Premises Rented to You coverage only, the General Aggregate Limit will be equal to the Damage to Premises Rented to You Limit shown on the Declarations. The Damage to Premises Rented to You Limit does not and should not be construed to increase the General Aggregate Limit except as provided in the limited circumstance described in this paragraph.

D. Broad Form Property Damage – Borrowed Equipment, Customers' Goods, Use of Elevators

1. The following is added to **SECTION I – COVERAGES, COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY, 2. Exclusions, j. Damage to Property**:

Paragraph **(4)** does not apply to "property damage" to borrowed equipment while at a jobsite and not being used to perform operations.

Paragraphs **(3), (4)** and **(6)** do not apply to "property damage" to "customers' goods" while on your premises.

Paragraphs **(3), (4)** and **(6)** do not apply to the use of elevators.

2. For the purposes of this endorsement, the following definition is added to **SECTION V – DEFINITIONS**:

1. "Customers' goods" means property of your customer(s) on your premises for the purpose of being:

a. Worked on; or

b. Used in your manufacturing process.

3. The insurance afforded under this provision is excess over any other valid and collectible property insurance (including deductible) available to the insured whether primary, excess, contingent or on any other basis.

E. Incidental Malpractice – Employed Nurses, EMT's and Paramedics

With respect to the **COMMERCIAL GENERAL LIABILITY COVERAGE** form, **SECTION II – WHO IS AN INSURED,** paragraph **2.a.(1)(d)** and with respect to the **SMALL COMMERCIAL LIABILITY COMPANION** endorsement, **SECTION IV – EXCLUSIONS, A. Professional Services** do not apply to a nurse, emergency medical technician or paramedic employed by you if you are not engaged in the business or occupation of providing medical, paramedical, surgical, dental, x-ray or nursing services.

F. Personal and Advertising Injury – Broad Form

1. SECTION I – COVERAGES, COVERAGE B – PERSONAL AND ADVERTISING INJURY LIABILITY, **2. Exclusions, e. Contractual Liability** is deleted.

2. SECTION V – DEFINITIONS, **14.** "Personal and advertising injury", paragraph **b.** is replaced by the following:

b. Malicious prosecution or abuse of process.

3. The following is added to **SECTION V – DEFINITIONS**, **14.** "Personal and advertising injury":

"Discrimination" (unless insurance thereof is prohibited by law) that results in injury to the feelings or reputation of a natural person, but only if such "discrimination" is:

(1) Not done intentionally by or at the direction of:

(a) The insured;

(b) Any officer of the corporation, director, stockholder, partner or member of the insured; and

(2) Not directly or indirectly related to an "employee", nor to the employment, prospective employment or termination of any person or persons by an insured.

4. For purposes of this endorsement, the following definition is added to **SECTION V – DEFINITIONS:**

1. "Discrimination" means the unlawful treatment of individuals based upon race, color, ethnic origin, gender, religion, age, or sexual preference. "Discrimination" does not include the unlawful treatment of individuals based upon developmental, physical, cognitive, mental, sensory or emotional impairment or any combination of these.

5. This coverage does not apply if liability coverage for "personal and advertising injury" is excluded either by the provisions of the Coverage Form or any endorsement thereto.

G. Product Recall Expense

1. SECTION I – COVERAGES, COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY, 2. Exclusions, **n. Recall of Products, Work or Impaired Property** is replaced by the following:

n. Recall of Products, Work or Impaired Property

Damages claimed for any loss, cost or expense incurred by you or others for the loss of use, withdrawal, recall, inspection,

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repair, replacement, adjustment, removal or disposal of:

(1) "Your product";

(2) "Your work"; or

(3) "Impaired property";

if such product, work or property is withdrawn or recalled from the market or from use by any person or organization because of a known or suspected defect, deficiency, inadequacy or dangerous condition in it, but this exclusion does not apply to "product recall expenses" that you incur for the "covered recall" of "your product" if the "covered recall" was initiated during the policy period.

However, the exception to the exclusion does not apply to "product recall expenses" resulting from:

(4) Failure of any products to accomplish their intended purpose;

(5) Breach of warranties of fitness, quality, durability or performance;

(6) Loss of customer approval, or any cost incurred to regain customer approval;

(7) Redistribution or replacement of "your product" which has been recalled by like products or substitutes;

(8) Caprice or whim of the insured;

(9) A condition likely to cause loss of which any insured knew or had reason to know at the inception of this insurance;

(10) Asbestos, including loss, damage or clean up resulting from asbestos or asbestos containing materials; or

(11) Recall of "your products" that have no known or suspected defect solely because a known or suspected defect in another of "your products" has been found.

2. The following is added to **SECTION II – WHO IS AN INSURED,** paragraph **3.b.**:

"Product recall expense" arising out of any withdrawal or recall that occurred before you acquired or formed the organization.

3. The following is added to **SECTION III – LIMITS OF INSURANCE**:

Product Recall Expense Limits of Insurance

a. The Limits of Insurance shown in the **SUMMARY OF COVERAGES** of this endorsement and the rules stated below fix the most that we will pay under this Product Recall Expense coverage regardless of the number of:

(1) Insureds;

(2) "Covered Recalls" initiated; or

(3) Number of "your products" withdrawn or recalled**.**

b. The Product Recall Expense Aggregate Limit is the most we will reimburse you for the sum of all "product recall expenses" incurred for all "covered recalls" initiated during the policy period.

c. The Product Recall Each Occurrence Limit is the most we will pay in connection with any one defect or deficiency.

d. All "product recall expenses" in connection with substantially the same general harmful condition will be deemed to arise out of the same defect or deficiency and considered one "occurrence".

e. Any amount reimbursed for "product recall expenses" in connection with any one "occurrence" will reduce the amount of the Product Recall Expense Aggregate Limit available for reimbursement of "product recall expenses" in connection with any other defect or deficiency.

f. If the Product Recall Expense Aggregate Limit has been reduced by reimbursement of "product recall expenses" to an amount that is less than the Product Recall Expense Each Occurrence Limit, the remaining Aggregate Limit is the most that will be available for reimbursement of "product recall expenses" in connection with any other defect or deficiency.

g. Product Recall Deductible

We will only pay for the amount of "product recall expenses" which are in excess of the $500 Product Recall Deductible. The Product Recall Deductible applies separately to each "covered recall". The limits of insurance will not be reduced by the amount of this deductible.

We may, or will if required by law, pay all or any part of any deductible amount, if applicable. Upon notice of our payment of a deductible amount, you shall promptly reimburse us for the part of the deductible amount we paid.

The Product Recall Expense Limits of Insurance apply separately to each consecutive annual period and to any remaining period of less than 12 months, starting with the beginning of the policy period shown in the Declarations, unless the policy period is extended after issuance for an additional period of less than 12 months. In that

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case, the additional period will be deemed part of the last preceding period for the purposes of determining the Limits of Insurance.

4. The following is added to **SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS**, **2. Duties in the Event of Occurrence**, **Offense, Claim or Suit**:

You must see to it that the following are done in the event of an actual or anticipated "covered recall" that may result in "product recall expense":

(1) Give us prompt notice of any discovery or notification that "your product" must be withdrawn or recalled. Include a description of "your product" and the reason for the withdrawal or recall;

(2) Cease any further release, shipment, consignment or any other method of distribution of like or similar products until it has been determined that all such products are free from defects that could be a cause of loss under this insurance.

5. For the purpose of this endorsement, the following definitions are added to **SECTION V – DEFINITIONS**:

1. "Covered recall" means a recall or withdrawal made necessary because you or a government body has determined that a known or suspected defect, deficiency, inadequacy, or dangerous condition in "your product" has resulted or is reasonably expected to result in "bodily injury" or "property damage".

2. "Product recall expense(s)" means:

a. Necessary and reasonable expenses for:

(1) Communications, including radio or television announcements or printed advertisements including stationary, envelopes and postage;

(2) Shipping the recalled products from any purchaser, distributor or user to the place or places designated by you;

(3) Remuneration paid to your regular "employees" for necessary overtime;

(4) Hiring additional persons, other than your regular "employees";

(5) Expenses incurred by "employees" including transportation and accommodations;

(6) Expenses to rent additional warehouse or storage space;

(7) Disposal of "your product", but only to the extent that specific methods of destruction other than those employed for trash discarding or disposal are required to avoid "bodily injury" or "property damage" as a result of such disposal,

you incur exclusively for the purpose of recalling "your product"; and

b. Your lost profit resulting from such "covered recall".

6. This Product Recall Expense Coverage does not apply:

a. If the "products – completed operations hazard" is excluded from coverage under this Coverage Part including any endorsement thereto; or

b. To "product recall expense" arising out of any of "your products" that are otherwise excluded from coverage under this Coverage Part including endorsements.

H. Who is an Insured Amended

1. **SECTION II – WHO IS AN INSURED**, paragraph **2.a.(1)(d)** is replaced by the following:

(d) Arising out of his or her providing or failing to provide professional services.

2. **Insured Employee Extension**

The following is added to **SECTION II – WHO IS AN INSURED**, paragraph **2.a.(1)(a)**:

With respect to "bodily injury" only, the limitations above do not apply to your "employees" as insureds with respect to damages caused by cardiopulmonary resuscitation or first aid services administered by such an "employee".

3. **Who is an Insured – Subsidiaries**

The following is added to **SECTION II – WHO IS AN INSURED**:

Subsidiaries

Any of your subsidiaries, other than a partnership or joint venture, that is not shown as a Named Insured in the Declarations is a Named Insured if:

a. You maintain an ownership interest of more than 50% in such subsidiary on the first day of the policy period; and

b. Such subsidiary is not an insured under similar other insurance.

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No such subsidiary is an insured for "bodily injury" or "property damage" that occurred, or "personal and advertising injury" caused by an offense committed:

c. Before you maintained an ownership interest or more than 50% in such subsidiary; or

d. After the date, if any, during the policy period that you no longer maintain an ownership interest of more than 50% in such subsidiary.

4. Newly Acquired or Formed Organizations – 180 Days

SECTION II – WHO IS AN INSURED, paragraph **3.a.** is replaced by the following:

a. Coverage under this provision is afforded only until the 180th day after you acquire or form the organization or the end of the policy period, whichever is earlier.

I. Limits of Insurance Amended

General Aggregate Limits of Insurance Per Location

The following is added to **SECTION III – LIMITS OF INSURANCE**:

The General Aggregate Limits of Insurance apply separately to each of your "locations" owned by or rented to you. "Location" means premises involving the same or connecting lots, or premises whose connection is interrupted only by a street, roadway, waterway or right-of-way of a railroad.

J. Blanket Waiver of Subrogation

The following is added to **SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS**, **8. Transfer of Rights of Recovery Against Others to Us**:

We waive any right of recovery we may have against any person or organization with whom you have a written contract, agreement or permit to waive any rights of recovery against such person or organization because of payments we make for injury or damage arising out of your ongoing operations or "your work" done under a contract with that person or organization and included in the "products-completed operations hazard".

This condition does not apply to Medical Expenses Coverage.

K. Unintentional Failure to Disclose Hazards

SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS, **6. Representations** is replaced by the following:

6. Representations

We will not disclaim coverage under this Coverage Part if you fail to disclose all hazards existing as of the inception date of the policy provided such failure is not intentional.

L. Unintentional Failure to Notify/Knowledge of an Occurrence

The following is added to **SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS, 2. Duties in the Event of Occurrence, Offense, Claim or Suit,** paragraph **a.**:

Your rights afforded under this Coverage Part shall not be prejudiced if you fail to give us notice of an "occurrence", offense, claim or "suit", solely due to your reasonable and documented belief that the "bodily injury", "property damage" or "personal and advertising injury" is not covered under this Coverage Part.

Knowledge of an "occurrence" or offense by an agent or "employee" of the insured will not constitute knowledge by the insured, unless an "executive officer" of the insured knows about such "occurrence" or offense. Failure of an agent or "employee" of the insured, other than an "executive officer" of the insured, to notify us of an "occurrence" or offense that such person knows about will not affect the insurance afforded to you.

M. Medical Payments – Three Years to Report

SECTION I – COVERAGES, COVERAGE C – MEDICAL PAYMENTS, 1. Insuring Agreement, paragraph **a.(3)(b)** is replaced by the following:

(b) The expenses are incurred and reported to us within three years of the date of the accident; and

SECTION III – ADDITIONAL CONDITIONS

The following are added to **SECTION IV – COMMERCIAL GENERAL LIABILITY CONDITIONS**:

A. Liberalization

If, within 45 days prior to or during the policy period, we adopt any revision that would broaden the coverage under this policy without additional premium, the broadened coverage will immediately apply to this policy.

B. Concealment, Misrepresentation or Fraud

This policy is void in any case of fraud by you as it relates to this policy at any time. It is also void if you or any other insured, at any time, intentionally conceal or misrepresent a material fact concerning:

1. This policy;

2. The Covered Property;

3. Your interest in the Covered Property; or

4. A claim under this policy.

C. Insurance Under Two or More Coverages

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It is our stated intent that the various Coverage Parts, forms, endorsements or policies issued to the named insured by us, or any company affiliated with us, do not provide any duplication or overlap of coverage for the same claim, “suit”, “occurrence”, offense, accident, “wrongful act” or loss. We will not pay more than the actual amount of the loss or damage.

If this Coverage Part and any other Coverage Part, form, endorsement or policy issued to the named insured by us, or any company affiliated with us, apply to the same claim, "suit", occurrence, offense, accident, “wrongful act” or loss, the maximum Limit of Insurance under all such Coverage Parts, forms, endorsements or policies combined shall not exceed the highest applicable Limit of Insurance under any one Coverage Part, form, endorsement or policy.

This condition does not apply to any Excess or Umbrella Policy issued by us specifically to apply as excess insurance over this policy.

SECTION IV – EXCLUSIONS

A. The following are added to **SECTION I – COVERAGES, COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY, 2. Exclusions** and **SECTION I – COVERAGES, COVERAGE B – PERSONAL AND ADVERTISING INJURY, 2. Exclusions**:

Access Or Disclosure Of Confidential Or Personal Information And Data-related Liability

Damages arising out of:

(1) Any access to or disclosure of any person's or organization's confidential or personal information, including patents, trade secrets, processing methods, customer lists, financial information, credit card information, health information or any other type of nonpublic information; or

(2) The loss of, loss of use of, damage to, corruption of, inability to access, or inability to manipulate electronic data.

This exclusion applies even if damages are claimed for notification costs, credit monitoring expenses, forensic expenses, public relations expenses or any other loss, cost or expense incurred by you or others arising out of that which is described in paragraphs **(1)** or **(2)** above.

However, unless paragraph **(1)** above applies, this exclusion does not apply to damages because of “bodily injury”.

As used in this exclusion, electronic data means information, facts or computer programs stored as or on, created or used on, or transmitted to or from computer software including systems and applications software), on hard or floppy disks, CD-ROMs, tapes, drives, cells, data processing devices or any other repositories of computer software which are used with electronically controlled equipment. The term computer programs, referred to in the foregoing description of electronic data, means a set of related electronic instructions which direct the operations and functions of a computer or device connected to it, which enable the computer or device to receive, process, store, retrieve or send data.

Aircraft Products, Grounding and Testing

(1) “Bodily injury”, “property damage” or “personal and advertising injury” arising out of:

(a) “Aircraft products” or reliance upon any representation or warranty made with such product;

(b) The “grounding” of any aircraft; or

(c) The “testing” of any aircraft.

(2) For purposes of this Exclusion, the following definitions apply:

(a) “Aircraft Products” means:

(i) Aircraft, including but not limited to missiles, spacecraft, or any other aircraft goods or products you manufacture, sell, handle or distribute;

(ii) Aircraft and any ground support or control equipment used in connection therewith;

(iii) Any product provided by the insured and installed or used in connection with any aircraft;

(iv) Any tooling used in respect to any aircraft;

(v) Training and navigational aids, instructions, manuals, blueprints, engineering or other data in connection with any aircraft;

(vi) Any advice, service or labor supplied with any aircraft; or

(vii) Services you or others trading under your name provide or recommend for use in the manufacture, repair, operation, maintenance or use of any aircraft.

(b) “Grounding” means the withdrawal of one or more aircraft from flight operations or the imposition of speed, passenger or load restrictions on such aircraft, due to the existence of or alleged or suspected existence of any defect, fault or condition:

(i) In such aircraft or any part sold, handled or distributed by you or that is manufactured, assembled or

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processed by any other person or organization according to your specifications, plans, suggestions, orders or drawings; or

(ii) With tools, machinery or other equipment furnished to such persons or organizations by you;

whether such withdrawn aircraft are owned or operated by the same or different persons or organizations.

"Grounding" shall be deemed to commence on the date of an "occurrence" which discloses the necessity of "grounding" or on the date an aircraft is first withdrawn from service because of such condition, whichever comes first.

(c) "Testing" means examination, observation, evaluation or measuring of the performance of "aircraft products", while either in the air or on the ground.

Professional Services

"Bodily injury", "property damage", or "personal and advertising injury" caused by the rendering of or failure to render any professional service, advice or instruction:

(1) By any insured; or

(2) On behalf of any insured; or

(3) From whom any insured assumed liability by reason of a contract or agreement,

regardless of whether any such service, advice or instruction is ordinary to any insured's profession.

Professional services include but are not limited to:

(4) Legal, accounting or advertising services, notary, title abstract, tax preparation, real estate, stockbroker, publishing, architects or insurance services;

(5) Preparing, approving, or failing to prepare or approve maps, drawings, opinions, reports, surveys, change orders, designs or specifications;

(6) Supervisory, inspection or engineering services;

(7) Any medical, surgical, dental, x-ray, nursing, health or therapeutic services, treatment, advice or instruction including, but not limited to, the prescribing, furnishing or dispensing of drugs;

(8) Any service, treatment, advice or instruction for the purpose of appearance or skin enhancement, hair removal or replacement or personal grooming, including body piercing services or use or exposure to any sun lamp, tanning booth or other similar appliance;

(9) Optometry or optical or hearing aid services including the prescribing, preparation, fitting, demonstration or distribution of ophthalmic lenses and similar products or hearing aid devices;

(10) Services in the practice of pharmacy;

(11) Management, Human Resource, Testing, Media or Public Relations consulting services.

This exclusion applies even if a claim alleges negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by an insured, if the "occurrence" which caused the "bodily injury" or "property damage", or the offense which caused the "personal and advertising injury", involved the rendering of or failure to render any professional service.

Unmanned Aircraft

(1) "Bodily injury", "property damage" or "personal and advertising injury" arising out of the ownership, maintenance, use or entrustment to others of any aircraft that is an "unmanned aircraft". Use includes operation and "loading and unloading".

This paragraph applies even if the claims against any insured allege negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by that insured, if the "occurrence" which caused the "bodily injury" or "property damage" or the offense which caused the "personal and advertising injury" involved the ownership, maintenance, use or entrustment to others of any aircraft that is an "unmanned aircraft".

This paragraph does not apply to:

(a) The use of another's advertising idea in your "advertisement"; or

(b) Infringing upon another's copyright, trade dress or slogan in your "advertisement".

(2) For purposes of this endorsement, the following is added to **SECTION V – DEFINITIONS**:

"Unmanned aircraft" means an aircraft that is not:

(a) Designed;

(b) Manufactured; or

(c) Modified after manufacture;

to be controlled directly by a person from within or on the aircraft.

B. The following is added to **SECTION I – COVERAGES, COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY**, **2. Exclusions** and **SECTION I – COVERAGES, COVERAGE C – MEDICAL PAYMENTS**, **2. Exclusions**:

Nuclear Energy Liability

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(1) "Bodily injury" or "property damage":

(a) With respect to which an insured under the policy is also an insured under a nuclear energy liability policy issued by the Nuclear Energy Liability Insurance Association, Mutual Atomic Energy Liability Underwriters or Nuclear Insurance Association of Canada, or would be an insured under any such policy but for its termination upon exhaustion of its limit of liability; or

(b) Resulting from the "hazardous properties" of "nuclear material" and with respect to which:

(i) Any person or organization is required to maintain financial protection pursuant to the Atomic Energy Act of 1954, or any law amendatory thereof; or

(ii) The insured is, or had this policy not been issued would be, entitled to indemnity from the United States of America, or any agency thereof, under any agreement entered into by the United States of America, or any agency thereof, with any person or organization.

(2) Under **COVERAGE C – MEDICAL PAYMENTS**, expenses incurred with respect to "bodily injury" resulting from the "hazardous properties" of "nuclear material" and arising out of the operation of a "nuclear facility" by any person or organization.

(3) "Bodily injury" or "property damage" resulting from the "hazardous properties" of the "nuclear material"; if:

(a) The "nuclear material":

(i) Is at any "nuclear facility" owned by, or operated by or on behalf of, an insured; or

(ii) Has been discharged or dispersed therefrom;

(b) The "nuclear material" is contained in "spent fuel" or "waste" at any time possessed, handled, used, processed, stored, transported or disposed of by or on behalf of an insured; or

(c) The "bodily injury" or "property damage" arises out of the furnishing by an insured of services, materials, parts or equipment in connection with the planning, construction, maintenance, operation or use of any "nuclear facility"; but if such facility is located within the United States of America, its territories or possessions or Canada, this Exclusion **(3)** applies only to "property damage" to such "nuclear facility" and any property thereat.

(4) As used in this exclusion:

(a) "By-product material" has the meaning given it in the Atomic Energy Act of 1954 or in any law amendatory thereof;

(b) "Hazardous properties" include radioactive, toxic or explosive properties;

(c) "Nuclear facility" means:

(i) Any "nuclear reactor";

(ii) Any equipment or device designed or used for:

1) Separating the isotopes of uranium or plutonium;

2) Processing or utilizing "spent fuel"; or

3) Handling, processing or packaging "waste";

(iii) Any equipment or device used for the processing, fabricating or alloying of "special nuclear material" if at any time the total amount of such material in the custody of the insured at the premises where such equipment or device is located consists of or contains more than 25 grams of plutonium or uranium 233 or any combination thereof, or more than 250 grams of uranium 235;

(iv) Any structure, basin, excavation, premises or place prepared or used for the storage or disposal of "waste";

and includes the site on which any of the foregoing is located, all operations conducted on such site and all premises used for such operations;

(d) "Nuclear material" means "source material", "special nuclear material" or "by-product material";

(e) "Nuclear reactor" means any apparatus designed or used to sustain nuclear fission in a self-supporting chain reaction or to contain a critical mass of fissionable material;

(f) "Property damage" includes all forms of radioactive contamination of property.

(g) "Source material" has the meaning given it in the Atomic Energy Act of 1954 or in any law amendatory thereof;

(h) "Special nuclear material" has the meaning given it in the Atomic Energy Act of 1954 or in any law amendatory thereof;

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(i) "Spent fuel" means any fuel element or fuel component, solid or liquid, which has been used or exposed to radiation in a "nuclear reactor";

(j) "Waste" means any waste material:

(i) Containing "by-product material" other than the tailings or wastes produced by the extraction or concentration of uranium or thorium from any ore processed primarily for its "source material" content; and

(ii) Resulting from the operation by any person or organization of any "nuclear facility" included under paragraphs **(i)** and **(ii)** of the definition of "nuclear facility".

C. Amended Exclusion With Coverage Extension

SECTION I – COVERAGES, COVERAGE A – BODILY INJURY AND PROPERTY DAMAGE LIABILITY, **2. Exclusions**, **g. Aircraft, Auto or Watercraft** is replaced by the following:

g. Aircraft (Other Than Unmanned Aircraft), Auto or Watercraft

"Bodily injury" or "property damage" arising out of the ownership, maintenance, use or entrustment to others of any aircraft (other than "unmanned aircraft"), "auto" or watercraft owned or operated by or rented or loaned to any insured. Use includes operation and "loading or unloading".

This paragraph **g.** applies even if the claims against any insured allege negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by that insured, if the "occurrence" which caused the "bodily injury" or "property damage" involved the ownership, maintenance, use or entrustment to others of any aircraft (other than "unmanned aircraft"), "auto" or watercraft that is owned or operated by or rented or loaned to any insured.

This paragraph **g.** does not apply to:

(a) A watercraft while ashore on premises you own or rent;

(b) A watercraft you do not own that is:

(i) Less than 51 feet long; and

(ii) Not being used to carry persons or property for a charge;

(c) Parking an "auto" on, or on the ways next to, premises you own or rent, provided the "auto" is not owned by or rented or loaned to you or the insured;

(d) Liability assumed under any "insured contract" for the ownership, maintenance or use of aircraft (other than "unmanned-aircraft") or watercraft; or

(e) "Bodily injury" or "property damage" arising out of:

(i) The operation of machinery or equipment that is attached to, or part of, a land vehicle that would qualify under the definition of "mobile equipment" if it were not subject to a compulsory or financial responsibility law or other motor vehicle insurance or motor vehicle registration law where it is licensed or principally garaged; or

(ii) The operation of any of the following machinery or equipment:

1) Cherry pickers and similar devices mounted on automobile or truck chassis and used to raise or lower workers; and

2) Air compressors, pumps and generators, including spraying, welding, building cleaning, geophysical exploration, lighting and well-servicing equipment; or

(f) An aircraft (other than "unmanned aircraft") that is:

(i) Chartered by, loaned to, or hired by you with a paid crew; and

(ii) Not owned by any insured.

SECTION V – AMENDED DEFINITIONS

A. SECTION V – DEFINITIONS, **3.** "Bodily injury", **16.** "Products – completed operations hazard", and **17.** "Property damage" are replaced by the following:

3. "Bodily injury" means bodily injury, sickness or disease sustained by a person, including death resulting from any of these at any time. "Bodily injury" includes mental anguish or other mental injury resulting from "bodily injury".

16. "Products – completed operations hazard":

a. Includes all "bodily injury" and "property damage" occurring away from premises you own or rent and arising out of "your product" or "your work" except:

(1) Products that are still in your physical possession; or

(2) Work that has not yet been completed or abandoned. However, "your work" will be deemed completed at the earliest of the following times:

(a) When all of the work called for in your contract has been completed.

(b) When all of the work to be done at the job site has been completed if

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your contract calls for work at more than one job site.

(c) When that part of the work done at the job site has been put to its intended use by any other person or organization other than another contractor or subcontractor working on the same project.

Work that may need service, maintenance, correction, repair or replacement, but which is otherwise complete, will be treated as completed.

The "bodily injury" or "property damage" must occur away from premises you own or rent, unless your business includes the selling, handling or distribution of "your product" for consumption on premises you own or rent.

b. Does not include "bodily injury" or "property damage" arising out of:

(1) The transportation of property, unless the injury or damage arises out of a condition in or on a vehicle not owned or operated by you, and that condition was created by the "loading or unloading" of that vehicle by any insured; or

(2) The existence of tools, uninstalled equipment or abandoned or unused materials.

17. “Property damage” means:

a. Physical injury to tangible property, including all resulting loss of use of that property. All such loss of use shall be deemed to occur at the time of the physical injury that caused it; or

b. Loss of use of tangible property that is not physically injured. All such loss of use shall be deemed to occur at the time of the "occurrence" that caused it.

For the purposes of this insurance, electronic data is not tangible property.

As used in this definition, electronic data means information, facts or programs stored as, created or used on, or transmitted to or from computer software, including systems and applications software, hard or floppy disks, CD-ROMs, tapes, drives, cells, data processing devices or any other media which are used with electronically controlled equipment.

ALL OTHER TERMS, CONDITIONS, AND EXCLUSIONS REMAIN UNCHANGED.

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EAST BRUNSWICK PUBLIC SCHOOLS

BOARD OF EDUCATION
Agenda Item: 3.

Date Prepared: 7/27/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Joseph Crotchfelt, CPA, QPA, School Business Administrator/Board Secretary

SUBJECT: Bylaws, Policies and/or Regulations - First Reading and Approval (Roll Call)

Summary:
The bylaws, policies, and regulations presented below were reviewed and discussed at the August 18, 2026 Policy Committee meeting. The Policy Committee recommends action as noted.

P 2363 – Student Use of Privately-Owned Technology (Abolished)

On January 8, 2026, Governor Murphy signed into law, P.L.2025, c.195, codified at N.J.S.A. 18A:36-40b., which prohibits student use of internet-enabled devices in New Jersey public schools on school grounds during the school day. The Commissioner of Education and the New Jersey Department of Education (NJDOE) released "Guidance for Schools on Student Use of Internet-Enabled Devices" (Guidance) in January 2026 which provides guidelines for developing and implementing local policies governing student use of internet-enabled devices during the school day.

Policy Guide 2363 allowed school districts to permit students to use privately-owned technology, which included internet-enabled devices, in school for approved educational purposes. With the passage of N.J.S.A. 18A:36-40b., students are now prohibited from using internet-enabled devices on school grounds during the school day, which contradicts Policy Guide 2363. Students may use district-issued technology as the Guidance includes a definition of "internet-enabled device" which does not include an internet-enabled device provided by the Board when used for educational purposes.

Policy Guide 2363 should be abolished as students are no longer permitted to use their privately-owned technology on school grounds during the school day.

P & R 5516 – Student Use of Internet-Enabled Devices (M) (Revised)

On January 8, 2026, Governor Murphy signed into law, P.L.2025, c.195, codified at N.J.S.A. 18A:36-40b., which prohibits student use of internet-enabled devices in New Jersey public schools on school grounds during the school day. The Commissioner of Education and the New Jersey Department of Education (NJDOE) released "Guidance for Schools on Student Use of Internet-Enabled Devices" (Guidance) in January 2026 which provides guidelines for developing and implementing local policies governing student use of internet-enabled devices during the school day. In accordance with N.J.S.A. 18A:36-40a., an internet-enabled device shall not include a non-internet-enabled device or an internet-enabled device provided by the Board when used for educational purposes.

Policy and Regulation Guides 5516 were completely rewritten to align with N.J.S.A. 18A:36-40b. and the Guidance.

Policy and Regulation Guides 5516 are mandated as N.J.S.A. 18A:36-40b. and the Guidance require all Boards to adopt and implement a "bell-to-bell" policy for the beginning of the 2026-2027 school year.

Recommendation:
Recommendation: That bylaws and policies are approved on first reading as attached and listed below:

Alert 238
- Policy No. 2363 - Student Use of Privately-Owned Technology (Abolished)
- Policy No. 5516 - Student Use of Internet-Enabled Devices (M) (Revised)

And that said bylaws and/or policies shall be immediately effective; and,

That regulations are approved on first reading as attached and listed below:

- Regulation No. 5516 - Student Use of Internet-Enabled Devices (M) (Revised)

And that said regulations shall be immediately effective.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy						

Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Policy No. 2363 - Student Use of Privately-Owned Technology	8/19/2026	Backup Material
Policy No. 5516 - Student Use of Internet-Enabled Devices	8/19/2026	Backup Material
Regulation No. 5516 - Student Use of Internet-Enabled Devices	8/19/2026	Backup Material

TO BE ABOLISHED

2363 STUDENT USE OF PRIVATELY-OWNED TECHNOLOGY

The Board of Education recognizes technology is always changing and as a result of increased accessibility to technology many students possess technology devices for their use during non-school hours. These privately-owned devices may be beneficial to students during school hours for approved educational purposes. Therefore, the Board of Education will allow students to use their privately-owned technology devices under conditions outlined in this Policy.

For the purpose of this Policy, "technology" means hardware or software.

For the purpose of this Policy, "privately-owned" means technology hardware and software that is purchased, owned, and maintained by the student at no expense to the school or school district.

For the purpose of this Policy, "hardware" means any device that can store, access, retrieve, and/or communicate data or information. "Hardware" may include, but is not limited to, any type of computer device; wireless telephone; electronic reader; personal digital assistant (PDAs); video broadcasting and/or recording device; or camera.

For the purpose of this Policy, "software" means any computer program(s) or related data that provide instruction for telling a computer or other hardware device what to do and how to do it.

The use of privately-owned technology by a student in the educational program during the school day must be approved by the student's parent or legal guardian and the school teaching staff member responsible for supervising and/or providing the student's instructional program. A teaching staff member may approve a student's use of privately-owned technology based on the assignment(s) to the student. The teaching staff member may also prohibit the use of privately-owned technology for an assignment(s).

Students who use privately-owned technology in school will not be given access to the school district's computer server(s) or network(s). In the event the teaching staff member approves the use of privately-owned technology to access the Internet, the access must be through the privately-owned technology without the use of any school district hardware or software. A teaching staff member who approves a student to use their privately-owned technology to access the Internet during instructional time will provide the student with a list of approved Internet sites the student is permitted to access. A student granted such permission must comply with school district policies and regulations regarding acceptable use of computers and technology. Any use of privately-owned technology by a student shall be in strict accordance with the teaching staff member's specific approval(s) and

Board policies and regulations. Any violation will subject the student to appropriate discipline and/or grading consequences.

The teaching staff member, in considering the use of privately-owned technology, will ensure such approval does not provide any advantage or benefit to the student who owns such technology over the student who does not own such technology. The teaching staff member will not approve the use of privately-owned technology if the teaching staff member determines the use would be advantageous or beneficial to the student who owns such technology over the student who does not own such technology.

The school district assumes no responsibility for any privately-owned technology brought to school by a student. The student shall be responsible for the proper operation and use of any privately-owned technology brought to school. School staff members shall not be responsible for the effective use and/or technical support for any privately-owned technology.

The school district shall assume no responsibility for the security of or damage to any privately-owned technology brought to school by a student. Students are encouraged to purchase private insurance for loss, damage, or theft of any privately-owned technology the student brings to school.

Adopted: 06 December 2012

TO BE ABOLISHED

5516 STUDENT USE OF ~~ELECTRONIC COMMUNICATION~~INTERNET-ENABLED DEVICES (M)

M

The Board of Education prohibits student use of internet-enabled devices on school grounds during the school day in accordance with N.J.S.A. 18A:36-40b. The Board adopts this Policy and Regulation 5516 pursuant to N.J.S.A. 18A:36-40b. and the guidelines developed by the Commissioner of Education concerning student use of internet-enabled devices during regular school hours, on a school bus, or during school-sponsored events when the student is under the direct supervision of a teaching staff member or employee of the Board.

For the purpose of this Policy and Regulation 5516:

1. "Bell-to-bell" means the timeframe when the bell rings at the start of the school day until the dismissal bell rings at the end of the academic day. Bell-to-bell includes time in between class periods and lunch.

2. "Digital citizenship" means the development of thoughtful, empathetic citizens who can wrestle with important ethical questions at the intersection of technology and humanity. Model digital citizens focus on using technology to make communities better, engage respectfully online with others, and leverage technology to amplify voices and perspectives. They are careful to determine the validity of online sources of information and are always respectful of ideas different than their own.

3. "District-managed tools" means school-issued technology or platforms used for educational purposes (e.g., laptops, tablets, learning management systems, etc.).

4. "Internet-enabled device" means any device capable of connecting to the internet and accessing online content (e.g., smartphones, tablets, smartwatches, smart glasses, etc.), including social media applications. An internet-enabled device does not include an internet-enabled device provided by the Board when used for educational purposes.

5. "Non-internet-enabled device" means a basic communication device that is not capable of connecting to the internet or enabling the user to access content on the internet (e.g., basic flip-style cell phones, two-way radio/walkie-talkie, etc.).

6. "School grounds" means and includes land, portions of land, structures, buildings, and vehicles, not to include school buses, owned, operated, or used for the provision of academic or extracurricular programs sponsored by the district or community provider and structures that support these buildings, such as school wastewater treatment facilities, generating facilities, and other central facilities including, but not limited to, kitchens and maintenance shops. "School grounds" also includes athletic stadiums; ~~swimming pools; any associated structures or related equipment tied to such facilities including, but not limited to, grandstands; greenhouses; garages; facilities used for non-instructional or non-educational purposes;~~ and any structure, building, or facility used solely for school administration. "School grounds" also includes other facilities as defined in N.J.A.C. 6A:26-1.2; playgrounds; and other recreational places owned by local municipalities, private entities, or other individuals during those times when the school district has exclusive use of a portion of such land.

A student's use of an internet-enabled device on a school bus or during school-sponsored events when the student is under the direct supervision of a teaching staff member or employee of the Board will be in accordance with the age-appropriate and grade-level differentiated requirements outlined in Regulation 5516.

District-issued technology and sponsored platforms are permitted to be used in classrooms for educational purposes. The district may use existing information technology systems to proactively establish and monitor restrictions to the district's network. The district may utilize device management software to restrict or monitor student browsing on school-issued devices~~ or from devices connecting to the district's Wi-Fi~~. ~~If the district chooses to use software or other technology to block students' use of their internet-enabled devices, the district may collaborate with the local municipality to determine that there are no safety or security concerns.~~ The Board shall notify students and parents about the monitoring practices in Policy and Regulation 2361.

The Board shall assume no responsibility for the security of or damage to a student's internet-enabled device brought onto school grounds. If a student brings an internet-enabled device to school, the internet-enabled device must remain off and may be required to be stored in a storage system as indicated in Regulation 5516. An internet-enabled device required to be stored in a district storage system shall be password protected by the student so only the student owner of the internet-enabled device can use the internet-enabled device.

STUDENT USE OF ~~ELECTRONIC COMMUNICATION~~INTERNET-ENABLED DEVICES (M)

The district shall provide instruction aligned to the New Jersey Student Learning Standards (NJSLS) on Digital Citizenship and shall ensure classroom instructional time is entirely free of internet-enabled devices. Teachers shall not incorporate students' personal technology into lesson plans. All digital engagement shall occur through district-managed tools and devices.

The district shall communicate behavioral expectations for student use of internet-enabled devices to students and their parent(s) and reinforce these behavioral expectations throughout the school year. Communication of this Policy and Regulation 5516 may include, but not be limited to, school-wide notifications, signage, and reinforcement as part of classroom routines.

The district shall comply with all applicable State and Federal laws that protect the rights of students with disabilities or health related needs, including, but not limited to, the Individuals with Disabilities Act (IDEA) and Section 504 of the Rehabilitation Act of 1973.

Students shall be permitted to use their internet-enabled device on school grounds during the school day, on the school bus, and at school-sponsored events in the following circumstances in accordance with N.J.S.A. 18A:36-40b.:

1. To fulfill accommodations provided in a student's individualized education program (IEP);

2. To support the implementation of a 504 Plan;

3. To implement a student health plan established to monitor or address a student's health condition (upon submission by a parent of documentation from a healthcare professional indicating that the use of an internet-enabled device is necessary for the health or well-being of the student);

4. For translation services;

5. For a student caregiver who is routinely responsible for the care or well-being of a family member;

6. When no reasonable alternative to the use of the internet-enabled device for a specific purpose exists (upon authorization by the Superintendent, Principal, or designee);

7. When required by law; and

8. In the event of an emergency.

The Superintendent or designee will inform students and parents of their right to request an internet-enabled device accommodation. The parent(s) shall submit a written request to the Superintendent or designee. The written request shall include, but not be limited to, supporting documentation from the student's physician, child study team, and/or any other documentation as required by the Superintendent or designee as to why the student requires an internet-enabled device accommodation. The Superintendent or designee shall inform the parent(s) of the approval or denial of the written request for an internet-enabled device accommodation within five school days of receiving the written request. The Superintendent or designee shall base such an accommodation determination on documented educational, medical, developmental, accessibility, or other needs or specific purposes and review them on a regular basis.

[Optional – (NOT RECOMMENDED BY DISTRICT ADMINISTRATION)

A supervising staff member may submit a request for an internet-enabled device accommodation for their students to use their internet-enabled device for a specific purpose. The supervising staff member shall submit the written request to the Superintendent or designee at least ____ school days before the anticipated date of use and shall include, but not be limited to, supporting documentation as to why no reasonable alternatives exist for a student to use an internet-enabled device; the students who will be granted the accommodation; and the date of the activity. The Superintendent or designee shall inform the supervising staff member of the approval or denial of the written request for an internet-enabled device accommodation within ____ school days of receiving the written request.]

The Superintendent or designee may involve school nurses, case managers, and IEP/504 coordinators in planning for and implementing internet-enabled device accommodations. Staff responsible for implementation shall have ready access to documentation of the accommodation and shall ensure their enforcement strategies minimize disruption. The district shall develop and disseminate clear procedures to ensure staff implement internet-enabled device accommodations confidentially. Staff training may be necessary to recognize and honor valid internet-enabled device accommodations without drawing unnecessary attention to the student. Staff shall treat students with an internet-enabled device accommodation with sensitivity and dignity. As appropriate, the district may develop one-page "internet-enabled device use summaries" for staff to ensure awareness while maintaining student confidentiality.

STUDENT USE OF ~~ELECTRONIC COMMUNICATION~~INTERNET-ENABLED DEVICES (M)

Pursuant to N.J.A.C. 6A:16-5.1, the district has developed and implemented comprehensive plans, procedures, and mechanisms that provide for safety and security in the district's schools. School safety plans include thoughtful integration of internet-enabled device procedures during emergencies or perceived threats. The district has incorporated clear expectations into school safety plans, emergency drill protocols, and staff professional development.

In the event of an unplanned emergency closure that prevents students from retrieving stored internet-enabled devices, the district shall develop and communicate a clear, centralized protocol for retrieving stored internet-enabled devices safely and efficiently once the school building is accessible.

In the event of a family emergency or for non-emergency communication, families shall contact the school's main office directly rather than reaching out to students during the school day. District staff will then follow local notification procedures to ensure the student receives the information in a timely and appropriate manner.

When a student leaves school grounds, whether for an ~~open lunch period,~~ internship, or other purpose, the student may be permitted to use their internet-enabled device. However, upon returning to school grounds, the student's internet-enabled device must be stored for the remainder of the school day in accordance with Regulation 5516.

The district shall ensure students, parents, and school staff members are aware of this Policy and Regulation 5516 and understand how this Policy and Regulation 5516 apply to them. The Board shall include information about this Policy and Regulation 5516 in student handbooks.

District staff shall apply clear, age-appropriate consequences and use strategies to redirect students who attempt to use internet-enabled devices. Discipline and consequences shall be addressed in Regulation 5516.

No student enrolled as a student of an elementary or secondary school, knowingly and without the express written permission of the Board, its delegated authority, or any Principal, shall bring or possess any remotely activated paging device on any property used for school purposes, at any time and regardless of whether school is in session or others are present pursuant to N.J.S.A. 2C:33-19.

N.J.S.A. 2C:33-19.
N.J.S.A. 18A:36-40a.; 18A:36-40b.

STUDENT USE OF ~~ELECTRONIC COMMUNICATION~~INTERNET-ENABLED DEVICES (M)

Guidance for Schools on Student Use of Internet-Enabled Devices,
New Jersey Department of Education, January 2026

Guidance for Schools on Student Use of Internet-Enabled Devices,
Frequently Asked Questions

~~To support school environments in which students can fully engage with their classmates and their teachers, and to focus attention upon instruction, the Board of Education has determined the use of cell phones and other electronic communication devices by students for personal use during the school day and school activities should be limited.~~

~~As used in this Policy, "electronic communication device" includes any device with the capability to audio or video record and/or is capable of receiving or transmitting any type of communication with others. An electronic communication device includes, but is not limited to, any type of cameras; cellular and wireless telephones; pagers/beepers; laptop computers; watches; electronic readers; two-way radios; any audio or video broadcasting devices; ear buds; tablets; headphones; and any other device that allows a person to audio and/or video record and/or transmit, in either a real time or a delayed basis, video or still images, text, audio recordings; or other information.~~

~~The Board adopts Regulation 5516 and this Policy to address student use of an electronic communication device for personal use on school grounds during the school day, to also include, but not be limited to: during before and after school programs; during any co-curricular activity; and on a school bus.~~

~~Nothing in Regulation 5516 and this Policy shall prohibit a student from using an electronic communication device for a purpose documented in a classified student's Individualized Education Plan (IEP) or a plan developed under Section 504 of the "Rehabilitation Act of 1973," 29 USC 794. A student may use an electronic communication device to monitor or address a health condition with prior permission from the Principal, in consultation with the school nurse to be documented in the student's Individual Health Plan.~~

~~In addition, the Board believes students and/or school staff members should not be subject to having any type of recording taken of any student(s) or school staff member(s) for any purpose without the consent of the student and the student's parent or the school staff member. In addition to protecting the privacy rights of students and school staff members, the Board recognizes such recordings can be disruptive to the educational program. Inappropriate recordings of educational material, student assessment instruments, and/or student assessment reviews can be used to compromise the integrity of the district's educational program or lead to academic dishonesty in the event such recordings are stored and/or transmitted to other students.~~

Adopted: 09 August 2018
Revised: 18 September 2025
Revised:

R 5516 STUDENT USE OF ~~ELECTRONIC COMMUNICATION~~INTERNET-ENABLED DEVICES

The following age-appropriate and grade level differentiated provisions shall govern student use of internet-enabled devices on school grounds during the school day.

A. Pre-Kindergarten through Grade 12_____

1. Students in Pre-Kindergarten through grade 12___ are prohibited from using an internet-enabled device on school grounds during the school day.

2. Students in Pre-Kindergarten through grade 12___ shall store their internet-enabled device using the following storage options for internet-enabled devices during the school day. It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the device.

[Select One or More Options Below – Storage System

~~_____a. A locked pouch system – Upon entry to school, internet-enabled devices shall be placed into secure pouches which allow students to carry their internet-enabled devices but prevent their use. At the end of the school day, a school staff member will unlock each pouch and allow students to retrieve their internet-enabled devices.~~

~~_____b. A school locker or bin system – Upon entry to school, a school staff member will collect and store the internet-enabled devices in assigned lockers or bins. Students shall retrieve their internet-enabled devices at the end of the school day when the school staff member unlocks the storage unit.~~

~~_____c. In-class storage stations – Upon entry to school, students are expected to store their internet-enabled devices in a teacher-managed system for the entire school day and retrieve them at dismissal. These storage stations may be locked or unlocked and include options such as numbered pockets/shelves, caddies, or lockers.~~

__X__ d. A student storage system – Each student who brings an internet-enabled device to school is expected to turn off their internet-enabled device and store it in their backpack, locker, or other bag throughout the entire school day.

~~____ e. _____~~

~~____ f. _____~~

~~____ g. _____]~~

[Select One Option Below – School Buses

_X__ 3. Students in Pre-Kindergarten through grade 12___ shall be permitted to use their internet-enabled device on a school bus on their way to school at the start of the school day or on their way home from school at the end of the school day.

~~___ 3. Students in Kindergarten through grade ___ are prohibited from using their internet-enabled device on a school bus on their way to school or on their way home from school at the end of the school day.~~

~~___ 3. _____ _____ _____ _____]~~

[Select One Option Below – Before and After the Regular School Day on School Grounds

_X__ 4. Students in Pre-Kindergarten through grade 12___ shall be permitted to use their internet-enabled device on school grounds before the start of the regular school day and on school grounds after the regular school day.

~~___ 4. Students in Kindergarten through grade ___ are prohibited from using their internet-enabled device on school grounds before the start of the regular school day and on school grounds after the regular school day.]~~

[Select One Option Below – School-Sponsored Events Off School Grounds During the School Day

_X__ 5. Students in Pre-Kindergarten through grade 12___ shall be permitted to use their internet-enabled device during school-sponsored events off school grounds during the school day while under the direct supervision of a school staff member or employee of the Board (e.g. field trip) after determining no reasonable alternative to the use of the internet-enabled device at school-sponsored events off school grounds during the school day exists only with the authorization of the Superintendent or designee.

~~___5. Students in Kindergarten through grade ___ are prohibited from using their internet-enabled device during school-sponsored events off school grounds during the school day while under the direct supervision of a school staff member or employee of the Board (e.g. field trip).]~~

[Select One Option Below – School-Sponsored Events Outside of the School Day

_X__ 6. Students in Pre-Kindergarten through grade 12____ shall be permitted to use their internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board (e.g., afterschool club meeting, sport team practice/game, etc.).

~~___6. Students in Kindergarten through grade ____ are prohibited from using their internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board (e.g., afterschool club meeting, sport team practice/game, etc.). The supervising school staff member or employee of the Board may establish the storage method to be used for a student's internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board.~~

~~a. If the supervising school staff member establishes a storage method, it is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device.~~

~~___6. _____ _____ _____

(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.

(2) Second Offense in a School Year

(a) The internet-enabled device shall be taken from the student by a school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.

(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.

(c) The student will be permitted to pick up the internet-enabled device in the Principal or designee's office at the end of the school day.

(d) The student will have the internet-enabled device returned upon signing an acknowledgment of their first offense in a school year in violation of this Regulation and Policy 5516.

(e) The following discipline will be imposed on a student for a ~~first~~ second offense in a school year in violation of the provisions in this Regulation and Policy 5516: As per the Code of Conduct in the Student Handbook.

(2) ~~Second~~ Third Offense in a School Year

(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.

(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.

(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.

(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may pick up the internet-enabled device before the end of the next or any subsequent school day.

(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a second offense in a school year for their child.

(f) The following discipline will be imposed on a student for a ~~second~~ third offense in a school year in violation of the provisions in this Regulation and Policy 5516: As per the Code of Conduct in the Student Handbook.

(3) ~~Third~~ Fourth Offense in a School Year

(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.

(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.

(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.

(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may pick up the internet-enabled device before the end of the next or any subsequent school day.

(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a third offense in a school year for their child.

(f) The following discipline will be imposed on a student for a ~~third~~ fourth offense in a school year in violation of the provisions in this Regulation and Policy 5516: As per the Code of Conduct in the Student Handbook.

~~(4) Fourth Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.~~

~~(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may pick up the internet-enabled device before the end of the next or any subsequent school day.~~

~~(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a fourth offense in a school year for their child.~~

~~(f) The following discipline will be imposed on a student for a fourth offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

~~**[Optional**~~

~~(5) A student who violates the provisions of this Regulation and Policy 5516 more than four times during a school year shall, for the remainder of the school year, be prohibited from bringing an internet-enabled device on school grounds during the school day, on a school bus before and after school, or while participating in school-sponsored programs which include, but are not limited to: during before and after school programs; during co-curricular activities; during extra-curricular activities, and during intramurals and interscholastic games and practices.~~

~~(a) The following discipline will be imposed on a student for bringing their internet-enabled device to school after being prohibited to have their internet-enabled device on school grounds: **]**~~

~~B. Grade _____ through Grade Eight~~

~~1. Students in grade ___ through grade eight are prohibited from using an internet-enabled device on school grounds during the school day.~~

~~2. Students in grade ___ through grade eight shall store their internet-enabled device using the following storage options for internet-enabled devices during the school day. It is the student's responsibility to turn off internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the device.~~

~~**[Select One or More Options Below – Storage System**~~

~~_____ a. A locked pouch system – Upon entry to school, internet-enabled devices shall be placed into secure pouches which allow students to carry their internet-enabled devices but prevent their use. At the end of the school day, a school staff member will unlock each pouch and allow students to retrieve their internet-enabled devices.~~

~~_____ b. A school locker or bin system – Upon entry to school, a school staff member will collect and store the internet-enabled devices in assigned lockers or bins. Students shall retrieve their internet-enabled devices at the end of the school day when the school staff member unlocks the storage unit.~~

~~_____ c. In-class storage stations – Upon entry to school, students are expected to store their internet-enabled devices in a teacher-managed system for the entire school day and retrieve them at dismissal. These storage stations may be locked or unlocked and include options such as numbered pockets/shelves, caddies, or lockers.~~

~~_____ d. A student storage system – Each student who brings an internet-enabled device to school is expected to turn off their internet-enabled device and store it in their backpack, locker, or other bag throughout the entire school day.~~

~~_____ e. _____~~

~~_____ f. _____~~

~~_____ g. _____]~~

~~**[Select One Option Below – School Buses**~~

~~___ 3. Students in grade ___ through grade eight shall be permitted to use their internet-enabled device on a school bus on their way to school at the start of the school day or on their way home from school at the end of the school day.~~

~~___ 3. Students in grade ___ through grade eight are prohibited from using their internet-enabled device on a school bus on their way to school or on their way home from school at the end of the school day.~~

~~___ 3. _____ _____ _____ _____]~~

~~**[Select One Option Below – Before and After the Regular School Day on School Grounds**~~

~~___ 4. Students in grade ___ through grade eight shall be permitted to use their internet-enabled device on school grounds before the start of the regular school day and on school grounds after the regular school day.~~

~~___ 4. Students in grade ___ through grade eight are prohibited from using their internet-enabled device on school grounds before the start of the regular school day and on school grounds after the regular school day.]~~

~~**[Select One Option Below – School-Sponsored Events Off School Grounds During the School Day**~~

~~___ 5. Students in grade ___ through grade eight shall be permitted to use their internet-enabled device during school-sponsored events off school grounds during the school day while under the direct supervision of a school staff member or employee of the Board (e.g. field trip) after determining no reasonable alternative to the~~

~~use of the internet-enabled device at school-sponsored events off school grounds during the school day exists only with the authorization of the Superintendent or designee.~~

~~___5. Students in grade ___ through grade eight are prohibited from using their internet-enabled device during school-sponsored events off school grounds during the school day while under the direct supervision of a school staff member or employee of the Board (e.g. field trip).]~~

~~**[Select One Option Below – School-Sponsored Events Outside of the School Day**~~

~~___6. Students in grade ___ through grade eight shall be permitted to use their internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board (e.g., afterschool club meeting, sport team practice/game, etc.).~~

~~___6. Students in grade ___ through grade eight are prohibited from using their internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board (e.g., afterschool club meeting, sport team practice/game, etc.). The supervising school staff member or employee of the Board may establish the storage method to be used for a student's internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board.~~

~~a. If the supervising school staff member establishes a storage method, it is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device.~~

~~___6. _____]~~

~~**[Select One Option Below – Use of Non-Internet-Enabled Devices**~~

~~___ 7. Students in grade ___ through grade eight shall be permitted to use non-internet-enabled devices under the direct supervision of a school staff member or employee of the Board.~~

~~___ 7. Students in grade ___ through grade eight are prohibited from using non-internet-enabled devices.]~~

~~8. Discipline~~

~~a. School staff members shall apply clear, age-appropriate consequences and use strategies to redirect students who use internet-enabled devices in violation of this Regulation and Policy 5516.~~

~~(1) First Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by a school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The student will be permitted to pick up the internet-enabled device in the Principal or designee's office at the end of the school day.~~

~~(d) The student will have the internet-enabled device returned upon signing an acknowledgment of their~~

~~first offense in a school year in violation of this Regulation and Policy 5516.~~

~~(e) The following discipline will be imposed on a student for a first offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

~~(2) Second Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.~~

~~(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may pick up the internet-enabled device before the end of the next or any subsequent school day.~~

~~(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a second offense in a school year for their child.~~

~~(f) The following discipline will be imposed on a student for a second offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

~~(3) Third Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.~~

~~(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may pick up the internet-enabled device before the end of the next or any subsequent school day.~~

~~(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a third offense in a school year for their child.~~

~~(f) The following discipline will be imposed on a student for a third offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

~~(4) Fourth Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or~~

~~designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.~~

~~(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may pick up the internet-enabled device before the end of the next or any subsequent school day.~~

~~(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a fourth offense in a school year for their child.~~

~~(f) The following discipline will be imposed on a student for a fourth offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

~~**[Optional**~~

~~(5) A student who violates the provisions of this Regulation and Policy 5516 more than four times during a school year shall, for the remainder of the school year, be prohibited from bringing an internet-enabled device on school grounds during the school day, on a school bus before and after school, or while participating in school-sponsored programs which include, but are not limited to: during before and after school programs; during co-curricular activities; during extra-curricular activities, and during intramurals and interscholastic games and practices.~~

~~(a) The following discipline will be imposed on a student for bringing their internet-enabled device to school after being prohibited to have their internet-enabled device on school grounds:]~~

~~C. Grade Nine through Grade Twelve~~

~~1. Students in grade nine through grade twelve are prohibited from using an internet-enabled device on school grounds during the school day.~~

~~2. Students in grade nine through grade twelve shall store their internet-enabled device using the following storage options for internet-enabled devices during the school day. It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the device.~~

~~**[Select One or More Options Below – Storage System**~~

~~____ a. A locked pouch system – Upon entry to school, internet-enabled devices shall be placed into secure pouches which allow students to carry their internet-enabled devices but prevent their use. At the end of the school day, a school staff member will unlock each pouch and allow students to retrieve their internet-enabled devices.~~

~~____ b. A school locker or bin system – Upon entry to school, a school staff member will collect and store the internet-enabled devices in assigned lockers or bins. Students shall retrieve their internet-enabled devices at the end of the school day when the school staff member unlocks the storage unit.~~

~~____ c. In-class storage stations – Upon entry to school, students are expected to store their internet-enabled devices in a teacher-managed system for the entire school day and retrieve them at dismissal. These storage stations may be locked or unlocked and include options such as numbered pockets/shelves, caddies, or lockers.~~

~~____ d. A student storage system – Each student who brings an internet-enabled device to school is expected to turn off their internet-enabled device and store it in their backpack, locker, or other bag throughout the entire school day.~~

~~____ e. _____~~

~~____ f. _____~~

~~____ g. _____]~~

~~**[Select One Option Below – School Buses**~~

~~___ 3. Students in grade nine through grade twelve shall be permitted to use their internet-enabled device on a school bus on their way to school at the start of the school day or on their way home from school at the end of the school day.~~

~~___ 3. Students in grade nine through grade twelve are prohibited from using their internet-enabled device on a school bus on their way to school or on their way home from school at the end of the school day.~~

~~___ 3. _____]~~

~~**[Select One Option Below – Before and After the Regular School Day on School Grounds**~~

~~___ 4. Students in grade nine through grade twelve shall be permitted to use their internet-enabled device on school grounds before the start of the regular school day and on school grounds after the regular school day.~~

~~___ 4. Students in grade nine through grade twelve are prohibited from using their internet-enabled device on school grounds before the start of the regular school day and on school grounds after the regular school day.]~~

~~**[Select One Option Below – School-Sponsored Events Off School Grounds During the School Day**~~

___ ~~5. Students in grade nine through grade twelve shall be permitted to use their internet-enabled device during school-sponsored events off school grounds during the school day while under the direct supervision of a school staff member or employee of the Board (e.g. field trip) after determining no reasonable alternative to the use of the internet-enabled device at school-sponsored events off school grounds during the school day exists only with the authorization of the Superintendent or designee.~~

___ ~~5. Students in grade nine through grade twelve are prohibited from using their internet-enabled device during school-sponsored events off school grounds during the school day while under the direct supervision of a school staff member or employee of the Board (e.g. field trip).]~~

~~**[Select One Option Below – School-Sponsored Events Outside of the School Day**~~

___ ~~6. Students in grade nine through grade twelve shall be permitted to use their internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board (e.g., afterschool club meeting, sport team practice/game, etc.).~~

___ ~~6. Students in grade nine through grade twelve are prohibited from using their internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board (e.g., afterschool club meeting, sport team practice/game, etc.). The supervising school staff member or employee of the Board may establish the storage method to be used for a student's internet-enabled device during school-sponsored events taking place outside of the school day when students are under the direct supervision of a school staff member or employee of the Board.~~

~~a. If the supervising school staff member establishes a storage method, it is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device.~~

~~___ 6. _____]~~

~~**[Select One Option Below – Use of Non-Internet-Enabled Devices**~~

~~___ 7. Students in grade nine through grade twelve shall be permitted to use non-internet-enabled devices under the direct supervision of a school staff member or employee of the Board.~~

~~___ 7. Students in grade nine through grade twelve are prohibited from using non-internet-enabled devices.]~~

~~8. Discipline~~

~~a. School staff members shall apply clear, age-appropriate consequences and use strategies to redirect students who use internet-enabled devices in violation of this Regulation and Policy 5516.~~

~~(1) First Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by a school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The student will be permitted to pick up the internet-enabled device in the Principal or designee's office at the end of the school day.~~

~~(d) The student will have the internet-enabled device returned upon signing an acknowledgment of their first offense in a school year in violation of this Regulation and Policy 5516.~~

~~(e) The following discipline will be imposed on a student for a first offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

_____

_____

~~(2) Second Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.~~

~~(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may~~

~~pick up the internet-enabled device before the end of the next or any subsequent school day.~~

~~(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a second offense in a school year for their child.~~

~~(f) The following discipline will be imposed on a student for a second offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

_____

_____

~~(3) Third Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.~~

~~(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may pick up the internet-enabled device before the end of the next or any subsequent school day.~~

~~(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a third offense in a school year for their child.~~

~~(f) The following discipline will be imposed on a student for a third offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

_____

_____

~~(4) Fourth Offense in a School Year~~

~~(a) The internet-enabled device shall be taken from the student by the school staff member or employee of the Board and turned in to the Principal or designee's office for the remainder of the school day.~~

~~(b) It is the student's responsibility to turn off the internet-enabled device and have the internet-enabled device password protected to prevent any unauthorized use of the internet-enabled device before turning the internet-enabled device in to the school staff member or employee of the Board.~~

~~(c) The internet-enabled device must be picked up at the Principal or designee's office by a parent at the end of the school day.~~

~~(d) If the parent cannot pick up the internet-enabled device by the end of the school day, the parent may pick up the internet-enabled device before the end of the next or any subsequent school day.~~

~~(e) The parent shall be required to sign for receipt of the internet-enabled device with notice provided of a fourth offense in a school year for their child.~~

~~(f) The following discipline will be imposed on a student for a fourth offense in a school year in violation of the provisions in this Regulation and Policy 5516:~~

_____

_____

~~[Optional~~

~~(5) A student who violates the provisions of this Regulation and Policy 5516 more than four times during a school year shall, for the remainder of the school year, be prohibited from bringing an internet-enabled device on school grounds during the school day, on a school bus before and after school, or while participating in school-sponsored programs which include, but are not limited to: during before and after school programs; during co-curricular activities; during extra-curricular activities, and during intramurals and interscholastic games and practices.~~

~~(a) The following discipline will be imposed on a student for bringing their internet-enabled device to school after being prohibited to have their internet-enabled device on school grounds:~~

_____
_____
_____]

~~The following provisions govern student use of electronic communication devices on school grounds.~~

~~A. Use of Electronic Communication Devices~~

~~1. In grades K-6, students are prohibited from using an electronic communication device anywhere on school grounds during the school day to include, but not be limited to: during before and after school programs; during any co-curricular activity; and on a school bus.~~

~~In grades 7-12, students are prohibited from using an electronic communication device during the school day except at lunch time.~~

~~In all grades, the use of an electronic communication device in classrooms is limited to devices issued by the district.~~

2. ~~Under no circumstances is a student permitted to use an electronic communication device to communicate or take videos or photographs in a restroom, locker room, shower area, or any other area where any person is removing or changing cloths and/or in any other area or location where a person has a reasonable expectation of privacy. Student use of an electronic communication device for communicating or recording is also subject to the provisions of Policy 5516 and this Regulation.~~

3. ~~Students are encouraged not to bring electronic communication devices to school. If a student chooses to bring an electronic communication device(s) to school, the device(s) shall be turned off by the student and passcode protected to prevent any unauthorized use of the device. The electronic communication device shall remain in the student's backpack/book bag or locker during the school day when its use is not authorized in accordance with Policy 5516 and this Regulation.~~

~~A classroom or other instructional space may have a designated location where students are required to turn off, ensure the electronic communication device is passcode protected, and store the electronic communication device until the student leaves the classroom or other instructional space.~~

4. ~~If a student brings an electronic communication device to school, the student assumes the risk of damage, theft, or loss of the electronic communication device. The school district is not responsible for lost, stolen, or damaged devices.~~

5. ~~If a student needs to be in contact with their parent(s) during a time the student is not permitted to use an electronic device, the student shall request permission from a teaching staff member to go to the main office to use the school phone. If a parent(s) needs to be in contact with their student for an emergency, the parent(s) shall contact the main office.~~

~~B. Discipline~~

~~1. First Offense in a School Year~~

~~a. The electronic communication device shall be taken from the student by the school staff member and turned in to the Principal or designee's office for the remainder of the academic school day.~~

~~b. The student shall turn off the electronic communication device and ensure it is passcode protected before turning it in to a school staff member.~~

~~c. The student will be able to pick up the electronic communication device in the Principal or designee's office at the end of the academic school day.~~

~~d. The student will have the electronic communication device returned upon signing an acknowledgment of their first offense violation of Policy 5516 and this Regulation.~~

~~e. Discipline will be imposed on a student in accordance with the Code of Conduct.~~

~~2. Second through Fourth Offense in a School Year~~

~~a. The electronic communication device shall be taken from the student by the school staff member and turned in to the Principal or designee's office for the remainder of the academic school day.~~

~~b. The student shall turn off the electronic communication device and ensure it is passcode protected before turning it in to a school staff member.~~

~~c. The electronic communication device must be picked up at the Principal or designee's office by a parent no sooner than the end of the current, academic school day.~~

~~d. If the parent cannot pick up the electronic communication device by the end of the academic school day, the parent may pick up the~~

~~electronic communication device before the end of the next or any subsequent school day.~~

~~e. The parent shall be required to sign for receipt of the electronic communication device with notice provided of a second offense in a school year for their child.~~

~~f. Discipline will be imposed on a student in accordance with the Code of Conduct.~~

~~3. A student who violates the provisions of Policy 5516 and this Regulation more than four times during a school year shall, for the remainder of the school year, be prohibited from bringing an electronic communication device on school grounds during the school day or while participating in school district programs which include, but are not limited to: during before and after school programs; during co-curricular activities; during extra-circular activities, and during intra-murals and interscholastic games and practices.~~

~~a. The following discipline will be imposed on a student for bringing their electronic communication device to school after being prohibited to have their electronic communication device on school grounds: Code of Conduct.~~

Adopted: 18 September 2025
Revised:

EAST BRUNSWICK PUBLIC SCHOOLS

BOARD OF EDUCATION
Agenda Item: 4.

Date Prepared: 7/31/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Joseph Crotchfelt, CPA, QPA, School Business Administrator/Board Secretary

SUBJECT: Bylaws and/or Policies - First Reading (Roll Call)

Summary:
The bylaws, policies, and regulations presented below were reviewed and discussed at the August 18, 2026 Policy Committee meeting. The Policy Committee recommends action as noted.

P 8660 – Transportation by Private Vehicles – To and From School-Related Activities (M) (Revised)

Policy Guide 8660 addresses the requirement in N.J.A.C. 6A:27-7.6(a) that a school district develop a policy adopted by the Board of Education which clearly outlines the procedures for the safe transportation of students in private vehicles to and from school-related activities. Policy Guide 8660 only covers transportation to and from school-related activities in a private vehicle, without the driver possessing a CDL, in accordance with N.J.S.A. 18A:39-20.1. and N.J.A.C. 6A:27-7.6(a). There are no provisions in the statutes or administrative code that allows a district to transport students to and from school-related activities in a district-owned vehicle without the staff member driving the district-owned vehicle possessing a CDL.

Policy Guide 8660 is mandated for any district that permits the transportation of students to and from school-related activities in a private vehicle in accordance with N.J.A.C. 6A:27-7.6(a).

P 8662 – Transportation by Private or District-Owned Vehicles – To and From School (M) (New)

The NJDOE released "Guidance on Designating CDL-Exempt Drivers" on July 23, 2025 pursuant to recent revisions to N.J.S.A. 18A:39-20.1. and N.J.A.C. 6A:27-7.6(b) that now permits school districts to designate qualified school personnel who do not have a CDL to transport students between home and school in private or district-owned vehicles with a maximum capacity of eight or fewer passengers, excluding the driver. These designated school staff members are not required to possess a CDL.

The NJDOE is requiring districts that opt to designate school staff members to drive students to and from school in a private or school district-owned vehicle (without a CDL) to have a Board-adopted policy in place. Policy Guide 8662 meets the NJDOE's policy requirements for this subject. A district must submit a list of school personnel designated to provide student transportation to and from school to the Executive County Superintendent no later than August 15th each year.

Policy Guide 8662 is mandated for a district that transports students in a private or district-owned vehicle to and from school in accordance with N.J.A.C. 6A:27-7.6(b).

P 2430 - Co-Curricular Activities (M) (Revised)

Updating the number of students required for each Board-sponsored club or activity to be an annual approval during Annual Actions vs. a set number in Policy.

P 5512 - Harassment, Intimidation, or Bullying (M) (Revised)

The only change is in Section G - Investigation of HIB. We currently have selected *Option 1 - Investigate All Reports*, and we are looking to adopt *Option 2 - Principal's Preliminary Determination*.

P 8117.1 - Keys, Identity Card/Key Card Terms and Conditions of Issue (Revised)

There is a need to add *Keys* in the Policy in order to issue fines for lost building/classroom keys.

Recommendation:
Recommendation: That bylaws and policies are approved on first reading as attached and listed below:

Alert 238
- Policy No. 8660 - Transportation by Private Vehicles - To and From School-Related Activities (M) (Revised)
- Policy No. 8662 - Transportation by Private or District-Owned Vehicles - To and From

School (M) (New)

Other
- Policy No. 2430 - Co-Curricular Activities (M) (Revised)
- Policy No. 5512 - Harassment, Intimidation, or Bullying (M) (Revised)
- Policy No. 5513 - Keys, Identity Card/Key Card Terms and Conditions of Issue (Revised)

And that said bylaws and/or policies shall be presented for second reading at the next board meeting after which they shall become effective.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Policy No. 8660 - Transportation by Private Vehicles - To and From School-Related Activities	8/19/2026	Backup Material
Policy No. 8662 - Transportation by Private or District-Owned Vehicles - To and From School	8/19/2026	Backup Material
Policy No. 2430 - Co-Curricular Activities	8/19/2026	Backup Material
Policy No. 5512 - Harassment, Intimidation, or Bullying (M)	8/19/2026	Backup Material
Policy No. 8117.1 - Identity Card-Key Card Terms and Conditions of Issue - Revised	8/19/2026	Backup Material

8660 TRANSPORTATION BY PRIVATE VEHICLES – TO AND FROM SCHOOL-RELATED ACTIVITIES (M)

M

The Board of Education authorizes the transportation by private vehicle of students of the~~this~~ district between the school and ~~a~~ school-related activities ~~activity~~ approved by the~~this~~ Board in accordance with this P~~p~~olicy and N.J.A.C. 6A:27-7.6(a).

Any such transportation must be approved in advance and in writing by the Superintendent~~Assistant Superintendent of Student Activities and Services~~. The writing must set forth the date, time, and reason for the transportation; the places from and to which students will be transported; the name and address of the driver; the names of the students to be transported; a brief description of the transportation vehicle; and the signature of the driver. The parent(s) ~~or legal guardian(s)~~ of a participating student will be given, on request, the name of the driver and the description of the vehicle.

No person shall be approved as driver for the transportation of students in a private vehicle who is not an employee of the~~this~~ Board or the parent(s) ~~or legal guardian(s)~~ of a student enrolled in the~~this~~ district and the holder of a currently valid license to operate a motor vehicle in the State of New Jersey.

No person shall be permitted to transport students who has been convicted of a moving vehicle violation within the period of three calendar years immediately preceding the request for transportation approval.

The Board may withdraw the authorization of any private vehicle driver at any time.

Any private vehicle used for the transportation of students must be owned by the approved driver or the spouse of the approved driver; have the capacity to hold not more than eight persons; and must conform to registration, inspection, and insurance requirements of the State of New Jersey for privately owned vehicles. Seat belts shall be worn by the driver and the passengers while the vehicle is in motion. No vehicle may be used to transport more persons than its normal load capacity.

The responsibility of teaching staff members for the discipline and control of students will extend to their transportation of students in a private vehicle.

Drivers who are not teaching staff members are requested to report student misconduct to the Building Principal.

Expenses incurred by drivers of private vehicles who are employees of the Board in the course of transporting students may~~will~~ be reimbursed by the Board upon approval of the Superintendant~~at the approved mileage rate and upon presentation of evidence of costs for tolls and parking fees~~.

N.J.S.A. 18A:16-6.; 18A:25-2.; 18A:39-20.1.
N.J.A.C. 6A:27-7.6; 6A:27-7.7

Adopted: 09 August 2018
Revised:

8662 TRANSPORTATION BY PRIVATE OR DISTRICT-OWNED VEHICLES – TO AND FROM SCHOOL

M

The Board of Education may designate school personnel who are not licensed as school bus drivers to transport students between home and school in a private or district-owned vehicle with a capacity of eight or fewer passengers, excluding the driver, provided the designated school personnel meet the criteria and requirements at N.J.A.C. 6A:27-7.6(c), N.J.A.C. 6A:27-7.6(d), and this Policy.

For the purpose of this Policy, "school personnel" means any person employed by the school district pursuant to N.J.A.C. 6A:27-7.6(b)1.

For the purpose of this Policy, "designated individual" means an individual designated by the Board to transport students between home and school in a private or district-owned vehicle.

The Board requires the designated school personnel to meet, at a minimum, the following criteria pursuant to N.J.S.A. 18A:39-20.1.:

1. Be at least twenty-one years of age;

2. Possess a valid New Jersey driver's license for a minimum of three years;

3. Have completed, within the past year, a physical examination pursuant to N.J.S.A. 18A:16-2., a copy of which is on file with the district;

4. Have completed, within the past year, a criminal history background check pursuant to N.J.S.A. 18A:6-7.1.;

5. Have completed, within the past year, a Child Abuse Record Information (CARI) check that demonstrates no evidence of abuse;

6. Have submitted, to the district, a driver history abstract that demonstrates evidence of no alcohol- or drug-related motor vehicle violations in the past five years;

7. Provide written consent to allow the district to conduct monthly motor vehicle record checks pursuant to N.J.S.A. 39:2-3.4.c.; and

8. Have completed the training required pursuant to N.J.S.A. 18A:39-19.1a.c. and N.J.S.A. 18A:39-19.2.

No later than August 15 of each year, the district shall provide, to the Executive County Superintendent, the following:

1. A list of school personnel who have been designated to provide student transportation between home and school;

2. A copy of each designated individual's driver history abstract documenting that, in the previous five years, the individual has not committed an alcohol- or drug-related motor vehicle violation, or any other motor vehicle violation, that would disqualify the individual from transporting students pursuant to Title 18A or Title 39 of the New Jersey Statutes; and

3. Documentation of automobile liability insurance for bodily injury and property damage in an amount in accordance with N.J.A.C. 6A:27-1.6(a).

School personnel shall not transport students between home and school pursuant to N.J.A.C. 6A:27-7.6(b) and this Policy if the school personnel are not included on the list required at N.J.A.C. 6A:27-7.6(d) and this Policy or if the list is not provided to the Executive County Superintendent by the August 15 due date.

A designated individual shall immediately notify the district of any alcohol- or drug-related motor vehicle violation, or any other motor vehicle violation, that would disqualify the individual from transporting students pursuant to Title 18A or Title 39 of the New Jersey Statutes, if the violation occurs in the current school year during which the individual has been designated to transport students between home and school.

The district shall access, on a monthly basis, each designated individual's driving record to ensure the individual has not committed a disqualifying offense.

If the district discovers that a designated individual has committed a disqualifying offense, pursuant to Title 18A or Title 39 of the New Jersey Statutes, the district shall immediately notify the Executive County Superintendent of the offense and shall immediately remove the individual from the list of designated drivers.

Any vehicle used to transport students only pursuant to N.J.A.C. 6A:27-7.6(a), N.J.A.C. 6A:27-7.6(b), or this Policy shall meet all State and Federal standards and requirements specific to the vehicle and in accordance with the transported student's IEP, if applicable.

Any vehicle used to transport students only pursuant to N.J.A.C. 6A:27-7.6(a), N.J.A.C. 6A:27-7.6(b) or this Policy shall be exempt from the requirements at N.J.A.C. 6A:27-7.1, N.J.A.C. 6A:27-7.2(a), N.J.A.C. 6A:27-7.4, N.J.A.C. 6A:27-7.9, and N.J.A.C. 6A:27-11.1.

A designated individual shall be exempt from the requirements at N.J.A.C. 6A:27-11.2, N.J.A.C. 6A:27-11.3, and N.J.A.C. 6A:27-12.1 except as set forth at N.J.A.C. 6A:27-7.6.

N.J.S.A. 18A:39-20.1.
N.J.A.C. 6A:27-7.1; 6A:27-7.2; 6A:27-7.4; 6A:27-7.6; 6A:27-7.9; 6A:27-11.2; 6A:27-11.3; 6A:27-12.1

Adopted: -

2430 CO-CURRICULAR ACTIVITIES (M)

M

The Board of Education believes that the goals and objectives of this district are best achieved by a diversity of learning experiences, some of which are more appropriately conducted outside the regular instructional program of the school. The purpose of such co-curricular activities shall be to develop leadership capacities and good organizational skills, to aid in the socialization of students, and to enable students to explore a wider range of individual interests than might be available in the regular curricular program.

The Board shall make school facilities, supplies, and equipment available and assign staff members for the support of a program of co-curricular activities for students in grades Kindergarten through Twelve. The Board shall maintain the program of co-curricular activities at no cost to participating students, except that students may be required to provide supplies in accordance with Board Policy No. 2520 on instructional supplies and students may be required to assume all or part of the costs of travel and attendance at co-curricular events and trips.

For purposes of this policy, co-curricular activities are those activities conducted on or off school premises by clubs, associations, and organizations of students sponsored by the Board and do not include athletic competitions and practices. Co-curricular activities must be related to the curriculum but are not offered for credit toward promotion or graduation and are ordinarily conducted wholly or partly outside the regular school day.

The Board expressly declines to create a limited open forum for activities initiated by students. Accordingly, a group of students who wish to meet on school premises shall apply to the Building Principal for permission to meet and must demonstrate to the Principal the relationship of their meeting to the curriculum. The Principal shall permit only those meetings that relate specifically to the curriculum.

~~The Board of Education believes that the goals and objectives of this district are best achieved by a diversity of learning experiences, some of which are more appropriately conducted outside the regular instructional program of the school. The purpose of such co-curricular activities shall be to develop leadership capacities and good organizational skills, to aid in the socialization of pupils, and to enable pupils to explore a wider range of individual interests than might be available in the regular curricular program.~~

~~The Board shall make school facilities, supplies, and equipment available and assign staff members for the support of a program of co-curricular activities for pupils in grades 1 through 12. The Board shall maintain the program of co-curricular activities at a cost to participating pupils in accordance with Policy 2436.~~

~~For purposes of this policy, co-curricular activities are those activities conducted on or off school premises by clubs, associations, and teams of pupils sponsored by the Board. No co-curricular activity shall be considered to be under the sponsorship of this Board unless it has been approved by the Board.~~

~~Pupils shall be fully informed of the co-curricular activities available to them and of the eligibility standards established for participation in co-curricular activities. Co-curricular activities shall be available to all pupils who voluntarily elect to participate except where eligibility requirements specific to a club activity are necessary. The Board shall be informed and must approve the establishment of such eligibility standards before they may be operable.~~

No co-curricular activity shall be considered to be under the sponsorship of this Board unless it has been approved by the Board on recommendation of the Superintendent.

Students shall be fully informed of the co-curricular activities available to them and of the eligibility standards established for participation in co-curricular activities. Co-curricular activities shall be available to all students who voluntarily elect to participate.

The Board will not permit the organization of fraternity, sorority, or secret society.

A student in grades Pre-Kindergarten through twelve is ineligible for participation in co-curricular activities if they do not meet or adhere to standards as outlined in the Code of Conduct of the Student Handbook.

No student who has been absent for a school day may participate in a co-curricular activity scheduled for the afternoon or evening of that school day.

Within the district there shall be two types of co-curricular activities and clubs: (a) Board-approved and sponsored clubs and activities and (b) Non-sponsored activities which establishes a limited open forum under the provisions of the Equal Access Act (Title VIII of Public Law 98-377). Participation in both types of co-curricular activities and clubs is limited to pupils enrolled in the East Brunswick Public Schools. Participation in both types of clubs or activities may not be restricted by an actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, gender identity and expression, sexual orientation, mental, physical or sensory disability, or other distinguishing characteristic.

Board-Approved and Sponsored Clubs and Activities

Staff members or pupils seeking Board approval and sponsorship of clubs and activities shall submit an application to the Principal. Upon approval by the Principal, the application shall be forwarded for the approval of the Superintendent of schools or his/her designee and subsequently recommended for approval by the Board of Education. The Board reserves the right to determine which clubs it will sponsor. All such clubs will have a paid advisor, who is a certificated staff member, recommended by the Superintendent and approved by the Board of Education.

Annually the Board will approve a~~A~~ minimum number of ~~fifteen pupils~~ students~~shall be~~ required for each Board-sponsored club or activity with the exception of an academic or athletic team. A roster of pupil participants and a summary of activities related to the purpose of the club or activity must be maintained and must be submitted at the end of each semester to the Principal and subsequently to the Superintendent or his/her designee.

Arrangements for reserving meeting rooms and utilizing publicity media within the school shall be made through the advisor according to procedures established by the Principal.

Non-Sponsored Activities

Non-sponsored activities shall be those which either meet for purposes under the Equal Access Act or those which are undertaken on a trial basis with a volunteer, unpaid advisor who is a certified staff member. The latter shall be reviewed periodically for possible Board sponsorship.

Non-sponsored pupil groups in the secondary schools are permitted to meet for purposes within the meaning of the Equal Access Act provided that they send a letter to the Principal indicating that they intend to meet. Meetings will be held during non-instructional time.

Meetings are voluntary and pupil-initiated. The pupils must assure that they are the ones promoting the activities and that they are participating of their own volition. Only pupils enrolled in the school may request the meetings.

School staff members do not promote, lead or participate in such meetings. Each group must have a monitor, who is a certificated staff member, approved by the Principal, to ensure supervision and discipline. The Principal shall make reasonable efforts to assist the pupils in finding a monitor. However, this does not constitute sponsorship by the district.

The meetings do not in any way interfere with the conduct of regular instructional activities of the schools. The school may deny use of facilities to pupils in accordance with Board Policy.

The meetings are not controlled, conducted or directed by persons or groups not affiliated with the schools. Such persons may attend pupil meetings but not on a regular basis. Visitors to the school must be approved by the Principal and clearance obtained prior to the meeting.

There shall be no cost to the Board of Education beyond the incidental cost of providing the space for the meetings.

Arrangements for meeting rooms and for utilizing publicity media within the school shall be made through the assigned monitor under the same terms and conditions as the Board-sponsored clubs and activities.

Functions and Activities

All functions and activities engaged in by Board-approved clubs held on a trial basis shall be regarded as authorized by the East Brunswick Board of Education, and trips by such clubs are regarded as field trips and subject to approval pursuant to Board Policy and Regulation 2340.

All functions and activities engaged in by non-sponsored clubs held for purposes under the Equal Access Act are the sole and exclusive responsibility of the participants, and the Board of Education assumes no responsibility or liability for such activities. Any notices distributed or posted promoting such functions and activities shall prominently state the function or activity advertised is not sponsored by the Board of Education and that the Board has no liability in connection with it.

The Superintendent, or designee, shall prepare procedures to implement a co-curricular program and shall assess the needs and interests of the students of this district and provide for the continuing evaluation of the co-curricular program.

39 U.S.C.A.1701, et seq.
N.J.S.A. 18A:11-3; 18A:42-2; 18A:42-5

Cross reference: Policy Guide No. 5842

Adopted: 16 September 2010
Revised:

5512 HARASSMENT, INTIMIDATION, OR BULLYING (M)

M

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A. Prohibiting Harassment, Intimidation, or Bullying

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

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); resource family parent(s); or surrogate parent(s) of a student. When parents are separated or divorced, "parent" means the person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

B. Definition of Harassment, Intimidation, or Bullying

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

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;

2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;

3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that

   a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or

   b. Has the effect of insulting or demeaning any student or group of students; or

   c. Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

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

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

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

C. Student Behavior

The Board of Education expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities, with a proper regard for the rights and welfare of other students and school staff, the

educational purpose underlying all school activities and the care of school facilities and equipment, consistent with the Code of Student Conduct.

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

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

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

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority);

2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;

3. Student rights; and

4. Sanctions and due process for violations of the Code of Student Conduct.

Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, school employees, volunteers, students, and community representatives, in the development of this Policy.

Pursuant to N.J.A.C. 6A:16-7.1, the Board developed guidelines for student conduct, taking into consideration the nature of the behavior; the nature of the student's disability, if any and to the extent relevant; the developmental ages of students; severity of the offenses and students' histories of inappropriate behaviors; and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

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

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. The school district will support students who:

1. Walk away from acts of harassment, intimidation, or bullying when they see them;

2. Constructively attempt to stop acts of harassment, intimidation, or bullying;

3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and

4. Report acts of harassment, intimidation, or bullying to the designated school staff member.

D. Consequences and Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct, and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying.

In every incident found to be harassment, intimidation, or bullying, the school Principal, in consultation with appropriate school staff, may apply disciplinary

consequences and/or remedial actions, such as the provision of counseling, behavioral interventions, or other measures.

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

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

Factors for Determining Consequences

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

Factors for Determining Remedial Measures

Personal:

- Life skill deficiencies;
- Social relationships;
- Strengths;
- Talents;
- Traits;
- Interests;
- Hobbies;
- Extra-curricular activities;
- Classroom participation;

- Academic performance;
- Relationship to peers; and
- Relationship between student/family and the school district.

Environmental:

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

Examples of Consequences and Remedial Measures

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

Examples of Consequences:

- Admonishment;
- Temporary removal from the classroom (any removal of .5 days or more must be reported in the Student Safety Data System);
- Deprivation of privileges;
- Classroom or administrative detention;
- Referral to disciplinarian;
- In-school suspension during the school week or the weekend;
- Out-of-school suspension (short-term or long-term);

- Reports to law enforcement or other legal action;
- Expulsion; and
- Bans from receiving certain services, participating in school-district-sponsored programs or being in school buildings or on school grounds.

Examples of Remedial Measures

Personal:

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

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

- School and community surveys or other strategies for determining the conditions contributing to HIB;

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

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

The Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan when a student is found to be an offender in three harassment, intimidation, or bullying incidents and each subsequent incident occurring within one school year. The student intervention plan may include disciplinary consequences and/or remedial actions and may require the student, accompanied by a parent, to satisfactorily complete a class or training program to reduce harassment, intimidation, or bullying behavior. Each student intervention plan must be approved by the Superintendent.

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

Consequences and Appropriate Remedial Actions – Adults

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

E. Reporting Harassment, Intimidation, or Bullying

The Board of Education requires the Principal at each school to be responsible for receiving all complaints alleging harassment, intimidation, or bullying committed by an adult or youth against a student. All Board members, school employees, and volunteers and contracted service providers who have contact with students, are required to verbally report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual

witnessed or received reliable information regarding any such incident. All Board members, school employees, and contracted service providers who have contact with students, also shall submit a New Jersey Department of Education-approved HIB 338 Form to the Principal within two school days of the verbal report. Failure to make the required report(s) may result in disciplinary action. The HIB 338 Form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal Law.

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

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

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

Students, parents, and visitors are encouraged to report alleged acts of harassment, intimidation, or bullying to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident. The school district shall provide a person an online means to complete the HIB 338 Form to anonymously report an act of harassment, intimidation, or bullying. Formal action for violations of the Code of Student Conduct may not be taken solely on the basis of an anonymous report.

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

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

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

A school administrator who receives a report of harassment, intimidation, or bullying or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14 and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action. The district also should consider procedures and disciplinary action when it is found that someone had information regarding a harassment, intimidation, or bullying incident, but did not make the required report(s).

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

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

   The district Anti-Bullying Coordinator shall:

   a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;

   b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;

c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;

d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and

e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, or bullying in the district.

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

The school Anti-Bullying Specialist shall:

a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;

b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and

c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.

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

Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

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

b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;

c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;

d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;

e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;

f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and

g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

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

G. Investigating Allegations of Harassment, Intimidation, or Bullying

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

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

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

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

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

will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school Anti-Bullying Specialist.

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

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

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

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include

information on any consequences imposed under the Code of Student Conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the Superintendent.

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

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A. 18A:37-15.b(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school Anti-Bullying Specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

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

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

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at district school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's Anti-Bullying Specialist in consultation with the approved private school for students with disabilities.~~The Board of Education requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying. All details of an alleged incident must be populated into the HIB 338 Form. However, completing the form shall not delay beginning the investigation in accordance with the law.~~

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

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

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

~~The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A.~~

~~52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services; order counseling; establish training programs to reduce harassment, intimidation, or bullying and enhance school climate; or take or recommend other appropriate action, including seeking further information as necessary.~~

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

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

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

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

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

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

H. Responding to Harassment, Intimidation, or Bullying

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

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

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

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

1. Individual responses can include positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report or other legal action).

2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays, research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.

3. School responses can include theme days, learning station programs, parent programs, and information disseminated to students and parents, such as fact sheets or newsletters explaining acceptable uses of electronic and wireless communication devices or strategies for fostering expected student behavior.

4. District-wide responses can include community involvement in policy review and development; professional development programs; adoption of curricular and school-wide programs, coordination with community-based organizations (e.g., mental health, health services, health facilities, law enforcement officials, faith-based organizations); and disseminating information on the core ethical values adopted by the Board's Code of Student Conduct, per N.J.A.C. 6A:16-7.1(a)2.

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

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

I. Reprisal or Retaliation

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

J. False Accusations of Harassment, Intimidation, or Bullying

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

1. Students - Consequences and appropriate remedial action for a student could range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions;

2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students could entail discipline in accordance with district policies, procedures, and agreements; and

3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services.

K. Additional Policy Requirements

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

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

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

Each Principal or designee shall post the name, school phone number, school address, and school email address of both the school Anti-Bullying Specialist and the district Anti-Bullying Coordinator on the home page of each school's website.

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

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

The Superintendent shall develop and implement a process for annually discussing the school district policy on harassment, intimidation, or bullying with students. The Superintendent and the Principal(s) shall annually conduct a re-evaluation, reassessment, and review of this Policy and any report(s) and/or finding(s) of the School Safety/School Climate Team, with input from the school Anti-Bullying Specialists, and recommend revisions and additions to this Policy as well as to harassment, intimidation, or bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.

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

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

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

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

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

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

M. Reports to Board of Education and New Jersey Department of Education

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

N. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18A:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that

was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

O. Reports to Law Enforcement

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

Law enforcement officials may request a suspension or stay of the district's harassment, intimidation, or bullying investigation if the conduct is being investigated by law enforcement. If law enforcement officials request a suspension or stay of a harassment, intimidation, or bullying investigation, school officials will follow the provisions of the MOA regardless of where the district is in the harassment, intimidation, or bullying investigation timeline.

School officials will immediately memorialize the request, in writing, from law enforcement and advise the parent(s) of the alleged perpetrator(s) and alleged victim(s) of law enforcement's request. The notice to parents must include notice that the district is obligated under New Jersey's Law Against Discrimination to address student-on-student bias-based harassment and the statute of limitations for filing a complaint in the Division of Civil Rights will not be extended due to law enforcement's request.

If law enforcement has not affirmatively requested a stay or suspension of a harassment, intimidation, or bullying investigation, but the school district believes the action(s) involved may constitute a criminal offense(s), school officials will contact law enforcement to inquire as to whether law enforcement may want to investigate the matter.

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

P. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. shall be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011) Pursuant to N.J.S.A. 18A:37-30.

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

Q. Students with Disabilities

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

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

N.J.S.A. 18A:37-13 through 18A:37-37
N.J.A.C. 6A:16-7.1 through 6A:16-7.9

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – August 2022 – New Jersey Department of Education
A Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials – 2023 Revisions

Adopted: 21 August 2014
Revised: 09 August 2018
Revised: 15 December 2022
Revised: 18 September 2025
Revised:

8117.1 KEYS, IDENTITY CARD/KEY CARD TERMS AND CONDITIONS OF ISSUE

Pursuant to Policy No. 8117, Employee Identification Cards, the East Brunswick Public School District (the "District") will issue to each employee an identity card ("IC")/Keycard for their~~his/her~~ sole use while employed or contracted by the District. The term "employee" as contained herein shall also refer to contracted service providers. Substitute employees will not be provided IC/Keycards unless otherwise determined to be appropriate and necessary by the Superintendent or designee.

Each employee to whom a~~n~~ Key/IC/Keycard is issued shall abide by the limitations and restrictions as set forth in these Terms and Conditions of Issue and any other requirements made by the District from time to time with respect to the use of Key(s)/IC/Keycards in the District:

1. That data/information generated by the use of the IC/Keycard is for management and administration purposes and in the provision of safety and security in the District. Employees shall not provide false information in an effort to obtain an IC/Keycard;

2. Each employee shall safeguard the Key/IC/Keycard issued to him/her by the District and shall not intentionally alter, tamper with, damage and/or duplicate it and will request a replacement if the information contained on it becomes illegible from normal use;

3. Each employee shall be financially liable for the loss, misplacement, theft, or damage, of the Key/IC/Keycard and shall pay the applicable administration/replacement fees as established annually by the Board of Education;

4. Each employee shall immediately report the loss/misplacement or theft of the Key/IC/Keycard, and if it is recovered, return it to the Office of the School Business Administrator;

5. Each employee shall promptly review and familiarize themselves~~himself/herself~~ with Board of Education Policy No. 7440, Security of School Premises, Board of Education Regulation No. 7440, School Security, and Board of Education Policy No. 8117, Employee Identification Cards.

6. Each employee shall use the Key/IC/Keycard issued to them~~him/her~~ only at pre-authorized facilities access points as determined by the District in the performance of job-related duties. Each employee shall only use the Key/IC/Keycard to enter and/or remain in the facility when discharging/performing duties on behalf of the District. Each employee shall comply with all rules, policies and requirements provided or made available to

him/her with respect to accessing facilities. If the IC/Keycard remains in the employee's possession after having been disabled, the employee shall not attempt to use a to access or be present in any facility;

7. Each employee shall not use the Key/IC/Keycard to bypass facilities access points where he/she has not been authorized to enter. Each employee shall not assist, encourage, facilitate and/or accompany unauthorized individuals, items or materials to bypass security protocols where they would be subject to security screening. Each employee shall not use the Key/IC/Keycard to bring, facilitate or permit items or materials that belong to him/her or any other person to be brought into any facility where such items or materials would be prohibited;

8. Each employee shall not lend/give and/or provide any other person to possess the Key/IC/Keycard. Each employee shall not possess, or use for any purpose, a~~n~~ Key/IC/Keycard that was not issued to them~~him/her~~ by the District. Each employee shall not replicate in any form the Key/IC/Keycard issued to them~~him/her~~. Each employee shall not use the Key/IC/Keycard to permit unauthorized persons access to facilities or restricted or controlled areas;

9. Each employee shall display the IC/Keycard on his/her outer clothing so that it is clearly visible at all times while in the performance of duties;

10. Each employee shall display, show or provide his/her IC/Keycard, if requested, by any other IC/Keycard holder while in or on a facility or property;

11. Each employee shall provide a secondary form of identification when requested to do so by District School Security Officers and/or any member of law enforcement;

12. Each employee shall not engage or participate in, assist, facilitate, encourage any other persons in the obstruction, interference, tampering, altering, bypassing or adjusting of any access control security systems/devices in the District;

13. Each employee shall immediately provide or surrender their~~his/her~~ Key(s)/IC/Keycard:

a. To Human Resources Department upon termination or suspension of employment, lay-off, medical leave, maternity/ paternity leave for any duration, and any other long-term employment leave in excess of 30 days;

b. To any District School Security Officer and/or any member of law enforcement, upon demand, for refusing to follow security protocols;

c. To the Human Resources Department upon notification from the New Jersey Department of Education or any State or Federal law enforcement agency that his/her criminal history background check has resulted in my clearance being denied;

d. To the Human Resources Department if he/she is charged and/or arrested for committing a criminal or any other offense for which he/she is suspended from his/her duties; and

e. To the Human Resources Department on breach of any of these Terms and Conditions of Issue, the limitations or restrictions contained on the IC/Keycard.

14. As a Key/IC/Keycard holder, each employee shall not act in any way that reduces, interferes or may interfere with, compromises or may compromise as determined by the District, the safety and security of the students, employees, visitors, occupants, contractors or contracted services, members of the Board of Education, the District or the general public.

15. The District may change these Key/IC/Keycard Terms and Conditions of Use at any time and each employee shall comply with such changes when notified of same.

At the time a~~n~~ Key/IC/Keycard is initially issued to an employee, they~~he/she~~ shall be provided a copy of these terms and conditions. In addition, these terms and conditions shall be referenced in the employee handbook and all subsequent handbook issuances.

Adopted: 19 January 2017
Revised:

EAST BRUNSWICK PUBLIC SCHOOLS

BOARD OF EDUCATION
Agenda Item: 5.

Date Prepared: 6/30/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Joseph Crotchfelt, CPA, QPA, School Business Administrator/Board Secretary

SUBJECT: Bylaws and Policies - Second Reading and Approval & Regulations - First Reading and Approval (Roll Call)

Summary:
The bylaws, policies and regulations presented below were reviewed and discussed at the June 23, 2026 Policy Committee Meeting. The Policy Committee recommends action as noted.

First reading of policies occurred at the July 23, 2026 board meeting.

<u>Alert 236 Policies and Regulations</u>
A. N.J.A.C. 6A:23A – Fiscal Accountability, Efficiency, and Budgeting Procedures

The entire Chapter, N.J.A.C. 6A:23A – Fiscal Accountability, Efficiency, and Budgeting Procedures, was recently revised and adopted by the State Board of Education. The revisions in N.J.A.C. 6A:23A affect many Policy and Regulation Guides. Therefore, beginning with Policy Alert 235 and over the course of the next few Policy Alerts, Strauss Esmay will provide revised Policy and Regulation Guides that need to be updated due to the revisions in N.J.A.C. 6A:23A.

P 0142.1 – Nepotism (M) (Revised)

N.J.A.C. 6A:23A-6.2 has been readopted without any material revisions. Some of the provisions have been reorganized in Bylaw Guide 0142.1 to better align with the administrative code. N.J.A.C. 6A:23A-6.2 requires every Board of Education to implement a nepotism policy

that must include the provisions of N.J.A.C. 6A:23A-6.2 as a condition of receiving State aid making Bylaw Guide 0142.1 mandated for all school districts.

P 1220 – Employment of Chief School Administrator (M) (Revised)

N.J.A.C. 6A:23A-3.1 addresses the Executive County Superintendent's review of certain employment contracts. The detailed provisions in N.J.A.C. 6A:23A-3.1 for the review of a Superintendent's contract by the Executive County Superintendent are included in Policy Guide 1620 - Administrative Employment Contracts, which was updated in Policy Alert 235 in July 2025. Policy Guide 1220 has been revised with a few revisions to the legal citations. A Board may revise the Recruitment Procedures and Qualifications sections of Policy Guide 1220 to meet local requirements. The Employment Contract section of Policy Guide 1220 addresses the requirements of a Superintendent's employment contract. QSAC Governance Indicator 3 requires a Board to adopt a policy that addresses the review and approval of a Superintendent's employment contract by the Executive County Superintendent making Policy Guide 1220 mandated.

B. General Policy and Regulation Updates

P 1552 – Sexual Harassment – Staff (M) (New)
R 1552 – Sexual Harassment – Staff (M) (New)

Strauss Esmay has developed new Policy and Regulation Guides 1552 to address the topic of sexual harassment of staff in the school district. Policy and Regulation Guides 3362 and 4352 previously addressed this issue, but did not address Title IX, which also applies to sexual harassment of staff in the school district. Policy and Regulation Guides 1552 incorporate two separate Federal regulations requiring action by a school district in response to a complaint of sexual harassment. The first Federal regulation that addresses this issue is Title VII of the Civil Rights Act of 1964 (Title VII) and the second is Title IX of the Education Amendments of 1972 (Title IX). Both of these Federal regulations require written policies and grievance procedures which are included in the newly developed Policy and Regulation Guides 1552.

Strauss Esmay recommends the district consult with their Board Attorney anytime a sexual harassment complaint is filed by a staff member. Federal law requires written policies and procedures to address and remediate complaints of sexual harassment of staff in the district making Policy and Regulation Guides 1552 mandated. Policy and Regulation Guides 1552 must be adopted by the Board.

P 3362 – Sexual Harassment (M) (Abolished)
R 3362 – Sexual Harassment of Teaching Staff Members Complaint Procedure (Abolished)
P 4352 – Sexual Harassment (M) (Abolished)

R 4352 – Sexual Harassment of Support Staff Members Complaint Procedure (Abolished)

Policy and Regulation Guides 3362 and 4352 should be abolished as the newly developed Policy and Regulation Guides 1552 address sexual harassment of staff and grievance procedures for investigating complaints of sexual harassment. Policy and Regulation Guides 3352 and 4352 previously addressed this issue, but did not mention of Title IX which also applies to sexual harassment of staff in the school district. Policy and Regulation Guides 1552 incorporate two separate Federal regulations requiring action by a school district in response to a complaint of sexual harassment.

Boards should abolish Policy and Regulation Guides 3362 and 4352 as the newly developed Policy and Regulation Guides 1552 now address sexual harassment complaints of staff.

<u>Alert 237 Policies and Regulations</u>
A. N.J.A.C. 6A:8 – Standards and Assessment

The entire Chapter N.J.A.C. 6A:8 – Standards and Assessment was recently updated and adopted by the State Board of Education. The revisions to N.J.A.C. 6A:8 affect several Policy and Regulation Guides. Therefore, beginning with Policy Alert 237 and over the next few Policy Alerts, Strauss Esmay will provide Policy and Regulation Guides that need to be updated as a result of the revisions in N.J.A.C. 6A:8.

P 1230 – Superintendent's Duties (M) (Revised)

Policy Guide 1230 addresses the job responsibilities of the Superintendent of Schools, which are assigned by the Board to the Superintendent in a job description. Strauss Esmay's job description is general in nature because most Boards have locally developed a Superintendent's job description. Policy Guide 1230 has been revised with minor updates. A district that has its own locally developed job description adopted by the Board does not need to consider this Policy Guide 1230. The Board-approved job description for the Superintendent of Schools position should be in the district's job description manual with all job descriptions or in the Policy Manual. Police Guide 1230 is mandated because a Board-approved job description is an essential component for the required evaluation process.

P 2200 – Curriculum (M) (Revised)
R 2200 – Curriculum Content (M) (Abolished)

Policy and Regulation Guides 2200 have been combined into a rewritten Policy Guide 2200. N.J.A.C. 6A:8-3.1 and Policy Guide 2200 describe a Board's responsibility for the design and delivery of curriculum and instruction needed to address the New Jersey Student Learning Standards (NJSLS). N.J.A.C. 6A:8-3.1(a)3. requires Boards to make all approved curriculum pacing guides and citations for core instructional materials publicly available to offer greater

transparency for families and communities. In addition, N.J.A.C. 6A:8-3.1(b)2. requires districts to provide students with access to advanced coursework. The rewritten Policy Guide 2200 should replace a Board's existing Policy 2200 as the rewritten Guide aligns with N.J.A.C. 6A:8-3.1. Therefore, the existing Regulation 2200 should be abolished as the provisions in Regulation Guide 2200 are now included in the revised Policy Guide 2200. There is no statutory or administrative code requirement for a Board to adopt a curriculum policy. The authorizing administrative code and Policy Guide 2200 include many important curriculum-related requirements. Policy Guide 2200 is mandated because QSAC District Performance Review – Instruction and Program indicators require the adoption of a policy on curriculum.

P 2411 – Career Education and Academic Counseling (M) (Revised)
R 2411 – Guidance Counseling (M) (Abolished)

N.J.A.C. 6A:8-3.2 – Career Education and Counseling has been relocated with minor revisions to N.J.A.C. 6A:8-6.1 and has been retitled Career Education and Academic Counseling. N.J.A.C. 6A:8-6.1 requires Boards to offer high school students the opportunity to more actively explore career interests by participating in work-based learning experiences aligned to the NJSLS. Policy Guide 2411 has been rewritten to align with the recently adopted N.J.A.C. 6A:8-6.1 and 6A:8-6.2 and includes the policy language required by the Comprehensive Equity Plan (CEP) Needs Assessment – Section C. The existing Regulation Guide 2411 should be abolished as the updated Policy Guide 2411 includes all of the requirements of N.J.A.C. 6A:8-6.1 and 6A:8-6.2. Sections D. and E. of Policy Guide 2411 are optional and only applicable to districts that have any of the grade levels nine through twelve. Policy Guide 2411 is mandated as it includes the language required in the CEP Needs Assessment Section C. – Equity in Guidance Programs and Services.

P 5460 – High School Graduation (M) (Revised)

N.J.A.C. 6A:8-5.1 addresses the requirements for high school graduation and has many revisions.
Another revision in the current Policy Guide 5460 includes Section B. – High School Diplomas. This section has been removed from Policy Guide 5460 and has been incorporated into a new separate Policy Guide 5461 – High School Diplomas provided in this Policy Alert 237.

Policy Guide 5460 includes the requirements of the new administrative code and is aligned with N.J.A.C. 6A:8-5.1 and 6A:8-5.3. Policy Guide 5460 is mandated because N.J.A.C. 6A:8-5.1(a) requires a Board to adopt a high school graduation policy.

P 5461 – High School Diplomas (M) (New)

N.J.A.C. 6A:8-5.2 has been revised to address the requirements that must be met for a Board of

Education to award a State-endorsed high school diploma. N.J.A.C. 6A:8-5.2 also provides other paths by which a student can earn a diploma. The reference to the General Education Development (GED) test and other adult education assessments has been replaced with the New Jersey High School Equivalency Assessment (NJHSEA). N.J.A.C. 6A:8-5.2 requires a Board to provide students awarded a State-issued high school diploma pursuant to N.J.A.C. 6A:8-5.2(c) or (d) with the opportunity for continued high school enrollment to age twenty-one, if eligible, pursuant to the Individuals with Disabilities Education Act (IDEA). This requirement aligns with the New Jersey Supreme Court decision in Bd. of Educ. of Twp. of Sparta v. M.N., A-16-25 (2024). Policy Guide 5461 is mandated because N.J.A.C. 6A:8-5.1(a) requires a Board to develop, adopt, and implement a policy for a State-endorsed diploma.

B. General Policy and Regulation Guide Updates

P 0162 – Notice of Board Meetings (Revised)

P.L. 2025, Chapter 72 was approved adding new statutes, N.J.S.A. 35:3-1. through 35:3-5., which address the publishing or advertising of a legal notice. N.J.S.A. 35:3-1. through 35:3-5. provide that whenever a public entity (Board of Education) as defined in the statute is required by law or by order or rule of any court to publish or advertise a legal notice, the public entity is to publish or advertise the legal notice on the public entity's official internet website. The Board's official internet website is to be accessible and available to the public free of charge, and a direct hyperlink to legal notices published on the Board's official internet website is to be conspicuously placed on the Board's internet homepage. Therefore, a Board no longer needs to provide legal notices to legal newspapers. Strauss Esmay has developed a new Bylaw Guide 0162.01 – Legal Notices that provides all the requirements of the new statutes that are applicable for all legal notices. Bylaw Guide 0162 has been revised to remove the requirement that legal notices be provided to newspapers and indicates all legal notices shall be provided in accordance with N.J.S.A. 35:3-1. through 35:3-5. and the new Bylaw Guide 0162.01.

P 0162.01 – Legal Notices (M) (New)

P.L. 2025, Chapter 72 was approved adding new statutes, N.J.S.A. 35:3-1. through 35:3-5., which address the publishing or advertising of a legal notice. N.J.S.A. 35:3-1. through 35:3-5. provide that whenever a public entity (Board of Education), as defined in the statute is required by law or by order or rule of any court to publish or advertise a legal notice, the public entity is to publish or advertise the legal notice on the public entity's official internet website.

N.J.S.A. 35:3-2. requires a Board to establish a direct hyperlink conspicuously placed on its official internet website homepage and begin publishing or advertising legal notices effective March 1, 2026 on the Board's website. Therefore, it would appear legal notices that have been provided to newspapers prior to March 1, 2026 would not need to be republished or readvertised. Bylaw Guide 0162.01 is mandated because Board action taken at a Board

meeting that is not in compliance with N.J.S.A. 35:3-1. through 35:3-5. could have significant consequences.

P 1643 – Family Leave (M) (Revised)

P.L. 2025, c.279 was recently approved, revising the New Jersey Family Leave Act (NJFLA) in two significant areas. The newly passed revisions to NJFLA reduce the time period in which an employee must be employed with their employer prior to qualifying for NJFLA. Previously, an employee had to be employed with their employer for twelve months prior to being able to request NJFLA leave. However, under the revised law, an employee only has to be employed by their employer for three months to qualify to utilize NJFLA. The second significant revision to NJFLA impacts the number of hours an employee has to work during the immediately preceding twelve-month period, starting from the date their NJFLA leave is set to commence. Previously, the employee had to work 1,000 "base hours" during the immediately preceding twelve-month period. However, under the revised law, the employee only has to work 250 "base hours" during the immediately preceding twelve-month period. At this time, there have been no revisions to the Family Medical Leave Act (FMLA) that impact Policy Guide 1643.

The revisions to NJFLA will have a considerable impact on districts as the "hours worked" and "time employment" eligibility requirements to take leave have been significantly reduced, which will lead to an increase in NJFLA leave eligible school staff.

NJFLA and FMLA require a district to provide staff members with notice of their rights under each family leave law. Sections A.8.b. and B.11.a.(3) of Policy Guide 1643 state Policy Guide 1643 satisfies the Board's notice requirement to staff members. *Strauss Esmay recommends a district post Policy Guide 1643 on the district's website and provide a hard copy or an electronic copy to each staff member annually prior to the beginning of the school year and/or upon an employee's initial employment in the district during the school year.*

NJFLA and FMLA require a Board to comply with the requirements under both laws, and due to the complexity of these laws, Policy Guide 1643 is mandated.

P 2260 – Equity in School and Classroom Practices (M) (Revised)

Policy Guide 2260 has been revised to include the provisions of N.J.A.C. 6A:7-1.7(c), which were originally located in the abolished Regulation Guide 2411. Policy Guide 2260 now includes the entire code section N.J.A.C. 6A:7-1.7, which must be included in a Board-approved policy to satisfy the requirements of the Comprehensive Equity Plan (CEP). Policy Guide 2260 is mandated and must be adopted by the Board in order to comply with the CEP.

R 2460.30 – Additional/Compensatory Special Education and Related Services (M) (Abolished)

Regulation Guide 2460.30 was developed to address the provisions of N.J.S.A. 18A:46-6.3., which was enacted in response to the COVID-19 pandemic. N.J.S.A. 18A:46-6.3. required Boards of Education to offer up to one year of additional or compensatory special education and related services, including transition services to students with disabilities, if a determination was made by the student's IEP team and the student's parent that the student required additional or compensatory special education services. The statute stated these requirements would not extend after the 2023-2024 school year and as a result, the provisions of Regulation Guide 2460.30 are no longer effective; therefore, Regulation Guide 2460.30 should be abolished.

P 5561 – Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M) (Revised)

N.J.S.A. 18A:46-13.4. through 13.7. addresses the use of restraint and seclusion techniques on students with disabilities. The New Jersey Department of Education Office of Special Education published their annual "Implementation of Required Policies and Procedures for Eligibility Under IDEA Part B" with a minor revision. The revision mandates the Superintendent or designee report all incidents of restraint and seclusion through the Student Safety Data System (SSDS). Therefore, Policy Guide 5561 has been revised to incorporate this change. A Board of Education may choose to not allow the use of restraint and seclusion for students with disabilities as per the New Jersey Department of Education Office of Special Education's "Implementation of Required Policies and Procedures for Eligibility Under IDEA Part B." Policy Guide 5561 provides the district an option whether to allow for the use of restraint and seclusion. However, if the Board allows restraint and seclusion for students with disabilities, Policy and Regulation Guides 5561 are mandated. Policy and Regulation Guides 5561 are mandated pursuant to N.J.S.A. 18A:46-13.4. through 13.7. and to be in compliance with QSAC monitoring requirements.

P 6112 – Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
R 6115.01 – Federal Awards/Funds Internal Controls – Allowability of Costs (M) (Revised)
P 6115.02 – Federal Awards/Funds Internal Controls – Mandatory Disclosures (M) (Revised)
P 6311 – Contracts for Goods or Services Funded by Federal Grants (M) (Revised)

Several districts have had the New Jersey Department of Education Office of Fiscal Accountability and Compliance (OFAC) conduct audits of their processes regarding the use of Title I Federal grant funds. After working extensively over several months with the first district that contacted Strauss Esmay regarding the audit, Strauss Esmay is now releasing the following revised Policy and Regulation Guides: Policy Guides 6112; 6115.02; 6311; and Regulation Guide 6115.01. These Policy and Regulation Guides have been submitted to and approved by OFAC monitors. Strauss Esmay has provided these Guides to several districts who have been

subsequently audited for Title I Federal grant funds allocation and they have been accepted by OFAC monitors in each instance.

Policy Guides 6112, 6115.02, and 6311 all have minor revisions that were required by the monitors. However, Regulation Guide 6115.01 was completely rewritten to meet the monitoring requirements. Based on the OFAC audit, Policy Guides 6112; 6115.02; 6311; and Regulation Guide 6115.01 are mandated for districts that receive Federal funds and should be adopted by the Board.

P 8561 – Procurement Procedures for School Nutrition Programs (M) (Revised)

The New Jersey Department of Agriculture (NJDA) is conducting audits of districts to verify compliance with the Federal regulations regarding procurement procedures for United States Department of Agriculture (USDA) School Nutrition Programs. The NJDA is requiring districts to adopt an updated Policy Guide 8561 on procurement procedures to align with their updated model policy "School Nutrition Programs Procurement Procedures for School Food Authorities" Form 326, dated October 2025, which was provided to those districts that were audited. Policy Guide 8561 is aligned with the September 2018 model policy. However, because of recent monitoring requirements, Policy Guide 8561 has been revised to align with the NJDA's October 2025 model policy. Typically, Strauss Esmay would wait until an official document was published by the authorizing agency (NJDA) before releasing a new Policy Guide to align with the newly published document. However, since NJDOE monitors are requiring districts to be in compliance with the NJDA's October 2025 model policy, we believe it is appropriate to release this update prior to the authorizing agency publishing their update.

Policy Guide 8561 is in compliance with the USDA and NJDA and their October 2025 model policy and is only mandated for a district that participates in any Federal School Nutrition Program, including, but not limited to, the National School Lunch Program and School Breakfast Program.

Other Policies and Regulations

P 2365 – Acceptable Use of Generative Artificial Intelligence (AI) (New)

Student use of generative artificial intelligence (AI) in an educational setting has received significant attention and school districts have requested policy guidance to address student use of generative AI. Strauss Esmay has developed Policy Guide 2365 – Acceptable Use of Generative Artificial Intelligence (AI) to address student use of generative AI in a district. Policy Guide 2365 provides a general overview of generative AI with a framework for a district to locally develop an Acceptable Use of Generative Artificial Intelligence Plan (AI Plan).

Policy Guide 2365 includes a list of general AI issues for a Board to consider including, in greater detail, in the district's AI Plan. The list may be revised and/or expanded to meet local needs. Policy Guide 2365 authorizes the Superintendent to revise or suspend a provision in

Policy Guide 2365 or the district's AI Plan. Policy Guide 2365 and the district's AI Plan will likely need to be evaluated for revisions on a regular basis to keep up with the anticipated changing AI landscape. Any revision to Policy Guide 2365 requires Board approval. Strauss Esmay is recommending the Board also approve the AI Plan.

There is currently no statute or administrative code that addresses student use of AI; therefore, the Board has flexibility to determine the extent it wants to permit student use of generative AI. Policy Guide 2365 is provided to assist a Board in developing an AI Plan. Policy Guide 2365 is not the district's AI Plan.

Policy Guide 2365 is recommended if a Board wants to establish acceptable district-wide guidance authorizing student use of generative AI.

P 2415.04 - Title I - District Wide Parent and Family Engagement (M) (Revised)

School districts that receive Title I, Part A funds are required to have Parent and Family Engagement Policies. The New Jersey Department of Education (NJDOE) mandates that districts maintain one district-wide policy and one school-level policy for each school in the district.

These policies were reviewed and approved several years ago. Based on a current website review, all school policies were posted on the district website. However, the district policy was outdated from the latest recommended updates from 2022. This will bring the policy up to date with current recommendations.

P 2415.58 - Title I - School Parent and Family Engagement (East Brunswick High School) (M) (New)

School districts that receive Title I, Part A funds are required to have Parent and Family Engagement Policies. The New Jersey Department of Education (NJDOE) mandates that districts maintain one district-wide policy and one school-level policy for each school in the district.

These policies were reviewed and approved several years ago. Based on a current website review, all school policies were posted on the district website. However, the East Brunswick High School policy was missing and will now be added.

P 5513 - Care of School Property (Revised)

Updated to include financial obligations from damage to school district technology devices.

P 6163 - Advertising on School Property (New)

At the Board's request, we are looking to institute a policy allowing for advertising on school property as an opportunity for expanding revenue sources.

P 7523 - School District Provided Technology Devices to Students (Revised)

Revised to clarify optional device coverage plan, charges and reimbursements.

Recommendation:
Recommendation: That bylaws and/or policies are approved on second reading as attached and listed below.

Alert 236

- Bylaw No. 0142.1 - Nepotism (M) (Revised)
- Policy No. 1220 - Employment of Chief School Administrator (M) (Revised)
- Policy No. 1552 - Sexual Harassment - Staff (M) (New)
- Policy No. 3362 - Sexual Harassment (M) (Abolished)
- Policy No. 4352 - Sexual Harassment (M) (Abolished)

Alert 237

- Policy No. 1230 - Superintendent's Duties (M) (Revised)
- Policy No. 2200 - Curriculum (M) (Revised)
- Policy No. 2411 - Career Education and Academic Counseling (M) (Revised)
- Policy No. 5460 - High School Graduation (M) (Revised)
- Policy No. 5461 - High School Diplomas (M) (New)
- Bylaw No. 0162 - Notice of Board Meetings (Revised)
- Bylaw No. 0162.01 - Legal Notices (M) (New)
- Policy No. 1643 - Family Leave (M) (Revised)
- Policy No. 2260 - Equity in School and Classroom Practices (M) (Revised)
- Policy No. 5561 - Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M) (Revised)
- Policy No. 6112 - Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
- Policy No. 6115.02 - Federal Awards/Funds Internal Controls - Mandatory Disclosures (M) (Revised)
- Policy No. 6311 - Contracts for Goods or Services Funded by Federal Grants (M) (Revised)
- Policy No. 8561 - Procurement Procedures for School Nutrition Programs (M) (Revised)

Other

- Policy No. 2365 - Acceptable Use of Generative Artificial Intelligence (AI) (New)
- Policy No. 2415.04 -Title I - District Wide Parent and Family Engagement (M) (Revised)
- Policy No. 2415.58 -Title I - School Parent and Family Engagement (East Brunswick High School) (M) (New)

- Policy No. 5513 - Care of School Property (M) (Revised)
- Policy No. 6163 - Advertising on School Property (New)
- Policy No. 7523 - School District Provided Technology Devices to Students (Revised)

And that said bylaws and/or policies shall be immediately effective; and,

That regulations are approved on first reading as attached and listed below:

Alert 236

- Regulation No.1552 - Sexual Harassment - Staff (M) (New)
- Regulation No. 3362 - Sexual Harassment of Teaching Staff Members Complaint Procedure (Abolished)
- Regulation No. 4352 - Sexual Harassment of Support Staff Members Complaint Procedure (Abolished)

Alert 237

- Regulation No. 2200 - Curriculum Content (M) (Abolished)
- Regulation No. 2411 - Guidance Counseling (M) (Abolished)
- Regulation No. 2460.30 - Additional/Compensatory Special Education and Related Services (M) (Abolished)
- Regulation No. 6115.01 - Federal Awards/Funds Internal Controls - Allowability of Costs (M) (Revised)

And that said regulations shall be immediately effective.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						

Totals						

ATTACHMENTS:

Description	Upload Date	Type
Alert No. 236 - Policies	7/31/2026	Backup Material
Alert No. 236 - Regulations	7/31/2026	Backup Material
Alert No. 237 - Policies	7/31/2026	Backup Material
Alert No. 237 - Regulations	7/31/2026	Backup Material
Policy No. 2365 - Acceptable Use of Generative Artificial Intelligence (AI) (New)	7/31/2026	Backup Material
Policy No. 2415.04 - Title I - District-Wide Parent and Family Engagement	7/31/2026	Backup Material
Policy No. 2415.58 - Title I School Parent and Family Engagement - East Brunswick High School (M) NEW	7/31/2026	Backup Material
Policy No. 5513 - Care of School Property	7/31/2026	Backup Material
Policy No. 6163 - Advertising on School Property	7/31/2026	Backup Material
Policy No. 7523 - School District Provided Techynology Devices to Students	7/31/2026	Backup Material

0142.1 NEPOTISM (M)

M

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

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

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

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

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

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

2. The district may employ a relative of a Board member or the Superintendent provided the district has obtained approval from the Executive County Superintendent. Such approval shall be granted

only upon demonstration by the district that it conducted a thorough search for candidates and the proposed candidate is the only qualified and available person for the position.

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

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

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

A ~~school~~ district administrator or Board member who has an immediate family member who is a member of the same Statewide union in another school district shall not participate~~be prohibited from participating~~ in any way in negotiations, including but not limited to, being a member of the negotiating team or being present with the Board of Education in closed sessions when negotiation strategies are being discussed, prior to the Board ~~of Education~~ attaining a t~~T~~entative m~~M~~emorandum of a~~A~~greement with the bargaining unit that includes a salary guide and total compensation package. Once the t~~T~~entative m~~M~~emorandum of a~~A~~greement is established, a ~~school~~ district administrator with an immediate family member who is a member of the same State-wide union in another school district may fully participate in the process, absent other conflicts. However~~Notwithstanding these provisions~~, a district administrator who has an immediate family member who is a member of the same Statewide union in another district

may serve as a technical resource to the negotiating team and may provide technical information necessary to the collective bargaining process when no one else in the district can provide the information.

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

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

Adopted: 16 October 2008
Revised: 09 August 2018
Revised:

1220 EMPLOYMENT OF CHIEF SCHOOL ADMINISTRATOR (M)

M

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

Recruitment Procedures

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

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

2. The preparation of informative material describing the district and its educational goals and objectives;

3. The opportunity for applicants to visit the district, where feasible;

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

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

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

Qualifications

The candidate must possess or be eligible for a valid New Jersey administrative certificate endorsed for school administrator or a provisional school administrator's endorsement in

accordance with N.J.A.C. 6A:9B-12.4 et seq. and must qualify for employment following a criminal history record check.

Employment Contract

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

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

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

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

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

The contract for the Superintendent who does not acquire tenure, but who holds tenure during the term of the Superintendent's employment contract will include: a term of not less than three nor more than five years and expiring July 1; a beginning and ending date; the salary to be paid and benefits to be received; a provision for termination of the contract by the Superintendent; an evaluation process pursuant to N.J.S.A. 18A:17-20.3; and other terms agreed to between the Board and the Superintendent.

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

At the conclusion of the term of the initial contract or of any subsequent contract, in accordance with N.J.S.A. 18A:17-20.1, the Superintendent shall be deemed reappointed for another contracted term of the same duration as the previous contract unless either: the Board by contract reappoints the Superintendent for a different term which shall be not less

than three nor more than five years, in which event reappointments thereafter shall be deemed for the new term unless a different term is again specified; or the Board notifies the Superintendent in writing the Superintendent will not be reappointed at the end of the current term, in which event the Superintendent's employment shall cease at the expiration of that term. In the event the Board notifies the Superintendent they will not be reappointed, the notification shall be given prior to the expiration of the first or any subsequent contract by a length of time equal to thirty days for each year in the term of the current contract.

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

An early termination of an employment agreement of the Superintendent shall be limited in its terms and conditions as outlined in N.J.A.C. 6A:23A-3.2. The Commissioner shall evaluate the agreements in accordance with the provisions of N.J.S.A. 18A:17-20.2a and N.J.A.C. 6A:23A-3.2 and shall have the authority to disapprove the agreement if the payment of compensation has a condition of separation from service is found to be excessive pursuant to N.J.S.A. 18A:17-20.2a. The agreement shall be submitted to the Commissioner by the district by certified mail, return receipt requested. The determination shall be made within thirty days of the Commissioner's receipt of the agreement from the school district.

Disqualification

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

Certificate Revocation

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

N.J.S.A. 18A:16-1; 18A:17-15; 18A:17-20; 18A:17-20.1;
18A:17-20.2; 18A:17-20.2a; 18A:17-20.3

N.J.A.C. 6A:9B-12.3; 6A:9B-12.4; 6A:23A-3.1; 6A:23A-3.2

Adopted: 09 August 2018
Revised:

1552 SEXUAL HARASSMENT – STAFF

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

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

1. Sexual Harassment – 29 CFR 1604.11

a. Definition of Sexual Harassment – Title VII

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

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

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

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

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

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

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

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

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

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

2. Job Opportunities Advertising – 29 CFR 1604.5

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

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

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

4. Fringe Benefits – 29 CFR 1604.9

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

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

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

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

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

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

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

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

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

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

c. Where the termination of an employee who is temporarily disabled is caused by an employment policy under which insufficient or no leave is available, such a termination

violates the Act if it has a disparate impact on employees of one sex and is not justified by business necessity.

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

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

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

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

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

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

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

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

c. "Title IX" means Title IX of the Education Amendments of 1972, Pub. L. 92-318, as amended by section 3 of Pub. L. 93-568, 88 Stat. 1855, except sections 904 and 906 thereof; 20 USC 1681, 1682, 1683, 1685, 1686.

2. Effect of Employment Opportunities – 34 CFR 106.7

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

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

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

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

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

(2) Sexual harassment may take place electronically or on an online platform used by the school, including,

but not limited to, computer and internet networks; digital platforms; and computer hardware or software owned or operated by, or used in the operations of the school.

c. Dissemination of Policy

(1) Notification of Policy

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

(2) Publications

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

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

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

a. Employment – 34 CFR 106.51

(1) General

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

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

(c) The employer shall not enter into any contractual or other relationship which directly or indirectly has the effect of subjecting employees or students to discrimination prohibited by 34 CFR 106 Subpart E, including relationships with employment and referral agencies, with labor unions, and with organizations providing or

administering fringe benefits to employees of the employer.

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

(2) 34 CFR 106 Subpart E applies to:

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

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

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

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

(e) The terms of any collective bargaining agreement;

(f) Granting and return from leaves of absence, leave for pregnancy, childbirth, false pregnancy, termination of pregnancy, leave for individuals of either sex to care for children or dependents, or any other leave;

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

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

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

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

b. Employment Criteria – 34 CFR 106.52

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

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

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

c. Recruitment – 34 CFR 106.53

(1) Nondiscriminatory Recruitment and Hiring

The employer shall not discriminate on the basis of sex in the recruitment and hiring of employees. Where the employer has been found to be presently discriminating on the basis of sex in the recruitment or hiring of employees, or has been found to have in

the past so discriminated, the employer shall recruit members of the sex so discriminated against so as to overcome the effects of such past or present discrimination.

(2) Recruitment Patterns

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

d. Compensation – 34 CFR 106.54

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

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

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

e. Job Classification and Structure – 34 CFR 106.55

(1) The employer shall not:

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

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

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

f. Fringe Benefits – 34 CFR 106.56

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

(2) The employer shall not:

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

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

(c) Administer, operate, offer, or participate in a pension or retirement plan which establishes different optional or compulsory retirement ages based on sex or which otherwise discriminates in benefits on the basis of sex.

g. Marital or Parental Status – 34 CFR 106.57

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

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

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

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

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

(4) In the case of the employer which does not maintain a leave policy for its employees, or in the case of an employee with insufficient leave or accrued employment time to qualify for leave under such a policy, the employer shall treat pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery therefrom as a justification for a leave of absence without pay for a reasonable period of time, at the conclusion of which the employee shall be reinstated to the status which the

employee held when the leave began or to a comparable position, without decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.

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

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

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

i. Advertising – 34 CFR 106.59

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

j. Pre-Employment Inquiries – 34 CFR 106.60

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

(2) The employer may make pre-employment inquiry as to the sex of an applicant for employment, but only if such inquiry is made equally of such applicants of both sexes and if the results of such inquiry are not used in connection with discrimination prohibited by 34 CFR 106.

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

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

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

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

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

C. Grievance Procedures

1. Upon receiving a complaint alleging sexual harassment, the employer shall review the alleged conduct to determine whether to apply the grievance procedure for Title VII or Title IX outlined in Regulation 1552. When making this determination, the

Superintendent or designee should consult with the Board Attorney to determine which definition of sexual harassment (Title VII, Title IX, or both), applies to the alleged conduct. If the alleged conduct is addressed by both definitions, the employer shall proceed with the grievance procedure outlined for Title IX in Section B. of Regulation 1552.

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

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

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

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

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

29 CFR 1604
34 CFR 106

Adopted:

TO BE ABOLISHED

3362 SEXUAL HARASSMENT (M)

M

The East Brunswick Board of Education recognizes that employees, contract service providers and volunteers have the right to freedom from discrimination including the opportunity to work in a safe and civil environment free from harassment. Since pupils learn by example, all school employees, contracted services providers, pupils, visitors, and volunteers must treat others with civility and respect. Therefore, it is the policy of this Board of Education that:

- Harassment, sexual harassment or intimidation of employees, contract service providers or volunteer is prohibited;
- Retaliation or reprisal for having made a report of harassment, sexual harassment or intimidation, or for having cooperated in the investigation of such a report is prohibited;
- All school employees, contract services providers and volunteers shall adhere to this policy; and
- Staff members, contract services providers and other members of the school community, including students, coaches, advisors, contract service providers, parents, volunteers and visitors, are required to report incidents of harassment, sexual harassment or intimidation of/by school employees, contract service providers or volunteers to the Director of Human Resources.

Definitions

1. Harassment or intimidation includes;

   a. acts, whether written, electronic, verbal, or physical, that are motivated or can be reasonably perceived as being motivated by an actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, gender identity and expression, sexual orientation, mental or physical disability, or other distinguishing characteristic; and/or

~~b. the act of one person inappropriately exercising power and control over another in isolated incidents or patterns of harassing or intimidating behavior, that occur~~

~~2. Sexual harassing conduct includes;~~

~~a. unwelcome sexual advances, requests for sexual favors or other favors, or other verbal, nonverbal or physical conduct of a sexual nature) by a school staff member, contract service provider or volunteer that is sufficiently severe, persistent, or pervasive to limit another person's ability to participate in a workplace environment or activity, or to create a hostile or abusive workplace environment; and/or~~

~~b. the explicit or implicit conditioning of a subordinate staff member or contract service provider's conditions of employment or the employee's submission to unwelcome sexual advances, requests for sexual favors, or other favors, or other verbal, nonverbal or physical conduct of a sexual nature. Quid Pro Quo Harassment is equally unlawful whether the person resists and suffers the threatened harm or submits and thus avoids the threatened harm. Sexual harassment, regardless of the gender of the harasser, even if the harasser and the employee, contracted service provider or volunteer being harassed is a member of the same gender is prohibited. Nonsexual touching or other nonsexual conduct does not constitute sexual harassment; and/or~~

~~c. gender-based harassment that includes acts of verbal, nonverbal, physical aggression, intimidation, or hostility based on gender, gender identity, and expression, sexual orientation or perceived sexual orientation but not necessarily involving conduct of a sexual nature, may be a form of discrimination if it is sufficiently severe, persistent, or pervasive and directed at employees or contract services providers.~~

~~3. Cyber harassment is the use of electronic information and communication devices, including but not limited to, email messages, instant messages, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings, and defamatory websites, to deliberately threaten, harass or sexually harass a staff member, contract service provider or volunteer that places the individual~~

TO BE ABOLISHED

in reasonable fear of harm or damage to the individual's property; or has the insulting or demeaning effect of substantially disrupting the orderly operation of the school.

A staff member, contract service provider, volunteer, pupil, parent or other party who receives information, whether verbal, electronically transmitted, written or anonymously reported, that a staff member, contract service provider or volunteer may have been subject to harassment, sexual harassment or intimidation must immediately report the information to Director of Human Resources.

A party may anonymously report an incident of harassment, sexual harassment or intimidation; however, formal disciplinary action may not be taken based solely on an anonymous report.

Any employee or agent of the Board who is found to have harassed, sexually harassed or intimidated an staff member, contracted service provider or volunteer will be subject to discipline that may include, but is not limited to: issuing of an official reprimand, recommending to the Board of Education withholding of increment, suspension, exclusion from school activities, termination of service provider contract, filing of tenure charges in the case of tenured employees, and/or termination of employment.

Staff members, contract service providers or volunteers who are found to have engaged in harassment, sexual harassment, or intimidation to have retaliated against another for reporting such conduct or cooperating in its investigation will be subject to discipline in accordance with school rules and Board policy. A staff member who is found to have made a knowingly false report of harassment will likewise be subject to discipline.

Staff Training and Dissemination of Policy

The Superintendent shall direct development of procedures regarding the implementation of this policy to include reporting requirements, sanctions, protection of individual rights to confidentiality and due process, and notification procedures. The Superintendent shall insure that all staff members, contract service providers and volunteer are thoroughly informed of this policy on an annual basis, a person's right to file reports under this policy. Further, all staff and students shall be informed annually of the reporting requirements and procedures and the identity of the district's Affirmative Action Officer (Director of Human Resources) and how he/she may be contacted. Any employee who is unsatisfied with the results of the report from the Director of Human Resources may appeal to the Superintendent. This policy shall appear in staff handbooks.

TO BE ABOLISHED

~~N.J.S.A. 10:5-1 through 10:5-49, the New Jersey Law Against Discrimination~~

~~Adopted: 07 February 2008~~

TO BE ABOLISHED

TO BE ABOLISHED

4352 SEXUAL HARASSMENT (M)

M

The East Brunswick Board of Education recognizes that employees, contract service providers and volunteers have the right to freedom from discrimination including the opportunity to work in a safe and civil environment free from harassment. Since pupils learn by example, all school employees, contracted services providers, pupils, visitors, and volunteers must treat others with civility and respect. Therefore, it is the policy of this Board of Education that:

- Harassment, sexual harassment or intimidation of employees, contract service providers or volunteer is prohibited;
- Retaliation or reprisal for having made a report of harassment, sexual harassment or intimidation, or for having cooperated in the investigation of such a report is prohibited;
- All school employees, contract services providers and volunteers shall adhere to this policy; and
- Staff members, contract services providers and other members of the school community, including students, coaches, advisors, contract service providers, parents, volunteers and visitors, are required to report incidents of harassment, sexual harassment or intimidation of/by school employees, contract service providers or volunteers to the Director of Human Resources.

Definitions

1. Harassment or intimidation includes;

   a. acts, whether written, electronic, verbal, or physical, that are motivated or can be reasonably perceived as being motivated by an actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender,gender identity and expression, sexual orientation, mental or physical disability, or other distinguishing characteristic; and/or

TO BE ABOLISHED

~~b. the act of one person inappropriately exercising power and control over another in isolated incidents or patterns of harassing or intimidating behavior, that occur.~~

~~2. Sexual harassing conduct includes;~~

~~a. unwelcome sexual advances, requests for sexual favors or other favors, or other verbal, nonverbal or physical conduct of a sexual nature) by a school staff member, contract service provider or volunteer that is sufficiently severe, persistent, or pervasive to limit another person's ability to participate in a workplace environment or activity, or to create a hostile or abusive workplace environment; and/or~~

~~b. the explicit or implicit conditioning of a subordinate staff member or contract service provider's conditions of employment or the employee's submission to unwelcome sexual advances, requests for sexual favors, or other favors, or other verbal, nonverbal or physical conduct of a sexual nature. Quid Pro Quo Harassment is equally unlawful whether the person resists and suffers the threatened harm or submits and thus avoids the threatened harm. Sexual harassment, regardless of the gender of the harasser, even if the harasser and the employee, contracted service provider or volunteer being harassed is a member of the same gender is prohibited. Nonsexual touching or other nonsexual conduct does not constitute sexual harassment; and/or~~

~~c. gender-based harassment that includes acts of verbal, nonverbal, physical aggression, intimidation, or hostility based on gender, gender identity, and expression, sexual orientation or perceived sexual orientation but not necessarily involving conduct of a sexual nature, may be a form of discrimination if it is sufficiently severe, persistent, or pervasive and directed at employees or contract services providers.~~

~~3. Cyber harassment is the use of electronic information and communication devices, including but not limited to, email messages, instant messages, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings, and defamatory websites, to deliberately threaten, harass or sexually harass a staff member, contract service provider or volunteer that places the individual in reasonable fear of harm~~

~~or damage to the individual's property; or has the insulting or demeaning effect of substantially disrupting the orderly operation of the school.~~

~~A staff member, contract service provider, volunteer, pupil, parent or other party who receives information, whether verbal, electronically transmitted, written or anonymously reported, that a staff member, contract service provider or volunteer may have been subject to harassment, sexual harassment or intimidation must immediately report the information to the Director of Human Resources.~~

~~A party may anonymously report an incident of harassment, sexual harassment or intimidation; however, formal disciplinary action may not be taken based solely on an anonymous report.~~

~~Any employee or agent of the Board who is found to have harassed, sexually harassed or intimidated an staff member, contracted service provider or volunteer will be subject to discipline that may include, but is not limited to: issuing of an official reprimand, recommending to the Board of Education withholding of increment, suspension, exclusion from school activities, termination of service provider contract, filing of tenure charges in the case of tenured employees, and/or termination of employment.~~

~~Staff members, contract service providers or volunteers who are found to have engaged in harassment, sexual harassment, or intimidation to have retaliated against another for reporting such conduct or cooperating in its investigation will be subject to discipline in accordance with school rules and Board policy. A staff member who is found to have made a knowingly false report of harassment will likewise be subject to discipline.~~

~~Staff Training and Dissemination of Policy~~

~~The Superintendent shall direct development of procedures regarding the implementation of this policy to include reporting requirements, sanctions, protection of individual rights to confidentiality and due process, and notification procedures. The Superintendent shall insure that all staff members, contract service providers and volunteer are thoroughly informed of this policy on an annual basis, a person's right to file reports under this policy. Further, all staff and students shall be informed annually of the reporting requirements and procedures and the identity of the district's Affirmative Action Officer (Director of Human Resources) and how he/she may be contacted. Any employee who is unsatisfied with the results of the report from the Director of Human Resources may appeal to the Superintendent. This policy shall appear in staff handbooks.~~

~~29 C.F.R. 1604.11~~

TO BE ABOLISHED

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~~Adopted: 07 February 2008~~
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TO BE ABOLISHED

SEXUAL HARASSMENT – STAFF (M)

R 1552

M

The Board of Education will not tolerate sexual harassment of employees by other school employees or third parties. The employer shall investigate and resolve allegations of sexual harassment pursuant to Title VII of the Civil Rights Act of 1964 (29 CFR 1604); Title IX of the of the Education Amendments of 1972 (34 CFR 106); Policy 1552; and this Regulation.

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

1. Sexual Harassment – 29 CFR 1604.11

a. Definition of Sexual Harassment – Title VII

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

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

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

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

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

c. The employer may also be responsible for the acts of non-employees, with respect to sexual harassment of employees in the workplace, where the employer (or its agents or supervisory

employees) knows or should have known of the conduct and fails to take immediate and appropriate corrective action.

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

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

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

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

2. Grievance Procedure for Title VII Complaints

The following grievance procedure shall be used for an allegation(s) of sexual harassment:

a. Reporting of Sexual Harassment Conduct

(1) Any individual with any information regarding actual and/or potential sexual harassment of an employee must report the information to the Principal, their immediate supervisor, the Title IX Coordinator, or the Affirmative Action Officer. The employer's Title IX Coordinator and the Affirmative Action Officer may be the same individual.

(2) The employer can learn of sexual harassment through other means such as from a witness to an incident, an anonymous letter, or a telephone call.

(3) The report may be made: in person; in writing; verbally by telephone; by mail to the office address; or by electronic mail. The report may be reported during business or non-business hours.

(4) A report to the Principal or an immediate supervisor will be forwarded to the Superintendent or designee and Affirmative Action Officer within one working day, even if the Principal or immediate supervisor feels sexual harassment conduct was not present.

(5) In the event the report alleges conduct by the Principal or the Affirmative Action Officer, the report shall be submitted to the Superintendent who will designate a school official to assume the Principal's or Affirmative Action Officer's responsibilities.

b. Affirmative Action Officer's Investigation

(1) Upon receipt of any report of potential sexual harassment conduct, the Affirmative Action Officer will begin an immediate investigation. The Affirmative Action Officer will promptly investigate all alleged complaints of sexual harassment, whether or not a formal grievance is filed, and steps will be taken to resolve the situation, if needed. This investigation will be prompt, thorough, and impartial. The investigation will be completed no more than ten working days after receiving notice.

(2) When an employee provides information about possible sexual harassment, the Affirmative Action Officer will initially discuss what actions the employee seeks in response to the sexual harassment.

(3) The investigation may include, but is not limited to, interviews with all individuals with potential knowledge of the alleged conduct, interviews with any employee(s) who may have been sexually harassed in the past by the employee, and any other reasonable methods to determine if sexual harassment conduct existed.

(4) The Affirmative Action Officer may request an employee involved in the investigation to assist in the investigation.

(5) The Affirmative Action Officer will provide a copy of Policy 1552 and this Regulation to all individuals who are interviewed with potential knowledge, upon request, and to any other individual the Affirmative Action Officer feels would be served by a copy of such documents.

(6) Any individual interviewed by the Affirmative Action Officer may be provided an opportunity to present witnesses and other evidence.

(7) The Affirmative Action Officer and/or Superintendent will contact law enforcement agencies if the conduct could potentially be criminal in nature.

(8) The employer may take interim measures during an investigation of a complaint.

(9) The Affirmative Action Officer will consider particular issues of welcomeness based on the allegations.

c. Investigation Results

(1) Upon the conclusion of the investigation, but not later than ten working days after reported to the Affirmative Action Officer, the Affirmative Action Officer will prepare a summary of findings to the parties. At a minimum, this summary shall include the individual(s) providing notice to the employer and the employee(s) who was alleged to be sexually harassed.

(2) The Affirmative Action Officer shall make a determination whether sexual harassment conduct was present.

(3) If the Affirmative Action Officer concludes sexual harassment conduct was not, or is not present, the investigation is concluded.

(4) If the Affirmative Action Officer determines that sexual harassment has occurred, the employer shall take reasonable and effective corrective action, including steps tailored to the specific situation. Appropriate steps will be taken to end the harassment such as counseling, warning, and/or disciplinary action. The steps will be based on the severity of the harassment or any record of prior incidents or both. A series of escalating consequences may be necessary if the initial steps are ineffective in stopping the harassment.

(5) In the event the Affirmative Action Officer determines a hostile environment exists, the Superintendent shall take

steps to eliminate the hostile environment. The employer may need to deliver special training or other interventions to repair the educational environment. Other measures may include directing the harasser to apologize to the employee that was sexually harassed, dissemination of information, distribution of new policy statements or other steps to communicate the message that the employer does not tolerate sexual harassment and will be responsive to any employee that reports such conduct.

(6) In some situations, the employer may need to provide other services to the employee that was sexually harassed, if necessary, to address the effects of the sexual harassment on that employee. Depending on the type of sexual harassment found, these additional services may include an independent reassessment of the work performance of the employee that was sexually harassed, counseling, and/or other measures that are appropriate to the situation.

(7) The Superintendent will take steps to avoid any further sexual harassment and to prevent any retaliation against the employee who made the complaint, was the subject of the sexual harassment, or against those who provided the information or were witnesses.

(a) The Affirmative Action Officer will inform the employee that was sexually harassed to report any subsequent problems and will make follow-up inquiries to see if there have been any new incidents or retaliation.

(8) All sexual harassment grievances and accompanied investigation notes will be maintained in a confidential file by the Affirmative Action Officer.

d. Affirmative Action Officer's Investigation Appeal Process

(1) Any individual found by the Affirmative Action Officer's investigation to be guilty of sexual harassment conduct, or any individual who believes they were sexually harassed but not supported by the Affirmative Action Officer's investigation, may appeal to the Superintendent.

(a) The Superintendent will make their determination within ten working days of receiving the appeal.

(2) Any individual who is not satisfied with the Superintendent's determination may appeal in writing to the Board.

(a) The Board will make its determination within forty-five calendar days of receiving an appeal from the Superintendent's determination.

3. United States Equal Employment Opportunity Commission (EEOC) Case Resolution

Individuals not satisfied with the resolution of a Title VII allegation of sexual harassment by the employer may request the EEOC to investigate the allegations.

a. Any alleged victim of sexual harassment may appeal a decision of the Affirmative Action Officer, Superintendent, or the employer to the EEOC.

b. Any individual may report an allegation of sexual harassment to the EEOC at any time. If the EEOC is asked to investigate or otherwise resolve incidents of sexual harassment of employees, the EEOC will consider whether:

(1) The employer has a policy prohibiting sexual harassment and a grievance procedure;

(2) The employer has appropriately investigated or otherwise responded to allegations of sexual harassment; and

(3) The employer has taken immediate and appropriate corrective action responsive to quid pro quo or hostile environment sexual harassment.

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

1. Definitions – 34 CFR 106.30

a. For the purpose of Section B. of this Regulation and in accordance with 34 CFR 106:

(1) "Sexual harassment" means conduct on the basis of sex that satisfies one or more of the following:

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

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

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

(2) "Complainant" means an employee currently employed by the employer who is alleged to be the victim of conduct that could constitute sexual harassment.

(3) "Decision-maker" (34 CFR 106.45(b)(7)) means an employee(s) who is not the Title IX Coordinator or the employee who conducted the investigation, designated by the Superintendent, to objectively evaluate the relative evidence and reach conclusions about whether the respondent is responsible for the alleged sexual harassment in accordance with the provisions of 34 CFR 106.

(4) "Formal complaint" means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the employer investigate the allegation of sexual harassment. The phrase "document filed by a complainant" means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the employer) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the individual filing the formal complaint.

(5) "Investigator" (34 CFR 106.45(b)(5)) means an employee(s) who may be the Title IX Coordinator and who is not a decision-maker designated by the Superintendent to investigate alleged sexual harassment in accordance with 34 CFR 106. The investigator may be the employer's

Affirmative Action Officer only if the Affirmative Action Officer is not the Title IX decision-maker.

(6) "Program or activity" and "program" (34 CFR 106.2(h)(2)(ii)) means all of the operations of a local educational agency (as defined in 20 USC 8801), system of vocational education, or other school system.

(a) "Education program or activity" (34 CFR 106.44(a)) includes locations, events, or circumstances over which the employer exercised substantial control over both the respondent and the context in which the sexual harassment occurs.

(7) "Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

(8) "Title IX Coordinator" (34 CFR 106.8(a)) means an individual designated and approved by the employer to coordinate its efforts to comply with its responsibilities under 34 CFR 106, Policy 1552, and this Regulation. The individual must be referred to as the "Title IX Coordinator" and may also be the investigator but cannot be the decision-maker.

2. Employer's Response to Sexual Harassment – 34 CFR 106.44

a. The employer with actual knowledge of sexual harassment in an education program or activity of the employer against an individual in the United States, must respond promptly in a manner that is not deliberately indifferent.

(1) The employer has "actual knowledge" when an employee receives a complaint of sexual harassment or an employee is aware of behavior that could constitute sexual harassment.

(a) Any school employee who receives a complaint of sexual harassment or is aware of behavior that could constitute sexual harassment is required to report that information to the Title IX Coordinator.

(2) The employer is deliberately indifferent only if the employer's response to sexual harassment is clearly

unreasonable in light of the known circumstances, pursuant to 34 CFR 106.44(a).

The United States Department of Education Office of Civil Rights may not deem the employer to have satisfied the employer's duty to not be deliberately indifferent under 34 CFR 106 based on the employer's restriction of rights protected under the United States Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment.

b. Informal Resolution – 34 CFR 106.45

(1) The employer may not require as a condition of employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment. Similarly, the employer may not require the parties to participate in an informal resolution process and may not offer an informal resolution process unless a formal complaint is filed. However, at any time prior to reaching a determination regarding responsibility, the employer may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the employer:

(a) Provides to the parties a written notice disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided; however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared; and

(b) Obtains the parties' voluntary, written consent to the informal resolution process.

3. Grievance Process - 34 CFR 106.45

a. The employer will use the grievance process outlined in 34 CFR §106.45 and this Regulation to address formal complaints of sexual harassment.

b. Parents, students, unions and associations, and staff members shall receive notice of the grievance procedures and the Title IX Coordinator's name or title, office, address, email address, and telephone number in accordance with 34 CFR 106.8(a).

c. The employer's grievance process may, but need not, provide for a hearing pursuant to 34 CFR 106.45(b)(6)(ii).

d. The Title IX Coordinator must promptly contact the complainant in accordance with 34 CFR 106.44(a).

e. In response to a formal complaint, the employer will follow a grievance process that complies with 34 CFR 106.45.

(1) Upon receipt of a formal complaint, the Title IX Coordinator shall provide written notice to the parties who are known in accordance with 34 CFR 106.45(b)(2)(i).

(2) The Title IX Coordinator shall provide the investigator with a copy of the formal complaint if the Title IX Coordinator is not the investigator.

(3) The investigator shall investigate the allegations contained in a formal complaint pursuant to 34 CFR 106.45(b).

f. The investigator shall create an investigative report in accordance with the provisions of 34 CFR 106.45(b)(5)(vii).

(1) The investigator will attempt to collect all relevant information and evidence.

(2) While the investigator will have the burden of gathering evidence, it is crucial that the parties present evidence and identify witnesses to the investigator so that they may be considered during the investigation.

(3) While all evidence gathered during the investigative process and obtained through the exchange of written questions will be considered, the decision-maker may in their discretion grant lesser weight to last minute information or evidence introduced through the exchange

of written questions that was not previously presented for investigation by the investigator.

(4) To the greatest extent possible, and subject to Title IX, the employer will make reasonable accommodations in an investigation to avoid potential re-traumatization of a complainant.

(5) The investigative report shall be provided to the decision-maker in accordance with the provisions of 34 CFR 106.45(b)(6)(ii).

g. The decision-maker, who cannot be the same person as the Title IX Coordinator or the investigator, shall issue a written determination regarding responsibility pursuant to 34 CFR 106.45(b)(7).

(1) To reach this determination, the decision-maker will apply

~~[Select One Option Below~~

~~the preponderance of the evidence standard,~~

clear and convincing evidence standard~~,]~~

which shall be the same standard of evidence for formal complaints against students as for formal complaints against employees, including faculty, and apply the same standard of evidence to all formal complaints of sexual harassment pursuant to 34 CFR 106.45(b)(1)(vii).

(2) The decision-maker will facilitate a written question and answer period between the parties.

(a) Each party may submit their written questions for the other party and witnesses to the decision-maker for review.

(b) The questions must be relevant to the case and the decision-maker will determine if the questions submitted are relevant and will then forward the relevant questions to the other party or witnesses for a response.

(c) The decision-maker shall then review all the responses, determine what is relevant or not

relevant, and issue a decision as to whether the respondent is responsible for the alleged sexual harassment.

(d) The decision-maker will issue a written determination following the review of evidence. The written determination will include:

(i) Identification of allegations potentially constituting sexual harassment as defined in Policy and Regulation 1552 and 34 CFR 106.30;

(ii) A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;

(iii) Findings of fact supporting the determination, conclusions regarding the application of this formal grievance process to the facts; and

(iv) A statement of and rationale for the result as to each allegation, including any determination regarding responsibility, any disciplinary sanctions the decision-maker imposed on the respondent that directly relate to the complainant, and whether remedies designed to restore or preserve equal access to the employer's education program or activity will be provided to the complainant; and procedures and permissible bases for the parties to appeal the determination.

(e) The written determination will be provided to the parties simultaneously.

(f) Notwithstanding a temporary delay of the grievance procedure or the limited extension of the grievance procedure time frames with good cause, the written

determination shall be provided within sixty calendar days from receipt of the complaint.

(i) The sixty calendar day time frame does not include the appeal process.

4. Appeals – 34 CFR 106.45(b)(8)

a. The employer will offer both parties an appeal from a determination regarding responsibility, and from the Title IX Coordinator's dismissal of a formal complaint or any allegations therein in accordance with 34 CFR 106.45(b)(8)(i).

b. As to all appeals, the employer will comply with the requirements of 34 CFR 106.45(b)(8).

c. The Superintendent shall designate an appeal officer for each appeal filed.

(1) The appeal officer shall not be the same individual as the decision-maker that reached the determination regarding responsibility or dismissal, the investigator, or the Title IX Coordinator in accordance with 34 CFR 106.45(b)(8)(iii)(B).

(2) Ensure that the appeal officer complies with the standards set forth in 34 CFR 106.45(b)(1)(iii).

d. The employer shall give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.

e. The employer shall administer the appeal process, but is not a party and will not advocate for or against any appeal.

f. A party may appeal only on the following grounds and the appeal shall identify the reason(s) why the party is appealing:

(1) There was a procedural error in the hearing process that materially affected the outcome;

(a) Procedural error refers to alleged deviations from employer policy, and not challenges to policies or procedures themselves;

(2) There is new evidence that was not reasonably available at the time of the hearing and that could have affected the outcome;

(3) The decision-maker had a conflict of interest or bias that affected the outcome;

(4) The determination regarding the policy violation was unreasonable based on the evidence before the decision-maker:

(a) Appealing on this basis is available only to a party who participated in the hearing; and

(5) The sanctions were disproportionate to the hearing officer's findings.

(6) The employer may offer an appeal equally to both parties on additional bases.

g. The appeal must be submitted in writing to the Title IX Coordinator within ten calendar days following the issuance of the notice of determination.

h. The appeal must identify the ground(s) for appeal and contain specific arguments supporting each ground for appeal.

i. The Title IX Coordinator shall notify the other party of the appeal, and that other party shall have an opportunity to submit a written statement in response to the appeal, within ten calendar days.

j. The Title IX Coordinator shall inform the parties that they have an opportunity to meet with the appeal officer separately to discuss the proportionality of the sanction.

k. The appeal officer shall decide the appeal considering the evidence presented at the hearing, the investigation file, and the appeal statements of both parties.

l. In disproportionate sanction appeals, input the parties provided during the meeting may also be considered.

m. The appeal officer shall summarize their decision in a written report that will be sent to the complainant and respondent within twenty calendar days of receiving the appeal.

5. Supportive Measures – 34 CFR 106.30

a. "Supportive measures" mean non-disciplinary, non-punitive, individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed pursuant to 34 CFR 106.30(a).

b. The employer's response must treat complainants and respondents equitably by offering supportive measures as defined in 34 CFR 106.30 to a complainant, and by following a grievance process that complies with 34 CFR 106.45 before the imposition of any disciplinary sanctions or other actions that are not supportive measures as defined in 34 CFR 106.30, against a respondent.

c. The Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measures as defined in 34 CFR 106.30, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint.

(1) Supportive measures shall be available to the complainant, respondent, and as appropriate, witnesses or other impacted individuals.

d. The Title IX Coordinator shall maintain consistent contact with the parties to ensure that safety, emotional well-being and physical well-being are being addressed.

e. Generally, supportive measures are meant to be short-term in nature and will be re-evaluated on a periodic basis.

(1) To the extent there is a continuing need for supportive measures after the conclusion of the resolution process, the Title IX Coordinator will work with appropriate employer resources to provide continued assistance to the parties.

f. The employer is required to offer supportive measures to the complainant even if the respondent ceased being employed by the employer prior to the filing of a formal complaint.

(1) If the respondent ceases to be employed by the employer after a formal complaint is filed, the employer may dismiss the complaint, but must still offer supportive measures to the complainant pursuant to 34 CFR 106.45(b)(3)(ii).

6. Remedies - 34 CFR 106.45

a. The Title IX Coordinator shall be responsible for effective implementation of any remedies in accordance with 34 CFR 106.45(b)(7)(iv).

b. Following receipt of the written determination from the decision-maker, the Title IX Coordinator will facilitate the imposition of sanctions, if any, the provision of remedies, if any, and to otherwise complete the formal resolution process.

(1) Emergency Removal

Nothing in 34 CFR 106 precludes the employer from removing a respondent from the employer's education program or activity on an emergency basis, provided that the employer undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any individual arising from the allegations of sexual harassment justifies removal, and provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

(2) Administrative Leave

Nothing in 34 CFR 106 Subpart D precludes the employer from placing an employee on administrative leave during the pendency of a grievance process that complies with 34 CFR 106.45. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act.

c. The Superintendent or designee, after consultation with the Title IX Coordinator, will determine the sanctions imposed and remedies provided, if any.

(1) The imposition of sanctions or provisions of remedies will be revisited by the Title IX Coordinator following the appeal officer's decision, as appropriate.

d. The Title IX Coordinator must provide written notice to the parties simultaneously.

e. The employer must disclose to the complainant the sanctions imposed on the respondent that directly relate to the complainant when such disclosure is necessary to ensure equal access to the employer's education program or activity.

(1) Remedies and supportive measures that do not impact the respondent should not be disclosed in the written determination; rather the determination should simply state that remedies will be provided to the complainant.

f. It is important to note that conduct that does not meet the criteria under Title IX may violate other Federal or State laws or employer policies regarding employee misconduct or may be inappropriate and require an immediate response in the form of supportive measures and remedies to prevent its recurrence and address its effects.

7. Recordkeeping – 34 CFR 106.45(b)(10)

a. The employer must maintain for a period of seven years records of:

(1) Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under 34 CFR 106.45(b)(6)(i), any disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant designed to restore or preserve equal access to the employer's education program or activity;

(2) Any appeal and the result therefrom;

(3) Any informal resolution and the result therefrom; and

(4) All materials used to train Title IX Coordinators, investigators, decision-makers, and any individual who facilitates an informal resolution process. The employer must make these training materials publicly available on its website, or if the employer does not maintain a website the

employer must make these materials available upon request for inspection by members of the public.

b. For each response required under 34 CFR 106.44, the employer must create, and maintain for a period of seven years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the employer must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the employer's education program or activity. If the employer does not provide a complainant with supportive measures, then the employer must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the employer in the future from providing additional explanations or detailing additional measures taken.

8. Compliance

The Superintendent or designee shall consult with the Board Attorney to ensure the employer's response to any allegations of sexual harassment and the employer's grievance process are in accordance with 34 CFR 106.44 and 34 CFR 106.45.

9. Training

a. The Superintendent or designee shall ensure that Title IX Coordinators, investigators, decision-makers, appeal officers, and any person who facilitates an informal resolution process, receive training in accordance with 34 CFR 106.45(b)(1)(iii).

(1) The employer must ensure that decision-makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in 34 CFR 106.45(b)(6).

(2) The employer also must ensure that investigators receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in 34 CFR 106.45 (b)(5)(vii). Any materials used to train Title IX Coordinators, investigators, decision-makers, and any individual who facilitates an informal resolution

process, must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment.

Adopted:

TO BE ABOLISHED

~~R 3362 SEXUAL HARASSMENT OF TEACHING STAFF MEMBERS COMPLAINT PROCEDURE~~

~~Sexual harassment of school staff members is prohibited by the Board of Education. The Superintendent and school district staff will use the following methods to investigate and resolve allegations of sexual harassment of school staff members.~~

~~A. Definitions~~

~~1. Gender-based Harassment - Gender-based harassment that includes acts of verbal, nonverbal, physical aggression, intimidation, or hostility based on gender, but not involving conduct of a sexual nature, may be a form of sex discrimination if it is sufficiently severe, persistent, or pervasive and directed at individuals because of their gender.~~

~~2. Hostile Environment Sexual Harassment - Sexual harassing conduct (which can include unwelcomed sexual advances, requests for sexual favors or other favors, or other verbal, nonverbal or physical conduct of a sexual nature) by a school staff member that is sufficiently severe, persistent, or pervasive to limit another staff member's ability to participate in a workplace environment or activity, or to create a hostile or abusive workplace environment.~~

~~3. Quid Pro Quo Harassment - When a school staff member explicitly or implicitly conditions another school staff member's conditions of employment on the staff member's submission to unwelcomed sexual advances, requests for sexual favors, or other favors, or other verbal, nonverbal or physical conduct of a sexual nature. Quid Pro Quo Harassment is equally unlawful whether the staff member resists and suffers the threatened harm or submits and thus avoids the threatened harm.~~

~~B. Grievance Procedure~~

~~The following Grievance Procedure shall be used for an allegation(s) of harassment of school staff members by other school staff members:~~

~~1. Reporting of Sexual Harassment Conduct~~

TO BE ABOLISHED

~~a. Any person with any information regarding actual and/or potential sexual harassment of a staff member must report the information to the school Building Principal, their immediate supervisor or the Affirmative Action Officer.~~

~~b. The school district can learn of sexual harassment through other means such as from a witness to an incident, an anonymous letter, or telephone call.~~

~~c. A report to the school Building Principal or an immediate supervisor will be forwarded to the school district Affirmative Action Officer within one working day, even if the school Building Principal or immediate supervisor feels sexual harassment conduct was not present.~~

~~d. In the event the report alleges conduct by the Building Principal or the Affirmative Action Officer, the Superintendent will designate a school official to assume the Building Principal's or Affirmative Action Officer's responsibilities as outlined in Policy No. 3362 and this Regulation.~~

~~2. Affirmative Action Officer's Investigation~~

~~a. Upon receipt of any report of potential sexual harassment conduct, the Affirmative Action Officer will begin an immediate investigation. The Affirmative Action Officer will promptly investigate all alleged complaints of sexual harassment, whether or not a formal grievance is filed and steps will be taken to resolve the situation, if needed. This investigation will be prompt, thorough, and impartial. The investigation will be completed no more than ten working days after receiving notice.~~

~~b. When a school staff member provides information or complains about sexual harassment, the Affirmative Action Officer will initially discuss what actions the staff member is seeking in response to the harassment.~~

~~c. The Affirmative Action Officer's investigation may include, but is not limited to, interviews with all persons with potential knowledge of the alleged conduct, interviews with any staff~~

~~member(s) who may have been sexually harassed in the past by the school staff member and any other reasonable methods to determine if sexual harassment conduct existed.~~

~~d. The Affirmative Action Officer may request a staff member involved in the investigation to assist in the investigation.~~

~~e. The Affirmative Action Officer will provide a copy of Board Policy and Regulation No. 3362 to all persons who are interviewed with potential knowledge, upon request, and to any other person the Affirmative Action Officer feels would be served by a copy of such documents.~~

~~f. Any person interviewed by the Affirmative Action Officer may be provided an opportunity to present witnesses and other evidence.~~

~~g. The Affirmative Action Officer and/or Superintendent will contact law enforcement agencies if there is potential criminal conduct by any party.~~

~~h. The school district administration may take interim measures during an Affirmative Action Officer's investigation of a complaint.~~

~~i. The Affirmative Action Officer will consider particular issues of welcomeness based on the allegations.~~

~~3. Investigation Results~~

~~a. Upon the conclusion of the investigation, but not later than ten working days after reported to the Affirmative Action Officer, the Affirmative Action Officer will prepare a summary of findings to the parties. At a minimum, this summary shall include the person(s) providing notice to the school district and the staff member(s) who was alleged to be sexually harassed.~~

~~b. The Affirmative Action Officer shall make a determination whether sexual harassment conduct was present.~~

TO BE ABOLISHED

TO BE ABOLISHED

~~c. If the Affirmative Action Officer concludes sexual harassment conduct was not, or is not present, the investigation is concluded.~~

~~d. If the Affirmative Action Officer determines that sexual harassment has occurred, the school district administration shall take reasonable and effective corrective action, including steps tailored to the specific situation. Appropriate steps will be taken to end the harassment such as counseling, warning, and/or disciplinary action. The steps will be based on the severity of the harassment or any record of prior incidents or both. A series of escalating consequences may be necessary if the initial steps are ineffective in stopping the harassment.~~

~~e. In the event the Affirmative Action Officer determines a hostile environment exists, the Superintendent shall take steps to eliminate the hostile environment. The school district may need to deliver special training or other interventions to repair the educational environment. Other measures may include directing the harasser to apologize to the harassed staff member, dissemination of information, distribution of new policy statements or other steps to communicate the message that the Board does not tolerate harassment and will be responsive to any school staff member that reports such conduct.~~

~~f. In some situations, the school district may need to provide other services to the staff member that was harassed, if necessary, to address the effects of the harassment on that staff member. Depending on the type of harassment found, these additional services may include an independent re-assessment of the harassed staff member's work performance, counseling and/or other measures that are appropriate to the situation.~~

~~g. The Superintendent will take steps to avoid any further sexual harassment and to prevent any retaliation against the staff member who made the complaint, was the subject of the harassment, or against those who provided the information or were witnesses. The Affirmative Action Officer will inform the sexually harassed staff member to report any subsequent problems and will make follow-up inquiries to see if there has been any new incidents or retaliation.~~

TO BE ABOLISHED

~~h. All sexual harassment grievances and accompanied investigation notes will be maintained in a confidential file by the Affirmative Action Officer.~~

~~4. Affirmative Action Officer's Investigation Appeal Process~~

~~a. Any person found by the Affirmative Action Officer's investigation to be guilty of sexual harassment conduct, or any person who believes they were sexually harassed but not supported by the Affirmative Action Officer's investigation, may appeal to the Superintendent. The Superintendent will make his/her determination within ten working days of receiving the appeal.~~

~~b. Any person who is not satisfied with the Superintendent's determination may appeal to the Board. The Board will make its determination within forty-five calendar days of receiving an appeal from the Superintendent's determination.~~

~~C. Office Of Civil Rights (OCR) Case Resolution~~

~~Persons not satisfied with the resolution of an allegation of sexual harassment by school district officials or the Board may request the Office of Civil Rights (OCR) of the United States Department of Education to investigate the allegations.~~

~~1. Any alleged victim of sexual harassment may appeal a decision of the Affirmative Action Officer, Superintendent, or the Board to the Office of Civil Rights (OCR).~~

~~2. Any person may report an allegation of sexual harassment to the OCR at any time. If the OCR is asked to investigate or otherwise resolve incidents of sexual harassment of school staff members, OCR will consider whether:~~

~~a. The school district has a policy prohibiting sexual harassment and a grievance procedure;~~

~~b. The school district appropriately investigated or otherwise responded to allegations of sexual harassment; and~~

~~c. The school district has taken immediate and appropriate corrective action responsive to Quid Pro Quo or Hostile Environment Harassment.~~

~~Issued: 22 January 1986~~
~~Revised: 09 August 2018~~

TO BE ABOLISHED

TO BE ABOLISHED

R 4352 SEXUAL HARASSMENT OF SUPPORT STAFF MEMBERS COMPLAINT PROCEDURE

Sexual harassment of school staff members is prohibited by the Board of Education. The Superintendent and school district staff will use the following methods to investigate and resolve allegations of sexual harassment of school staff members.

A. Definitions

1. Gender-based Harassment - Gender-based harassment that includes acts of verbal, nonverbal, physical aggression, intimidation, or hostility based on gender, but not involving conduct of a sexual nature, may be a form of sex discrimination if it is sufficiently severe, persistent, or pervasive and directed at individuals because of their gender.

2. Hostile Environment Sexual Harassment - Sexual harassing conduct (which can include unwelcomed sexual advances, requests for sexual favors or other favors, or other verbal, nonverbal or physical conduct of a sexual nature) by a school staff member that is sufficiently severe, persistent, or pervasive to limit another staff member's ability to participate in a workplace environment or activity, or to create a hostile or abusive workplace environment.

3. Quid Pro Quo Harassment - When a school staff member explicitly or implicitly conditions another school staff member's conditions of employment on the staff member's submission to unwelcomed sexual advances, requests for sexual favors, or other favors, or other verbal, nonverbal or physical conduct of a sexual nature. Quid Pro Quo Harassment is equally unlawful whether the staff member resists and suffers the threatened harm or submits and thus avoids the threatened harm.

B. Grievance Procedure

The following Grievance Procedure shall be used for an allegation(s) of harassment of school staff members by other school staff members:

1. Reporting of Sexual Harassment Conduct

~~a. Any person with any information regarding actual and/or potential sexual harassment of a staff member must report the information to the school Building Principal, their immediate supervisor or the Affirmative Action Officer.~~

~~b. The school district can learn of sexual harassment through other means such as from a witness to an incident, an anonymous letter, or telephone call.~~

~~c. A report to the school Building Principal or an immediate supervisor will be forwarded to the school district Affirmative Action Officer within one working day, even if the school Building Principal or immediate supervisor feels sexual harassment conduct was not present.~~

~~d. In the event the report alleges conduct by the Building Principal or the Affirmative Action Officer, the Superintendent will designate a school official to assume the Building Principal's or Affirmative Action Officer's responsibilities, as outlined in Policy No. 4352 and this Regulation.~~

~~2. Affirmative Action Officer's Investigation~~

~~a. Upon receipt of any report of potential sexual harassment conduct, the Affirmative Action Officer will begin an immediate investigation. The Affirmative Action Officer will promptly investigate all alleged complaints of sexual harassment, whether or not a formal grievance is filed and steps will be taken to resolve the situation, if needed. This investigation will be prompt, thorough, and impartial. The investigation will be completed no more than ten working days after receiving notice.~~

~~b. When a school staff member provides information or complains about sexual harassment, the Affirmative Action Officer will initially discuss what actions the staff member is seeking in response to the harassment.~~

~~c. The Affirmative Action Officer's investigation may include, but is not limited to, interviews with all persons with potential knowledge of the alleged conduct, interviews with any staff~~

TO BE ABOLISHED

member(s) who may have been sexually harassed in the past by the school staff member and any other reasonable methods to determine if sexual harassment conduct existed.

d. The Affirmative Action Officer may request a staff member involved in the investigation to assist in the investigation.

e. The Affirmative Action Officer will provide a copy of Board Policy and Regulation No. 4352 to all persons who are interviewed with potential knowledge, upon request, and to any other person the Affirmative Action Officer feels would be served by a copy of such documents.

f. Any person interviewed by the Affirmative Action Officer may be provided an opportunity to present witnesses and other evidence.

g. The Affirmative Action Officer and/or Superintendent will contact law enforcement agencies if there is potential criminal conduct by any party.

h. The school district administration may take interim measures during an Affirmative Action Officer's investigation of a complaint.

i. The Affirmative Action Officer will consider particular issues of welcomeness based on the allegations.

3. Investigation Results

a. Upon the conclusion of the investigation, but not later than ten working days after reported to the Affirmative Action Officer, the Affirmative Action Officer will prepare a summary of findings to the parties. At a minimum, this summary shall include the person(s) providing notice to the school district and the staff member(s) who was alleged to be sexually harassed.

b. The Affirmative Action Officer shall make a determination whether sexual harassment conduct was present.

TO BE ABOLISHED

~~c. If the Affirmative Action Officer concludes sexual harassment conduct was not, or is not present, the investigation is concluded.~~

~~d. If the Affirmative Action Officer determines that sexual harassment has occurred, the school district administration shall take reasonable and effective corrective action, including steps tailored to the specific situation. Appropriate steps will be taken to end the harassment such as counseling, warning, and/or disciplinary action. The steps will be based on the severity of the harassment or any record of prior incidents or both. A series of escalating consequences may be necessary if the initial steps are ineffective in stopping the harassment.~~

~~e. In the event the Affirmative Action Officer determines a hostile environment exists, the Superintendent shall take steps to eliminate the hostile environment. The school district may need to deliver special training or other interventions to repair the educational environment. Other measures may include directing the harasser to apologize to the harassed staff member, dissemination of information, distribution of new policy statements or other steps to communicate the message that the Board does not tolerate harassment and will be responsive to any school staff member that reports such conduct.~~

~~f. In some situations, the school district may need to provide other services to the staff member that was harassed, if necessary, to address the effects of the harassment on that staff member. Depending on the type of harassment found, these additional services may include an independent re-assessment of the harassed staff member's work performance, counseling and/or other measures that are appropriate to the situation.~~

~~g. The Superintendent will take steps to avoid any further sexual harassment and to prevent any retaliation against the staff member who made the complaint, was the subject of the harassment, or against those who provided the information or were witnesses. The Affirmative Action Officer will inform the sexually harassed staff member to report any subsequent problems and will make follow-up inquiries to see if there has been any new incidents or retaliation.~~

TO BE ABOLISHED

TO BE ABOLISHED

~~h. All sexual harassment grievances and accompanied investigation notes will be maintained in a confidential file by the Affirmative Action Officer.~~

~~4. Affirmative Action Officer's Investigation Appeal Process~~

~~a. Any person found by the Affirmative Action Officer's investigation to be guilty of sexual harassment conduct, or any person who believes they were sexually harassed but not supported by the Affirmative Action Officer's investigation, may appeal to the Superintendent. The Superintendent will make his/her determination within ten working days of receiving the appeal.~~

~~b. Any person who is not satisfied with the Superintendent's determination may appeal to the Board. The Board will make its determination within forty-five calendar days of receiving an appeal from the Superintendent's determination.~~

~~C. Office Of Civil Rights (OCR) Case Resolution~~

~~Persons not satisfied with the resolution of an allegation of sexual harassment by school district officials or the Board may request the Office of Civil Rights (OCR) of the United States Department of Education to investigate the allegations.~~

~~1. Any alleged victim of sexual harassment may appeal a decision of the Affirmative Action Officer, Superintendent, or the Board to the Office of Civil Rights (OCR).~~

~~2. Any person may report an allegation of sexual harassment to the OCR at any time. If the OCR is asked to investigate or otherwise resolve incidents of sexual harassment of school staff members, OCR will consider whether:~~

~~a. The school district has a policy prohibiting sexual harassment and a grievance procedure;~~

~~b. The school district appropriately investigated or otherwise responded to allegations of sexual harassment; and~~

~~c. The school district has taken immediate and appropriate corrective action responsive to Quid Pro Quo or Hostile Environment Harassment.~~

~~Issued: 22 January 1986~~
~~Revised: 09 August 2018~~

TO BE ABOLISHED

1230 SUPERINTENDENT'S DUTIES (M)

M

Title: Superintendent of Schools

Reports to: Board of Education

Position Summary: The Superintendent of Schools is the professional educational leader of the school district.

Function: The Superintendent shall serve as Chief Executive and Administrative Officer of the school district by implementing policies established by the Board of Education and by discharging the duties imposed on their~~his/her~~ office by law. ~~The Superintendent shall report directly to the Board and shall directly or indirectly supervise all persons employed by the Board.~~ ~~The Superintendent serves as a non-voting member of the Board of Education (18A:17-20).~~

Qualifications:

(1) New Jersey Certification as School Administrator
(2) Minimum of Masters degree; Doctorate preferred
(3) Other qualifications to be determined by the Board of Education.

Authority~~:~~

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

Work Relationships

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

Work Year: 12 Months

Duties and Responsibilities:

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

1. Ensure that all aspects of school district operation comply with Board policy and regulation, Federal and S~~s~~tate law, and school district contracts~~, N.J.S.A. 18A:17-20b~~;

2. Report to the Board on the needs of the school district~~, N.J.S.A. 18A:17-20b~~;

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

4. Provide the Board with ~~such~~ information as may be needed to ensure ~~the making of~~ informed decisions are made by the Board~~, N.J.S.A. 18A:17-20~~; and

5. Maintain professional growth through membership in professional organizations and participation in professional activities;

6. Perform such other duties as may be assigned by the Board~~, N.J.S.A. 18A:17-20b~~.

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

1. Develop annual and long-range objectives and plans to meet the needs of the pupils of the district and such other plans required by law, code or the Commissioner of Education.

2. Report to the Board and public the progress of pupils in mastering the NJCCCS and achievement of school and district objectives.

3. Report to the Board and public progress in implementing plans and achievement of objectives, as required by law, code or the Commissioner of Education.

4. Prepare, promulgate, maintain and make available a manual~~compilation~~ of Board policies and regulations~~administrative procedures~~.

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

6. 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.

7. Act on his/her own discretion if action is necessary in any matter not covered by Board policy; report such action(s) to the Board as soon as practicable; and, prepare drafts of new or modified policies for review and adoption by the Board.

8~~6~~. As the chief school executive, administer the development and maintenance of a positive educational program designed to meet the needs of the community and to carry out the policies of the Board.

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

1. Establish and maintain written curriculum and programs for the schools of the school district consistent with the educational goals adopted by the Board~~, N.J.A.C. 6:8-2.5~~;

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

3. Evaluate at least annually the effectiveness of the program of studies and recommend ~~such~~ changes and additions ~~as may be required~~ to improve its effectiveness~~, N.J.S.A. 18A:7A-11b~~;

4~~3~~. Evaluate the performance of students~~pupils~~ in relation to other public school districts, as well as in relation to ~~state~~ State and national standards~~, N.J.S.A. 18A:7A-11b~~;

5~~4~~. Report periodically to the Board, and as directed by the Board, on the condition of the educational program and facilities in the school district~~, N.J.S.A. 18A:17-20~~; and

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

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

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

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

~~3. Report to the Board the suspension of pupils, N.J.S.A. 18A:37-4; and,~~

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

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

1. Recommend to the Board all properly certified candidates for employment, assignment, or transfer~~, N.J.S.A. 18A:27-4.1, N.J.A.C. 6:11-3.1(b)~~;

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

3. Train staff ~~as necessary~~ to implement approved changes in the curriculum or instructional methods of the school district~~, N.J.S.A. 18A:7A-11e~~;

4. Evaluate the effectiveness of staff ~~members~~ in the performance of their assigned tasks~~, N.J.A.C. 6A:32-4.3~~;

5. Recommend changes in staffing patterns based on the evaluation of staff and program effectiveness~~, N.J.A.C. 6A:32-4.3~~; and

6. Discipline staff ~~as required~~ and report to the Board ~~forthwith~~ any suspension of a ~~teaching~~ staff member~~, N.J.S.A. 18A:25-6~~.

7. Appoint qualified and certificated individuals to serve as leave replacements for teaching staff members, pending the Board's approval.

8. In meeting the requirements of educational services and programs, and in consultation with the Board President and Board Vice President, employ qualified individuals, including armed School Security

Officers, prior to the board meeting where the recommendation is to be made by the Superintendent and formal action taken by the Board.

F. In the discharge of their~~his/her~~ responsibility for the maintenance of the ~~physical plant~~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 ~~so as~~ to achieve maximum effectiveness from the school buildings and grounds~~facilities~~ of the school district;

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

4. Evaluate the effectiveness of the school district's school buildings and grounds ~~facilities~~ in housing the instructional program and recommend to the Board ~~such~~ changes and improvements ~~as may be required, N.J.S.A. 18A:7A-11g~~.

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

1. Supervise the preparation of the annual budget and recommend its adoption to the Board~~, N.J.S.A. 18A:17-20b~~;

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~~, N.J.S.A. 18A:22-8.1~~.

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

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

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

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

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

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

6. Maintain an open line of two-way communication with external and internal publics.

Evaluation Criteria

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

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

Adopted: 22 October 2009
Revised: 09 August 2018
Revised: 28 March 2019
Revised: 22 May 2019
Revised:

2200 CURRICULUM ~~CONTENT~~ (M)

M

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

~~The Board of Education will provide the instruction and services mandated by law and rules as necessary for the implementation of a thorough and efficient system of free public education and such other instruction and services as the Board deems appropriate for the thorough and efficient education of the students of this 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 – Adoption of Courses.~~

~~For the purposes of this Policy "curriculum" means planned learning opportunities designed to assist students toward the achievement of the intended outcomes of instruction.~~

~~The curriculum will be reviewed by the Superintendent and shall, as a minimum, include the curricular mandates of N.J.S.A. 18A – Education, N.J.A.C. 6A – Education, and the New Jersey Student Learning Standards and the courses required by Policy 5460 – High School Graduation and N.J.A.C. 6A:8-5 for high school graduation.~~

~~The Superintendent is responsible for implementing the curriculum approved by the Board.~~

~~The curriculum shall be consistent with the educational goals and objectives of this district and the New Jersey Student Learning Standards and be responsive to identified student needs. The Superintendent shall, in consultation with staff members, assure the effective articulation of curriculum across all grade levels and among the schools of this district.~~

~~N.J.S.A. 18A:35-1 et seq.~~

~~N.J.A.C. 6A:8-1.1 et seq.; 6A:14 et seq.~~
~~New Jersey Student Learning Standards~~

Adopted: 10 July 2008
Revised: 09 August 2018
Revised: 18 September 2025
Revised:

2411 CAREER EDUCATION AND ACADEMIC~~GUIDANCE~~ COUNSELING (M)

M

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. Work-Based Learning Experiences

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

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

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

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

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

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

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

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

E. Enrollment in College Courses

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

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

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

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

F. Guidance and Academic Counseling

The Board's comprehensive system for the delivery, to all students, of guidance and academic counseling that facilitates career awareness, exploration, and preparation shall involve the coordinated efforts of all teaching staff members under the leadership of certified school counselor(s).

G. Evaluation

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

   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.

~~The Board of Education requires that a planned program of guidance and counseling be an integral part of the educational program of the schools to assist students in making and implementing informed educational and occupational choices including academic, career, and personal/social development.~~

~~A program of guidance and counseling, including developmental career guidance and exploration, shall be offered to all students in this school district and shall involve the coordinated efforts of all teaching staff members under the leadership of certified guidance and counseling personnel.~~

~~The Superintendent is directed to implement a guidance program that carries out the purposes of this Policy and:~~

~~1. Involves teaching staff members at all appropriate levels;~~

~~2. Honors the individuality of each student;~~

~~3. Is integrated with the total educational program;~~

~~4. Is coordinated with available resources of the community;~~

~~5. Provides for cooperation of school staff with parents and shares parents' concern for the development of their children;~~

~~6. Provides for the means of sharing information among appropriate staff members in the student's interest;~~

~~7. Ensures all students have access to adequate and appropriate counseling services, pursuant to N.J.A.C. 6A:7-1.7(c).~~

~~a. 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).~~

~~b. 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); and~~

~~8. Establishes a referral system that utilizes all the aid the schools and community offer, guards the privacy of the student, and monitors the efficacy of such referrals.~~

~~N.J.A.C. 6A:19-1.2; 6A:8-2.2~~
~~N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7; 6A:8-3.2~~

Adopted: 13 November 2008
Revised: 09 August 2018
Revised: 10 October 2024
Revised:

5460 HIGH SCHOOL GRADUATION (M)

M

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 meanings as defined in N.J.A.C. 6A:8-1.3.

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

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

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

~~a. A graduating student must have earned a minimum of 140 credits in courses designed to meet all of the New Jersey Student Learning Standards (NJSLS), including, but not limited to, the following credits:~~

a. ~~(1)~~ Twenty (20) credits in English language arts (ELA), aligned to grade nine through twelve standards;

b. ~~(2)~~ Fifteen (15) credits in mathematics, including a~~A~~lgebra I or the content equivalent; geometry or the content equivalent; and a third year of mathematics that builds on the concepts and skills of algebra and geometry and that prepares students for college and ~~21st century~~ careers;

c.~~(3)~~ Fifteen (15) 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)~~ Fifteen (15) 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)~~ Two- and- one-half (2.5) credits in financial, economic, business, and entrepreneurial literacy;

f.~~(6)~~ ~~At least t~~Three- and- three-quarters (3.75) 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)~~ Five (5) credits in visual and performing arts;

h.~~(8)~~ Ten (10) 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)~~ Five (5) credits in career readiness or career and tecnical21st ~~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 140 credits.

Additionally, the Board of Education requires graduating students to have earned five (5) additional credits in either fine arts or practical arts.

2.~~b.~~ The 140-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 in all NJSLS areas include, but are not limited to, the following:~~

~~(i) Independent study;~~

~~(ii) Online learning;~~

~~(iii) Study abroad programs;~~

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

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

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

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

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

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

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

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

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

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

(2~~c~~) 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.

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.

(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:~~

~~(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) The ACTFL Assessment of Performance towards Proficiency in Languages (AAPPL);~~

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

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

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

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

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

(1) Successful completion of the curriculum requirements must be demonstrated by meeting the proficiency requirements aligned with the NJSLS as established by each department for each course and distributed in writing by the teacher at the beginning of the semester. Assessment of proficiencies includes, but is not limited to class participation, examinations, performance assessments, assignments, projects, and compliance with minimum attendance requirements.

(2) State-required standardized assessment scores shall not be voided once the test has been completed.

(3) Credit hours required for promotion shall be as follows:

(a) 35 credits from Grade 9 to Grade 10;

(b) 70 cumulative credits from Grade 10 to Grade 11;

(c) 105 cumulative credits from Grade 11 to Grade 12.

Unless otherwise approved by the Principal, the schedule of a student in grades 9 through 11 shall consist of no less than 37 credits per year and for a student in grade 12 shall consist of no less than 35 credits.

Upon the completion of the minimum graduation requirements, seniors are encouraged to enroll in electives or alternative programs (i.e., college/high school credit courses, career internships, service learning, independent study, college courses, and/or work-study programs).

A pupil not scheduled for a class will be required to attend a study hall.

Seniors may have an alternative daily schedule with approval of the Principal.

(4) Transfer Pupils

(a) Transfer pupils must meet all State and local requirements in order to receive a high school diploma. The number of credits required for graduation may be prorated based on credits for promotion required in the pupil's sending school to meet state requirements.

(b) A guidance counselor will evaluate a pupil's transcript to determine if course requirements are met.

(5) Pupils in Alternative Education Programs

(a) The Superintendent may waive the 140-credit requirement for graduation for students participating in alternate education programs as defined in Policy 2480 provided that the student has met all state requirements for high school graduation in accordance with N.J.A.C. 6A:8-5.1a.

(6) Rank in Class

(a) East Brunswick Public Schools shall not rank its pupils according to grade point average (GPA), except as provided for in this policy.

(b) No information regarding rank in class shall be released to colleges, universities, or other external parties except as follows:

i. The National Merit Scholarship program shall be provided with rank in class for those pupils it identifies as eligible for scholarship consideration.

ii. The New Jersey Department of Education shall be provided with a list of pupils who may be eligible for either Garden State or Bloustein Scholarship awards.

iii. The United States military academies shall be provided with a class rank. Such data shall be

provided upon request of an applicant or an applicant's parent.

iv. Other scholarship programs external to colleges and universities to which a pupil has applied may be provided with either a class rank or a decile approximation of class rank as noted above if such data is required by the scholarship program.

v. Determination of the graduating valedictorian and salutatorian.

(c) Weighted grade point averages shall be recorded on the pupil's permanent record card, but no designation of rank in class shall be recorded.

(d) The Supervisor of Guidance, College and Career Readiness shall annually develop a school profile that communicates to colleges and universities the caliber of the curriculum and the performance of the most recent graduating class.

(e) The Supervisor of Guidance, College and Career Readiness shall establish procedures to determine class rank for the specific purposes described above.

(7) Commencement

(a) Appropriate commencement exercises will be held each June for those pupils who have completed the requirements for graduation. At that time official diplomas will be awarded to said pupils.

(b) Graduation ceremonies will be held no earlier than the 180th day of the school year.

(8) Discipline Records

(a) A pupil's disciplinary records shall be maintained in the pupil's permanent file; however, the district will not release such records to colleges, universities, and/or other parties

without a written request by the parent/guardian of the pupil or by the pupil/graduate who is age 18 years or older.

(9) Commencement Honors

(a) Pupils who are honored at commencement represent the highest values of the class in terms of academic excellence, academic integrity, ethics, and conduct during their four years as a high school pupil. In addition to a pupil's GPA, honored pupils will have adhered to the district code of conduct with no violations in regard to academic integrity, ethics or conduct.

i. Highest Honors

The highest honors group is to be given special recognition at the commencement ceremony. Special recognition may include any or all of the following:

a. Special recognition on the program.

b. Receipt of a special award to demonstrate outstanding achievement. This may take the form of a commemorative pin or special gold tassel.

The highest honors group is defined as those pupils who have achieved all "A's" in final grades up to the end of junior year and all "A's" in semester and/or final grades for courses taken during the first semester of senior year. All ninth grade final grades are included in the determination of the highest honors group. All "A's" shall mean A+, A, and A- to be included in determining the highest honors group; except for courses where grades are restricted to "Pass" (P) or "Fail" (F), a grade of "P" shall not be applicable in determining the pupils eligible for highest honors. In addition, pupils eligible for highest honors recognition will not have

had any violations in regard to academic integrity, ethics or conduct.

ii. Valedictorian and Salutatorian

A valedictorian and a salutatorian will be determined by the grade point average (GPA) which is based on all final grades earned up to the end of the junior year and all semester and/or final grades in courses taken during the first semester of the senior year; except for courses where grades are restricted to "Pass" (P) or "Fail" (F), a grade of "P" shall not be applicable in determining the pupils eligible for valedictorian or salutatorian. The valedictorian and salutatorian will be given special recognition at the commencement ceremony. Special recognition may include any or all of the following:

a. The opportunity to deliver a commencement speech.

b. Special recognition on the program.

c. Receipt of a special award to demonstrate outstanding achievement.

The valedictorian shall be the pupil who has the highest grade point average.

The salutatorian shall be the pupil who has the second highest grade point average.

In order to be a valedictorian or salutatorian, pupils must have enrolled in East Brunswick High School by September 30 of their sophomore year. In addition, pupils eligible for valedictorian or salutatorian recognition will not have had any violations in regard to academic integrity, ethics or conduct.

iii. The State of New Jersey Seal of Biliteracy Certificate will be awarded and an appropriate insignia affixed to the student's transcript will recognize proficiency in English and another world language per State established criteria.

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

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

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

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

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

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

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

10~~h~~. Students graduating from an adult high school shall demonstrate proficiency in the ELA and mathematics components of the State graduation proficiency test, or through the alternative means set forth at N.J.A.C. 6A:8-5.1(~~e~~g), (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.c. above, to include in their programs of study the following additional credits:~~

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

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

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

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

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

B. Alternative Requirements for State-Endorsed Diploma

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

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 district shall provide each student entering high school and their parents with a copy of the district's requirements for a State-endorsed diploma and the programs available to assist students in attaining a State-endorsed diploma, in accordance with N.J.S.A. 18A:7C-5.

E. Alternative Means

1~~5~~. ~~For students in the graduating classes of 2023, 2024, and 2025, t~~The alternative means referenced at N.J.A.C. 6A:8-5.1(a)7.~~6~~ and A.7~~1.f.~~ above shall be as follows:

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

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

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

~~6.~~ All multilingual learners (ML) 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.~~

~~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.6. 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~~

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

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

~~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.~~

~~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.~~

~~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.~~

~~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.~~

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

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

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

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

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

2. Pursuant to N.J.A.C. 6A:8-5.3(b), the~~A~~ Board ~~that chooses to award the State Seal of Biliteracy~~ shall incorporate the process for awarding the State Seal of Biliteracy into this Policy~~the~~ developed, adopted, and implemented ~~Policy 5460 – High School Graduation~~ pursuant to N.J.A.C. 6A:8-5.1(a) and A.1. above, denoting participation in the voluntary

program. Participation in the State Seal of Biliteracy Program is optional for students. The~~A~~ Board ~~choosing to participate~~ shall submit to the Executive County Superintendent, in accordance with N.J.A.C. 6A:8-5.1(c~~d~~) and C~~A.3~~. above, a copy of this Policy that reflects the option for students to participate in the State Seal of Biliteracy.

3. The Board will not ~~shall~~ pay the costs for related assessments ~~and transcript insignias~~. If the Board does not pay the related costs, the Board will charge a fee.

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

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

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

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

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

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

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

   a~~.~~. If an approved assessment, pursuant to N.J.A.C. 6A:8-5.3(f) and H~~E~~.6. above, does not exist for a particular language, the

Board may administer a NJDOE-approved, locally designed proficiency-based assessment.

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

Adopted: 12 October 2017
Revised: 30 April 2020
Revised: 17 March 2022
Revised: 18 September 2025
Revised:

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.

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 for any regular, special, or rescheduled meeting, which notice shall accurately state whether formal action may or may not be taken and which shall be prominently posted in at least one public place reserved for such or similar announcements; ~~mailed, telephoned, telegrammed, or hand delivered to at least two newspapers which newspapers shall be designated by the public body to receive such notices because they have the greatest likelihood of informing the public within the area of jurisdiction of the public body of such meetings, one of which shall be the official newspaper, where any such has been designated by the public body or if the public body has failed to so designate, where any has been designated by the governing body of the political subdivision whose geographic boundaries are coextensive with that of the public body;~~ and filed with the clerk of the municipality when the public body's geographic boundaries are coextensive with that of a single municipality, with the clerk of the county when the public body's geographic boundaries are coextensive with that of a single county, and with the Secretary of State if the public body has Statewide jurisdiction. Where annual notice or revisions thereof in compliance with N.J.S.A. 10:4-1~~6~~ 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 new 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 officers 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~~6~~ et seq. ~~; 10:4-8d; 10:4-9b~~
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: 16 October 2008
Revised: 16 November 2023
Revised:

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 (M)

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

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

A. New Jersey Family Leave Act

1. Definitions Relative to New Jersey Family Leave Act

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

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

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

"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~~twelve~~ months or more and has worked 250~~1,000~~ 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

"Chronic serious health condition" means a condition that "(1) requires "periodic visits" for treatment by a health care provider or nurse under the supervision of the health provider, (2) continues over an extended period of time, and (3) may cause episodic rather than continuing periods of incapacity." "Periodic visits" are defined as at least twice a year. 29 C.F.R. 825.115 (c)(1).

"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.
~~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 outlines 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)

(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: 08/05/2021
Revised:

2260 EQUITY IN SCHOOL AND CLASSROOM PRACTICES (M)

M

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

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

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

3. Utilizing, on an annual basis, a State-approved English language proficiency assessment that evaluates a studetn'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 mulitlingual 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 that 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 instructions, 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 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 gener identity, provided that the course content for such separately conducted sessions is the same.

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

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

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

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

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

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

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

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

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

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

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

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

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

Adopted: 28 August 2008
Revised: 09 August 2018
Revised: 10 October 2024

Revised:

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

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

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

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

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

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

4. The parent of a student is immediately notified when physical restraint is used on the student. This notification may be by telephone or electronic communication. A full written 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~~—Use of Physical Restraint and Seclusion Techniques for Students with Disabilities~~, developed in conjunction with the entity that trains staff in safe techniques for physical restraint, in order to protect the safety of the child and others; and

6. Each incident in which physical restraint is used is documented in writing in sufficient detail to enable staff to use this information to develop or

improve the behavior intervention plan at the next individualized education plan meeting.

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

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

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

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

3. Each incident in which a seclusion technique is used is documented in writing in sufficient detail to enable the staff to use this information to develop or improve the behavior intervention plan at the next individualized education plan 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 individualized education plan 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 individualized education plan team may, as deemed appropriate, determine to revise the behavior intervention plan or classroom supports, and a school district, educational

services commission, or APSSD may determine to revise a staff member's professional development plan pursuant to N.J.S.A. 18A:46-13.7.

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

The Superintendent or designee shall report all incidents of restraint and seclusion through the Student Safety Data System (SSDS). The Superintendent or designee shall annually inform parents of students with disabilities about this 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: 27 September 2012
Revised: 09 August 2018
Revised:

6112 REIMBURSEMENT OF FEDERAL AND OTHER GRANT EXPENDITURES (M)

M

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

In accordance with this requirement, the New Jersey Department of Education (NJDOE) has implemented a reimbursement request system of payment. The procedures as outlined in the NJDOE~~New Jersey Department of Education~~ Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures shall be followed by school districts in submitting reimbursement requests. Reimbursement requests for entitlement grant awards under the Every Student Succeeds Act (ESSA), the Individuals with Disabilities Education Act (IDEA), and 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~~March 2014~~

Adopted: 02 December 2010
Revised: 19 March 2020
Revised: 14 December 2023
Revised:

6115.02 FEDERAL AWARDS/FUND INTERNAL CONTROLS - MANDATORY DISCLOSURES (M)

The Uniform Administrative Requirements, Cost Principals, 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.

~~1.~~ If the total value of all Board ~~of Education~~ currently active grants, cooperative agreements, and procurement contracts from all Federal awarding agencies exceeds $10,000,000 for any period of time during the period of performance of this Federal award, then the Superintendent or designee, on behalf of the Board ~~of Education~~ as the recipient during that period of time, must maintain the currency of information reported to the SAM that is made available in the designated integrity and performance system about civil, criminal, or administrative proceedings described in B. below.

2.

~~2.~~ This is a statutory requirement under section 872 of Public Law 110-417, as amended (41 USC 2313).

3.

~~3.~~ As required by section 3010 of Public Law 111-212, all information posted in designated integrity and performance system on or

after April 15, 2011, except past performance reviews required for Federal procurement contracts, will be publicly available.

4. The Superintendent or designee must disclose, in writing, any potential conflict of interest to the Federal agency or pass-through entity in accordance with the established Federal agency policies.

B. Proceedings About Which the Board of Education Must Report

1. The Superintendent or designee must disclose, in writing, to the Federal awarding agency or to the NJDOE~~New Jersey Department of Education~~ information required about each proceeding that:

a. Is in connection with the award or performance of a grant, cooperative agreement, or procurement contract from the Federal g~~G~~overnment;

b. Reached its final disposition during the most recent five-year period; and

c. Is one of the following:

(1) A criminal proceeding that resulted in a conviction, as defined in E. below;

(2) A civil proceeding that resulted in a finding of fault and liability and payment of a monetary fine, penalty, reimbursement, restitution, or damages of $5,000 or more;

(3) An administrative proceeding, as defined in E. below, that resulted in a finding of fault and liability and the payment of either a monetary fine or penalty of $5,000 or more or reimbursement, restitution, or damages in excess of $100,000; or

(4) Any other criminal, civil, or administrative proceeding if:

(a) It could have led to an outcome described in B.1.c.(1), (2), or (3) above of this award term and condition;

(b) It had a different disposition arrived at by consent or compromise with an

acknowledgment of fault on the school district's part; and

(c) The requirement in this award term and condition to disclose information about the proceeding does not conflict with applicable laws and regulations.

C. Reporting Procedures

1. The Superintendent or designee shall enter in the SAM Entity Management area the information that the SAM requires about each proceeding described in B. above.

2. The Superintendent or designee does not need to submit the information a second time under assistance awards the Board ~~of Education~~ received if the Superintendent or designee already provided the information through the SAM because the Board ~~of Education~~ was required to do so under Federal procurement contracts the Board ~~of Education~~ was awarded.

D. Reporting Frequency

1. During any period of time when the Board ~~of Education~~ is subject to the requirement in A. above, the Superintendent or designee must report proceedings information through the SAM for the most recent five year period, either to report new information about any proceeding(s) the Board ~~of Education~~ has not reported previously or affirm that there is no new information to report.

2. If the Board ~~of Education~~ has Federal contract, grant, and cooperative agreement awards with a cumulative total value greater than $10,000,000, the Board ~~of Education~~ must disclose semiannually any information about the criminal, civil, and administrative proceedings.

E. Definitions

1. For the purposes of this Policy:

a. "Administrative proceeding" for the purposes of 2 CFR §200 - Appendix XII and this Policy means a non-judicial process that is adjudicatory in nature in order to make a determination of fault or liability. This includes proceedings at the Federal and State level but only in connection with performance of a Federal contract or grant. It does not include audits, site visits, corrective plans, or inspection of deliverables.

b. "Conviction" for the purposes of 2 CFR §200 - Appendix XII and this Policy, means a judgment or conviction of a criminal offense by any court of competent jurisdiction, whether entered upon a verdict or a plea, and includes a conviction entered upon a plea of nolo contendere.

c. Total value of currently active grants, cooperative agreements, and procurement contracts includes:

(1) Only the Federal share of the funding under any Federal award with a Board ~~of Education~~ cost share or match; and

(2) The value of all expected funding increments under a Federal award and options, even if not yet exercised.

2 CFR §200.113; 200.212

Adopted: 20 January 2022
Revised:

6311 CONTRACTS FOR GOODS OR SERVICES FUNDED BY FEDERAL GRANTS (M)

Any vendor providing goods or services to the school district to be funded by a Federal grant must be cleared for contract in accordance with the provisions of the Uniform Administrative Requirements, Cost Principals, and Audit Requirements for Federal Awards (UGG), 2CR §200.214~~3~~ – Suspension and Debarment.

The School Business Administrator/Board Secretary shall be responsible to check the web-based System for Award Management (SAM) 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 CR §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 CR §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.

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: 09 August 2018
Revised: 20 January 2022
Revised: 14 December 2023
Revised:

8561 PROCUREMENT PROCEDURES FOR SCHOOL NUTRITION PROGRAMS (M)

The Board of Education adopts this Policy to identify their procurement plan for the United States Department of Agriculture's (USDA) School Nutrition Programs. School Nutrition Programs include, but are not limited to: the National School Lunch Program (NSLP); School Breakfast Program (SBP); Afterschool Snack Program (ASP); Special Milk Program (SMP); Fresh Fruit and Vegetable Program (FFVP); Seamless Summer Option (SSO) of the NSLP; Summer Food Service Program (SFSP); the At-Risk Afterschool Meals component of the Child and Adult Care Food Program (CACFP); and the Schools/Child Nutrition USDA Foods Program.

The Board ~~of Education~~ is ultimately responsible for ensuring all procurement procedures for any purchases by the Board ~~of Education~~ and/or a food service management company (FSMC) comply with all Federal regulations, including but not limited to: 7 CFR Parts 210, 220, 225, 226, 245, 250; 2 CFR 200; State procurement statutes and administrative codes and regulations; local Board ~~of Education~~ procurement policies; and any other applicable State and local laws. FSMC's billing invoices will be monitored to ensure compliance with Federal and State procurement regulations and will comply with any additional monitoring requirements as outlined in the approved FSMC Contract.

The procurement procedures contained in this Policy will be implemented beginning immediately, until amended. All procurements must maximize full and open competition. Source documentation will be maintained by the School Business Administrator/Board Secretary or designee and will be available to determine open competition, the reasonableness, the allowability, and the allocation of costs.

The Board ~~of Education~~ intentionally seeks to prohibit conflicts of interest in all procurement of goods and services.

A. General Procurement

The procurement procedures will maximize full and open competition, transparency in transactions, comparability, and documentation of all procurement activities. The school district's plan for procuring items for use in the School Nutrition Programs is as follows:

1. The School Business Administrator/Board Secretary will ensure all purchases will be in accordance with the Federal Funds Procurement Method Selection Chart – State Agency Form #358. Formal procurement procedures will be used as required by 2 CFR 200.318-.326 and any State

and local procurement code and regulations. Informal procurement procedures (small purchase) will be required for purchases under the most restrictive small purchase threshold.

2. The following threshold amounts apply~~procedures will be used~~ for all purchases:

Board Micro-Purchase Threshold: $15,000.00
Board Small Purchase Threshold: $350,000.00

The Board will follow formal procurement procedures for all purchases over the Small Purchase Threshold amount.

The Board will perform a cost of price analysis to determine the estimated dollar amounts for purchases and thus the required procurement method.

~~Product/ Services~~	~~Estimated Dollar Amount~~	~~Procurement Method~~	~~Evaluation~~	~~Contract Award Type~~	~~Contract Duration/ Frequency~~
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-

B. Micro-Purchase Procedures

1. Public/Charter Schools

Purchases of supplies or services, as defined by 2 CFR 200.67, will be awarded without soliciting competitive price quotations if the price is reasonable in accordance with N.J.S.A. 18A:18A-37.~~(~~a.~~)~~ and below thresholds established by the State Treasurer for informal receipt of quotations. Purchases will be distributed equitably among qualified suppliers with reasonable prices. Records will be kept for micro-purchases.

2. Non-Public Schools

Purchases of supplies or services, within the Federal micro-purchase threshold ~~(the aggregate amount does not exceed the Federal micro-purchase threshold~~ as defined~~set~~ by 2 CFR 200.67~~)~~ will be awarded without soliciting competitive price quotations if the price is reasonable. Purchases will be distributed equitably among qualified suppliers with reasonable prices. Records will be kept for micro-purchases.

~~3. Formal bid procedures will be applied on the basis of a centralized system.~~

~~4. Because of the potential for purchasing more than the public or non-public informal/small purchase threshold amount, or the Board approved threshold if less, it will be the responsibility of the School Business Administrator/Board Secretary to document the amounts to be purchased so the correct method of procurement will be followed.~~

C. Small Purchase Procedures

If the amount of purchases for items is less than the Board's small purchase threshold, the following small purchase procedures including quotes will be used. Quotes from a minimum number of three qualified sources will be required.

1. Written specifications will be prepared and provided to all vendors.

2. Each vendor will be contacted and given an opportunity to provide a price quote on the same specifications. A minimum of three vendors must be contacted.

3. The School Business Administrator/Board Secretary or designee will be responsible for contacting potential vendors when price quotes are needed.

4. The price quotes will receive appropriate confidentiality before award.

5. Quotes will be awarded by the School Business Administrator/Board Secretary. Quotes will be awarded based on the lowest price.

6. The School Business Administrator/Board Secretary will be responsible for documentation of records to show selection of vendor, names of all vendors contacted, price quotes from each vendor, and written specifications.

7. The School Business Administrator/Board Secretary or designee will be responsible for documentation that the actual product specified is received.

8. Any time an accepted item is not available, the School Business Administrator/Board Secretary will select the acceptable alternate. Full documentation will be made available as to the selection of the acceptable item.

9. The School Business Administrator/Board Secretary or designee is required to sign all quote tabulations, signifying a review and approval of the selections.

D~~C~~. Formal Procurement

When a formal procurement method is required, ~~the following competitive sealed bid or an~~ Invitation for Bid (IFB) or ~~competitive proposal in the form of a~~ Request for Proposal (RFP) procedures will apply:

1. An announcement of an IFB or a RFP will be placed in the Board designated official newspaper to publicize the intent of the Board ~~of Education~~ to purchase needed items. ~~The advertisement for bids/proposals or legal notice will be published in the official newspaper for at least one day in accordance with the provisions of N.J.S.A. 18A:18A-21.~~

   a. The advertisement of the IFB or legal notice will run for one day a minimum of ten calendar days prior to the bid opening.

   b. The advertisement of the RFP or legal notice will run for one day minimum of twenty calendar days prior to the proposal due date.

2. An advertisement ~~in the official newspaper for at least one day~~ is required for all purchases over the school district's small purchase threshold ~~as outlined in Federal Funds Procurement Method Section Chart – State Agency Form #358~~. The announcement (advertisement or legal notice) will contain ~~the following~~:

   a. A general description of items to be purchased;

   b. The deadline for submission of questions and the date written responses will be provided, including addenda to bid specifications, terms, and conditions as needed;

c. The date of the pre-bid meeting, if provided, and if attendance is a requirement for bid award;

d. The deadline for submission of sealed bids or proposals; and

e. The address of the location where complete specifications and bid forms may be obtained.

3. In an IFB or RFP, each vendor will be given an opportunity to bid or propose on the same specifications.

4. The developer of written specifications or descriptions for procurements will be prohibited from submitting bids or proposals for such products or services.

5. The IFB or RFP must~~will~~ clearly define the purchase conditions. The following list includes requirements, not exclusive, to be addressed in the procurement document:

a. Contract period for the base year and renewals as permitted;

b. The Board ~~of Education~~ is responsible for all contracts awarded (statement);

c. Date, time, and location of IFB/RFP opening;

d. How the vendor is to be informed of bid acceptance or rejection;

e. Delivery schedule;

f. ~~-~~IFB r~~R~~equirements (terms and conditions) that~~the~~ bidder must fulfill in order for bid to be awarded~~evaluated~~;

g. RFP requirements (terms and conditions) that proposer must fulfill in order for proposals to be evaluated and awarded;

h~~g~~. Benefits to which the Board ~~of Education~~ will be entitled if the contractor cannot or will not perform as required;

i~~h~~. Statement assuring positive efforts will be made to involve small and minority businesses, women's business enterprises, and labor surplus area firms;

j~~i~~. Statement regarding the return of purchase incentives, discounts, rebates, and credits under a cost reimbursement FSMC contract to the Board~~ of Education~~'s nonprofit school food service account;

k~~j~~. Contract provisions as required in Appendix II to 2 CFR 200:

(1) Termination for cause and convenience – contracts in excess of $10,000;

(2) Equal Opportunity Employment – "F~~f~~ederally assisted construction contracts";

(3) Davis-Bacon Act – construction contracts in excess of $2,000;

(4) Contract work Hours and Safety Standards – contracts in excess of $100,000;

(5) Right to inventions made under a contract or agreement – if the contract meets the definition of a "funding agreement" under 37 CFR 401.2(a);

(6) Clean Air Act – contracts in excess of $150,000;

(7) Debarment and Suspension – all Federal awarded contracts;

(8) Byrd Anti Lobbying Amendment – contracts in excess of $100,000; and

(9) Contracts must address administrative, contractual , or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

l~~k~~. Contract provisions as required in 7 CFR 210.21(f) for all cost reimbursable contracts;

m~~l~~. Contract provisions as required in 7 CFR 210.16(a)(1-10) and 7 CFR 250.53 for food service management company contracts;

~~m. Procuring instrument to be used are purchase orders from firm fixed prices after formal bidding;~~

n. Price adjustment clause for renewal of multi-year contracts as defined in N.J.S.A. 18A:18A-42. – Definitions. The "index rate" means the annual percentage increase rounded to the nearest half percent in the implicit price deflator for State and local government purchases of goods and services computed and published quarterly by the U.S. Department of Commerce, Bureau of Economic Analysis;

o. Method of evaluation and type of contract to be awarded (solicitations using an IFB are awarded to the lowest responsive and responsible bidder; solicitations using a RFP are awarded to the most advantageous proposer~~bidder/offeror~~ with price as the primary factor among other factors considered);

p. Method of award announcement and effective date (if intent to award is required by State or local procurement requirements);

q. Specific bid protest procedures including contact information of person and address and the date by which a written protest must be received;

r. Provision requiring access by duly authorized representatives of the Board~~ of Education~~, New Jersey Department of Agriculture (NJDA), ~~United States Department of Agriculture (~~USDA~~)~~, or Comptroller General to any books, documents, papers, and records of the contractor which are directly pertinent to all negotiated contracts;

s. Method of shipment or delivery upon contract award;

t. Provision requiring contractor to maintain all required records for three years after final payment and all other pending matters (audits) are closed for all negotiated contracts;

u. Description of process for enabling vendors to receive or pick up orders upon contract award;

v. Provision requiring the contractor to recognize mandatory standards/policies related to energy efficiency contained in the Energy Policy and Conservation Act (PL 94-163);

w. Signed statement of non-collusion;

x. Signed Debarment/Suspension Certificate, clause in the contract or a copy of search results from the System for Award Management (SAM);

y. Provision requiring "Buy American" as outlined in 7 CFR Part 210.21(d) and 7 CFR Part 220.16(d) and USDA Guidance Memo SP 23-2024~~38-2017, including specific instructions for prior approval and documentation of utilization of non-domestic food products only~~;

z. Specifications and estimated quantities of products and services prepared by the Board~~school district~~ and provided to potential contractors desiring to submit bids/proposals for the products or services requested; and

aa. The Board~~ of Education~~'s Electronic Signature Policy (see New Jersey Uniform Electronic Signature Transaction Act, N.J.S.A. 12A:12-1 et seq.).

6. If any potential vendor is in doubt as to the true meaning of specifications or purchase conditions, questions may be sent to the representatives listed below~~School Business Administrator/Board Secretary~~. The Board's~~School Business Administrator/Board Secretary or designee's~~ response will be provided in writing to all potential bidders or proposers within seven (7) ~~-~~days~~ prior to bid opening~~.

a. The School Business Administrator/Board Secretary will be responsible for providing responses to questions and securing all bids or proposals.

b. The School Business Administrator/Board Secretary will be responsible to ensure all Board ~~of Education~~ procurements are

conducted in compliance with applicable Federal, State, and local procurement regulations.

~~c. The following criteria will be used in awarding contracts as a result of bids/proposals. Price must be the highest weighted criteria. Examples of other possible criteria include quality, service, delivery, and availability.~~

7. In awarding a RFP, a set of award criteria in the form of a weighted evaluation sheet will be provided to each proposer~~bidder~~ in the initial RFP~~bid~~ document materials. Price alone is not the sole basis for award, but remains the primary consideration among all factors when awarding a contract. Following evaluation~~ and negotiations~~, a firm fixed price or cost reimbursable contract is awarded.

   a. The contracts will be awarded to the responsible ~~bidder/~~proposer whose ~~bid or~~ proposal is responsive to the request~~invitation~~ and is most advantageous to the Board~~ of Education~~, price as the primary, and other factors considered. Any and all ~~bids or~~ proposals may be rejected in accordance with the law.

   b. The School Business Administrator/Board Secretary or designee is required to sign on the ~~bid tabulation of competitive sealed bids or the~~ evaluation criterion score sheet of competitive proposals signifying a review and approval of the selections.

   c. The School Business Administrator/Board Secretary shall review the procurement system to ensure compliance with applicable laws.

   d. The School Business Administrator/Board Secretary or designee will be responsible for the documentation that the actual product specified was received.

   e. Any time an accepted item is not available, the School Business Administrator/Board Secretary will select the acceptable alternate. The contractor must inform the School Business Administrator/Board Secretary within one workday if a product is not available. In the event a nondomestic agricultural product is to be provided to the Board~~ of Education~~, the contractor must obtain, in advance, written approval for the product. The School Business

Administrator/Board Secretary must comply with the Buy American p~~P~~rovision.

f. Full documentation regarding the reason an accepted item was unavailable, and the procedure used in determining acceptable alternates, will be available for audit and review. The person responsible for this documentation is the School Business Administrator/Board Secretary.

g. The School Business Administrator/Board Secretary is responsible for maintaining all procurement documentation.

8. In awarding an IFB, price is the only consideration.

a. The contract will be awarded to the responsible bidder whose bid is responsive to the invitation and is the lowest price. Any and all bids may be rejected in accordance with the law.

b. The School Business Administrator/Board Secretary is required to sign on the bid tabulations of competitive sealed bids.

c. The School Business Administrator/Board Secretary reviews the procurement system to ensure compliance with applicable laws.

d. The School Business Administrator/Board Secretary is responsible for documentation that the actual product specified is received.

e. Any time an accepted item is not available, the School Business Administrator/Board Secretary will select the acceptable alternate. The contractor must inform the School Business Administrator/Board Secretary within one workday if a product is not available. In the event a nondomestic agricultural product is to be provided to the Board, the contractor must obtain, in advance, written approval for the product. The School Business Administrator/Board Secretary must comply with the "Buy American" provision.

f. Full documentation regarding the reason an accepted item was unavailable, and the procedure used in determining acceptable alternates, will be available for audit and review. The person

responsible for this documentation is the School Business Administrator/Board Secretary.

g. The School Business Administrator/Board Secretary is responsible for maintaining all procurement documentation.

~~D. Small Purchase Procedures~~

~~If the amount of purchases for items is less than the school district's small purchase threshold as outlined in the Federal Funds Procurement Method Selection Chart – State Agency Form #358, the following small purchase procedures including quotes will be used. Quotes from a minimum number of three qualified sources will be required.~~

~~1. Written specifications will be prepared and provided to all vendors.~~

~~2. Each vendor will be contacted and given an opportunity to provide a price quote on the same specifications. A minimum of three vendors shall be contacted.~~

~~3. The School Business Administrator/Board Secretary or designee will be responsible for contacting potential vendors when price quotes are needed.~~

~~4. The price quotes will receive appropriate confidentiality before award.~~

~~5. Quotes/Bids will be awarded by the School Business Administrator/Board Secretary. Quotes/Bids will be awarded on the following criteria. Quote/Bid price must be the highest weighted criteria. Examples of other possible criteria include quality, service, delivery, and availability.~~

~~6. The School Business Administrator/Board Secretary will be responsible for documentation of records to show selection of vendor, reasons for selection, names of all vendors contacted, price quotes from each vendor, and written specifications.~~

~~7. The School Business Administrator/Board Secretary or designee will be responsible for documentation that the actual product specified is received.~~

~~8. Any time an accepted item is not available, the School Business Administrator/Board Secretary will select the acceptable alternate. Full~~

~~documentation will be made available as to the selection of the acceptable item.~~

~~9. The School Business Administrator/Board Secretary or designee is required to sign all quote tabulations, signifying a review and approval of the selections.~~

E. Noncompetitive Proposal Procedures

If items are available only from a single source when the award of a contract is not feasible under small purchase, sealed bid or competitive negotiation, noncompetitive proposal procedures will be used:

1. Written specifications will be prepared and provided to the vendor.

2. The School Business Administrator/Board Secretary will be responsible for the documentation of records to fully explain the decision to use the noncompetitive proposal. The records will be available for audit and review.

3. The School Business Administrator/Board Secretary or designee will be responsible for documentation that the actual product or service specified was received.

4. The School Business Administrator/Board Secretary will be responsible for reviewing the procedures to be certain all requirements for using single source or noncompetitive proposals are met.

~~5. The noncompetitive micro-purchase method shall be used for one-time purchases of a new food item if the amount is less than the applicable Federal or State micro-purchase threshold to determine food acceptance by students and provide samples for testing purposes. A record of noncompetitive negotiation purchase shall be maintained by the School Business Administrator/Board Secretary or designee. At a minimum, the record of noncompetitive purchases shall include: item name; dollar amount; vendor; and reason for noncompetitive procurement.~~

5~~6~~. A member or representative of the Board ~~of Education~~ will approve, in advance, all procurements that result from noncompetitive negotiations.

F. Miscellaneous Provisions

~~1. New product evaluation procedures will include a review of product labels and ingredients; an evaluation of the nutritional value; taste tests and surveys; and any other evaluations to ensure the new product would enhance the program.~~

1~~2~~. The Board ~~of Education~~ agrees the reviewing official of each transaction will be the School Business Administrator/Board Secretary.

2~~3~~. Payment will be made to the vendor when the contract has been met and verified and has met the Board ~~of Education~~'s procedures for payment. (If prompt payment is made, discounts, etc., are accepted.)

3~~4~~. Specifications will be updated as needed.

4~~5~~. If the product is not as specified, the following procedure, including, but not limited to, will take place: remove product from service; contact vendor for approved alternate product; or remove product from bid.

G. Emergency Purchases

1. ~~1.~~ If it is necessary to make a one-time emergency procurement to continue service or obtain goods, and the public exigency or emergency will not permit a delay resulting from a competitive solicitation, the purchase must be authorized using a purchase order signed by the School Business Administrator/Board Secretary. The following emergency procedures shall~~to~~ be followed ~~for such purchases shall be those procedures used by the school district for other emergency purchases consistent with N.J.S.A. 18A:18A-7~~.

All emergency procurements shall be approved by the School Business Administrator/Board Secretary.

At a minimum, the following emergency procurement procedures shall be documented ~~to include, but not be limited to: item name; dollar amount; vendor; and reason for emergency.~~:

a. Item name;

b. Dollar amount;

c. Vendor; and

d. Readon for emergency.

H. Purchasing Goods and Services – Cooperative Agreements, Agents, and Third-Party Services (Piggybacking)

1. When participating in intergovernmental and inter-agency agreements the Board ~~of Education~~ will ensure that competitive procurements are conducted in accordance with 2 CFR Part 200.318-.326 and applicable program regulations and guidance.

2. When utilizing the services of a co-op, agent, or third party the Board ~~of Education~~ will ensure that the following conditions have been met and considered as one source of pricing in addition to other prices:

a. All procurements were subject to full and open competition and were made in accordance with Federal/State/local procurement requirements;

b. The existing contract allows for the inclusion of additional Board of Educations that were not contemplated in the original procurement to purchase the same supplies/equipment through the original award;

c. The specifications in the existing contract meets their needs and that the items being ordered are in the contract;

d. The awarded contract requires all the Federally required certifications; e.g. Buy American, debarment, restrictions on lobbying, etc.;

e. The agency will confirm the addition of their purchasing power (goods or services) to the procurement in scope or services does not create a material change, resulting in the needs to re-procure~~re-bid~~ the contract;

f. Administrative costs (fees) for participating in the agreement are adequately defined, necessary and reasonable, and the method of allocating the cost to the participating agencies must be specified;

g. The Buy American provisions are included in the procurement of food and agricultural products; and

h. The agreement includes the basis for and method of allocating each discount, rebate, or credit and how they will be returned to each participating agency when utilizing a cost-reimbursable contract.

I. The "Buy American" Act

1. The "Buy American" provision requires the Board to purchase, to the maximum amount practicable, domestic commodities or products. This provision supports the mission of the Child Nutrition Programs, which is to serve children nutritious meals and support American agriculture. Program regulations that govern this provision apply to a Board that operates the NSLP and SBP and are found at 7 CFR 210.21(d) and 7 CFR 220.16(d). The Board complies by:

a. Purchasing domestic commercial food products for the school meals programs;

b. Including "Buy American" provision language in procurement procedures, solicitations, and contracts; and

c. Tracking non-domestic commercial food purchases.

J~~I~~. Records Retention

1. The Board ~~of Education~~ shall agree to retain all books, records, and other documents relative to the award of the contract for three years after final payment. If there are audit findings that have not been resolved, the records shall be retained beyond the three-year period as long as required for the resolution of the issues raised by the audit. Specifically, the Board ~~of Education~~ shall maintain, at a minimum, the following documents:

a. ~~a.~~ Written rationale for the method of procurement;

b. A copy of the original solicitation;

c. The selection of contract type;

d. The bidding and negotiation history and working papers;

e. The basis for contractor selection;

f. Approval from the State agency to support a lack of competition when competitive bids or offers are not obtained;

g. The basis for award cost or price;

h. The terms and conditions of the contract;

i. Any changes to the contract and negotiation history;

j. Billing and payment records;

k. A history of any contractor claims; and

l. A history of any contractor breaches.~~; and~~

~~m. Any other documents as required by N.J.S.A. 18A:18A – Public School Contracts Law.~~

K~~J~~. Code of Conduct for Procurement

1. All procurements must ensure there is open and free competition and adhere to the most restrictive Federal, State, and local requirements. The Board ~~of Education~~ seeks to conduct all procurement procedures in compliance with stated regulations and to prohibit conflicts of interest and actions of employees engaged in the selection, award, and administration of contracts. All procurements will be in accordance with this Policy and all applicable provisions of N.J.S.A. 18A:18A – Public School Contracts Law.

2. No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a Federal, State, or local award if they have~~he or she has~~ a real or apparent conflict of interest. Such a conflict of interest would arise when the employee, officer, or agent; any member of their~~his or her~~ immediate family, their~~his or her~~ partner; or an organization which employs or is about to employ any of the parties indicated herein has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.

3. The officers, employees, and agents of the non-Federal entity may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts. However, non-Federal entities may set standards for situations in which the financial interest is not substantial or the gift is an unsolicited item of nominal value.

4. The standards of conduct must provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the non-Federal entity. Based on the severity of the infraction, the penalties could include a written reprimand to their personnel file, a suspension with or without pay, or termination.

5. All questions and concerns regarding procurement solicitations, contract evaluations, and contract award, shall be directed to the School Business Administrator/Board Secretary.

L~~K~~. Food Service Management Company (FSMC)

1. In the operation of the school district's food service program, the school district shall ensure that a FSMC complies with the requirements of the Program Agreement, the school district's Free and Reduced School Lunch Policy Statement, all applicable USDA program policies and regulations, and applicable State and local laws. In order to operate an a la carte food service program, the FSMC shall agree to offer free, reduced price, and full price reimbursable meals to all eligible children.

2. The school district shall monitor the FSMC billing invoices to ensure compliance with Federal and State procurement regulations.

3. In accordance with N.J.S.A. 18A:18A-5a.(22), RFPs are required in all solicitations for a FSMC.

N.J.S.A. 18A:18A-1 et seq.~~ – Public School Contracts Law~~
New Jersey Department of Agriculture
"Procurement Procedures for School Food
Authorities" Model Policy – October 2025~~September 2018~~

Adopted: 09 August 2018
Revised: 04 March 2021

Revised: 16 December 2021
Revised:

~~R 2200 CURRICULUM CONTENT (M)~~

~~**M**~~

~~Courses of study and instructional materials and programs shall be designed to eliminate discrimination on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) and promote understanding and mutual respect between children.~~

~~The Superintendent or designee shall develop a procedure to address and eliminate any possible bias in the curriculum.~~

~~Issued: 09 August 2017~~
~~Revised: 10 October 2024~~

TO BE ABOLISHED

TO BE ABOLISHED

R 2411 GUIDANCE AND COUNSELING (M)

M

A. Counseling Services

1. The purpose of guidance and counseling services is to assist students in self-examination, self-evaluation, and analysis of alternatives so that each student can benefit most fully from his/her education and life experiences.

2. Counseling services will include:

a. Career awareness and exploration, and academic planning through consideration of personal interests, past and potential performance, and present opportunities,

b. Personal/social development including adjustment to situational problems, understanding of the consequences of personal behavior, and referral to assistance where appropriate, and

c. Crisis counseling to assist students undergoing extreme emotional reactions that disrupt immediate functioning, including post-crisis planning and referral for treatment as necessary.

3. All counseling services shall be free of bias on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.

B. Career Awareness and Exploration

In fulfillment of the New Jersey Core Curriculum Content Standards, the school district shall provide a comprehensive program of guidance and counseling to facilitate career awareness and exploration for all students which shall be designed to:

1. Assist students in making informed educational and occupational choices;

2. Encourage students to maintain portfolios consisting of accomplishments related to the Cross Content Workplace Readiness Standards;

TO BE ABOLISHED

3. ~~Develop student competency in self-management, educational and occupational exploration and career planning;~~

4. ~~Make students aware of the relationship among personal qualities, education, training and the world of work; and~~

5. ~~Acquaint students with the relationship between achieving academic standards and the attainment of career goals.~~

C. ~~Consulting Services~~

1. ~~The purpose of consulting services is the improvement of the instructional program and the delivery of educational services by the collaboration of those staff members responsible for the instructional program and the development of individual students.~~

2. ~~Consulting services will include:~~

a. ~~Identification of the needs of students,~~

b. ~~Identification, evaluation, and program implementation of students with special needs,~~

c. ~~Development and implementation of preventive and supportive programs to address such problems as student attendance, violence, and suicide,~~

d. ~~Alerting professional staff to the purposes, functions, and availability of guidance and counseling services,~~

e. ~~Encouragement of cooperation among teaching staff members and parents in resolving individual student problems and addressing student needs,~~

f. ~~Establishment and maintenance of fruitful relationships with State and local agencies for the purpose of professional referral and the sharing of experiences,~~

~~g. Cooperation with business and industry to facilitate student job placement and vocational training, and~~

~~h. Maintenance of a library of occupational and educational information.~~

~~D. Evaluation~~

~~The program of guidance and counseling will be reviewed annually to determine its strengths and weaknesses. The following information may be gathered and analyzed in that review:~~

~~1. Annual record of graduate placements in post-secondary situations;~~

~~2. Assessments of past graduates as to the effectiveness of guidance services received in the high school;~~

~~3. Results of surveys of parents and staff evaluations of guidance services;~~

~~4. Analysis of the efficacy of outside referrals;~~

~~5. Assessments by persons not employed in the school district and expert in the field of guidance and counseling; and~~

~~6. The personal evaluations of the guidance and counseling staff members to identify weaknesses in the administration of the program.~~

~~Issued: 13 November 2008~~
~~Revised: 09 August 2018~~

TO BE ABOLISHED

TO BE ABOLISHED

R 2460.30 ADDITIONAL/COMPENSATORY SPECIAL EDUCATION AND RELATED SERVICES (M)

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

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

A. Additional Special Education and Related Services

1. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:

a. In the 2021-2022 school year, provide special education and related services contained in an Individualized Education Program (IEP) to a student with disabilities who attains the age of twenty-one during the 2020-2021 school year, provided the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2021-2022 school year.

(1) A student receiving special education and related services pursuant to N.J.S.A. 18A:46-6.3.a. and A.1. shall not be eligible to receive such education and services beyond June 30, 2022, unless otherwise provided in a student's IEP or as ordered by a hearing officer, complaint investigation, or court of competent jurisdiction.

~~2. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:~~

~~a. In the 2022-2023 school year, provide special education and related services contained in an IEP to a student with disabilities who attains the age of twenty-one during the 2021-2022 school year, provided the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2022-2023 school year.~~

~~(1) A student receiving special education and related services pursuant to N.J.S.A. 18A:46-6.3.b. and A.2. shall not be eligible to receive such education and services beyond June 30, 2023, unless otherwise provided in a student's IEP or as ordered by a hearing officer, complaint investigation, or court of competent jurisdiction.~~

~~3. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:~~

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

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

~~B. Rights, Privileges, and Remedies~~

TO BE ABOLISHED

TO BE ABOLISHED

~~1. A student receiving special education and related services, including transition services, pursuant to N.J.S.A. 18A:46-6.3 and this Regulation shall be afforded the same rights, privileges, and remedies provided to students with disabilities pursuant to State law, New Jersey State Board of Education regulations concerning special education, and the Federal "Individuals with Disabilities Education Act," (IDEA) 20 USC §1400 et seq.~~

~~2. Any disputes that arise with respect to the provision or nature of services provided to a student with disabilities in the additional year as provided in accordance with N.J.S.A. 18A:46-6.3.a., b. and c., and A. above may be addressed as determined by the parent of the student with disabilities, by either:~~

~~a. Mediation;~~

~~b. A written request for a complaint investigation submitted to the Director of the Office of Special Education Policy and Dispute Resolution in the New Jersey Department of Education; or~~

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

~~C. Funding~~

~~1. The special education and related services, including transition services, provided to students with disabilities pursuant to the provisions of N.J.S.A. 18A:46-6.3 and this Regulation, to the extent permitted by Federal law, be paid for from the monies received by the State or a school district under the Federal "Coronavirus Aid, Relief, and Economic Security (CARES) Act," Pub.L.116-136, the Federal "Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act, 2021," Pub.L.116-260, the Federal "American Rescue Plan (ARP) Act," Pub.L.117-2, or any other Federal funding provided to address the impact of the coronavirus pandemic on elementary and secondary schools as it becomes available.~~

~~2. To the extent the Federal funds described in N.J.S.A. 18A:46-6.3.e.(1) and C.1. above do not cover the costs borne by the school district to provide the special education and related services, including transition services, to~~

~~students with disabilities pursuant to the provisions of N.J.S.A. 18A:46-6.3 and this Regulation, the State of New Jersey shall appropriate funds as necessary from the Property Tax Relief Fund to reimburse the school district for these costs.~~

~~3. The special education and related services funded pursuant to the provisions of N.J.S.A. 18A:46-6.3.e. may include, but are not limited to, the additional staff, programs, and facilities deemed necessary by the school district to provide the special education and related services, including transition services, required under N.J.S.A. 18A:46-6.~~

~~Adopted: 17 March 2022~~

TO BE ABOLISHED

R 6115.01 FEDERAL AWARDS/FUNDS INTERNAL CONTROLS - ALLOWABILITY OF COSTS (M)

M

Expenditures must be aligned with approved budgeted items. Any changes or variations from the State-approved budget and grant application need prior approval from the State.

A. Delegation of Responsibility

When determining how the school district will spend its grant funds, the School Business Administrator/Board Secretary, will review the proposed cost to determine whether it is an allowable use of Federal grant funds before obligating and spending those funds on the proposed good or service.

B. Allowability Determinations

1. All costs supported by Federal education funds must meet the standards outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part 200, Subpart E, which are listed below. The School Business Administrator/Board Secretary, must consider these factors when making an allowability determination. A section entitled, Helpful Questions for Determining Whether Costs are Allowable, is located at the end of this Regulation.

   2 CFR Part 200 sets forth general cost guidelines that must be considered, as well as rules for specific types of items, both of which must be considered when determining whether a cost is an allowable expenditure of Federal funds. The expenditure must also be allowable under the applicable program statute (e.g., Title I of the Elementary and Secondary Education Act (ESEA), or the Carl D. Perkins Career and Technical Education Act (Perkins)), along with accompanying program regulations, nonregulatory guidance and grant award notifications.

   Restrictions in State and local rules or policy also must be considered. For example, travel and other job-related expenses incurred by employees are not allowable unless they also are in compliance with Policy and Regulation 6471 and related administrative regulations.

   Whichever allowability requirements are stricter will govern whether a cost is allowable. General allowability determination factors include the following:

a. Be Necessary and Reasonable for the performance of the Federal award. A cost is reasonable if, in its nature and amount, it does not exceed that which would be incurred by a prudent person under the circumstances prevailing at the time the decision to incur the cost was made. For example, "reasonable" means that sound business practices were followed, and purchases were comparable to market prices.

When determining reasonableness of a cost, consideration must be given to:

(1) Whether the cost is a type generally recognized as ordinary and necessary for the operation of the district or the proper and efficient performance of the Federal award.

(2) The restraints or requirements imposed by factors, such as: sound business practices; arm's-length bargaining; Federal, State and other laws and regulations; and terms and conditions of the Federal award.

(3) Market prices for comparable goods or services for the geographic area.

(4) Whether the individual incurring the cost acted with prudence in the circumstances considering responsibilities to the district, its employees, its students, the public at large, and the Federal government.

(5) Whether the district significantly deviates from its established practices and policies regarding the incurrence of costs, which may unjustifiably increase the Federal award's cost. (2 CFR 200.404)

Whether a cost is "necessary" will be determined based on the needs of the program. Specifically, the expenditure must be necessary to achieve an important program objective. A key aspect in determining whether a cost is necessary is whether the district can demonstrate that the cost addresses an existing need, and can prove it. For example, the school entity may deem a language skills software program necessary for a limited English proficiency program.

When determining whether a cost is necessary, consideration may be given to:

(1) Whether the cost is needed for the proper and efficient performance of the Federal award program.

(2) Whether the cost is identified in the approved budget or application.

(3) Whether there is an educational benefit associated with the cost.

(4) Whether the cost aligns with identified needs based on results and findings from a needs assessment.

(5) Whether the cost addresses program goals and objectives and is based on program data.

b. Allocable to the Federal award. A cost is allocable to the Federal award if the goods or services involved are chargeable or assignable to the Federal award in accordance with the relative benefit received. This means that the Federal grant program derived a benefit in proportion to the funds charged to the program. (2 CFR 200.405) For example, if fifty percent of a teacher's salary is paid with grant funds, then that teacher must spend at least fifty percent of their time on the grant program.

c. Consistent with policies and procedures that apply uniformly to both Federally-financed and other activities of the school entity.

d. Conform to any limitations or exclusions set forth as cost principles in 2 CFR Part 200 or in the terms and conditions of the Federal award.

e. Consistent treatment. A cost cannot be assigned to a Federal award as a direct cost if any other cost incurred for the same purpose in like circumstances has been assigned as an indirect cost under another award.

f. Adequately documented. All expenditures must be properly documented.

g. Be calculated in accordance with generally accepted accounting principles (GAAP), unless provided otherwise in 2 CFR Part 200.

h. Not included as a match or cost-share, unless the specific Federal program authorizes Federal costs to be treated as such. Some Federal program statutes require the non-Federal entity to contribute a certain amount of non-Federal resources to be eligible for the Federal program.

i. Be the net of all applicable credits. The term "applicable credits" refers to those receipts or reduction of expenditures that operate to offset or reduce expense items allocable to the Federal award. Typical examples of such transactions are: purchase discounts; rebates or allowances; recoveries or indemnities on losses; and adjustments of overpayments or erroneous charges. To the extent that such credits accruing to or received by the State relate to the Federal award, they shall be credited to the Federal award, either as a cost reduction or a cash refund, as appropriate. (2 CFR 200.406)

C. Selected Items of Cost

2 CFR 200, Subpart E, sets forth principles to be applied in establishing the allowability of fifty-five specific cost items (commonly referred to as Selected Items of Cost), at 2 CFR 200.420 through 200.475. These specific cost items are listed in the chart below along with the citation to the section of Subpart E addressing the allowability of that item. These principles are in addition to the other general allowability standards, and apply whether or not a particular item of cost is properly treated as direct cost or indirect (Facilities and Administration) cost. Meeting the specific criteria for a listed item does not by itself mean the cost is allowable, as it may be unallowable under other standards or for other reasons, such as restrictions contained in the terms and conditions of a particular grant or restrictions established by the State or in Board policy. If an item is unallowable for any of these reasons, Federal funds cannot be used to purchase it.

School district personnel responsible for spending Federal grant funds and for determining allowability must be familiar with and refer to the 2 CFR Part 200

selected items of cost section. These rules must be followed when charging these specific expenditures to a Federal grant. When applicable, employees must check costs against the selected items of cost requirements to ensure the cost is allowable, and also check State, district and program-specific rules.

The selected item of cost addressed in 2 CFR Part 200 includes the following:

Item of Cost	Citation of Allowability Rule
Advertising and public relations costs	2 CFR 200.421
Advisory councils	2 CFR 200.422
Alcoholic beverages	2 CFR 200.423
Alumni/ae activities	2 CFR 200.424
Audit services	2 CFR 200.425
Bad debts	2 CFR 200.426
Bonding costs	2 CFR 200.427
Collection of improper payments	2 CFR 200.428
Commencement and convocation costs	2 CFR 200.429
Compensation – personal services	2 CFR 200.430
Compensation – fringe benefits	2 CFR 200.431
Conferences	2 CFR 200.432
Contingency provisions	2 CFR 200.433
Contributions and donations	2 CFR 200.434
Defense and prosecution of criminal and civil proceedings, claims, appeals, and patent infringements	2 CFR 200.435
Depreciation	2 CFR 200.436
Employee health and welfare costs	2 CFR 200.437
Entertainment costs	2 CFR 200.438
Equipment and other capital expenditures	2 CFR 200.439
Exchange rates	2 CFR 200.440
Fines, penalties, damages, and other settlements	2 CFR 200.441
Fund raising and investment management costs	2 CFR 200.442
Gains and losses on disposition of depreciable assets	2 CFR 200.443
General costs of government	2 CFR 200.444

Goods and services for personal use	2 CFR 200.445
Idle facilities and idle capacity	2 CFR 200.446
Insurance and indemnification	2 CFR 200.447
Intellectual property	2 CFR 200.448
Interest	2 CFR 200.449
Lobbying	2 CFR 200.450
Losses on other awards or contracts	2 CFR 200.451
Maintenance and repairs costs	2 CFR 200.452
Materials and supplies costs, including costs of computing devices	2 CFR 200.453
Memberships, subscriptions, and professional activity costs	2 CFR 200.454
Organization costs	2 CFR 200.455
Participant support costs	2 CFR 200.456
Plant and security costs	2 CFR 200.457
Pre-award costs	2 CFR 200.458
Professional services costs	2 CFR 200.459
Proposal costs	2 CFR 200.460
Publication and printing costs	2 CFR 200.461
Rearrangement and reconversion costs	2 CFR 200.462
Recruiting costs	2 CFR 200.463
Relocation costs of employees	2 CFR 200.464
Rental costs of real property and equipment	2 CFR 200.465
Scholarships and student aid costs	2 CFR 200.466
Selling and marketing costs	2 CFR 200.467
Specialized service facilities	2 CFR 200.468
Student activity costs	2 CFR 200.469
Taxes (including Value Added Tax)	2 CFR 200.470
Termination costs	2 CFR 200.471
Training and education costs	2 CFR 200.472
Transportation costs	2 CFR 200.473
Travel costs	2 CFR 200.474
Trustees	2 CFR 200.475

D. Helpful Questions for Determining Whether Costs are Allowable

1. In addition to applying the cost principles and standards described above, district staff involved in expending Federal funds should ask the following questions when assessing the allowability of a particular cost:

a. Is the proposed cost allowable under the relevant program?

b. Is the proposed cost consistent with an approved program plan and budget?

c. Is the proposed cost consistent with program specific fiscal rules? For example, the school entity may be required to use Federal funds only to supplement the amount of funds available from non-Federal (and possibly other Federal) sources, or only as a match for funds from non-Federal sources.

d. Is the proposed cost consistent with EDGAR?

e. Is the proposed cost consistent with specific conditions imposed on the grant (if applicable)?

f. Is the proposed cost consistent with the underlying needs of the program? For example, program funds must benefit the appropriate population of students for which they are allocated. This means that, for instance, funds allocated under Title III of the Elementary and Secondary Education Act (ESEA) governing language instruction programs for Limited English Proficient (LEP) students must only be spent on LEP students and cannot be used to benefit non-LEP students.

g. Will the cost be targeted at addressing specific areas of weakness that are the focus of the program, as indicated by available data?

Any questions related to specific costs should be forwarded to the School Business Administrator/Board Secretary, who shall consult with the school solicitor for clarification as appropriate.

~~A. In addition to the procedures used to determine the allowability of costs in accordance with 2 CFR §200.403 as outlined in Policy 6115.01 and this Regulation, the following procedures will be completed by the school district for Federal awards:~~

~~1. The Superintendent of Schools will designate a grant administrator for each Federal program in the district and Federal program the Board of Education submits an application for funding.~~

~~2. The grant administrator shall complete the following responsibilities for a Federal grant submission:~~

~~a. Complete the grant application for approval by the Superintendent and the Board of Education;~~

~~b. Collaborate with the School Business Administrator/Board Secretary or designee to develop the budget to include all applicable costs;~~

~~c. Ensure all costs included on the grant application are allowable costs in accordance with 2 CFR §200.403; and~~

~~d. Work with the School Business Administrator/Board Secretary to ensure costs meet the general criteria in order to be allowable under Federal awards as outlined in Policy 6115.01 and 2 CFR §200.403.~~

~~3. Upon approval and funding of the Federal grant program, the grant administrator will:~~

~~a. Provide professional development and training to all school staff members working in the Federal program and any additional school staff members the grant administrator determines should be provided the professional development and training to ensure all staff members are providing the services approved and required by the grant;~~

~~b. Monitor the Federal grant program to ensure the program is being administered in accordance with the requirements of the grant; and~~

~~c. Oversee the program's expenditures to ensure the grant funds are budgeted and expended in accordance with the grant application and approval.~~

~~4. Upon completion of the Federal grant program, the grant administrator will work with the School Business Administrator/Board Secretary or designee to complete any close-out and final reports as required by the Federal grant.~~

Adopted: 14 December 2023
Revised:

2365 ACCEPTABLE USE OF GENERATIVE ARTIFICIAL INTELLIGENCE (AI) (M)

M

The Board of Education recognizes the use of artificial intelligence (AI) may result in increased and enhanced learning opportunities for students in the school district. The Board adopts this Policy to provide guidelines and expectations for student use of generative AI.

For the purpose of this Policy, "AI" means all types of generative AI technologies that create new content or outputs from a prompt to produce text, images, videos, or music.

For the purpose of this Policy, "AI tools" means software applications and platforms that utilize AI technologies to perform specific tasks and solve problems that typically require human intelligence.

For the purpose of this Policy, "assignment" means any task or work required of a student as part of a student's educational and co-curriculum program in the district.

The Board recognizes the potential of AI tools to enhance and transform a student's educational and co-curricular experience in the district. However, AI tools are not inherently knowledgeable and are trained from large amounts of data collected from various sources. Outputs generated by an AI tool may be inaccurate, inappropriate, or incomplete. Therefore, to ensure the responsible use of AI and to maintain academic integrity, students shall be required to comply with the district's Acceptable Use of Generative Artificial Intelligence Plan (AI Plan) that will include proper citation and/or documentation methods to support the content provided by an AI tool in a student assignment.

The Superintendent or designee may designate an AI Coordinator to oversee the use of all AI tools in the district and may designate additional AI Coordinators and/or committees to monitor the use of all AI tools within the district.

The Superintendent or designee, in consultation with district staff and AI Coordinator(s), shall develop the district's AI Plan.

The district's AI Plan will include details addressing the following issues:

___1. A list of the schools, departments, and/or grade level(s) in the district where a staff member is authorized to permit student use of AI in assignments;

___2. An explanation on when, how, and to what extent a staff member may permit a student to use AI in assignments;

___3. A procedure that requires each staff member authorized to permit students to use AI in assignments to inform the students at the time of the assignment the conditions in which AI may be used;

___4. A procedure for the Superintendent or designee to approve and review the use of AI tools and a process to ensure strategies will be implemented in the district to address any issues regarding student use of AI in assignments. This may include, but not be limited to, areas such as academic integrity, bias, inaccuracy/misinformation, copyright/licensing unknowns, privacy violations, and equity of access;

___5. A procedure to inform parents and receive parental consent in the beginning of each school year for the student to be permitted to use AI for assignments in accordance with this Policy and the district's AI Plan;

___6. A list of prohibited uses of AI that violate this Policy or the district's Code of Student Conduct, which may include any use of AI which does not align with the conditions set when the assignment was provided to the student; using AI to complete an assignment in a way that falsely represents the assignment as the student's own; using AI to purposefully create misinformation or to misrepresent others with the intent of harming, bullying, or intimidating an individual(s); using AI with confidential student or staff personal information; and other prohibited behaviors and/or conduct listed in Policy and Regulation 2361 – Acceptable Use of Computer Networks/ Computers and Resources;

___7. A list of consequences if a student violates any provision of this Policy or AI Plan which may include, but not be limited to, the consequences listed in Policy and Regulation 2361 – Acceptable Use of Computer Networks/Computers and Resources or Policy and Regulation 5600 – Student Discipline/Code of Conduct;

___8. A procedure where the district, supervisors, administrative staff members, and other staff members review the procedures used in determining the activities where AI may be permitted to be used by students to ensure staff members are implementing AI procedures in accordance with this Policy and the district's AI Plan;

___9. A procedure to be used by a staff member to address suspected plagiarism or academic dishonesty using AI in a student's assignment in accordance with the provisions of Policy 5701;

___10. A procedure to ensure a student accused of any alleged violation of the provisions of this Policy or the district's AI Plan is provided appropriate due process before making a final determination on the student's conduct in accordance with the provisions of Policy and Regulation 5600 – Student Discipline/Code of Conduct;

___11. The method(s) or format(s) to be used by students on how to cite or document content generated from any AI platform that is used in an assignment.

The district's AI Plan will be reviewed and/or revised as needed.

In the event the Superintendent determines a provision(s) of this Policy or the district's AI Plan becomes inapplicable, inappropriate, undesirable, and/or irrelevant for any reason in the school setting, the Superintendent may revise or suspend a provision(s) of this Policy or the district's AI Plan. In such case, the Superintendent will report to the Board the reason for the revision or suspension and recommend the Board ratify the Superintendent's actions.

Adopted:

ACCEPTABLE USE OF GENERATIVE ARTIFICIAL INTELLIGENCE (AI) PLAN

The Board of Education has adopted Policy Guide 2365 – Acceptable Use of Generative Artificial Intelligence (AI) which requires the development of this Acceptable Use of Generative Artificial Intelligence Plan (AI Plan). This AI Plan supplements Policy Guide 2365 as it provides the details of the general provisions included in Policy Guide 2365 and adopted by the Board.

Provision 1

1. List the schools, departments, and/or grade level(s) in the district where a staff member is authorized to permit student use of AI in assignments.

A. Teachers and staff members at Churchill Junior High School (students ages 13+) and East Brunswick High School (Grades 10–12) are authorized to permit student use of generative AI for assignments in accordance with district-issued AI guidelines.

B. Both schools follow the Staff and Student AI Guidelines, which outline expectations, responsible use practices, and accountability measures. These guidelines are supported by the AI Use Scale and the Student Digital Code of Conduct, which together aim to:

   i. Encourage the thoughtful and ethical use of AI tools.
   ii. Empower educators to guide and manage student use.
   iii. Promote digital citizenship and academic integrity.

C. Teachers and staff are instructed to post the AI guidelines at the top of each Canvas course to ensure students understand their responsibilities regarding AI. Students are also expected to discuss any potentially unauthorized use of AI with their teachers before submitting assignments.

D. Currently, there are no district-approved generative AI tools authorized for student use with EBNET logins or accounts. However, it is acknowledged that some students may access these tools independently or with parent/guardian permission using personal email accounts.

E. The district's guidance and support tools are designed to help all secondary students, regardless of age, understand appropriate AI use and prepare for future academic and professional environments.

F. Copies of the guidelines, AI Use Scale, Student Digital Code of Conduct, and other resources supporting students, staff, and parents/guardians are available at http://www.ebnet.org/AICenter.

Provision 2

2. Provide an explanation on when, how, and to what extent a staff member may permit a student to use AI in assignments.

A. Prior to each assignment, teachers should use the AI Use Scale to clearly communicate the level of AI use permitted for that specific task, assignment, or assessment.

B. Students are encouraged to ask questions about their assignments before using any tools or strategies, including AI, to ensure proper completion of their work.

C. If a student uses AI or other tools in a manner inconsistent with the assignment directions or the AI Use Scale, teachers should take appropriate actions in accordance with their class rules and/or the academic integrity policy.

D. Teachers are encouraged to include a statement in their course syllabi to facilitate constructive conversations about AI use with their students. Examples from UPenn include: Academic Integrity Statements that Address Generative AI (upenn.edu)

E. Copies of the aforementioned guidelines, the AI Use Scale, the student digital code of conduct, and other informational materials to support students, staff, and parents/guardians can be found at: http://www.ebnet.org/AICenter

F. Generative AI should be treated as a source that requires proper citation, in accordance with existing expectations for plagiarism and academic integrity. See the citation guide below: EBPS: MLA & APA Citations for Gen AI Tools

G. While not every use of AI requires a citation, the citation guide above—or another system tailored to the needs of each class—is appropriate and should be clearly communicated to students.

H. The student guidance also advises: "If you use a Generative AI tool, it is important to keep a copy of your prompting session as a reference—both to support your learning of proper AI use and in case your teacher requests to review it."

Provision 3

3. Provide the procedure that requires each staff member authorized to permit students to use AI in assignments to inform the students at the time of the assignment the conditions in which AI may be used.

A. Teachers and staff are instructed to post the AI guidance documents, AI Use Scale, and other important student resources on each of their Canvas courses at the start of the school year.

B. Teachers are provided with an example module on Canvas Commons, which can be imported into each of their Canvas courses to help populate content CJHS-EBHS AI Guidance Documents & Important Info

C. Before each assignment, teachers should use the AI Use Scale to clearly indicate the level of AI use permitted for that specific task or assessment.

D. Teachers should encourage students to ask questions about their assignments before using any tools or strategies, including AI, to ensure proper completion of their work.

E. If a student uses AI or other tools in a manner inconsistent with the assignment directions or the AI Use Scale, teachers should take appropriate action in accordance with their class rules and/or the academic integrity policy.

F. Including a statement in the course syllabus can also facilitate constructive conversations about AI with students. Examples from UPenn include: Academic Integrity Statements that Address Generative AI (upenn.edu)

G. Copies of the aforementioned guidelines, the AI Use Scale, the student digital code of conduct, and other informational materials to support students, staff, and parents/guardians can be found at: http://www.ebnet.org/AICenter

Provision 4

4. Provide the procedure for the Superintendent or designee and the AI Coordinator(s) to approve and review the use of AI tools and a process to ensure strategies will be implemented to address any issues regarding student use of AI in assignments. This shall include, but not be limited to, areas such as academic integrity, bias, inaccuracy/misinformation, copyright/licensing unknowns, privacy violations, and equity of access.

A. The superintendent and designated administrators, in consultation with relevant staff members and stakeholder groups, will review the AI guidelines and accompanying resources to ensure that appropriate tools are approved for use by both staff and students.

B. As part of this review process, AI programs and tools will be thoroughly evaluated to ensure that concerns related to academic integrity, bias, misinformation, copyright and licensing, privacy, deepfakes, and equity are carefully considered and addressed.

Provision 5

5. Provide the procedure to inform parents and receive parental consent in the beginning of each school year for the student to be permitted to use AI for assignments in accordance with Policy 2365 – Acceptable Use of Generative Artificial Intelligence (AI) and this AI Plan.

A. For any AI tools approved by the district for student use, the IT department will notify parents/guardians, outlining the expectations for students, providing information about the tool, and offering the option to approve or decline its use for their child.

B. While parents/guardians may choose to opt their children out of certain technology tools, many tools are required for participation in specific curriculum activities, assessments, and other instructional work. These tools include, but are not limited to, Canvas Learning Management System, Google Drive and Education Suite, Microsoft Office 365, Turnitin.com, Cengage, and Big Ideas Math.

Provision 6

6. Provide a list of prohibited uses of AI that violate Policy 2365 – Acceptable Use of Generative Artificial Intelligence (AI) or the district's Code of Student Conduct, which may include any use of AI which does not align with the conditions set when the assignment was provided to the student; using AI to complete an assignment in a way that falsely represents the assignment as the student's own; using AI to purposefully create misinformation or to misrepresent others with the intent of

harming, bullying, or intimidating an individual(s); using AI with confidential student or staff personal information; and other prohibited behaviors and/or conduct listed in Policy and Regulation 2361 – Acceptable Use of Computer Networks/ Computers and Resources.

A. Students must follow their teachers' directions regarding appropriate AI use for all assignments and assessments, as outlined in the AI guidelines, the AI Use Scale, and other supporting documents and code of conduct.

B. Students may not use AI tools to:
   i. Complete an assignment in a way that falsely represents the work as their own.
   ii. Create misinformation or misrepresent others with the intent to harm, bully, or intimidate an individual or group.
   iii. Use AI with confidential student or staff personal information.
   iv. Engage in any other activity that violates the code of conduct or legal protections afforded to students and staff under local, state, or federal law.

Provision 7

7. List the consequences if a student violates any provision of Policy 2365 - Acceptable Use of Generative Artificial Intelligence (AI) or this AI Plan which may include, but not be limited to, the consequences listed in Policy and Regulation 2361 – Acceptable Use of Computer Networks/Computers and Resources.

A. Inappropriate use of AI tools will result in consequences consistent with the student handbook, code of conduct, and academic integrity policy, based on the nature and severity of the violation.

Provision 8

8. Provide the procedure where the AI Coordinator(s), supervisors, administrative staff members, and other staff members review the procedures used in determining the activities where AI may be permitted to be used by students to ensure staff members are implementing AI procedures in accordance with Policy 2365 – Acceptable Use of Generative Artificial Intelligence (AI) and this AI Plan.

A. Each year, the administrative team, and IT team will review the AI guidelines for staff and students, in collaboration with relevant student, staff, and community committees as appropriate, and will outline the process for communicating this information to both staff and students before the start of the school year.

Provision 9

9. List the approved AI platforms that may be used by students in assignments.

A. At this time, no AI tools are officially sanctioned or specifically approved for school use.

B. Students are encouraged to review and follow all terms of service before using any AI tools, including obtaining parental permission when required.

C. Any student accessing AI tools on a district-issued device must use only their district credentials for any future district-approved AI tools.

Provision 10

10. Provide the procedure to be used by a staff member to address suspected plagiarism or academic dishonesty using AI in a student's assignment in accordance with the provisions of Policy 5701.

A. Teachers are encouraged to collect both physical and digital writing samples early in the year and periodically thereafter to ensure fair assessment of student work suspected of unauthorized use of Generative AI.

B. Teachers are encouraged to use Turnitin.com, baseline student writing samples, and other course-appropriate methods to ensure that student work meets standards for academic integrity. It is equally important to foster a classroom culture that promotes trust and accountability.

C. Assignments with an AI detection score of 25% or higher should be reviewed. Since Turnitin is not infallible, human evaluation of submissions is essential to ensure the accuracy of both plagiarism and AI detection results.

D. Teachers are encouraged to use Google LTI in Canvas for writing assignments, as the revision history can help verify the authenticity of student work.

E. Teachers can also use OneNote's Replay feature to review student work, helping to verify the authenticity of digital writing created with a stylus or keyboard.

F. Teachers are encouraged to consult the guides below, as well as this staff resource, for using AI tools to support teaching and learning:
   i. AI for Equity & Communication
   ii. AI for Planning & Assessment
   iii. AI for Differentiation & Support

G. Teachers are also provided with an example module on Canvas Commons, which can be imported into their Canvas courses to help populate content.
   i. CJHS-EBHS AI Guidance Documents & Important Info (2025-2026)

H. Before each assignment, teachers should use the AI Use Scale to clearly indicate the level of AI use permitted for the task or assessment.

I. Teachers should encourage students to ask questions about their assignments before using any tools or strategies, including AI, to ensure their work is completed correctly.

Provision 11

11. Provide the procedure to ensure a student accused of any alleged violation of the provisions of Policy 2365 – Acceptable Use of Generative Artificial Intelligence (AI) or this AI Plan is provided appropriate due process before making a final

determination on the student's conduct in accordance with the provisions of Policy and Regulation 5600 – Student Discipline/Code of Conduct.

A. Students and parents/guardians have the same opportunity to appeal teacher or administrator decisions regarding academic integrity violations related to the unauthorized or inappropriate use of AI on any assessment or classwork.

B. Students and parents/guardians may appeal a teacher's or assistant principal's decision to the building principal, and subsequently to the assistant superintendent.

C. Students and parents/guardians are reminded to consult the previously mentioned AI guidelines, AI Use Scale, student digital code of conduct, and other supporting materials for students, staff, and families, available at: http://www.ebnet.org/AICenter.

Provision 12

12. Provide the method(s) or format(s) to be used by students on how to cite or document content generated from any AI platform that is used in an assignment.

A. Generative AI should be treated as a source that requires proper citation, in accordance with existing expectations for plagiarism and academic integrity. See the citation guide below: EBPS: MLA & APA Citations for Gen AI Tools.

2415.04 TITLE I – DISTRICT-WIDE PARENT AND FAMILY ~~PARENTAL INVOLVEMENT~~ ENGAGEMENT (M)

M

In support of strengthening student academic achievement, each school district that receives Title I, Part A funds must develop jointly with, agree on, and distribute to, parents of participating children a written parent and family engagement policy that contains information required by Section 1116(a)(2) of the Elementary and Secondary Education Act (ESEA). This Policy establishes the school district's expectations for parent and family engagement, describes how the school district will implement a number of specific parent and family engagement activities, and is incorporated into the school district's Annual School Plan (ASP).

A. General Expectations

1. The school district agrees to implement the following statutory requirements:

   a. The school district will put into operation programs, activities, and procedures for the involvement of parents in all its schools with Title I, Part A programs, consistent with Section 1116 of the ESEA. These programs, activities, and procedures will be planned and operated with meaningful consultation with parents of participating children.

   b. Consistent with Section 1116 of the ESEA, the school district will work with its schools to ensure that the required school-level parent and family engagement policies meet the requirements of Section 1116(b) of the ESEA, and each include, as a component, a school-parent compact consistent with Section 1116(d) of the ESEA.

   c. The school district will incorporate this district-wide parent and family engagement policy into its school district's plan developed under Section 1112 of the ESEA.

   d. In carrying out the Title I, Part A parent and family engagement requirements, to the extent practicable, the school district and its schools will provide full opportunities for the participation of parents with limited English proficiency, parents with disabilities, and parents of migratory children, including providing information and school reports required under Section 1111 of the ESEA in an understandable and uniform format and, including alternative formats upon request, and, to the extent practicable, in a language parents understand.

e. If the school district's plan for Title I, Part A, developed under Section 1112 of the ESEA, is not satisfactory to the parents of participating children, the school district will submit any parent comments with the plan if requested by the New Jersey Department of Education (NJDOE).

f. The school district will involve the parents of children served in Title I, Part A schools in decisions about how the one percent of Title I, Part A funds reserved for parent and family engagement is spent, and will ensure that not less than ninety percent of the one percent reserve goes directly to the schools.

g. The school district will be governed by the following statutory definition of parent and family engagement, and expects that its Title I schools will carry out programs, activities, and procedures in accordance with this definition:

(1) "Parent and family engagement" means the participation of parents in regular, two-way, and meaningful communication involving student academic learning and other school activities, including ensuring:

(a) That parents play an integral role in assisting their child's learning;

(b) That parents are encouraged to be actively involved in their child's education at school;

(c) That parents are full partners in their child's education and are included, as appropriate, in decision-making and on advisory committees to assist in the education of their child; and

(d) The carrying out of other activities, such as those described in Section 1116 of the ESEA.

h. For states where a Parental Information and Resource Center is established, the school district will inform parents and parental organizations of the purpose and existence of the Parental Information and Resource Center in the state.

B. Description of How District Will Implement Required District-Wide Parent and Family Engagement Policy Components

1. The school district will take the following actions to involve parents in the joint development of its district-wide parent and family engagement plan under Section 1112 of the ESEA:
(List actions)

a. Host a Title I Parent Meeting

b. Include parents in the development of plans and activities.

c. Provide ongoing communication in various formats.

2. The school district will take the following actions to involve parents in the process of school review and improvement under Section 1116 of the ESEA:
(List actions)

a. The school will convene an annual meeting, at a convenient time, to which all parents of participating children shall be invited and encouraged to attend, to inform parents of their school's participation under Title I, Part A, and to explain the requirements of this part and the right of the parent to be involved.

3. The school district will provide the following necessary coordination, technical assistance, and other support to assist Title I, Part A schools in planning and implementing effective parent and family engagement activities to improve student academic achievement and school performance:
(List activities)

a. Ensure district representation at NJDOE trainings.

b. Regularly meet with school administration to review plans and implementation.

4. The school district will take the following actions to conduct, with the involvement of parents, an annual evaluation of the content and effectiveness of this parent and family engagement policy in improving the quality of its Title I, Part A schools. The evaluation will include identifying barriers to greater participation by parents in parent and family engagement activities (with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background). The school district will use the findings of the evaluation about its parent and family engagement policy and activities to design strategies for more effective parent and family engagement, and to revise, if necessary (and with the involvement of parents) its parent and family engagement policies.

(List actions, such as describing how the evaluation will be conducted, identifying who will be responsible for conducting it, and explaining what role parents will play)

a. Evaluation will be multilingual and available online and through traditional methods.

b. Administrative team will gather parent feedback to refine and enhance school based plans.

c. _____

5. The school district will build the schools' and parents' capacity for strong parent and family engagement, in order to ensure effective involvement of parents and to support a partnership among the school involved, parents, and the community to improve student academic achievement, through the following activities specifically described below:

a. The school district will, with the assistance of its Title I, Part A schools, provide assistance to parents of children served by the school district or school, as appropriate, in understanding topics such as the following, by undertaking the actions described in this paragraph:

(1) The challenging State academic standards;

(2) The State and local academic assessments including alternate assessments;

(3) The requirements of Title I, Part A;

(4) How to monitor their child's progress; and

(5) How to work with educators:

(a) Parent Workshop/Information Sessions, Pre-K, Kindergarten & New Student Orientation, Family Engagement Nights, PTA Meetings, PTA Events, Parent-Teacher Conference, and Back to School Night.

(b) Webinar Resources

(c) Newsletter

b. The school district will, with the assistance of its schools, provide materials and training to help parents work with their children to improve their children's academic achievement, such as literacy training, and using technology, as appropriate, to foster parent and family engagement, by:
(List activities)

(1) Continuously updating school and district websites with applicable information.

(2) Utilize district communication technology to share resources with parents.

(3) Host parent involvement events.

c. The school district will, with the assistance of its schools and parents, educate its teachers, student services personnel, principals, other school leaders, and other staff, in how to reach out to, communicate with, and work with parents as equal partners, in the value and utility of contributions of parents, and in how to implement and coordinate parent programs and build ties between parents and schools, by:
(List activities)
(1) Implement district Strategic Plan.

(2) Parent involvement in district and school committees.

d. The school district will take the following actions to ensure that information related to the school and parent programs, meetings, and other activities is sent to the parents of participating children in an understandable and uniform format, including alternative formats upon request, and, to the extent practicable, in a language the parents can understand:
(List actions)

(1) Notices and resources will be made available in a variety of languages (posted online and traditional methods).

C. Adoption

This Policy has been developed jointly with, and agreed on with, parents of children participating in Title I, Part A programs, as evidenced by the Superintendent of Schools or designee. This Policy was adopted by the Board of Education on the adoption date noted at the end of this Policy and will be in effect for the period of one year and will be updated as needed on an annual basis. The school district will distribute this Policy to all parents of participating Title I, Part A children on or before October 1 of each school year.

Elementary and Secondary Education Act, Title I, Section 1116(a)(2)

~~A school district that receives Title I funds must implement programs, activities and procedures for the involvement of parents in programs assisted by Title I funding. The district will reserve not less than one percent of its allocation under Subpart 2 to carry out these requirements, which shall include promoting family literacy and parenting skills. Parents of pupils receiving Title I services shall be involved in the decisions regarding how funds will be allotted for parental~~

~~involvement activities. The district is not required to reserve at least one percent of its allocation under Subpart 2 if the one percent of the district's allocation is $5,000.00 or less.~~

~~Each school served with Title I funds shall jointly develop with, and distribute to, parents of participating pupils, this parental involvement policy, agreed on by such parents, that shall describe the means for carrying out the requirements of No Child Left Behind Act (NCLB) of 2001, §1119(a) through (f). Parents will be notified of this policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. This policy shall be made available to the local community and updated periodically to meet the changing needs of parents and schools within the district.~~

~~"Parent", for the purposes of this policy, means a parent and/or legal guardian. "School", for the purposes of this policy, is a specific school in a Target Assistance Title I program or schools within the district in a school-wide Title I program.~~

~~Policy Involvement~~

~~Each school served with Title I funds will:~~

1. ~~Convene an annual meeting, at a convenient time, to which all parents of participating pupils shall be invited and encouraged to attend, to inform parents of their school's participation and the requirements of this Policy, and the right of the parents to be involved;~~

2. ~~Offer a flexible number of meetings, such as meetings in the morning or evening, and may provide, with Title I funds, transportation, child care, or home visits, as such services relate to parental involvement;~~

3. ~~Involve parents, in an organized, ongoing, and timely way, in the planning, review, and improvement of programs, including the planning, review, and improvement of the school parental involvement policy and the joint development of the school-wide program plan under NCLB, §1114(b)(2);~~

4. ~~Provide parents of participating pupils:~~

   a. ~~timely information about programs required by NCLB, §1118;~~

   b. ~~a description and explanation of the curriculum in use at the school, the forms of academic assessment used to measure student progress, and the proficiency levels students are expected to meet; and~~

   c. ~~if requested by parents, opportunities for regular meetings to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children, and respond to any such suggestions as soon as practicably possible; and~~

5. ~~Submit any parent comments on the plan when the school makes the plan available to the Board of Education, if the school-wide program plan under §1114(b)(2) of NCLB is not satisfactory to the parents of participating pupils.~~

~~Shared Responsibilities For High Student Academic Achievement~~

~~Each school served by Title I funds shall jointly develop with parents of all pupils served with Title I funds, a school-parent compact that outlines how parents, the entire school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards. The compact will:~~

1. ~~Describe the school's responsibility to provide high-quality curriculum and instruction in a supportive and effective learning environment that enables the pupils served by Title I funds to meet the State's student academic achievement standards, and the ways in which each parent will be responsible for supporting their children's learning, such as monitoring attendance, homework completion, and television watching; volunteering in their child's classroom; and participating, as appropriate, in decisions relating to the education of their children and positive use of extracurricular time; and~~

2. ~~Address the importance of communication between teachers and parents on an ongoing basis through, at a minimum:~~

3. ~~Involve parents, in an organized, ongoing, and timely way, in the planning during which the compact shall be discussed as the compact relates to the individual pupil's achievement;~~

   a. ~~frequent reports to parents on their children's progress; and~~

   b. ~~reasonable access to staff, opportunities to volunteer and participate in their child's class, and observation of classroom activities.~~

~~Building Capacity For Involvement~~

~~To ensure effective involvement of parents and to support a partnership among the school involved, parents, and the community to improve student academic achievement, each school and school district assisted with Title I funds:~~

1. ~~Shall provide assistance to parents of pupils served by the school in understanding such topics as the State's academic content standards and State student academic achievement standards, State and local academic assessments, the requirements of this Policy, and how to monitor a child's progress and work with educators to improve the achievement of their children;~~

2. ~~Shall provide materials and training to help parents to work with their children to improve their children's achievement, such as literacy training and using technology, as appropriate, to foster parental involvement;~~

3. ~~Shall educate teachers, pupil services personnel, Building Principals, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school;~~

4. ~~Shall, to the extent feasible and appropriate, coordinate and integrate parent involvement programs and activities with Head Start, Reading First, Early Reading First, Even Start, the Home Instruction Programs for Preschool Youngsters, the Parents as Teachers Program, and public preschool and other programs, and conduct other activities, such as parent resource centers, that encourage and support parents to more fully participate in the education of their children;~~

5. ~~Shall ensure that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, to the extent practicable, in a language the parents can understand;~~

6. ~~May involve parents in the development of training for teachers, Principals, and other educators to improve the effectiveness of such training;~~

7. ~~May provide necessary literacy training from Title I funds if the school district has exhausted all other reasonably available sources of funding for such training;~~

8. ~~May pay reasonable and necessary expenses associated with local parental involvement activities, including transportation and child care costs, to enable parents to participate in school-related meetings and training sessions;~~

9. ~~May train parents to enhance the involvement of other parents;~~

10. ~~May arrange school meetings at a variety of times, or conduct in-home conferences between teachers or other educators, who work directly with participating children, with parents who are unable to attend such conferences at school, in order to maximize parental involvement and participation;~~

11. ~~May adopt and implement model approaches to improving parental involvement;~~

12. ~~May establish a district-wide parent advisory council to provide advice on all matters related to parental involvement in Title I programs;~~

13. ~~May develop appropriate roles for community-based organizations and businesses in parent involvement activities; and~~

14. ~~Shall provide such other reasonable support for parental involvement activities under this Policy as parents may request.~~

~~Accessibility~~

~~In carrying out the parental involvement requirements of NCLB, §1118 and this Policy, the school and school district, to the extent practicable, shall provide full opportunities for the participation of parents with limited English proficiency, parents with disabilities, and parents of migratory children, to include providing information and school reports required under NCLB, §1111 in a format and, to the extent practicable, in a language such parents understand.~~

~~The district will inform parents of any parental information and resource centers that provide training, information, and support to parents and individuals who work with local parents, school districts, and schools receiving Title I funds.~~

~~The Superintendent of Schools will submit this Policy to the New Jersey Department of Education for review to be sure the Policy meets the requirements of NCLB, §1118.~~

~~United States Department of Education Non-Regulatory Guidance – Appendix D – District-Wide Parental Involvement Policy~~

Adopted: 29 March 2007
Revised:

2415.58 TITLE I – SCHOOL PARENT AND FAMILY ENGAGEMENT – EAST BRUNSWICK HIGH SCHOOL (M)

A. District Expectations

1. In accordance with the requirements of Title I, Section 1116(a)(2), ESEA, the Board of Education agrees to implement the following statutory requirements:

   a. The school district will put into operation programs, activities, and procedures for the involvement of parents in all its schools with Title I, Part A programs. These programs, activities, and procedures will be planned and operated with meaningful consultation with parents of participating children.

   b. The school district will work with its schools to ensure the required school-level parent and family engagement policies meet the Title I, Part A requirements, and include, as a component, a school-parent compact.

   c. The school district will incorporate this School Parent and Family Engagement Policy into its district plan.

   d. In carrying out the Title I, Part A parent and family engagement requirements, to the extent practicable, the school district and its schools will provide full opportunities for the participation of parents of children with limited English proficiency, parents of children with disabilities, and parents of migratory children, including providing information and school reports in an understandable and uniform format and, including alternative formats upon request, and, to the extent practicable, in a language parents understand.

   e. If the school district plan for Title I, Part A funds is not satisfactory to the parents of participating children, the school district will submit any parent comments with the plan upon request by the New Jersey Department of Education (NJDOE).

   f. The school district will involve the parents of children served in Title I schools in decisions about how the one percent of Title I, Part A funds reserved for parent and family engagement is spent, and will ensure that not less than ninety percent of the one percent reserved goes directly to the schools. (Only applicable for districts with Title I, Part A allocations greater than $500,000.)

g. The school district will be governed by the following statutory definition of parent and family engagement, and expects that its Title I schools will carry out programs, activities, and procedures in accordance with this definition:

(1) "Parent and family engagement" means the participation of parents in regular, two-way, and meaningful communication involving student academic learning and other school activities, including ensuring:

(a) That parents play an integral role in assisting their child's learning;

(b) That parents are encouraged to be actively involved in their child's education at school;

(c) That parents are full partners in their child's education and are included, as appropriate, in decision-making and on advisory committees to assist in the education of their child; and

(d) The carrying out of other activities, such as those described in section 1116 of the ESEA.

h. The school district will inform parents and parental organizations of the purpose and existence of the Parental Information and Resource Center in New Jersey.

B. School Parent and Family Engagement Policy Required Components

1. The school will take the following actions to involve parents in the joint development of its district/school parent and family engagement plan:
(List actions)

a. Host a Title I Parent Meeting.

b. Include parents in the development of plans and activities.

c. Provide ongoing communication in various formats.

2. The school will convene an annual meeting, at a convenient time, to which all parents of participating children shall be invited and encouraged to attend, to inform parents of their school's participation under Title I, Part A, and to explain the requirements of this part and the right of the parents to be involved:
(Describe when and where the annual meeting will be held.)

a. Back to School Night

3. The school will offer a flexible number of meetings, such as meetings in the morning or evening, and may provide, with funds provided under Title I, Part A, transportation, child care, or home visits, as such services relate to parent and family engagement:
(Describe how flexibility is provided.)

    a. Sessions will be offered virtually and in-person

4. The school will provide the following necessary coordination, technical assistance, and other support to assist Title I schools in planning and implementing effective parent and family engagement activities to improve student academic achievement and school performance:
(List activities)

    a. Ensure district representation at NJDOE trainings.

    b. Regularly meet with school administration to review plans and implementation.

5. The school will build the schools' and parents' capacity for strong parent and family engagement, in order to ensure effective involvement of parents and to support a partnership among the school involved, parents, and the community to improve student academic achievement, through the following activities specifically described below:

    a. The school will, with the assistance of its Title I schools, provide assistance to parents of children served by the school district or school, as appropriate, in understanding topics such as the following:

        (1) The challenging, state academic standards;

        (2) The state and local academic assessments including alternate assessments;

        (3) The requirements of Title I, Part A;

        (4) How to monitor their child's progress; and

        (5) How to work with educators to improve the achievement of their children.
        (List activities, such as workshops, conferences, classes, both in-state and out-of-state, including any equipment or other materials that may be necessary to ensure success.)

            (a) Participation in state and local conferences.

(b) Ongoing review of professional resources and NJDOE communications.

6. The school will provide parents of participating children, if requested by parents, opportunities for regular meetings to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children, and respond to any such suggestions as soon as practically possible.

a. The school will, with the assistance of its Title I schools, provide materials and training to help parents work with their children to improve their children's achievement, such as literacy training and using technology, as appropriate, to foster parent and family engagement, by:
(List activities)

(1) Continuously updating school and district websites with applicable information.

(2) Utilize district communication technology to share resources with parents.

(3) Host parent involvement events.

b. The school will, with the assistance of its Title I schools and parents, educate its teachers, student services personnel, principals, other school leaders, and other staff in how to reach out to, communicate with, and work with parents as equal partners, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners to implement and coordinate parent programs and build ties between parents and schools, by:
(List activities)

(1) Implement district Strategic Plan.
(2) Parent involvement in district and school committees.

c. The school will, to the extent feasible and appropriate, coordinate and integrate parent and family engagement programs and activities with public preschool and other programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children, by:
(List activities)

(1) Parent Workshop/Information Sessions, New Student Orientation, Family Engagement Nights, PTA Meetings,

PTA Events, Parent-Teacher Conferences, and Back to School Night.

(2) Webpage Resources

(3) Newsletter

d. The school will take the following actions to ensure that Title I information related to the school and parent programs, meetings, and other activities, is sent to the parents of participating children in an understandable and uniform format, including alternative formats upon request, and, to the extent practicable, in a language the parents can understand:
(List actions)

(1) Notices and resources will be made available in a variety of languages (posted online and traditional methods)

7. The school will coordinate and integrate parent and family engagement strategies under Title I with parent and family engagement strategies under the following programs: [Such as: Head Start, Parents as Teachers, Home Instruction Programs for Preschool Youngsters, and state-operated preschool programs], by:
(List activities)

a. Title I Family Survey

b. Webpage Family Resources

c. Information Sessions

8. The school will take the following actions to conduct, with the involvement of parents, an annual evaluation of the content and effectiveness of this parent and family engagement policy in improving the quality of its Title I schools. The evaluation will include identifying barriers to greater participation by parents in parent and family engagement activities (with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background). The school district will use the findings of the evaluation about its parent and family engagement policy and activities to design strategies for more effective parent and family engagement, and to revise

if necessary (and with the involvement of parents) its parent and family engagement policies:
(List actions, such as describing how the evaluation will be conducted, identifying who will be responsible for conducting it, and explaining what role parents will play.)

a. Evaluation will be multilingual and available online and through traditional methods.

b. Administrative team will gather parent feedback to refine and enhance school based plans.

9. The school will take the following actions to involve parents in the process of school review and improvement:
(List activities)

a. Host a Title I Parent Meeting.

b. Include parents in district and school level planning teams.

c. Provide ongoing communication in various formats.

C. Shared Responsibilities for High Student Academic Achievement

1. As a component of the school-level parent and family engagement policy, each school shall jointly develop with parents for all children served under this part a school-parent compact that outlines how parents, the entire school staff, and students will share the responsibility for improved student academic achievement:
(List actions)

a. The school-parent compact is located in the Student Handbook and outlines how the parents, school staff, and students will share the responsibility for improved student academic achievement.

D. Accessibility

1. In carrying out the parent and family engagement requirements of this part, districts and schools, to the extent practicable, shall provide full opportunities for the participation of parents of children with limited English proficiency, parents of children with disabilities, and parents of migratory children, including providing information and school reports

required in a format and, to the extent practicable, in a language such parents can understand:
(List actions)

a. The district will provide interpreters and translated documents.

E. Adoption

1. This School Parent and Family Engagement Policy has been developed jointly with, and agreed on, parents of children participating in Title I, Part A programs, as evidenced by meeting minutes.

2. This Policy was adopted by the Board of Education on the adoption date noted at the end of this Policy and will be in effect for the period of the school year. The school district will distribute this Policy to all parents of each school year.

Elementary and Secondary Education Act, Title I, Section 1116(a)(2)

Adopted:

5513 CARE OF SCHOOL PROPERTY (M)

The Board of Education believes the school district should help students learn to respect property and instill feelings of pride in their school. The Board requires each student in the district to responsibly care for school property and the school supplies and equipment entrusted to the student by the school district.

Students who cause damage to or lose school property may be subject to disciplinary measures. The Board authorizes the imposition of a fine for the loss, damage, or destruction of a textbook and reserves the right to withhold a report card or diploma from any student whose payment of a fine is in arrears.

A student who demonstrates chronic and/or serious disregard for property may be referred to the Child Study Team.

The Superintendent shall develop rules for the safekeeping and accounting of textbooks and prepare a schedule of fines for lost, damaged, and destroyed textbooks.

Financial obligations arising from damage to school district technology devices may also be addressed in accordance with Policy 7523 and related administrative procedures. Following notice and opportunity for administrative review, the District may restrict participation in extra-curricular activities, social events, or other optional programs for unpaid obligations owed by the student assigned the device.

N.J.S.A. 18A:34-2; 18A:37-3
N.J.A.C. 6A:23-6.6

Adopted: 09 August 2018
Revised: 15 December 2022
Revised: 23 June 2026

6163 ADVERTISING ON SCHOOL PROPERTY

The Board of Education recognizes and appreciates the financial support received from Federal and State funding sources and from local taxpayers. The Board desires to expand revenue sources for the financial needs of the school district and authorizes advertising on school property consistent with applicable State and local laws, codes, and ordinances. "School property" for the purposes of this Policy includes, but is not limited to: school district owned real estate; school district owned or leased buildings; school district owned or leased vehicles, excluding school buses; school district electronic communication medium including the school district's website, school district electronic communications, school district television, and media productions; school district sponsored content on mass media outlets; and any other method of electronic or print communications published or used by the school district.

The Board of Education may enter into a contract for the sale of

___ signage on school district property which may also include, but is not limited to, areas in and around athletic fields and grounds, on fences, on school vehicles, and in and on school buildings;

___ advertising space in school district publications and print media;

___ advertising space on the school district's website; and

___ advertisements to be included in school district productions and programs that are aired on media outlets such as television stations, internet, radio, etc.

The New Jersey Public School Contracts Law, N.J.S.A. 18A:18A-1 et seq., shall apply to any contract or agreement entered into by the Board for the purpose of advertising on school property. The Board will award a contract for advertising on school property after advertising for bids and bidding in accordance with the provisions of N.J.S.A. 18A:18A-4 or through the use of requests for proposals and competitive contracting in accordance with the provisions of N.J.S.A. 18A:18A-4.1 through N.J.S.A. 18A:18A-4.5. The Board may award advertising contracts that are under the bid threshold in accordance with the provisions of N.J.S.A. 18A:18A-1 et seq. All contracts for advertising on school property must be approved by the Board.

All bid specifications shall be in accordance with the provisions of N.J.S.A. 18A:18A-4 and all requests for proposals shall be in accordance with the provisions of N.J.S.A. 18A:18A-4.4 and shall be approved by the Board prior to advertising for bids or providing a request for proposals to potential vendors.

The bid specifications or requests for proposals for advertising on school property will include detailed requirements regarding advertising opportunities on school property.

Limitations on the content of advertisements on school property shall be consistent with the limitation provisions of N.J.A.C. 6A:27-7.11 – Limitations on Content of Advertisement on School

Buses. The Board will not approve specifications or award an advertisement on school property contract if the advertisement or information contained in the advertisement:

1. Is false, misleading, deceptive, disrespectful, fraudulent, or libelous;

2. Contains material or language that is obscene, profane, vulgar, offensive, or reasonably determined not to be in good taste;

3. Promotes unlawful or illegal goods, services, or activities;

4. Promotes gambling, the sale or use of tobacco or tobacco-related products, or the sale or use of alcoholic beverages;

5. Promotes the sale or use of products designed for use in connection with sexual activity;

6. Depicts or glamorizes violent or antisocial behavior, or sexual conduct;

7. Declares or implies an endorsement by the Board of Education; or

8. Is political, religious, issue-related, controversial in nature, or not age appropriate.

The Board of Education will not allow any advertising on school property to become a public forum for dissemination, debate, or discussion of public issues. The Board has the authority to reject any and all bids or proposals for advertising on school property that it deems to be inappropriate or not in the best interest of the Board of Education, the school district, or students.

An advertiser will be considered an independent contractor and shall not be deemed to be an agent, servant, employee, or representative of the Board. In the event an advertiser fails to provide service in accordance with the bid specifications and contract for advertisements, the advertiser shall be considered in breach of contract. Cancellation of the advertisement and/or enforcement of advertiser's performance bond may result.

The Board reserves the right, at its discretion and at any time, to reject any advertising copy, whether or not it has previously acknowledged and/or advertised the exact or similar copy. No advertising space may be used or re-sold by the advertiser for the promotion, either directly or indirectly, of any business, organization, or enterprise other than the one defined in the original contract for advertisement.

The advertiser will protect, defend, and save harmless the Board of Education from any suits or actions of every nature and description brought against it by reason of the advertisement.

N.J.S.A. 18A:18A-1 et seq.; 18A:18A-4; 18A:18A-4.1;
18A:18A-4.2; 18A:18A-4.3; 18A:18A-4.4
N.J.A.C. 6A:27-7.10; 6A:27-7.11; 6A:27-7.12
Adopted:

7523 SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO STUDENTS

The Board of Education may provide technology devices to students in the district for school district authorized use only. The purpose of this Policy is to establish general guidelines for the issuance and utilization of any school district technology device provided to students of this district. For the purposes of this Policy, "technology device" or "device" shall include, but not be limited to, portable devices such as computers, laptops, tablets, cellular telephones, or any other computing or electronic devices the school district provides to students to be used as part of their educational program.

A technology device made available to students will not be considered a textbook or supply, as defined in N.J.S.A. 18A:34-1, mandatory to a successful completion of the classroom curriculum. Therefore, because a technology device defined in this Policy is not mandatory to a successful completion of a student's classroom curriculum, a student will not be required to obtain a technology device provided by the school district as defined in this Policy. In the event the school district provides a technology device that is deemed mandatory to a successful completion of the classroom curriculum, the district will provide students with such a technology device consistent with its textbook or supply policies. Nothing in this Policy prohibits a student from using their personal technology device in accordance with school rules and regulations.

A technology device provided by the school district may include pre-loaded software. A student is prevented from downloading additional software onto the technology device or tampering with software installed on the technology device. Only school district authorized staff members may load or download software onto a school district provided technology device.

To receive a school district provided technology device, the parent and student must sign a School District Provided Technology Device Form requiring the parent and the student to comply with certain provisions. These provisions may include, but are not limited to:

1. A school district provided technology device must be used only by the student for school district authorized use;

2. A student shall comply with the school district's acceptable use of technology policies, which shall be attached to the School District Provided Technology Device Form, in their use of any school district provided technology device;

3. Any school district provided technology device loaned to a student must be returned to the school district in the condition it was initially provided to the student considering reasonable use, ordinary wear and tear, and care by the student;

4. The parent or student shall be responsible to reimburse the school district the cost of any technology device that is lost, damaged beyond reasonable use or beyond its ~~value~~economical repair, abandoned, missing, stolen, or cannot be returned to the district in accordance with the terms of the School District Provided Technology Device Form;

4a. Any charges assessed pursuant to this Policy are intended solely as reimbursement for repair or replacement costs associated with District-owned property and shall not constitute disciplinary fines or penalties.

5. The district may require, or offer as an option, depending on the type of technology device provided to the student, an ~~insurance policy~~optional device coverage plan to be purchased by the parent or student that would cover certain losses or damage to a technology device during the time period the student has possession of the device. The parent or the student shall pay any ~~insurance policy~~device coverage plan required deductibles in the event of a loss;

6. In the event the school district does not require the purchase of a~~n insurance policy~~ device coverage plan for a technology device or the parent or student elects not to purchase optional ~~insurance~~device coverage plan, the parent and/or student shall be responsible for any loss or damage to the technology device in accordance with the terms of the School District Provided Technology Device Form;

6a. The Superintendent or designee may establish and periodically revise administrative procedures, fee schedules, and optional device coverage programs consistent with this Policy.

6b. Reimbursement charges shall not exceed the District's actual repair or replacement cost for the specific device model and repair involved.

6c. Parents/guardians shall receive notice of assessed charges and an opportunity to request administrative review prior to the imposition of collection measures authorized by District policy.

6d. Following notice and opportunity for administrative review, the District may impose collection measures or participation restrictions authorized by Board policy for unpaid reimbursement obligations owed by the student assigned the device.

7. A student will be required to report any hardware or software problems in the operation of the device to the school district staff member, designated on the School District Provided Technology Device Form, within two school days of the commencement of the problem;

8. A student must report to the school district staff member designated on the School District Provided Technology Device Form within two school days in the event the technology device has been damaged or is missing;

9. A parent or student is required to immediately file a police report in the event it is believed the technology device has been stolen. Within one school day after filing a police report, a parent or student shall complete the School District Provided Technology Device Loss Form and submit the completed Loss Form and a copy of the police report to the Principal or designee;

10. A student shall be required to provide routine cleaning and care of the device in accordance with school district cleaning and care guidelines;

11. The student shall have the technology device in their possession in school as required; and

12. Any other provisions the Superintendent of Schools determines should be included on the School District Provided Technology Device Form including administrative procedures governing reimbursement charge review and appeals.

The school district will provide the student and parent with written or electronic notification that the technology device provided by the school district may record or collect information on the student's activity or the student's use of the technology device if the device is equipped with a camera, global positioning system, or other feature capable of recording or collecting information on the student's activity or use of the device. This notification shall also include a statement that the school district shall not use any of the capabilities in a manner that would violate the privacy rights of the student or any individual residing with the student. The parent shall be required to acknowledge receipt of this notification and the parent acknowledgement shall be retained by the Principal or designee for as long as the student retains the use of the school district provided technology device. The parent acknowledgement and a signed School District Provided Technology Device Form shall be required before the issuance of a technology device to a student. In accordance with the provisions of P.L. 2013, Chapter 44, a school district failing to provide this notification shall be subject to a fine of $250 per student, per incident. The fine shall be remitted to the New Jersey Department of Education, and shall be deposited in a fund that shall be used to provide laptop or other portable computer equipment to at-risk students as defined in N.J.S.A. 18A:7F-45.

Students shall comply with all school district policies for the use of a school district provided technology device. A student shall be subject to consequences in the event the student violates any school district policy, including the district's acceptable use policies; student code of conduct; any provision of this Policy; or any provision of the School District Provided Technology Device Form.

N.J.S.A. 18A:34-1
P.L. 2013, Chapter 44 – "The Anti-Big Brother Act"

Adopted: 09 August 2018
Revised: 23 June 2026

EAST BRUNSWICK PUBLIC SCHOOLS

BOARD OF EDUCATION
Agenda Item: 6.

Date Prepared: 7/31/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Joseph Crotchfelt, CPA, QPA, School Business Administrator/Board Secretary

SUBJECT: Minutes - July 23, 2026

Recommendation:
Recommendation: That the July 23, 2026 open and closed session minutes are accepted.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Minutes_Open Session	8/10/2026	Backup Material

East Brunswick Board of Education
Board Meeting Minutes
July 23, 2026

CALL TO ORDER AND ROLL CALL AT 6:30 PM

Board Member	Present	Absent	Late
Anna Braun	X		
Timothy Cummings	X		
Antoinette Evola	X		
Jaime Falco	X		
Louis Figueroa		X	
Laurie Herrick	X		
Liwu Hong	X		
Wilbur Pan	X		
Marianne Tanious	X		
Totals	8	1	

With a quorum of eight Board members being present, the meeting proceeded with Marianne Tanious presiding.

Others Present
Dr. Evelyn Mamman Superintendent of Schools
Mr. Joseph Crotchfelt, CPA, QPA School Business Administrator/Board Secretary
Dr. Joyce Boley Assistant Superintendent of Academics
Ms. Louise Sultana LoRocco Director of Special Education
Ms. Nicole Tibbetts Director of Human Resources
Mr. Slawek Pajak Chief Information Officer
Mr. Matthew Giacobbe, Esq. Board Attorney

PLEDGE OF ALLEGIANCE

PRESIDENT'S ANNOUNCEMENT

The New Jersey Open Public Meetings Law was enacted to ensure the right of the

public to have advance notice of, and to attend the meetings of, public bodies at which any business affecting their interests is discussed and acted upon. In accordance with the provisions of this Act, the East Brunswick Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted at the Board of Education offices, located at 760 Route 18, East Brunswick, New Jersey. Notice was provided on the District's website at www.ebnet.org under the Legal Notices hyperlink. Written notice was also provided to The Newark Star Ledger, The Home News Tribune, The Alternative Press of East Brunswick, and the Municipal Clerk of East Brunswick.

All Board of Education meetings, with the exception of executive session discussions, are video taped for later broadcast. It is the policy of the Board of Education that video taped meetings are not edited for any purpose. Individuals who speak at the Board's public meetings should be aware of these videotaping rules.

CLOSED SESSION

Closed Session Resolution

Recommendation: That the following resolution is approved:

WHEREAS, the Board of Education must discuss matters which are not appropriate for discussion in a public meeting; and

WHEREAS, these subjects are within the exceptions to the Open Public Meetings Act and are permitted to be discussed in Closed Session pursuant to N.J.S.A. 10:4-12b; and

WHEREAS, the Board of Education intends to discuss matters as follows:

- Pursuant to N.J.S.A. 10:4-12b(1), *"any matter which, by provision of federal law or State statute or rule of court shall be rendered confidential or excluded from the provisions of subsection a. of N.J.S.A. 10:4-12, public meetings."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is: **Student Nos. 104630 & 104913 updates.**

- Pursuant to N.J.S.A. 10:4-12b(2), *"any matter in which the release of information would impair a right to receive funds from the Government of the United States."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(3), *"any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individuals personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly."* The nature of the

matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(4), *"any collective bargaining agreement, or the terms and conditions which are proposed for inclusion in any collective bargaining agreement, including the negotiation of the terms and conditions thereof with employees or representatives of employees of the public body."* The collective bargaining contract(s) discussed are between the Board and:

- Pursuant to N.J.S.A. 10:4-12b(5), *"any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds, where it could adversely affect the public interest if discussion of such matter were disclosed."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(6), *"any tactics and techniques utilized in protecting the safety and property of the public, provided that their disclosure could impair such protection. Any investigations of violations or possible violations of the law."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(7), *"any pending or anticipated litigation or contract negotiation other than in subsection b. (4)" of N.J.S.A. 10:4-12 in which the public body is, or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is: **Legal Advice - The Woods of East Brunswick Property Owners Association; Legal Update.**

- Pursuant to N.J.S.A. 10:4-12b(8), *"any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion or discipline of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

- Pursuant to N.J.S.A. 10:4-12b(9), *"any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act or omission for which the responding party bears responsibility."* The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is:

WHEREAS, the length of the Closed Session is estimated to be **ONE HOUR** after which the public meeting of the Board shall reconvene and action **WILL BE** taken.

NOW, THEREFORE, BE IT RESOLVED that the East Brunswick Board of Education will recess into Closed Session for only the aforesaid subject(s); and

BE IT FURTHER RESOLVED that the East Brunswick Board of Education hereby declares that its discussion of the aforesaid subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure in accordance with the Open Public Meetings Act.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco		X				
Louis Figueroa						ABSENT
Laurie Herrick						
Liwu Hong						
Wilbur Pan	X					
Marianne Tanious						
Totals			8	0		

The above action was unanimously approved by a voice vote.

The meeting recessed into closed session at 6:33 PM and reconvened into open session at 7:30 PM.

SUPERINTENDENT'S REPORT

“Good Evening:

I hope everyone is enjoying their summer.

This summer's Extended School Year (ESY) program is up and running beautifully. Over at Hammarskjold Upper Elementary School, Christopher Corsale is doing a fantastic job keeping everything organized, while Frances "Rory" Murray is having a great time with our younger students at Memorial.

The students have settled right into their routines, especially the students transitioning from the elementary schools into Hammarskjold Upper Elementary School.

The Orton instruction is being provided smoothly, and the feedback from everyone has been incredibly positive.

The Community Programs Early Learning Academy, Kindergarten Readiness, and First Grade Here We Come! camps continue to provide engaging, hands-on learning experiences that help children maintain academic skills while preparing for a successful school year.

Each week, campers explore a new theme that integrates literacy, math, science, creativity, and social-emotional learning. Themes have included *Camp Friends & Summer Fun, All About Me & Friends, Buildings, Vehicles & STEM,* and *Around the*

World Discoveries, giving children opportunities to learn, build friendships, and create lasting summer memories.

Enrichment has been a highlight, with Spanish, Yoga, International Days, Kidz Art, Mad Science, and Brill's Karate, along with special visits from the East Brunswick Police Department and the East Brunswick Recreation Department, which presented an engaging water safety program.

Summer fun has also included Water Play Days with sprinklers, ice cream, and ice pops. As we head into the final weeks of camp, campers are looking forward to visits from the East Brunswick Fire Department, Carnival Day, and celebrating a wonderful summer together with an end-of-session pizza party.

Throughout the summer, our supervisors have facilitated a wide range of professional learning workshops and curriculum planning sessions to strengthen instruction and enhance student learning across all grade levels.

To date, staff members have engaged in collaborative work focused on curriculum revisions and program development in mathematics, science, world languages, English language arts, gifted education, and Advanced Placement courses.

Teams have also worked on assessment development and refinement, lesson design, course sequencing, and the creation of innovative new opportunities for students, including *Acting for Film & Global Artistry*.

Professional learning will continue throughout the remainder of the summer as staff prepare for the upcoming school year.

Upcoming workshops will focus on key district priorities, including Science of Reading, K–2 literacy instruction and intervention programming, curriculum updates in mathematics, science, world languages, health, and media studies, common assessment development, gifted and FLEX program planning, data analysis, and leadership team collaboration. Additional sessions will support New Staff Orientation, mentor training, and CPR/AED certification.

These ongoing efforts reflect the district's commitment to continuous improvement, high-quality instruction, and providing meaningful learning experiences for all students.

Thank you to Christine Sce, Director of Secondary Education.

I hope everyone continues to enjoy their summer."

PRESENTATIONS AND/OR SPECIAL REPORTS

District Strategic Plan
Dr. Michael Salvatore & Dr. Charles Ford with the Repollete Group presented the District Strategic Plan for 2026-2030.

FOR THE GOOD OF THE CAUSE FOR THE PUBLIC

Public Comment Rules

The Board of Education recognizes the value of public comment on educational

issues and the importance of allowing members of the public to express themselves on school matters of community interest. To protect the privacy of all students and staff, concerns regarding individual students and staff members should generally be addressed by first meeting with the appropriate administrative staff.

In order to permit the fair and orderly expression of such comment, the Board shall provide a period for public comment at every meeting of the Board.
Public participation shall be permitted only as indicated on the order of business in Board Bylaw No. 0164.

Public participation shall be extended to residents of this district, persons having a legitimate interest in the actions of this Board, persons representing groups in the community or school district, representatives of firms eligible to bid on materials or services solicited by the Board, and employees and pupils of this district, except when the issue addressed by the participant is subject to remediation by an alternate method provided for in policies or contracts of the Board.

Public participation is not an opportunity to engage in a dialogue with the Board and shall be governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation, if appropriate;
2. A participant is limited to three (3) minutes' duration; elapsed time will be determined through the use of a timing device operated by the Board Secretary;
3. No participant may speak more than once and there shall be no yielding of time among speakers;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually;
5. There shall be no cross dialogue between the participant and the Board and/or Administration;
6. Upon conclusion of a participant's remarks, the presiding officer will acknowledge the individual's remarks and may respond and/or direct a member of the Administration to respond to an inquiry following the participant's remarks or at the conclusion of the public participation session;

The presiding officer may:

a. Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive, obscene, or irrelevant;
b. Request any individual to leave the meeting when that person does not observe reasonable decorum;
c. Request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
d. Call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action; and
e. Waive these rules when necessary for the protection of privacy or the efficient administration of the Board's business.

N.J.S.A. 2C:33-8
N.J.S.A. 10:4-12

No members of the public came forward with comment.

BOARD OF EDUCATION

1. Bylaws and/or Policies - First Reading (Roll Call)

The bylaws, policies, and regulations presented below were reviewed and discussed at the June 23, 2026 Policy Committee meeting. The Policy Committee recommends action as noted.

The related regulations will be presented for approval on the August 20, 2026 board meeting agenda to coincide with the final adoption of the corresponding policies.

Recommendation: That bylaws and policies are approved on first reading as attached and listed below:

Alert 236

- Bylaw No. 0142.1 - Nepotism (M) (Revised)
- Policy No. 1220 - Employment of Chief School Administrator (M) (Revised)
- Policy No. 1552 - Sexual Harassment - Staff (M) (New)
- Policy Nos. 3362 and 4352 - Sexual Harassment (M) (Abolished)

Alert 237

- Policy No. 1230 - Superintendent's Duties (M) (Revised)
- Policy No. 2200 - Curriculum (M) (Revised)
- Policy No. 2411 - Career Education and Academic Counseling (M) (Revised)
- Policy No. 5460 - High School Graduation (M) (Revised)
- Policy No. 5461 - High School Diplomas (M) (New)
- Bylaw No. 0162 - Notice of Board Meetings (Revised)
- Bylaw No. 0162.01 - Legal Notices (M) (New)
- Policy No. 1643 - Family Leave (M) (Revised)
- Policy No. 2260 - Equity in School and Classroom Practices (M) (Revised)
- Policy No. 2460.30 - Additional/Compensatory Special Education and Related Services (M) (Abolished)
- Policy No. 5561 - Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M) (Revised)
- Policy No. 6112 - Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
- Policy No. 6115.02 - Federal Awards/Funds Internal Controls - Mandatory Disclosures (M) (Revised)
- Policy No. 6311 - Contracts for Goods or Services Funded by Federal Grants (M) (Revised)
- Policy No. 8561 - Procurement Procedures for School Nutrition Programs (M) (Revised)

Other

- Policy No. 2365 - Acceptable Use of Generative Artificial Intelligence (AI) (New)
- Policy No. 2415.04 -Title I - District Wide Parent and Family Engagement (M) (Revised)
- Policy No. 2415.58 -Title I - School Parent and Family Engagement (East Brunswick High School) (M) (New)
- Policy No. 5513 - Care of School Property (Revised)
- Policy No. 6163 - Advertising on School Property (New)
- Policy No. 7523 - School District Provided Technology Devices to Students

(Revised)

And that said bylaws and/or policies shall be presented for second reading at the next board meeting after which they shall become effective.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

2. Bylaws and/or Policies - Second Reading and Approval(Roll Call)

First reading of bylaws/policies occurred at the June 18, 2026 board meeting. A second reading is now required.

Recommendation: That bylaws and/or policies are approved on second reading as attached and listed below:

- Policy No. 1110 - Organizational Chart (Revised)

And that said bylaws and/or policies shall be immediately effective.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

3. Compliance Officers and District Representatives

Recommendation: That the individuals listed on the attachment are designated as compliance officers and district representatives effective July 1, 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

4. District Strategic Plan

Recommendation: At the recommendation of the Superintendent of Schools, the Board of Education approves and adopts the District Strategic Plan for the 2026–2030 school years, designed to guide the district's academic, operational, and community goals over the next five fiscal years.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

5. Emergency Virtual Plan for the 2026-2027 School Year

Recommendation: That the East Brunswick Public School District's Emergency Virtual Instruction Plan 2026-2027 school year is approved for submission to the New Jersey Department of Education.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			

Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

6. Minutes - June 18, 2026

Recommendation: That the June 18, 2026 open and closed session minutes are accepted.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings					X	
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			7	0	1	

The above action was approved by a 7-0-1 roll-call vote.

7. Ratification Of Collective Bargaining Agreement For The Period July 1, 2026 Through June 30, 2029 – East Brunswick Education Association (Roll Call)

This action is in anticipation of the East Brunswick Education Association ratifying the contract prior to the board meeting.

Recommendation: The collective bargaining agreement between the East Brunswick Board of Education and the East Brunswick Education Association is ratified and approved for the period July 1, 2026 through June 30, 2029.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun					X*	
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			

Marianne Tanious			X			
Totals			7	0	1	

The above action was approved by a 7-0-1 roll-call vote.
*Anna Braun recused herself from Item 7 due to conflict of interest.

BUSINESS AND SUPPORT OPERATIONS

1. 2026-2027 Parental Contract for Student Transportation

Recommendation: That a 2026-2027 Parental Contract for Student Transportation is approved as follows:

- Student No. 109261 - $70.00 per diem for each day the student is in attendance at school from 07/01/2026 through 06/30/2027.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

2. 2026-2027 Tuition Rates for Nonresident Students

The Board of Education is committed to ensuring fiscal responsibility and compliance with state law and board policy. Establishing tuition rates for nonresident students ensures that the district recovers the cost of educational services provided to students who reside outside the district boundaries. These rates are calculated annually using state-approved methodology to ensure fairness, transparency, and consistency. Approval of these rates supports the district's ability to offer educational opportunities to eligible nonresident students while maintaining financial integrity.

Recommendation: WHEREAS, pursuant to N.J.S.A. 18A:38-3.a, a Board of Education may admit nonresident students to the schools of the district with the Board's consent and upon such terms, including the payment of tuition, as the Board prescribes; and

WHEREAS, the statute further requires that each Board of Education, with the approval of the Executive County Superintendent, establish a uniform tuition amount for any nonresident student admitted to the district; and

WHEREAS, in accordance with Board Policy 5111, the Board of Education recognizes its responsibility to determine eligibility for enrollment and to establish

tuition rates for nonresident students, including children of nonresident staff members, where applicable; and

WHEREAS, the tuition rates for the 2026–2027 school year have been calculated using the State of New Jersey's budget software and reflect the budgeted cost of providing educational services;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby approves the 2026-2027 tuition rates for nonresident students and qualifying nonresident staff members as set forth in the attached schedule, subject to the approval of the Executive County Superintendent.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

3. Bid Award - LinkIt! Data Management and Assessment System (Bid No. 2027-02)

Specifications were prepared and bids solicited for LinkIt! Data Management and Assessment System for the 2026-2027 school year.

One bid was received and opened on Tuesday, July 7, 2026 at 11:00 AM.

LinkIt! has submitted the lowest responsible bid, and it is recommended that the contract be awarded for a total of $75,440.00 for the 2026-2027 school year.

This project is funded through the general fund.

Recommendation: That LinkIt!, New York, NY is awarded a contract for LinkIt! Data Management and Assessment System (Bid 2027-02) for the 2026-2027 school year in the amount of $75,440.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			

Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

4. Bill List - Payments Issued

The Board's *Payment of Claims* Policy No. 6470 and Regulation No. 6470 directs the prompt payment of legitimate claims by suppliers of goods and services to the school district, provided that each bill or obligation is fully itemized and verified before payment is made. The details in the accompanying bill list have been determined to be valid and payable in accordance with the aforementioned policy and regulation.

Recommendation: That the attached bill list for payments issued from June 10, 2026 through July 14, 2026 is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

5. Bill List - Payments Pending Issuance on July 24, 2026

The Board's *Payment of Claims* Policy No. 6470 and Regulation No. 6470 directs the prompt payment of legitimate claims by suppliers of goods and services to the school district, provided that each bill or obligation is fully itemized and verified before payment is made. The details in the accompanying bill list have been determined to be valid and payable in accordance with the aforementioned policy and regulation.

Recommendation: That the attached bill list for payments pending issuance on July 24, 2026 is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			

Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

6. Contract Addendum - Custodial and Management Services (RFP No. 2024-01)

An addendum to the custodial and management services contract is required to adjust services as folllows:

- Reduce the contract by **1.00 Floating Head Custodian FTE**. This is the currently vacant Head Custodian Floater position on the roster.
- Increase the contract by **1.0 Head Custodian FTE**. This is a result of a District Head Custodian separating from the District after July 1, 2026.
- Reduce the contract by **0.25 Custodian FTE**. This is the current shift assigned to the Support Operations Facility.
- Reduce the contract by **0.125 Clerical FTE** by reducing the work week from **40 hours to 35 hours per week**.

Recommendation: That Contract Addendum with Aramark Management Services Limited Partnership, Philadelphia, PA for Custodial and Management Services (RFP Number 2024-01) and the Custodial and Management Services Agreement currently in effect is approved effective July 1, 2026, as reflected in the attachment.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

7. Contract Addendum - Lamasia LLC

The Board approved the contract for route DLCMY1A/P* on June 18, 2026. An addendum to the contract is required due to the addition of a student and additional mileage being added to the route.

Recommendation: That an addendum to a contract for student transportation services is approved with Lamasia LLC, Piscataway NJ for the period September 2,

2026, through June 30, 2027, amending the total contract to $355.99 per diem.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

8. Contract - Educational Services Center

Educational Services Center will present SAT and ACT courses which are targeted to high school juniors and seniors as part of the East Brunswick Community Programs Department, an enterprise of the East Brunswick Public School District.

Courses are funded by participant-paid fees. Thus, there is no cost to the District.

Recommendation: That a contract with Educational Services Center, Medford, NJ is approved for the period July 1, 2026, through June 30, 2027, contingent upon the vendor meeting the insurance requirements, as follows:

Full Course - twelve (12) ninety-minute sessions of math and verbal prep plus two 3-hr exams and SAT practice exams (24 total program hours)

- Student Fee $479.00
- Student Fee Early Registration (until July 15, 2026) $375.00
- Student Fee Two Student/Sibling Discount $431.10

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

9. Contract - Lebra Technologies Inc.

The District will purchase the Lebra platform which is an AI-powered leadership and staff engagement platform designed specifically to help school district leaders build stronger connections with their teachers and support staff. Lebra acts as a tool to automate and streamline the way leadership recognizes, appreciates, and communicates with their employees. It integrates with a school district's existing HR systems to track important milestones—like work anniversaries, birthdays, or school achievements—and highlights them to leaders automatically. The platform uses built-in AI that understands the district's specific mission and vision. It helps administrators quickly draft personalized, thoughtful emails, messages, or even prepare handwritten cards in a fraction of the time. Lebra is used as a proactive retention strategy, operating on the principle that staff who feel genuinely recognized and appreciated are far more likely to stay.

This project will be fully funded through the general operating budget.

Recommendation: That Lebra Technologies, Inc., Dover, DE, is awarded a contract for the purchase of the Lebra platform in the amount of $6,000.00 for the 2026-2027 school year.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

10. Contract - Premier Sports Medicine, LLC

The district will utilize Premier Sports Medicine, LLC, Dunwoody, GA to provide athletic trainer services for athletic events on an as needed basis upon request of the Supervisor of Athletics.

Recommendation: That Premier Sports Medicine, LLC, Dunwoody, GA, is approved to provide athletic training services for the 2026-2027 school year at the rate of $77.00 per hour per athletic trainer.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			

Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

11. Contract - Sergeant Laboratories, Inc.

The District will purchase the AristotleK12 platform through its manufacturer, Sergeant Laboratories, Inc. AristotleK12 is a student internet safety and compliance platform that provides Children's Internet Protection Act (CIPA) compliant web filtering, classroom device management, student monitoring, and reporting tools to support safe and secure technology use.

The district will purchase AristotleK12 from Sergeant Laboratories under its TIPS cooperative bid #230105 award.

This project will be fully funded through the general operating budget.

Recommendation: That Sergeant Laboratories, Onalaska, WI, is awarded a contract for the purchase of the AristotleK12 platform under its TIPS bid award in the amount of $28,478.71.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

12. Contract - Student Transportation Services

Quotes were requested to cover transportation routes on a short-term basis. The quote requests were sent to multiple vendors. The district will issue a formal bid solicitation in the near future for these routes.

Recommendation: That contracts are approved and awarded for student transportation services as per attached.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			

Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

13. Contract - Talent Stock, LLC

The staff development program provides professional development opportunities to meet the needs of the district's diverse learning community.

Talent Stock will provide State required CPR/AED and First Aid training to staff members in various district positions, including but not limited to school administrators, school safety teams, Erin's Law teams, athletic coaches, physical education staff. This training will provide a state-approved CPR Certification Course at the rate of $45.00 per participant. The workshops will be conducted between July 1, 2026 and June 30, 2027.

The workshop/training is funded through the General Fund.

Recommendation: That Talent Stock, LLC, Milford, NJ is approved to present CPR/AED and First Aid Certification training between July 1, 2026 and June 30, 2027 in the amount of $45.00 per person.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

14. Contract - The Princeton Review

The Princeton Review will present SAT and ACT courses which are targeted to high school juniors and seniors as part of the East Brunswick Community Programs Department, an enterprise of the East Brunswick Public School District.

Courses are funded by participant-paid fees. Thus, there is no cost to the District.

Recommendation: That a contract with The Princeton Review, Edison, NJ is

approved for the period July 1, 2026 through June 30, 2027, contingent upon the vendor meeting the insurance requirements, as per the attached.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

15. Contract - Tru Stor, LLC (Hunter Technologies)

The district will replace 50 network switches located throughout all district schools. These switches are a critical component of the district's network infrastructure and serve as the foundation for all network communications, including wired and wireless connectivity, Voice over IP (VoIP) telephone service, video surveillance, and electronic door access control systems.

The switches scheduled for replacement have exceeded their expected service life and are no longer supported by the manufacturer. As edge switches, they provide network connectivity to virtually every wired device within each school, making them essential to daily instructional and administrative operations. As technology continues to evolve and network demands increase, modern hardware is necessary to maintain reliable, secure, and high-performing communications.

This project continues the district's multi-year network infrastructure refresh initiative. Although these switches were originally designed with an expected lifecycle of approximately five to six years, the district has been forced to extend their operational life to approximately nine years. The current switch models have now reached end-of-life status, meaning manufacturer software updates, security patches, and technical support are no longer available.

Over the past year, several aging switches have experienced hardware failures during the school day. When a switch fails, all connected devices immediately lose network connectivity, disrupting classroom instruction and administrative operations. The replacement switches include redundant power supplies for improved reliability and provide increased Power over Ethernet (PoE) capacity to support wireless access points and other network-powered devices, while providing increased switching capacity over the existing hardware. These enhancements will improve network performance, reduce congestion, increase reliability, and provide a stable foundation for current and future district technology initiatives.

This purchase was competitively bid through the federal E-Rate program (FCC Form 470 No. 260001996) and awarded to the lowest responsive bidder, Tru Stor LLC (SPIN 143048506) (Hunter Technologies), utilizing Extreme Networks New Jersey

State Contract #21-TELE-01518. The project has been approved for 50% E-Rate Category Two funding through the Service Provider Invoice (SPI) method under Funding Request Number (FRN) 2699000642. The total project cost is $355,077.00, with the East Brunswick Board of Education's share totaling $177,538.50 and the Universal Service Administrative Company (USAC) reimbursing $177,538.50 through the E-Rate program.

Recommendation: That the Board of Education approve the award of a contract to Tru Stor LLC (Hunter Technologies) for the purchase of network switches utilizing Extreme Networks New Jersey State Contract #21-TELE-01518, in accordance with the district's E-Rate procurement process. The total contract amount is $355,077.00, with the East Brunswick Board of Education's net cost of $177,538.50 after the anticipated 50% E-Rate reimbursement through the Service Provider Invoice (SPI) method (FRN 2699000642).

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

16. Contract - Vector Solutions

The staff development program provides professional development opportunities to meet the needs of the district's diverse learning community. Vector Solutions will provide state mandated online training to all school bus drivers and bus aides on safety, bullying, driver training and transporting students with special needs. The following trainings will be purchased:

- Bullying Prevention on the School Bus Course
- Driver Trainer Course
- Transporting Students with Special Needs Library

The workshop/training is funded through the General Fund.

Recommendation: That Vector Solutions, Cincinnati, OH is approved to present on-line school bus training videos in the total amount of $5,453.00 for the period July 1, 2026 through June 30, 2027.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			

Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

17. Contract - Wizer Inc.

The District will purchase the Wizer Boost platform which is cybersecurity awareness and training platform that helps educate staff on security best practices through simulated phishing campaigns, training modules, and compliance reporting.

This project will be fully funded through the general operating budget.

Recommendation: That Wizer Inc., Boston, MA, is awarded a contract for the purchase of the Wizer Boost cybersecurity platform in the amount of $13,875.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

18. Contract Rescission - Transportation

At the June 18, 2026 board meeting, school transportation routes were approved for the 2026-2027 school year. Some of the contracted routes have been determined to no longer be necessary due to a student no longer attending the schools.

Recommendation: That the Board of Education rescind 2026-2026 transportation contract previously approved on June 18, 2026 as follows:

EMMANUEL TRANS
ALCCC4 A/P - ACADEMY LEARNING CENTER (BID# 2024-07)
$197.38 PER DIEM

EMMANUEL TRANS
ALCCC4ESY- ACADEMY LEARNING CENTER (BID#2025-01)
$104.04 PER DIEM

ROAD TO SUCCESS
HSCH02A- EAST BRUNSWICK HS & CHURCHILL JHS (BID#2026-08)
$190.74 PER DIEM

KERO TRANS
DLCSM01* - DEVELOPMENTAL LEARNING CENTER- WARREN (BID#2023-10)
$311.08 PER DIEM

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

19. FY2026 Budget Revision for the Month of May 2026 (Roll Call - Two-thirds Majority Required)

The accompanying governmental fund budget revisions are appropriate and necessary to meeting the District's operations. All revisions are assessed and approved by the Superintendent of Schools and School Business Administrator prior to implementation, and are in compliance with the requirements of N.J.A.C. 6A:23A-16.10(c)1, Board Policy No. 6422 and Board Regulation No. 6422.

Recommendation: That revisions to the school district budget are approved for the month of May 2026 as attached.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

20. FY2026 Board Secretary's Report and Monthly Certification of Budgetary Status as of May 31, 2026

The Board Secretary's Report and Monthly Certification of Budgetary Status as of May 31, 2026 are hereby submitted for the Board's acceptance pursuant to N.J.A.C. 6A:23A-16.10(c)3.

Recommendation: That, pursuant to N.J.A.C. 6A:23A-16.10(c)3, the Board Secretary's Report and Monthly Certification of Budgetary Status as of May 31, 2026 are accepted as reflected in the attachment.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

21. FY2026 Board of Education's Monthly Certification of Budgetary Major Account/Fund Status as of May 31, 2026 (Roll Call)

Pursuant to N.J.A.C. 6A:23A-16.10(c)4, a district board of education, after review of the school business administrator/board secretary's monthly financial reports and upon consultation with the appropriate school or school district officials, shall certify in the minutes of the board each month that no fund has been over expended and that sufficient funds are available to meet the district board of education's financial obligations for the remainder of the fiscal year.

Pursuant to N.J.A.C. 6A:23A-16.10(c)4ii, if the board of education is able to make such certification, but one or more members of the board votes no to the certification, the name(s) of the member(s) who voted no, and the reason for the vote, shall be reported to the Executive County Superintendent.

Recommendation: That, pursuant to N.J.A.C. 6A:23A-16.10(c)4, the East Brunswick Board of Education certifies that as of May 31, 2026 after review of the secretary's monthly financial report and upon consultation with the appropriate district officials, to the best of our knowledge no major account or fund has been over expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			

Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

22. FY2026 Cash Report as of May 31, 2026

In accordance with Board Policy No. 6820, the Cash Report as of May 31, 2026 is hereby submitted for the Board's acceptance. Cash receipts and expenditures have been reconciled, and the Cash and Board Secretary's report balances are in agreement.

Recommendation: That the Cash Report as of May 31, 2026 is accepted as reflected in the attachment.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

23. FY2026 Enterprise, Internal Service, and Fiduciary Financial Reports as of May 31, 2026

The FY2026 Enterprise, Internal Service, and Fiduciary Financial Reports as of May 31, 2026 are hereby submitted for the Board's acceptance.

Recommendation: That the Enterprise, Internal Service, and Fiduciary Financial Reports as of May 31, 2026 are accepted as reflected in the attachment.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			

Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

24. Gift - Middlesex County Department of Public Safety and Health 3D

The East Brunswick High School Video Production Club received the first-place award for their video submitted in the Middlesex County 3D - "Don't Drive Dangerously" Public Service Announcement Contest.

$1,000.00 has been awarded to East Brunswick High School on behalf of the Video Production Club for their creative efforts on spreading awareness about the dangers of impaired and distracted driving.

Recommendation: That the Board of Education approve the acceptance of a $1,000.00 award from the Middlesex County Department of Public Safety and Health on behalf of the East Brunswick High School Video Production Club; and

That the Board of Education recognizes and extends its sincere thanks to the Middlesex County Board of Commissioners Public Safety and Health for their efforts in making this award possible.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

25. Grant - Consolidated Adult Basic Literacy and Integrated English Literacy and Civics Education

On June 18, 2026, the Board approved an application for funding of the Consolidated Adult Basic Literacy and Integrated English Literacy and Civics Education Grant Program under the Federal Workforce Investment ACT (WIA) of 1988 (P.L. 105-220), the Adult Education and Family Literacy Act in the amount of $484,212.00. Funds will provide instructional and support services for adults who need basic skills, high school diplomas and/or English-as-a Second Language to enable them to function effectively as workers, citizens, and family members. *The Middlesex County Adult Education Consortium*, which consists of East Brunswick, Literacy NJ, Middlesex County College, New Brunswick (as lead Agency), and South River, plans to provide instruction and support for Basic Skills Levels I & II and III of

the core program of instruction. In addition to the Districts involved, the *Consortium* will target residents of of the surrounding areas.

Recommendation: That the Consolidated Adult Basic Literacy and Integrated English Literacy and Civics Education Grant Program funds under the Federal Workforce Investment ACT (WIA) of 1988 (P.L. 105-220), the Adult Education and Family Literacy Act is accepted as attached in the amount of $484,212.00 for the period July 1, 2026 through June 30, 2027.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

26. Grant - Funding for Optimal Comprehensive Universal Screeners (FOCUS)-Continuation Year 2

On April 23, 2026, the Board of Education approved an application for the Funding for Optimal Comprehensive Universal Screeners (FOCUS) grant. The Funding for Optimal Comprehensive Universal Screeners (FOCUS) grant is designed to support the adoption of high-quality, evidence-based literacy screening assessments that meet the standards outlined in the New Jersey Literacy Framework.

Beginning in the 2025–2026 school year, all New Jersey students in grades K–3 participated in biannual assessments using an approved universal literacy screener. These assessments were designed to help educators identify early reading challenges and provide timely, targeted support for students. The Funding for Optimal Comprehensive Universal Screeners (FOCUS) grant supports local education agencies (LEAs) in adopting and implementing high-quality universal literacy screening tools that align with the Universal Literacy Screening Criteria established by the New Jersey Department of Education (NJDOE). These tools must meet evidence-based literacy screening requirements for students in kindergarten through grade 3 (K–3), as required under State law. The grant continues the State's effort to strengthen foundational literacy skills following the passage of P.L.2024, c.52.

An acceptance of funding for the District's allocation of $15,672.00 is required at this time and will be used to assess students and inform instructional decision-making.

Recommendation: That the Board of Education approve the acceptance of funding through the New Jersey Department of Education Office of Learning Equity and Academic Recovery FOCUS grant program in the amount of $15,672.00 for the period June 1, 2026 through May 31, 2027.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

27. Grant - Special Olympics New Jersey Unified Champion Schools (SONJ UCS)

Special Olympics New Jersey has announced its Unified Champion Schools funding program to support Unified initiatives for the 2026-2027 school year. The Special Olympics Unified Champion program promotes a socially inclusive school climate where acceptance, respect, and human dignity for all students is the norm. A Unified Champion School equitably supports students through education and sports-based strategy powered by engaged youth that increases athletic and leadership opportunities for every student to contribute.

Grant applications in the amount of $919.00 for East Brunswick High School and $919.00 for Churchill Junior High School will be submitted. The funds would be utilized for sports supplies and t-shirts for the Unified Sports club in each school.

Recommendation: That the submission of applications for funding through the Special Olympics of New Jersey in the amounts of $919.00 for East Brunswick High School and $919.00 for Churchill Junior High School for the period July 1, 2026 through June 30, 2027 are approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

28. Membership - NJSPA

The district will join The New Jersey Student Privacy Alliance (NJSPA), a collaborative initiative designed to help New Jersey K–12 school districts protect student data and manage data privacy agreements with digital software vendors. This statewide student data privacy consortium membership provides standardized vendor privacy agreements, supports compliance with student data protection laws, and streamlines the review and approval of educational technology applications and services.

NJSPA is a partnership between two non-profits, New Jersey Education and Technology Association (NJETA) and The Education Cooperative (TEC). Payment required to NJETA is $500.00 and payment required to TEC is $1 per student (capped at $4,999).

Recommendation: That membership to NJSPA is approved for a total of $5,499.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

29. Official Signatories - Student Activity Fund Accounts

As a result of recent retirements, the following appointed personnel will continue the duties associated with the Student Activity Funds. Therefore, authority as a check signatory is required at this time.

Recommendation: That, in addition to those individuals previously approved, the following individuals are approved as signatories for the East Brunswick Public School's Funds and Accounts:

Student Activity Fund Account: Central Elementary School
Additional Signatory: Alexis Steeber, Secretary Effective
Date: August 1, 2026 - June 30, 2027

Student Activity Fund Account: Chittick Elementary School
Additional Signatory: Katherine Toto, Secretary
Effective Date: August 1, 2026 - June 30, 2027

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			

Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

30. Renewal Application for Temporary Classroom Units for the 2026-2027 School Year

Pursuant to N.J.A.C. 6A:26-8.1, Temporary Facilities Standards, the Executive County Superintendent shall annually monitor the temporary facilities of school districts for criteria set forth in the administrative code. The submission of a renewal application is required.

Recommendation: The submission to the New Jersey Department of Education of the 2026-2027 renewal application for temporary classroom units is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

31. Revised Contract - Educational Services Commission of New Jersey Nonpublic Public Law 1977 Chapters 192-193 Agreement For The Period July 1, 2025 Through June 30, 2030

On April 11, 2025 the Board of Education approved a five-year contract with the Educational Services Commission of New Jersey. The State of New Jersey has required changes to ***Item #3 Payment*** section of the attached revised contract. There are no material changes to the contract, and it will be in effect from July 1, 2026 to June 30, 2030.

Recommendation: That the East Brunswick Board of Education enter into an agreement with the Educational Services Commission of New Jersey (the "Commission") whereby the Commission will implement the law and administer the Public Law 1977 Chapters 192-193 program not to exceed state funding provided for this purpose for the period July 1, 2026

until June 30, 2030.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

32. School Bus Evacuation Drill Reports

N.J.A.C. 6A:27-11.2 requires that school bus emergency evacuation drills shall be conducted each school year. For the 2025-2026 school year, the second required school bus evacuation drills were conducted in May and June 2026

Recommendation: That the school bus emergency evacuation drill reports for May and June 2026 are accepted as presented in the attachment.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

33. Surplus Equipment For Sale

The District has identified and recommends equipment to be declared surplus as listed in the attachment. Pursuant to N.J.S.A. 18A:18A-45, the Board must approve the sale or disposition of assets. The District will facilitate this sale through the services of Hunterdon County ESC Vehicle Sales Program. An inter-local agreement outlines that HCESC promotes the vehicles to other districts, contractors and qualified buyers; manages a sealed-bid process for public sale and coordinates transfer of vehicles and equipment.

Recommendation: WHEREAS, N.J.S.A. 18A:18A-45 authorizes boards of

educations to sell its personal property not needed for school purposes by sealed bid or public auction; and

WHEREAS, the East Brunswick Public Schools has determined that the property described above and incorporated herein is no longer needed for school purpose use; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) authorizes the sale of surplus personal property no longer needed for school purpose use through the use of an online auction service; and

WHEREAS, the East Brunswick Public Schools intends to utilize the online auction services of the HCESC Vehicle Sales Program and

WHEREAS, the sales are being conducted pursuant to the Division of Local Government Services' Local Finance Notice 2008-9.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the East Brunswick Public Schools in the County of Middlesex, State of New Jersey, that the School Business Administrator is hereby authorized to sell the attachment-listed surplus personal property

BE IT FURTHER RESOLVED that the terms and conditions of the agreement entered into between HCESC and the East Brunswick Public Schools are available at ***hunterdonesc.org*** and in the East Brunswick Public School Business Administrator's office.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

34. Travel Report - (Roll Call - Majority of Full Board Required)
The travel report presented in the attachment complies with the requirements of N.J.A.C. 6A:23A-7.1 through 7.13, Board Policy No. 6471, and Board Regulation No. 6471. It has been reviewed and approved by the Financial Services Department and the Superintendent of Schools as required by the above legal requirements.

Recommendation: That the attached travel report, pursuant to the recommendation of the Financial Services Department and Superintendent of Schools, is approved.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**

Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco	X		X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

CURRICULUM AND INSTRUCTION

1. Contract - Christopher Vitale

The budget for the Arts Education program includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the schools.

This artist in residence will work with the EBHS Marching Band designing the drill for the full Band. This work involves the conceptualization and design of the Marching Band drill that the students will use to learn the 2026 EBHS Marching Band show. The work will begin August 2026 and continue through September 2027.

This contract is funded through the general operating budget.

Recommendation: That Christopher Vitale, Somerset, NJ is approved as an artist in residence for the period August 1, 2026 through September 30, 2027 in the amount of $2,750.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						ABSENT
Laurie Herrick	X					
Liwu Hong						
Wilbur Pan		X				
Marianne Tanious						
Totals			8	0		

The above action was unanimously approved by a voice vote.

2. Contract - Daniel Matos

The budget for the Arts Education program includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the

schools.

This artist in residence will work with the EBHS Marching Band and Indoor Winter Guard as a Visual Instructor/Designer and Marching Consultant for the 2026-2027 school year. Mr. Matos will work with students to improve their marching technique and ensure that the marching band drill is being executed and performed with excellence. He will also assist with designing the color guard routines for both the Marching Band Color Guard and Indoor Winter Guard This instruction will begin in August 2026 and continue through June 2027.

This contract is funded through the general operating budget.

Recommendation: That Daniel Matos, Bronx, NY is approved as an artist in residence for the period August 1, 2026 through June 30, 2027 at a total cost of $2,750.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						ABSENT
Laurie Herrick	X					
Liwu Hong						
Wilbur Pan		X				
Marianne Tanious						
Totals			8	0		

The above action was unanimously approved by a voice vote.

3. Contract - David Malyszko

The budget for the Arts Education program includes funds to continue the district commitment to aesthetic education by bringing performances and workshops to the schools.

Artist in Residence, Dave Malyszko, will work with the EBHS Choral Director and EBHS Choir students to accompany the EBHS Choirs 2026 Graduation Performance. The addition of a professional accompanist allows for greater musical interaction between teacher and students and raises the performance level of performed literature. Mr. Malyszko is an extremely accomplished accompanist, who is frequently utilized for performances of choirs at the region and state level.

This contract is funded through the general operating budget.

Recommendation: That David Malyszko, West Orange, NJ is approved as an artist in residence on June 25, 2026 in the amount of $150.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						

Antoinette Evola						
Jaime Falco						
Louis Figueroa						ABSENT
Laurie Herrick	X					
Liwu Hong						
Wilbur Pan		X				
Marianne Tanious						
Totals			8	0		

The above action was unanimously approved by a voice vote.

4. Contract - Jana Lee & Associates

The staff development program provides professional development opportunities to meet the needs of the district's diverse learning community.

Jana Lee and Associates, LLC will provide leadership coaching, instructional analysis, and strategic planning support focused on strengthening Tier 1 literacy instruction. Services include the development of a Strategic Implementation and Coherence Framework, facilitation of instructional rounds, leadership calibration and inquiry cycles, data analysis, and ongoing job-embedded support designed to enhance instructional coherence, leadership capacity, and student literacy outcomes across the district.

The training is funded through the Title II Grant.

Recommendation: That Jana Lee & Associates, Madison, NJ is approved to provide 75 hours of professional development for the 2026-2027 school year the amount of $30,000.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						ABSENT
Laurie Herrick	X					
Liwu Hong						
Wilbur Pan		X				
Marianne Tanious						
Totals			8	0		

The above action was unanimously approved by a voice vote.

HUMAN RESOURCES

1. Affiliation Agreement - Walden University

Walden University offers undergraduate, graduate, and post-graduate programs in the fields of nursing, social work, counseling, psychology, health sciences, and interdisciplinary studies. The University and District together seek to enter into an

agreement through which the District would provide students with opportunities for practical experience, which will also serve to increase the future candidate pool of prospective employees. The agreement attached is required to proceed with this undertaking. The agreement has undergone legal review by the Board Attorney.

Recommendation: That an affiliation agreement with Walden University, Minneapolis, MN is approved effective July 24, 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

2. Contract - Mark White, Ph.D., A.B.P.P.

In the interest of the safety and security of students, employees, and visitors to the District, the Board of Education adopted modifications to Policy No. 7446 allowing School Security Officers (SSO) to be armed. Among the required criteria for carrying a weapon, an SSO must undergo "fit-to-carry" evaluation by a licensed psychologist.

This contract is funded through the General Fund.

Recommendation: That Dr. Mark White, Wall, NJ, is approved to provide fit-to-carry evaluation services for the period July 1, 2026 through June 30, 2027 at the rate of $650.00 per evaluation.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

3. Personnel Actions (Roll Call - Majority of Full Board Required)
The personnel actions listed in the attached report are in compliance with Board of Education policies and regulations, applicable collective bargaining agreements, practice, and other governing law and principles. All recommended appointments are within the allotted positions established by the budget or subsequently approved by the Board.

Recommendation: That the attached personnel actions, pursuant to the recommendation of the Superintendent of Schools, is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

STUDENT SERVICES

1. 2026-2027 Out of District Placements
Student No: 114662 requires a highly structured classroom environment with behavioral supports due to high-intensity aggressive and self-injurious behaviors.

Student No: 112127 requires a highly structured therapeutic program with behavioral supports and counseling services.

Student No: 118081 requires behavioral supports with a highly structured educational program with close supervision to maintain safety.

Student No: 112466 demonstrates significant behavioral needs and requires a highly specialized educational program to support his educational progress.

Student No: 112863 requires a highly structured classroom environment with behavioral supports.

Recommendation: That the 2026-2027 Out-of-District placements are shown on the attached as approved:

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			

Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

2. Confirmed Harassment, Intimidation and Bullying Incidents Report (Roll Call)

N.J.S.A. 18A:37-15 sets forth the investigation and reporting requirements for all acts of harassment, intimidation, or bullying. Also, pursuant to N.J.S.A. 18A:37-15b(6)(c), "the results of each investigation shall be reported to the board of education no later than the date of the board of education meeting next following the completion of the investigation, along with information or any services provided, training established, discipline imposed, or other action taken or recommended by the superintendent."

The accompanying report is provided in compliance with the requirements of Board Policy 5512, *Harassment, Intimidation or Bullying.*

Recommendation: That the attached report of confirmed harassment, intimidation and bullying incidents is accepted for the period through through June 19, 2026 through July 23, 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

3. Contract - All Star Athletic Center

The District will utilize an off-site athletic facility for its high school cheerleading team practice sessions.

This contract is funded through the general operating budget.

Recommendation: That All Star Athletic Center, LLC, East Brunswick, NJ, is approved to provide gym rental services for the period September 1, 2026 through March 31, 2027 at the rate of $150.00 per hour.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

4. Contract - JAG Athletic Training

The district will utilize JAG Athletic Training, Bridgewater, NJ to provide athletic trainer services for athletic events on an as needed basis upon request of the Supervisor of Athletics.

Recommendation: That JAG Athletic Training, LLC, Bridgewater, NJ, is approved to provide athletic training services for the 2026-2027 school year at the rate of $85.00 per hour per athletic trainer for a minimum of three hours per athletic event.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

5. Contract - Middlesex County Improvement Authority

The District utilizes off-site athletic facilities for its high school golf team season.

This contract is funded through the general operating budget.

Recommendation: That Middlesex County Improvement Authority, (Tamarack Golf Course), Cranbury, NJ, is approved to provide golf course rental services for the period March 1, 2027 through June 30, 2027 at the rate of $6.00 per match round of golf, $15.00 per non-match round of golf, and $5.00 per driving range token.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

6. Contract - Out of Sight Teaching LLC

The District is responsible to contract with professional service providers in order to meet the needs of students in the East Brunswick Public School system, including adherence to student IEP requirements. The recommendation reflects a student service provider whose services are deemed necessary to provide teacher of the visually impaired services.

The contract is funded through the General Fund.

Recommendation: That Out of Sight Teaching, LLC, Frenchtown, NJ is approved to provide teaching of the visually impaired services at $150.00/hour from July 24, 2026 through June 30, 2027.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

7. Contract - The Meadows at Middlesex

The District utilizes an off-site athletic facilities for its high school golf team season.

This contract is funded through the General Fund budget.

Recommendation: That The Meadows at Middlesex, Plainsboro, NJ, is approved to provide golf course rental services for the period March 1, 2027 through June 30,

2027 at the rate of $6.00 per match round of golf.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

8. Monthly School Reports - May 2026

The monthly reports are presented for the Board's acceptance in accordance to the requirements of the following:

N.J.S.A. 18A: 41-1
N.J.S.A. 18A: 36-25.2
N.J.A.C. 6A: 16-5.3
Board Policy No.5111
N.J.S.A. 18A: 1-1
N.J.S.A. 18A: 38-1.b(1) & b(2)
N.J.S.A. 18A: 38-1 b.(2)d
Board Policy No. 2431

Recommendation: That the attached monthly school reports are accepted for the month of May 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

9. Monthly School Reports - June 2026

The monthly reports are presented for the Board's acceptance in accordance to the

requirements of the following:

N.J.S.A. 18A: 41-1
N.J.S.A. 18A: 36-25.2
N.J.A.C. 6A: 16-5.3
Board Policy No.5111
N.J.S.A. 18A: 1-1
N.J.S.A. 18A: 38-1.b(1) & b(2)
N.J.S.A. 18A: 38-1 b.(2)d
Board Policy No. 2431

Recommendation: That the attached monthly school reports are accepted for the month of June 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco		X	X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

COMMITTEE REPORTS, INFORMATION ITEMS AND FOR THE GOOD OF THE CAUSE FOR THE BOARD

Anna Braun wished America a Happy 250th Birthday, and reported on the delayed fireworks and orchestra performance from the 4th of July will be on Labor Day. She gave a brief local history.

Laurie Herrick reported on the Curriculum Committee Meeting.

Timothy Cummings commented on the summer programs offered by Community Programs. He asked if more advanced notice can be given to assist families with summer planning in order to attend these great programs.

Mr. Crotchfelt responded that the goal this year is to improve on timely communication.

Timothy Cummings also reported on the passing of Diane Hutchins.

Wilbur Pan reported on the VFW 5K, summer theater camp presentation of Mean Girls, SpongeBob, and congratulated the recent graduates.

Liwu Hong reported on Mayor Cohen's Charity Fund gifts and grants and the upcoming annual gala.

Jaime Falco also commented on Mayor Cohen's Charity Fund, and reported on the Policy Committee Meeting, the summer theater group performance of SpongeBob, and condolences for Diane Hutchins' family, thanked everyone for their hard work.

Antoinette Evola also commented on the passing of Diane Hutchins and reported on the VFW 5K, the graduates standing up at graduation that were choosing to go into military service, the upcoming 12th Annual Patrick Awosogba Memorial Wiffleball Tournament, and asked when we will get an update on the Special Education Audit.

Dr. Mamman responded that it will be in the fall, by October/November.

Antoinette Evola also asked if we were doing anything to address recess at HUES.

Dr. Mamman responded that changes are coming.

Marianne Tanious thanked the Board and administration for all their hard work over the summer.

ADJOURNMENT

1. Adjournment

Recommendation: That the meeting be adjourned.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco	X					
Louis Figueroa						ABSENT
Laurie Herrick						
Liwu Hong						
Wilbur Pan		X				
Marianne Tanious						
Totals			8	0		

The above action was unanimously approved by a voice vote.

The meeting was adjourned at 9:40 PM.

Respectfully submitted,

Joseph Crotchfelt, CPA, QPA
School Business Administrator/
Board Secretary

EAST BRUNSWICK PUBLIC SCHOOLS

BOARD OF EDUCATION
Agenda Item: 7.

Date Prepared: 8/7/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Joseph Crotchfelt, CPA, QPA, School Business Administrator/Board Secretary

SUBJECT: Regulations - First Reading and Approval (Roll Call)

Summary:
The Superintendent of Schools is recommending action on the job description listed below.

Recommendation:
Recommendation: That regulations are approved on first reading as follows:

- 1400.25205 - Administration: Job Description - Networks and Telecommunications Manager (Revised)

And that said regulations shall be immediately effective.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie						

Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
1400.25205 - Job Description - Networks and Telecommunications Manager	8/7/2026	Backup Material

R 1400.25205 JOB DESCRIPTION - NETWORKS AND TELECOMMUNICATIONS MANAGER

Title: Networks and Telecommunications Manager

Reports to: Chief Information Officer

Position Summary: Manage Wide Area Network (WAN) and Local Area Network (LAN) wireless network, internet connectivity and telecommunications systems. Ensure that all systems are properly installed, integrated, secured, and maintained and kept current through regular upgrades and equipment replacement. Provide the technical expertise necessary to support network services, telecommunications, servers, cloud services, and related applications.

Work Year: Twelve-months, 35-hours per week excluding a one-hour daily lunch

Work Hours: Monday through Friday. Specific work hours will be established to best support the respective needs of the position's placement. Work hours are subject to change at management's discretion to best support District needs.

FLSA Status: Non-exempt

Bargaining Unit: Non-Unit

Pay Grade: Negotiable

Qualifications:

1. An undergraduate degree in Computer Science or an equivalent combination of education and experience.

2. Strong knowledge of network technologies and protocols, including TCP/IP, DNS, DHCP, VLANs, routing, switching, wireless networking, VPNs, firewalls, Windows, macOS, Linux and mobile devices.

3. Knowledge and experience in the management of LANs, WANs, wireless networks, internet services, servers, cloud services, virtualization and telecommunications systems. Relevant technical certifications are preferred.

4. Knowledge of Voice over Internet Protocol (VoIP), telephone systems, and emergency communications.

5. A minimum of four years of experience supporting and integrating computers, servers, network equipment, wireless devices, and related systems in a networked environment.

6. Demonstrate strong ability to communicate effectively in English, both orally and in writing, using proper grammar and vocabulary.

7. Troubleshooting: Be able to find the root cause of issues and think logically about solutions.

8. Critical Thinking: Think critically in their process of task management. This individual must discern how to prioritize tasks.

9. Knowledge: Be able to read and comprehend information, compose a variety of documents, and analyze situations to define issues and draw conclusions. Specific knowledge-based competencies required to satisfactorily perform the functions of the job include: a thorough understanding of applicable laws, codes, rules, regulations and safety standards related to child care, and the New Jersey Department of Education's Preschool Teaching and Learning Standards and the Preschool Implementation Guidelines, scheduling; concepts of grammar and punctuation; technical skills, web-based programs; understand District organization, operations, policies and objectives; apply appropriate codes, laws, regulations, policies and procedures; operate a computer and assigned software and maintain records and prepare reports.

10. Ability: Be able to effectively plan, organize, and oversee work programs, including monitoring of work schedules and work performance; classify data and use job-related equipment. Flexibility is required to independently work with others in a wide variety of circumstances; work with data utilizing defined but different processes; and operate equipment using standardized methods. Ability is also required to work with a diversity of individuals and/or groups; and work with a variety of data. Problem solving is required to analyze issues and create action plans. Problem solving with data frequently requires independent interpretation of guidelines; and problem solving with equipment is limited to moderate. Specific ability-based competencies required to satisfactorily perform the functions of the job include: adapt to changing work priorities; display tact and courtesy; establish and maintain effective working relationships; maintain confidentiality; meet deadlines and schedules; set priorities; work as part of a team; facilitate unit and department goals and objectives; maintain consistent and punctual attendance; communicating with diverse groups; meeting deadlines and schedules; ;

working independently and with interruptions; and, complying with Board of Education policies and regulations.

11. Be self-driven, possess excellent initiative, integrity, and good moral character.

12. Possess ability to work effectively and efficiently alone, and cooperatively with other personnel.

13. Exhibit personality traits that demonstrate interpersonal skills that relate well to students, staff, administration, parents, and the community.

14. Demonstrate the ability to use computers for word processing, data management, telecommunications, and other technology and/or systems relevant to the position.

15. Hold a valid driver's license with no serious violations.

16. Provide proof of U. S. citizenship or legal resident alien status by completing Federal Form I- 9 in compliance with the Immigration Reform and Control Act of 1986.

17. Provide a medical certification demonstrating the ability to perform the essential job functions and responsibilities with or without reasonable accommodation pursuant to 42 U.S.C. 12101 and in accordance with N.J.A.C. 6A:32-6.3(a).

18. Provide evidence that a criminal record history check has been conducted and clearance has been given by the New Jersey Department of Education.

19. Provide a sworn statement that the individual has not been convicted of a crime or a disorderly person's offense in accordance with N.J.S.A. 18A:6-7.1 during the initial six- month employment period.

20. Pass the State required Mantoux Intradermal Tuberculin Test as required by law.

21. Other qualifications as the Superintendent of Schools may find appropriate.

Post-offer/Pre-employment Physical – None required

Job Functions & Responsibilities: The list below is intended to describe the general nature and level of work performed by individuals assigned to this job title. This is not intended to be an exhaustive list of all responsibilities, duties, and tasks required of personnel so classified.

1. Manage the district's Wide Area Network, Local Area Networks, wireless network, internet services, and telecommunications systems to ensure reliable operation.

2. Monitor network hardware, software, connectivity, and performance using network management and security tools to identify problems and prevent service interruptions.

3. Maintain the integrity and security of network systems by establishing and following standards for equipment, configurations, software, and installations.

4. Install, configure, maintain, and upgrade network switches, routers, wireless access points, firewalls, telecommunications equipment, and related hardware and software.

5. Develop, implement, and maintain procedures for backup, disaster recovery, business continuity, and restoration of network and telecommunications services.

6. Protect network systems through the installation and maintenance of firewalls, web and DNS filtering, intrusion prevention, secure remote access, network segmentation, and other security systems.

7. Administer network services and maintain standards for user, device, guest, and remote access.

8. Work with vendors, service providers, consultants, and contractors to coordinate repairs, upgrades, installations, and other network and telecommunications services.

9. Remain current with networking, wireless, telecommunications, cloud, and cybersecurity technologies through professional development, conferences, technical publications, and other resources.

10. Perform other duties within the scope of employment as assigned by the employee's supervisor.

11. Ensure that the installation, integration, security, documentation, and standards of all assigned systems are maintained and that systems are kept current and supported.

12. Maintain the confidentiality, integrity, and security of all district data, system information, credentials, and network configurations accessed while performing the duties of the position.

13. Participate in cross-training and provide support in other areas of Information Technology as needed.

14. Supervise assigned technical and professional support staff and provide direction, training, and assistance as appropriate.

15. Establishes and maintains open and regular communications with administrators and staff throughout the district.

16. Establishment and maintenance of all applicable files.

17. Maintains confidentiality and integrity of all data/information accessed while performing the duties of the position.

18. Exercise sound judgment and assume responsibility for organizing and carrying out assignments as directed.

19. Maintain a positive, collaborative, and mutually supportive working relationship with community agencies, parents, students, and district and school staff.

20. Continue to grow professionally through research, formal studies, and collaboration with colleagues.

21. Complete in a timely fashion all records and reports as required by law and regulation or requested by his/her immediate supervisor.

22. Answer correspondence promptly.

23. Serve on District, state, or community councils or committees as assigned or appropriate.

24. Represent, consistently, the District in a positive and professional manner.

25. Follow procedures for safe storage and integrity of all public and confidential school records, ensuring that personnel and student record keeping procedures comply with State and Federal law and District policy.

26. Protect confidentiality of records and information gained as part of exercising professional duties and use discretion in sharing such information within legal confines.

27. Observe strictly to avoid the appearance of conflict, all requirements of the School Ethics Act (N.J.S.A. 18A:12-21 et seq.) regarding conflicts of interest in employment, purchasing, and other decisions, including solicitation and acceptance of gifts and favors, and submit in a timely fashion the required annual disclosure statement regarding employment and financial interests, as applicable.

28. Adhere to New Jersey school law, State Board of Education rules and regulations, Board of Education policies, regulations and procedures, and contractual obligations.

29. Perform all duties and responsibilities that are within the scope of employment, as assigned by the [EXAMPLES: Senior Manager of Community Programs, Director of Financial Services, Assistant Superintendent for Business and Support Operations], Superintendent of Schools, or designee, as otherwise not prohibited by law or regulation.

Physical Demands - The physical demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of this position, and are not meant to be all inclusive. Reasonable accommodations may be made to enable individuals with certain disabilities to perform the essential responsibilities and functions of this job. Unless reasonable accommodations are made to enable an employee to complete these tasks, the employee will have the ability to:

1. Speak, hear, and comprehend intelligible English.

2. Communicate effectively in English, using proper writing mechanics, grammar and vocabulary.

3. Visual and mental acuity.

4. Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently as needed to move objects.

5. Sit, stand, walk, stoop, crouch, squat, bend, kneel, reach, and repetitive motion for unspecified periods of time.

6. Use arms, hands, fingers, feet and toes, and apply manual dexterity to handle objects and materials, and operate office equipment, computers, cell phones, and portable computing and communication devices.

Environmental Demands - The environmental demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive:

1. Exposure to a variety of childhood and adult germs, and communicable and non-communicable diseases and illnesses.

2. Exposure to heated/air conditioned and ventilated facilities. The work area is generally subject to minimal environmental discomfort related to poor ventilation, loud noises, and/or extremes of heat or cold.

3. Exposure to a building in which a variety of chemical substances are used for cleaning, instruction, and/or operation of equipment.

4. Function in a workplace that is usually moderately quiet but that can be noisy at times.

5. Occasional exposure to a variety of weather conditions.

6. Employees in this position work in a safe and secure work environment that may periodically have unpredicted requirements or demands.

7. The nature of the work environment may produce moderate levels of stress.

~~a. Reports to: Senior Manager of Networks and Telecommunications~~

~~b. Position Summary: Manage Wide Area Network (WAN) and Local Area Network (LAN) and telecommunications systems ensuring that the installation, integration, integrity and standard of all systems are maintained and that systems are kept current through the installation of upgrades as necessary. Provide the technical expertise necessary to install, implement and maintain server-based applications.~~

~~c. Qualifications: 1) An undergraduate degree in Computer Science or an equivalent combination of education and experience. 2) Strong knowledge of a wide range of networking topologies, protocols, and telecommunications including; Netware, NT, IPX/SPX, TCP/IP, ATM, ISDN, Windows, Windows95, and MAC's. 3) Knowledge and experience in the integration and management of LAN's, WAN's Netware and NT server installations, and telecommunications services. CNE preferred. 4) Knowledge of telephone systems to support telephony. 5) Thorough understanding of mini/micro computer hardware and software and operating systems and a minimum of four years experience in the integration of PC's and Mac's to networks.~~

~~d. Work year: 12 months~~

~~e. Duties~~

1. ~~Manage Wide Area Network, Local Area Network and telecommunications systems to ensure uninterrupted operation of all systems.~~
2. ~~Monitor network hardware/software utilizing network management software to optimize network performance and prevent network failures.~~
3. ~~Maintain networking systems integrity by implementing and maintaining standards for all installations.~~
4. ~~Install WAN/LAN hardware and software ensuring full integration to communications links.~~
5. ~~Implement and maintain standard operating procedures for disaster recovery of all systems.~~
6. ~~Manage system integrity through installation and maintenance of a variety of security systems including firewalls and other security products.~~
7. ~~Administer network services by maintaining standards for client access.~~
8. ~~Assist in working with vendors to ensure that, upgrades and other network services are being provided.~~
9. ~~Conduct research necessary to remain current with networking and telecommunications technology by attending conferences, reading journals and other publications.~~
10. ~~Performs other duties that may be within the scope of his/her employment as may be assigned by his/her superior(s).~~
11. ~~Be accountable for ensuring that the installation, integration, integrity and standard of all systems are maintained and that systems are kept current.~~
12. ~~Maintain confidentiality and integrity of all data/information accessed while performing the duties of the position.~~
13. ~~Be available for cross-training in all areas of Information Technology.~~
14. ~~Supervision is exercised over technical and professional support staff.~~

Adopted: 17 July 2002
Revised:

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 1.

Date Prepared: 8/5/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Lori Tagerty, Senior Manager of Accounts Payable/Purchasing

SUBJECT: Bid Award - Student Transportation Services (Bid No. 2027-03)

Summary:

The district prepared specifications and solicited bids for transportation services to and from school. Bids will be received on Friday, August 14, 2026 at 11:00 a.m. The bid results are presented in the "Bid Tabulation" attachment.

Recommendation:

Recommendation: That Bid No. 2027-03 for transportation routes is awarded as presented in the "Bid Award" attachment.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						

Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Bid Tabulation 2027-03	8/18/2026	Backup Material
Bid Award 2027-03	8/18/2026	Backup Material

BID TABULATION

BID# 2027-03

	ROUTE#	AIDE		ANGILOS TRANS*	ABC TRANS	EMMANUEL	GOOD SHEPHERD	HAPPY LIME	KERO TRANS	M&T SCHOOL BUS	MERCY TRANS	PHILOPATER TRANS	ROYAL CROWN TRANS	THREE BROTHERS
1	ALC001 A/P*	YES				$ 217.00	$ 246.00							$ 224.00
2	BMS001 A/P						$ 263.00	$ 261.00	$ 278.00					$ 278.00
3	CDS001 A/P		*TIE		$ 243.00	$ 385.00	$ 258.00		$ 258.00			$ 269.00	$ 320.00	$ 243.00
4	CH0049 A/P					$ 187.00	$ 510.00	$ 168.00						$ 158.00
5	CSHA08 A/P				$ 423.00	$ 244.00	$ 510.00			$ 333.00				
6	EDEN01 A/P*	YES					$ 345.00							$ 300.00
7	HM0039 A/P					$ 145.00	$ 198.00	$ 168.00					$ 275.00	$ 158.00
8	LVCC01 A/P		**				$ 256.00				$ 440.00	$ 279.00		$ 273.00
9	MEPK01P*	YES			$ 228.00	$ 137.00	$ 480.00			$ 82.00			$ 245.00	$ 129.00
10	MEPK02P*	YES		$ 290.00		$ 137.00	$ 480.00			$ 82.00			$ 235.00	$ 129.00
11	MEPK03P*	YES		$ 290.00		$ 137.00	$ 480.00			$ 92.00			$ 215.00	$ 129.00
12	MEPK04P*	YES				$ 137.00	$ 480.00			$ 92.00	$ 324.00		$ 225.00	$ 129.00
13	WBNS02 A/P			$ 300.00	$ 294.00	$ 414.00	$ 420.00	$ 348.00		$ 457.00	$ 474.00		$ 329.00	$ 400.00

*Awarded to Three Bros based on lower inc/dec amount.

**Good Shepherd can not accomadate route- awarded to next lowest Three Brothers

BID# 2027-03

Contractor Name: ABC TRANS
Bid Number: 2027-03

School Type
1 Public
2 NP
3 PSD
4 Charter

Route Number	Destination	School Type	2026-2027 Route Per Diem	# Route Days	Aide Cost	# of Aides	# Aide Days	Inc/Dec Provision	2026-2027 Total Per Diem	2026-2027 YEARLY COST
WBNS02 A/P	WOODBRIDGE MAGNET	1	$ 294.00	183	$ -			$ 0.01	$ 294.00	$ 53,802.00
										$ 53,802.00

Contractor Name: EMMANUEL TRANS.
Bid Number: 2027-03

School Type
1 Public
2 NP
3 PSD
4 Charter

Route Number	Destination	School Type	2026-2027 Route Per Diem	# Route Days	Aide Cost	# of Aides	# Aide Days	Inc/Dec Provision	2026-2027 Total Per Diem	2026-2027 YEARLY COST
ALC001 A/P*	ACADEMY LEARNING CENTER	1	$ 167.00	185	$ 50.00	1	185	$ 1.00	$ 217.00	$ 40,145.00
CSHA08 A/P	HATIKVAH CHARTER SCHOOL	4	$ 244.00	187	$ -			$ 1.00	$ 244.00	$ 45,628.00
HM0039 A/P	HAMMARSKJOLD UES	1	$ 145.00	180	$ -			$ 1.00	$ 145.00	$ 26,100.00
										$ 111,873.00

Contractor Name: HAPPY LIME
Bid Number: 2027-03

School Type
1 Public
2 NP
3 PSD
4 Charter

Route Number	Destination	School Type	2026-2027 Route Per Diem	# Route Days	Aide Cost	# of Aides	# Aide Days	Inc/Dec Provision	2026-2027 Total Per Diem	2026-2027 YEARLY COST
BMS001 A/P	BAYSHORE MIDDLE SCHOOL	1	$ 261.00	180	$ -			$ 3.00	$ 261.00	$ 46,980.00
										$ 46,980.00

Contractor Name: M&T SCHOOL BUS
Bid Number: 2027-03

School Type
1 Public
2 NP
3 PSD
4 Charter

Route Number	Destination	School Type	2026-2027 Route Per Diem	# Route Days	Aide Cost	# of Aides	# Aide Days	Inc/Dec Provision	2026-2027 Total Per Diem	2026-2027 YEARLY COST
MEPK01P*	MEMORIAL ES	1	$ 62.00	180	$ 20.00	1	180	$ 0.01	$ 82.00	$ 14,760.00
MEPK02P*	MEMORIAL ES	1	$ 62.00	180	$ 20.00	1	180	$ 0.01	$ 82.00	$ 14,760.00
MEPK03P*	MEMORIAL ES	1	$ 72.00	180	$ 20.00	1	180	$ 0.01	$ 92.00	$ 16,560.00
MEPK04P*	MEMORIAL ES	1	$ 72.00	180	$ 20.00	1	180	$ 0.01	$ 92.00	$ 16,560.00
										$ 62,640.00

Contractor Name: THREE BROTHERS
Bid Number: 2027-03

School Type
1 Public
2 NP
3 PSD
4 Charter

Route Number	Destination	School Type	2026-2027 Route Per Diem	# Route Days	Aide Cost	# of Aides	# Aide Days	Inc/Dec Provision	2026-2027 Total Per Diem	2026-2027 YEARLY COST
CDS001 A/P	CORNERSTONE DAY SCHOOL	3	$ 243.00	191	$ -			$ -	$ 243.00	$ 46,413.00
CH0049 A/P	CHURCHILL JHS	1	$ 158.00	180	$ -			$ -	$ 158.00	$ 28,440.00
EDEN01 A/P*	EDEN	3	$ 250.00	185	$ 50.00	1	185	$ -	$ 300.00	$ 55,500.00
LVCC01 A/P	LAKEVIEW SCHOOL	3	$ 273.00	183	$ -			$ -	$ 273.00	$ 49,959.00
										$ 180,312.00

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 2.

Date Prepared: 8/6/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Lori Tagerty, Senior Manager of Accounts Payable/Purchasing

SUBJECT: Bill List - Payments Issued

Summary:

The Board's *Payment of Claims* Policy No. 6470 and Regulation No. 6470 directs the prompt payment of legitimate claims by suppliers of goods and services to the school district, provided that each bill or obligation is fully itemized and verified before payment is made. The details in the accompanying bill list have been determined to be valid and payable in accordance with the aforementioned policy and regulation.

Recommendation:

Recommendation: That the attached bill list for payments issued from July 15, 2026 through August 11, 2026 is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie						

Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Bill List - Payments Issued	8/13/2026	Backup Material

BOARD MEETING DATE: 08/20/2026
APPROVAL OF BILL LIST--
PAYMENT ISSUED FROM 07/15/2026 THROUGH 08/11/2026

Payee ID / Check #	Vendor Name / Invoice #	Description	Check Date	Check Amt
T000000429	ZAKI, TERESA			
00130952	REFFY27LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/23/2026	$59.95
		Check # 00130952	**Total:**	**$59.95**
T000001956	LAHR, LISA			
00131245	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/31/2026	$3.97
		Check # 00131245	**Total:**	**$3.97**
T000002107	MCLEAN, TONI MARIE			
00130931	REF27LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/23/2026	$25.25
		Check # 00130931	**Total:**	**$25.25**
T000002741	CENTRAL JERSEY MATH LEAGUE			
00131262	FY2027DUES	INSTRUCTION-OTHR OBJ	08/07/2026	$330.00
		Check # 00131262	**Total:**	**$330.00**
T000004710	CARUSO, JEANINE			
00131231	REFFY27LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/31/2026	$130.15
		Check # 00131231	**Total:**	**$130.15**
T000005449	OCKUN, FELICE			
00130900	REFFY26TEXTBK-HO	UNDISTRIBUTED-FEES	07/17/2026	$125.00
		Check # 00130900	**Total:**	**$125.00**
T000005547	KAPOOR, GAURAV			
00130928	REFUNDFY27CRAFTC	ADULT & COMMUNITY PROGRAMS-MISC	07/23/2026	$180.00
		Check # 00130928	**Total:**	**$180.00**
T000005940	WEN, FEI			
00130916	REFFY26BOOK-JW	UNDISTRIBUTED-FEES	07/17/2026	$16.00
		Check # 00130916	**Total:**	**$16.00**
T000006070	ABRUZZO, CHRISTINA			
00130921	REFDANCEFY27	UNDISTRIBUTED EXPENDITURES-DFRD REV	07/23/2026	$675.00
		Check # 00130921	**Total:**	**$675.00**
T000006423	SHAH, DHAVAL			
00130909	REFFY26BOOK-RS	UNDISTRIBUTED-FEES	07/17/2026	$10.00
		Check # 00130909	**Total:**	**$10.00**
T000006486	PATEL, MEENAL			
00130902	REFUNDFY27MASTER	ADULT & COMMUNITY PROGRAMS-MISC	07/17/2026	$655.00
		Check # 00130902	**Total:**	**$655.00**

BOARD MEETING DATE: 08/20/2026
APPROVAL OF BILL LIST--
PAYMENT ISSUED FROM 07/15/2026 THROUGH 08/11/2026

Payee ID / Check #	Vendor Name / Invoice #	Description	Check Date	Check Amt
T000006960	VITALI, JESSICA			
00131259	REFUNDFY27PYTHON	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$480.00
		Check # 00131259	**Total:**	**$480.00**
T000007505	PATEL, KEYURI			
00130942	REFUNDFY27	ADULT & COMMUNITY PROGRAMS-MISC	07/23/2026	$225.00
		Check # 00130942	**Total:**	**$225.00**
T000007725	KSIAZAK, CHRISTINE			
00130929	REFFY27LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/23/2026	$52.25
		Check # 00130929	**Total:**	**$52.25**
T000007733	WILSON-BRITO, SIMONE			
00130918	REFY27BANDCAMP	ADULT & COMMUNITY PROGRAMS-MISC	07/17/2026	$200.00
		Check # 00130918	**Total:**	**$200.00**
T000007746	VAN LANGE, ANDRE DELANO			
00130949	REFFY27TEXTBOOK	UNDISTRIBUTED-FEES	07/23/2026	$16.99
		Check # 00130949	**Total:**	**$16.99**
T000008551	CRUZ, ROSEMARIE			
00131233	REFUNDFY27MULTI	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$285.00
		Check # 00131233	**Total:**	**$285.00**
T000008612	ALOUI, KHALIFA			
00130877	2604687-1A	TRANSPORTATION SERVICES-AID-IN-LIEU NONP	07/17/2026	$274.63
		Check # 00130877	**Total:**	**$274.63**
T000008926	MAHALIN, MICHELLE			
00130930	REFY27DANCE	UNDISTRIBUTED EXPENDITURES-DFRD REV	07/23/2026	$665.00
		Check # 00130930	**Total:**	**$665.00**
T000009836	HUSAIN, UMMEHANI			
00130888	REFUNDFY27FIRSTG	ADULT & COMMUNITY PROGRAMS-MISC	07/17/2026	$1,013.50
		Check # 00130888	**Total:**	**$1,013.50**
T000009836	HUSAIN, UMMEHANI			
00131242	REFUNDFY27MULTI	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$285.00
		Check # 00131242	**Total:**	**$285.00**
T000009903	KOVALCHIK, HELENA			
00130893	REFBOOK-LK	UNDISTRIBUTED-FEES	07/17/2026	$7.14
		Check # 00130893	**Total:**	**$7.14**

BOARD MEETING DATE: 08/20/2026
APPROVAL OF BILL LIST--
PAYMENT ISSUED FROM 07/15/2026 THROUGH 08/11/2026

Payee ID / Check #	Vendor Name / Invoice #	Description	Check Date	Check Amt
T000009940	MCNAIR, HEATHER			
00131247	REFUNDFY27BSKTBL	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$285.00
		Check # 00131247	**Total:**	**$285.00**
T000010020	PANDEY, APURVA			
00131270	REFUNDFY27ROBOTI	ADULT & COMMUNITY PROGRAMS-DFRD REV	08/07/2026	$10.00
		Check # 00131270	**Total:**	**$10.00**
T000010022	VILLANUEVA, LISA			
00130950	REFUNDFY27CRFTCP	ADULT & COMMUNITY PROGRAMS-MISC	07/23/2026	$180.00
		Check # 00130950	**Total:**	**$180.00**
T000010208	JACKSON, JANEE			
00130889	REFFY26BOOKRT	UNDISTRIBUTED-FEES	07/17/2026	$14.99
T000010208	JACKSON, JANEE			
00130889	REFFY27BOOKLET	ADULT & COMMUNITY PROGRAMS-DFRD REV	07/17/2026	$60.77
		Check # 00130889	**Total:**	**$75.76**
T000010292	HERRERA, SORAYA			
00131241	REFFY26DANCE	UNDISTRIBUTED EXPENDITURES-DFRD REV	07/31/2026	$675.00
		Check # 00131241	**Total:**	**$675.00**
T000010336	SHANKAR, SIDDHARTH			
00130910	REFBALACCT	ADULT & COMMUNITY PROGRAMS-MISC	07/17/2026	$152.50
		Check # 00130910	**Total:**	**$152.50**
T000010337	FURIO, CARLA			
00130885	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/17/2026	$43.95
		Check # 00130885	**Total:**	**$43.95**
T000010338	CUTTLER, AMANDA			
00130882	REFFY26BOOK	UNDISTRIBUTED-FEES	07/17/2026	$9.44
		Check # 00130882	**Total:**	**$9.44**
T000010339	WENJING, MA			
00130917	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/17/2026	$43.20
		Check # 00130917	**Total:**	**$43.20**
T000010340	HARUTA, DJEINA			
00130886	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/17/2026	$40.00
		Check # 00130886	**Total:**	**$40.00**
T000010341	CHIU, YU SHAN			
00130880	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/17/2026	$49.35

Payee ID / Check #	Vendor Name / Invoice #	Description	Check Date	Check Amt
		Check # 00130880	**Total:**	**$49.35**
T000010342	DESIENA, PETER			
00130883	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/17/2026	$40.96
		Check # 00130883	**Total:**	**$40.96**
T000010343	KIM, MI JI			
00130892	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/17/2026	$31.00
		Check # 00130892	**Total:**	**$31.00**
T000010344	YOUNG, KOE			
00130919	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/17/2026	$40.70
		Check # 00130919	**Total:**	**$40.70**
T000010345	PRASSAS, PETER			
00130905	REFFY27ELA	ADULT & COMMUNITY PROGRAMS-MISC	07/17/2026	$976.00
		Check # 00130905	**Total:**	**$976.00**
T000010346	SINCHI, WILLIAM			
00130911	REFFY26BOOK-TS	UNDISTRIBUTED-FEES	07/17/2026	$50.00
		Check # 00130911	**Total:**	**$50.00**
T000010347	PATEL, SWETA			
00130903	REFFY26BOOK-SP	UNDISTRIBUTED-FEES	07/17/2026	$10.86
		Check # 00130903	**Total:**	**$10.86**
T000010348	MODI, KUNAL			
00130898	REFFY26BOOK	UNDISTRIBUTED-FEES	07/17/2026	$15.34
		Check # 00130898	**Total:**	**$15.34**
T000010349	MAIORANA, JENNIFER			
00130895	REFBOOK	UNDISTRIBUTED-FEES	07/17/2026	$33.24
		Check # 00130895	**Total:**	**$33.24**
T000010350	LEVINSOHN, CHAYA			
00130894	REFFY26BOOKRT	UNDISTRIBUTED-FEES	07/17/2026	$11.91
		Check # 00130894	**Total:**	**$11.91**
T000010351	HERNANDEZ, NESHMA			
00130887	REFFY26BOOKRT	UNDISTRIBUTED-FEES	07/17/2026	$12.76
		Check # 00130887	**Total:**	**$12.76**
T000010352	ALVES, MELISSA			
00130878	REFFY26BOOK-AA	UNDISTRIBUTED-FEES	07/17/2026	$15.89

Payee ID / Check #	Vendor Name / Invoice #	Description			Check Date	Check Amt
			Check #	**00130878**	**Total:**	**$15.89**
T000010353	RAMBHAROSE, MARSHA					
00130907	REFFY26BOOK	UNDISTRIBUTED-FEES			07/17/2026	$8.00
			Check #	**00130907**	**Total:**	**$8.00**
T000010354	RAVINDER, SUKANYA					
00130908	REFFY26BOOK	UNDISTRIBUTED-FEES			07/17/2026	$12.76
			Check #	**00130908**	**Total:**	**$12.76**
T000010355	MALIK, SAIMA					
00130896	REFTEXTBOOK	UNDISTRIBUTED-FEES			07/17/2026	$35.00
			Check #	**00130896**	**Total:**	**$35.00**
T000010358	JOSHI-DEODHAR, HEMANGI					
00130891	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV			07/17/2026	$131.05
			Check #	**00130891**	**Total:**	**$131.05**
T000010359	ZIADA, KHOLOOD					
00130920	REFFY26BOOK	UNDISTRIBUTED-FEES			07/17/2026	$21.00
			Check #	**00130920**	**Total:**	**$21.00**
T000010360	JANOFF, WAYNE					
00130890	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV			07/17/2026	$15.95
			Check #	**00130890**	**Total:**	**$15.95**
T000010363	PANAST, KATHY					
00130901	REFUNDFY27STOCKC	ADULT & COMMUNITY PROGRAMS-MISC			07/17/2026	$390.00
			Check #	**00130901**	**Total:**	**$390.00**
T000010364	PATIDAR, PAVAN					
00130904	REFUNDFY27STOCK	ADULT & COMMUNITY PROGRAMS-MISC			07/17/2026	$390.00
			Check #	**00130904**	**Total:**	**$390.00**
T000010365	ANDRAWES, ABEER					
00130922	REFFY27DANCE	UNDISTRIBUTED-FEES			07/23/2026	$7.00
			Check #	**00130922**	**Total:**	**$7.00**
T000010367	SEASONWEIN, HOWARD					
00130947	REFFY27CHEER	UNDISTRIBUTED-FEES			07/23/2026	$100.00
			Check #	**00130947**	**Total:**	**$100.00**
T000010368	TAWDROS, NEHED					
00130948	REFFY27CHEER	UNDISTRIBUTED-FEES			07/23/2026	$50.00

Payee ID / Check #	Vendor Name / Invoice #	Description	Check Date	Check Amt
		Check # 00130948	**Total:**	**$50.00**
T000010369	RAISINGHANI, VIDHI			
00130945	REFFY27DANCE	UNDISTRIBUTED EXPENDITURES-DFRD REV	07/23/2026	$675.00
		Check # 00130945	**Total:**	**$675.00**
T000010370	PANCHAL, PIYUSH			
00130941	REFFY27DANCE	UNDISTRIBUTED EXPENDITURES-DFRD REV	07/23/2026	$675.00
		Check # 00130941	**Total:**	**$675.00**
T000010371	NILLA, ERIC			
00130937	REFFY27DANCE	UNDISTRIBUTED EXPENDITURES-DFRD REV	07/23/2026	$675.00
		Check # 00130937	**Total:**	**$675.00**
T000010373	GERACI, JONATHAN			
00130926	REFFY27DANCE	UNDISTRIBUTED EXPENDITURES-DFRD REV	07/23/2026	$675.00
		Check # 00130926	**Total:**	**$675.00**
T000010374	GORGY, MERNA			
00131238	REFUNDFY27COMBO	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$541.00
		Check # 00131238	**Total:**	**$541.00**
T000010375	ESPINOZA, SANDY			
00131236	REFUNDFY27ARTCMP	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$225.00
		Check # 00131236	**Total:**	**$225.00**
T000010376	ANSALONE, JAMIE			
00131228	REFUNDFY27CRAFTC	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$180.00
		Check # 00131228	**Total:**	**$180.00**
T000010377	KINHIKAR, SAMIR			
00131243	REFFY27DANCE	UNDISTRIBUTED EXPENDITURES-DFRD REV	07/31/2026	$675.00
		Check # 00131243	**Total:**	**$675.00**
T000010378	WANG, MR. & MRS. HONGHOO			
00131260	REFFY27LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/31/2026	$68.10
		Check # 00131260	**Total:**	**$68.10**
T000010379	SIMON-RADOCY, RENEE			
00131256	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/31/2026	$100.25
		Check # 00131256	**Total:**	**$100.25**
T000010380	FONG, PIT			
00131237	REFFY27LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/31/2026	$44.50

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		Check # 00131237	**Total:**	**$44.50**
T000010381	PATEL, AMIT			
00131251	REFUNDFY27COLDCA	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$225.00
		Check # 00131251	**Total:**	**$225.00**
T000010382	ALI, JUMANA			
00131226	REFUNDFY27COLDCA	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$225.00
T000010382	ALI, JUMANA			
00131226	REFUNDFY27MULTI	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$285.00
		Check # 00131226	**Total:**	**$510.00**
T000010383	REVICH, ELIZABETH			
00131253	REFFY27ENRICH	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$285.00
		Check # 00131253	**Total:**	**$285.00**
T000010384	GUJARE, GAURAV			
00131240	REFUNDFY27MDSCIE	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$400.00
		Check # 00131240	**Total:**	**$400.00**
T000010385	NANGPAL, DIVYA RAMESH			
00131248	REFUNDFY27PYTHON	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$480.00
		Check # 00131248	**Total:**	**$480.00**
T000010386	KULKARNI, AARTI			
00131244	REFUNDFY27MDSCIE	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$400.00
		Check # 00131244	**Total:**	**$400.00**
T000010387	MASON, SAMANTHA			
00131246	REFFY27LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/31/2026	$24.85
		Check # 00131246	**Total:**	**$24.85**
T000010388	DIFABIO, CHRISTINE			
00131234	REFFY26LUNCH	ENTERPRISE FUND-FOOD SERVICES-DFRD REV	07/31/2026	$55.30
		Check # 00131234	**Total:**	**$55.30**
T000010389	SHIN, PETER			
00131255	REFFY27ENRICH	ADULT & COMMUNITY PROGRAMS-MISC	07/31/2026	$390.00
		Check # 00131255	**Total:**	**$390.00**
T000010391	LANZA, BRYAN			
00131265	REFUNDFY27MULTSP	ADULT & COMMUNITY PROGRAMS-MISC	08/07/2026	$285.00
		Check # 00131265	**Total:**	**$285.00**

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T000010392	AUGUSTHY, JILLIAN			
00131261	REFUNDFY27MULTSP	ADULT & COMMUNITY PROGRAMS-MISC	08/07/2026	$285.00
		Check # 00131261	**Total:**	**$285.00**
V000002892	NJPSA			
00130939	000114879	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000116106	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000116660	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000116691	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000117164	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000117370	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000117432	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000117433	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000117574	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000117708	CENTRAL SERVICES-MISC EXPEND	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000117763	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000118246	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000118746	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000118788	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000118877	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000119129	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000119177	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000119843	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000119872	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000119935	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000120754	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00

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V000002892	NJPSA			
00130939	000120993	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121103	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121312	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121578	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121672	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121718	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121799	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121965	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121986	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000121987	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000122059	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000122330	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000122482	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
V000002892	NJPSA			
00130939	000122486	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/23/2026	$930.00
		Check # 00130939	**Total:**	**$32,550.00**
V000002892	NJPSA			
00131268	000121082	INSTRUCTIONAL STAFF TRAINING S-OTHR OBJ	08/07/2026	$930.00
		Check # 00131268	**Total:**	**$930.00**
V000004023	FREEHOLD SOIL CONSERVATION DISTRICT			
00130884	B88.18L2.23	INTERLOCAL SVC AGRMNT-PRCH PRF/TCH SVC	07/17/2026	$1,770.00
		Check # 00130884	**Total:**	**$1,770.00**
V000004619	STOUTS CHARTER SERVICE INC			
00131273	24352	TRANSPORTATION SERVICES-OTHER TRANSP	08/07/2026	$8,729.96
V000004619	STOUTS CHARTER SERVICE INC			
00131273	24353	TRANSPORTATION SERVICES-OTHER TRANSP	08/07/2026	$26,982.06
		Check # 00131273	**Total:**	**$35,712.02**
V000005395	VISION SERVICE PLAN INSURANCE COMPANY			
00130914	JUL2026COBADM	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/17/2026	$7.48

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V000005395	VISION SERVICE PLAN INSURANCE COMPANY			
00130914	JUL2026RETADM	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/17/2026	$59.84
		Check # **00130914**	**Total:**	**$67.32**
V000005395	VISION SERVICE PLAN INSURANCE COMPANY			
00130951	JUN2026RETADM	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/23/2026	$29.92
		Check # **00130951**	**Total:**	**$29.92**
V000005395	VISION SERVICE PLAN INSURANCE COMPANY			
00131258	AUG2026ACTADM	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/31/2026	$1,578.28
		Check # **00131258**	**Total:**	**$1,578.28**
V000005395	VISION SERVICE PLAN INSURANCE COMPANY			
00131275	JUL2026-ACTCLMS	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/07/2026	$8,804.04
V000005395	VISION SERVICE PLAN INSURANCE COMPANY			
00131275	JUL2026RETCLMS	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/07/2026	$480.00
		Check # **00131275**	**Total:**	**$9,284.04**
V000005429	AMERICAN ASSOC OF SCHOOL PERSONNEL ADMINISTRATORS			
00130879	37937	CENTRAL SERVICES-MISC EXPEND	07/17/2026	$275.00
		Check # **00130879**	**Total:**	**$275.00**
V000005473	DELTA DENTAL OF NEW JERSEY INC.			
00004168	JUL2026ACTADM	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/11/2026	$5,478.20
		Check # **00004168**	**Total:**	**$5,478.20**
V000005473	DELTA DENTAL OF NEW JERSEY INC.			
00004169	06/28-08/01/26AC	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/11/2026	$126,632.99
		Check # **00004169**	**Total:**	**$126,632.99**
V000005473	DELTA DENTAL OF NEW JERSEY INC.			
00004170	JUL2026COBADM	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/11/2026	$30.00
		Check # **00004170**	**Total:**	**$30.00**
V000005473	DELTA DENTAL OF NEW JERSEY INC.			
00004171	JUL2026RETADM	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/11/2026	$174.20
		Check # **00004171**	**Total:**	**$174.20**
V000005473	DELTA DENTAL OF NEW JERSEY INC.			
00004172	06/28-0801/26RC	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/11/2026	$4,077.60
		Check # **00004172**	**Total:**	**$4,077.60**
V000005667	VERIZON WIRELESS SERVICES LLC			
00130913	6147490553	ADULT & COMMUNITY PROGRAMS-PRCH SVC	07/17/2026	$213.32

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		Check # 00130913	**Total:**	**$213.32**
V000005796	COMCAST HOLDINGS CORPORATION			
00130881	JUL2026-CHITTIK	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/17/2026	$134.90
V000005796	COMCAST HOLDINGS CORPORATION			
00130881	JUL2026-MEMORIAL	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/17/2026	$161.52
		Check # 00130881	**Total:**	**$296.42**
V000005796	COMCAST HOLDINGS CORPORATION			
00130923	276693863	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$1,300.48
		Check # 00130923	**Total:**	**$1,300.48**
V000005796	COMCAST HOLDINGS CORPORATION			
00130924	JUL2026-CENTRAL	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$135.56
V000005796	COMCAST HOLDINGS CORPORATION			
00130924	JUL2026-CJHS0522	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$82.48
V000005796	COMCAST HOLDINGS CORPORATION			
00130924	JUL2026-EBHS	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$134.90
V000005796	COMCAST HOLDINGS CORPORATION			
00130924	JUL2026-FROST	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$82.84
V000005796	COMCAST HOLDINGS CORPORATION			
00130924	JUL2026-HUES5936	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$82.48
V000005796	COMCAST HOLDINGS CORPORATION			
00130924	JUL2026-IRWIN	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$108.69
V000005796	COMCAST HOLDINGS CORPORATION			
00130924	JUL2026-LAWRBRK	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$108.69
V000005796	COMCAST HOLDINGS CORPORATION			
00130924	JUL2026-WARNS	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/23/2026	$82.48
		Check # 00130924	**Total:**	**$818.12**
V000005796	COMCAST HOLDINGS CORPORATION			
00131232	JUL2026-ADMIN	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/31/2026	$82.84
V000005796	COMCAST HOLDINGS CORPORATION			
00131232	JUL2026-BOWNE	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/31/2026	$109.20
V000005796	COMCAST HOLDINGS CORPORATION			
00131232	JUL2026-CJHS7311	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/31/2026	$162.18
V000005796	COMCAST HOLDINGS CORPORATION			
00131232	JUL2026-HUES1215	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/31/2026	$109.20
V000005796	COMCAST HOLDINGS CORPORATION			
00131232	JUL2026-SUPPOPS	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/31/2026	$139.84
		Check # 00131232	**Total:**	**$603.26**
V000005907	STATE OF NEW JERSEY			
00130912	08/31/2027-EBB39	TRANSPORTATION SERVICES-OTHR OBJ	07/17/2026	$50.00
V000005907	STATE OF NEW JERSEY			
00130912	08/31/2027-EBB40	TRANSPORTATION SERVICES-OTHR OBJ	07/17/2026	$50.00

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V000005907	STATE OF NEW JERSEY			
00130912	08/31/2027-EBB41	TRANSPORTATION SERVICES-OTHR OBJ	07/17/2026	$50.00
V000005907	STATE OF NEW JERSEY			
00130912	08/31/2027-EBB42	TRANSPORTATION SERVICES-OTHR OBJ	07/17/2026	$50.00
V000005907	STATE OF NEW JERSEY			
00130912	08/31/2027-EBB43	TRANSPORTATION SERVICES-OTHR OBJ	07/17/2026	$50.00
		Check # 00130912	**Total:**	**$250.00**
V000006096	GARDEN STATE COALITION OF SCHOOLS INC.			
00131264	4359	GENERAL ADMINISTRATION-BOE DUES/FEES	08/07/2026	$2,500.00
		Check # 00131264	**Total:**	**$2,500.00**
V000006137	AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS INC			
00131227	1006955	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/31/2026	$485.00
		Check # 00131227	**Total:**	**$485.00**
V000006138	ASSOCIATION OF SCHOOL BUSINESS OFFICIALS INT'L			
00131230	FY2027#824277	CENTRAL SERVICES-MISC EXPEND	07/31/2026	$499.00
		Check # 00131230	**Total:**	**$499.00**
V000006186	DELL MARKETING LP			
00130925	10883075646	ADMIN INFORMATION TECHNOLOGY-PURCH TECH SVCS	07/23/2026	$7,189.73
V000006186	DELL MARKETING LP			
00130925	10883075654	ADMIN INFORMATION TECHNOLOGY-PURCH TECH SVCS	07/23/2026	$1,794.43
		Check # 00130925	**Total:**	**$8,984.16**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004158	07/06/07/12/26A	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/21/2026	$375,618.72
		Check # 00004158	**Total:**	**$375,618.72**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004159	JUN2026-8515A	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/21/2026	$44,073.58
		Check # 00004159	**Total:**	**$44,073.58**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004160	07/06-07/12/26J	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/21/2026	$273,928.67
		Check # 00004160	**Total:**	**$273,928.67**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004161	JUN2026-8505J	ENTERPRISE FUND-FOOD SERVICES-HEALTH BENEFITS	07/21/2026	$21,191.69
		Check # 00004161	**Total:**	**$21,191.69**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004163	07/13-07/19/26A	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/28/2026	$347,116.95

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		Check # 00004163	**Total:**	**$347,116.95**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004164	07/13-07/19/26J	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/28/2026	$400,495.54
		Check # 00004164	**Total:**	**$400,495.54**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004166	07/20-07/26/26A	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/04/2026	$509,025.84
		Check # 00004166	**Total:**	**$509,025.84**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004167	07/20-07/26/26J	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/04/2026	$323,802.73
		Check # 00004167	**Total:**	**$323,802.73**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004173	08/01-08/02/26A	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/11/2026	$46,271.79
		Check # 00004173	**Total:**	**$46,271.79**
V000006223	HORIZON HEALTHCARE SERVICES INC.			
00004174	08/01-08/02/26J	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/11/2026	$35,884.55
		Check # 00004174	**Total:**	**$35,884.55**
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548675	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$59.86
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548676	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$93.09
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548677	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$30.32
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548678	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$119.08
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548680	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$332.03
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548681	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$54.17
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548682	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$70.34
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548683	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$98.52
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548725	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$187.67
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65548726	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$70.53
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65550433	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$85.79
V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65550434	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$46.42

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V000006224	DIRECT ENERGY MARKETING INC.			
00131235	HS65550435	CUSTODIAL SERVICES-ENERGY-NAT GAS	07/31/2026	$574.58
		Check # 00131235	**Total:**	**$1,822.40**
V000006299	MIDDLE STATES ASSOCIATION OF COLLEGES AND SCHOOLS			
00130933	10046942	SCHOOL ADMINISTRATION-OTHR OBJ	07/23/2026	$2,075.00
		Check # 00130933	**Total:**	**$2,075.00**
V000006309	NEW JERSEY ASSOC OF SCHOOL BUSINESS OFFICIALS			
00130934	300008663	CENTRAL SERVICES-MISC EXPEND	07/23/2026	$1,250.00
V000006309	NEW JERSEY ASSOC OF SCHOOL BUSINESS OFFICIALS			
00130934	300008736	CENTRAL SERVICES-MISC EXPEND	07/23/2026	$1,250.00
		Check # 00130934	**Total:**	**$2,500.00**
V000006364	TREASURER, STATE OF NEW JERSEY			
00131257	CATILL-CY2025	GENERAL ADMINISTRATION-MISC EXPEND	07/31/2026	$2,970.00
		Check # 00131257	**Total:**	**$2,970.00**
V000006368	TOWNSHIP OF EAST BRUNSWICK			
00131274	FY26Q2-SUPPOPS	CUSTODIAL SERVICES-PRCH PRPRTY SVC	08/07/2026	$1,260.72
		Check # 00131274	**Total:**	**$1,260.72**
V000006370	UNITED STATES POST OFFICE			
00004177	FY2027POSTAGE-HM	GENERAL ADMINISTRATION-COMMUNIC/PHONE	08/11/2026	$500.00
V000006370	UNITED STATES POST OFFICE			
00004177	FY2027POSTAGE-HS	GENERAL ADMINISTRATION-COMMUNIC/PHONE	08/11/2026	$4,700.00
		Check # 00004177	**Total:**	**$5,200.00**
V000006401	UNITED PARCEL SERVICE INC.			
00004162	17934W286	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/27/2026	$66.75
V000006401	UNITED PARCEL SERVICE INC.			
00004162	17934W296	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/27/2026	$48.65
		Check # 00004162	**Total:**	**$115.40**
V000006401	UNITED PARCEL SERVICE INC.			
00004176	17934W306	GENERAL ADMINISTRATION-COMMUNIC/PHONE	08/11/2026	$48.85
V000006401	UNITED PARCEL SERVICE INC.			
00004176	17934W316	GENERAL ADMINISTRATION-COMMUNIC/PHONE	08/11/2026	$49.24
V000006401	UNITED PARCEL SERVICE INC.			
00004176	17934W326	GENERAL ADMINISTRATION-COMMUNIC/PHONE	08/11/2026	$54.13
		Check # 00004176	**Total:**	**$152.22**
V000006416	PUBLIC SERVICE ELECTRIC AND GAS COMPANY			
00130906	4246250007	CUSTODIAL SERVICES-ENERGY-ELECTRIC	07/17/2026	$8,096.10

Payee ID / Check #	Vendor Name / Invoice #	Description	Check Date	Check Amt
V000006416	PUBLIC SERVICE ELECTRIC AND GAS COMPANY			
00130906	7249147803JUN26	CUSTODIAL SERVICES-ENERGY-ELECTRIC	07/17/2026	$2,144.78
		Check # 00130906	**Total:**	**$10,240.88**
V000006416	PUBLIC SERVICE ELECTRIC AND GAS COMPANY			
00130944	1301262404	CUSTODIAL SERVICES-ENERGY-ELECTRIC	07/23/2026	$52,597.58
		Check # 00130944	**Total:**	**$52,597.58**
V000006416	PUBLIC SERVICE ELECTRIC AND GAS COMPANY			
00131252	4254251602JUL26	CUSTODIAL SERVICES-ENERGY-ELECTRIC	07/31/2026	$7,272.82
V000006416	PUBLIC SERVICE ELECTRIC AND GAS COMPANY			
00131252	7240538303JUL26	CUSTODIAL SERVICES-ENERGY-ELECTRIC	07/31/2026	$1,817.55
		Check # 00131252	**Total:**	**$9,090.37**
V000006416	PUBLIC SERVICE ELECTRIC AND GAS COMPANY			
00131272	1301350001JUL26	CUSTODIAL SERVICES-ENERGY-ELECTRIC	08/07/2026	$140,252.80
		Check # 00131272	**Total:**	**$140,252.80**
V000006417	JERSEY CENTRAL POWER & LIGHT			
00130927	5004321487JUL26	CUSTODIAL SERVICES-ENERGY-ELECTRIC	07/23/2026	$6,380.78
V000006417	JERSEY CENTRAL POWER & LIGHT			
00130927	5004322333JUL26	CUSTODIAL SERVICES-ENERGY-ELECTRIC	07/23/2026	$5,420.55
		Check # 00130927	**Total:**	**$11,801.33**
V000006427	PROQUEST LP			
00130943	70950413	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/23/2026	$3,625.22
		Check # 00130943	**Total:**	**$3,625.22**
V000006446	NATIONAL COUNCIL FOR THE SOCIAL STUDIES			
00131249	21907	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/31/2026	$90.00
		Check # 00131249	**Total:**	**$90.00**
V000006461	MENC: NATIONAL ASSOCIATION FOR MUSIC EDUCATION			
00130897	FY2027#000057979	INSTRUCTION-OTHR OBJ	07/17/2026	$136.00
V000006461	MENC: NATIONAL ASSOCIATION FOR MUSIC EDUCATION			
00130897	FY2027#00013842	INSTRUCTION-OTHR OBJ	07/17/2026	$136.00
V000006461	MENC: NATIONAL ASSOCIATION FOR MUSIC EDUCATION			
00130897	FY2027#000267808	INSTRUCTION-OTHR OBJ	07/17/2026	$136.00
		Check # 00130897	**Total:**	**$408.00**
V000006461	MENC: NATIONAL ASSOCIATION FOR MUSIC EDUCATION			
00130932	000885244	INSTRUCTION-OTHR OBJ	07/23/2026	$137.00
		Check # 00130932	**Total:**	**$137.00**

BOARD MEETING DATE: 08/20/2026
APPROVAL OF BILL LIST--
PAYMENT ISSUED FROM 07/15/2026 THROUGH 08/11/2026

Payee ID / Check #	Vendor Name / Invoice #	Description	Check Date	Check Amt
V000006603	ARTHUR J GALLAGHER RISK MANAGEMENT SERVICES INC.			
00131229	6223653	GENERAL ADMINISTRATION-MSC PRCH SVC	07/31/2026	$92,456.00
V000006603	ARTHUR J GALLAGHER RISK MANAGEMENT SERVICES INC.			
00131229	6224859	CUSTODIAL SERVICES-INSURANCE	07/31/2026	$68,848.00
V000006603	ARTHUR J GALLAGHER RISK MANAGEMENT SERVICES INC.			
00131229	6227098	CUSTODIAL SERVICES-INSURANCE	07/31/2026	$34,785.65
V000006603	ARTHUR J GALLAGHER RISK MANAGEMENT SERVICES INC.			
00131229	6236808	CUSTODIAL SERVICES-INSURANCE	07/31/2026	$12,500.00
		Check # 00131229	**Total:**	**$208,589.65**
V000006764	O.C.A. BENEFIT SERVICES LLC			
00130940	A1603005	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/23/2026	$435.15
V000006764	O.C.A. BENEFIT SERVICES LLC			
00130940	A1634670	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/23/2026	$436.95
V000006764	O.C.A. BENEFIT SERVICES LLC			
00130940	A1672979	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/23/2026	$437.40
V000006764	O.C.A. BENEFIT SERVICES LLC			
00130940	A1709087	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/23/2026	$433.35
V000006764	O.C.A. BENEFIT SERVICES LLC			
00130940	A1742130	UNALLOCATED BENEFITS-HEALTH BENEFITS	07/23/2026	$432.00
		Check # 00130940	**Total:**	**$2,174.85**
V000006764	O.C.A. BENEFIT SERVICES LLC			
00131269	A1782181	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/07/2026	$431.10
		Check # 00131269	**Total:**	**$431.10**
V000006899	SYMETRA LIFE INSURANCE COMPANY			
00004175	AUG2026	UNALLOCATED BENEFITS-HEALTH BENEFITS	08/11/2026	$179,088.79
		Check # 00004175	**Total:**	**$179,088.79**
V000007071	GRANICUS LLC			
00131239	230681	GENERAL ADMINISTRATION-PURCH TECH SVCS	07/31/2026	$13,733.31
		Check # 00131239	**Total:**	**$13,733.31**
V000007439	NEW JERSEY MARCHING BAND DIRECTORS ASSOCIATION			
00130935	FALL2026-EBHS	INSTRUCTION-OTHR OBJ	07/23/2026	$700.00
		Check # 00130935	**Total:**	**$700.00**
V000007512	PPL SAFARI HOLDINGS LLC			
00131271	PPA080126040	CUSTODIAL SERVICES-ENERGY-ELECTRIC	08/07/2026	$3,762.64
V000007512	PPL SAFARI HOLDINGS LLC			
00131271	PPA080126041	CUSTODIAL SERVICES-ENERGY-ELECTRIC	08/07/2026	$7,788.85
V000007512	PPL SAFARI HOLDINGS LLC			
00131271	PPA080126042	CUSTODIAL SERVICES-ENERGY-ELECTRIC	08/07/2026	$3,322.01
V000007512	PPL SAFARI HOLDINGS LLC			
00131271	PPA080126043	CUSTODIAL SERVICES-ENERGY-ELECTRIC	08/07/2026	$1,498.78

BOARD MEETING DATE: 08/20/2026
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Payee ID / Check #	Vendor Name / Invoice #	Description	Check Date	Check Amt
V000007512	PPL SAFARI HOLDINGS LLC			
00131271	PPA080126044	CUSTODIAL SERVICES-ENERGY-ELECTRIC	08/07/2026	$2,132.14
		Check # 00131271	**Total:**	**$18,504.42**
V000007570	CONCORD THEATRICALS CORPORATION			
00131263	2923919	INSTRUCTION-OTHR OBJ	08/07/2026	$875.00
		Check # 00131263	**Total:**	**$875.00**
V000007612	NEW JERSEY ASSOCIATION FOR GIFTED CHILDREN			
00131250	5242	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/31/2026	$50.00
		Check # 00131250	**Total:**	**$50.00**
V000007649	ACTIVE INTERNET TECHNOLOGIES LLC			
00130876	INV098531	ADMIN INFORMATION TECHNOLOGY-PURCH TECH SVCS	07/17/2026	$22,203.00
V000007649	ACTIVE INTERNET TECHNOLOGIES LLC			
00130876	INV098533	ADMIN INFORMATION TECHNOLOGY-PURCH TECH SVCS	07/17/2026	$15,031.00
		Check # 00130876	**Total:**	**$37,234.00**
V000007697	NEW JERSEY MUSIC ADMINISTRATORS ASSOCIATION			
00131267	2026-2027	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	08/07/2026	$140.00
		Check # 00131267	**Total:**	**$140.00**
V000007819	ROBIN MERGER CORPORATION INC.			
00131254	001913796	IMPROVEMENT OF INSTRUCTION-OTHR OBJ	07/31/2026	$129.00
		Check # 00131254	**Total:**	**$129.00**
V000007894	WARSHAW LAW FIRM LLC			
00130915	FY2027	INSTRUCTION-TUITN-PRV NJ-SPC	07/17/2026	$127,500.00
		Check # 00130915	**Total:**	**$127,500.00**
V000007932	MTB LLC			
00131266	P2605401-APP#1	INTERLOCAL SVC AGRMNT-CNSTRCT SVCS	08/07/2026	$657,041.00
		Check # 00131266	**Total:**	**$657,041.00**
V000007976	SCHEINMAN ARBITRATION & MEDIATION SERVICES LLC			
00130946	44251	GENERAL ADMINISTRATION-LEGAL SERVICES	07/23/2026	$8,250.00
		Check # 00130946	**Total:**	**$8,250.00**
V000007979	WIZER INC			
00131276	Q1ECXVAF-001	ADMIN INFORMATION TECHNOLOGY-PURCH TECH SVCS	08/07/2026	$13,875.00
		Check # 00131276	**Total:**	**$13,875.00**
V001251	NEW JERSEY SCHOOL BOARDS ASSOCIATION			
00130899	INV-33917-R4L0K3	GENERAL ADMINISTRATION-BOE DUES/FEES	07/17/2026	$28,718.08

BOARD MEETING DATE: 08/20/2026
APPROVAL OF BILL LIST--
PAYMENT ISSUED FROM 07/15/2026 THROUGH 08/11/2026

Payee ID / Check #	Vendor Name / Invoice #	Description			Check Date	Check Amt
			Check #	**00130899**	**Total:**	**$28,718.08**
V001251	NEW JERSEY SCHOOL BOARDS ASSOCIATION					
00130936	INV-34560-S5Z6G4	CENTRAL SERVICES-MISC EXPEND			07/23/2026	$549.00
			Check #	**00130936**	**Total:**	**$549.00**
V001992	DEPOSITORY TRUST COMPANY					
00004165	08/01/2026-INT	CUSTODIAL SERVICES-INTEREST-ESIP			07/31/2026	$122,375.00
V001992	DEPOSITORY TRUST COMPANY					
00004165	08/01/2026-PRINC	CUSTODIAL SERVICES-PRINCIPAL-ESIP			07/31/2026	$455,000.00
			Check #	**00004165**	**Total:**	**$577,375.00**
					Grand Total:	**$4,748,798.96**

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 3.

Date Prepared: 8/6/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Lori Tagerty, Senior Manager of Accounts Payable/Purchasing

SUBJECT: Bill List - Payments Pending Issuance on August 21, 2026

Summary:

The Board's *Payment of Claims* Policy No. 6470 and Regulation No. 6470 directs the prompt payment of legitimate claims by suppliers of goods and services to the school district, provided that each bill or obligation is fully itemized and verified before payment is made. The details in the accompanying bill list have been determined to be valid and payable in accordance with the aforementioned policy and regulation.

Recommendation:

Recommendation: That the attached bill list for payments pending issuance on August 21, 2026 is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie						

Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Bill List - Payments Pending	8/13/2026	Backup Material

BOARD MEETING DATE:08/20/2026
APPROVAL OF BILL LIST--
PAYMENTS PENDING FOR ISSUANCE ON: 08/21/2026

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000007428	P1	A.M.E. INC		
P2602094	408332	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	05/08/2026	$449.28
V000007428	P1	A.M.E. INC		
P2701989	408916	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/14/2026	$62,950.00
V000007428	P1	A.M.E. INC		
P2701990	408933	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/15/2026	$451.52
V000007428	P1	A.M.E. INC		
P2702235	409096	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	08/04/2026	$653.28
V000007428	P1	A.M.E. INC		
P2702304	409098	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	08/04/2026	$1,084.88
			Total:	**$65,588.96**
V000007516	P1	ABC TRANS CORP		
P2702208	P2702208-ESY2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	08/06/2026	$7,877.00
V000007516	P1	ABC TRANS CORP		
P2702271	P2702271-ESY2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	08/06/2026	$7,470.00
			Total:	**$15,347.00**
V000007692	B1	ACCESS INFORMATION MANAGEMENT		
P2701937	12303587	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	07/31/2026	$3,538.45
			Total:	**$3,538.45**
V000004070	P1	ADORAMA INC		
P2701580	38802848	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$1,896.20
			Total:	**$1,896.20**
V000007513	P1	AGPARTS WORLDWIDE INC		
P2702550	AR044127	TECHNOLOGY COVERAGE FUND-SUPPLS & MTRLS	08/03/2026	$3,156.00
			Total:	**$3,156.00**
V000007962	P1	ALLIANCE PEST CONTROL LLC		
P2701886	2026816	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/01/2026	$175.00
V000007962	P1	ALLIANCE PEST CONTROL LLC		
P2701886	2031164	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/18/2026	$825.00
V000007962	P1	ALLIANCE PEST CONTROL LLC		
P2701886	2031734	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/21/2026	$75.00
			Total:	**$1,075.00**
V000002572	P1	AMERICAN EAGLE COMPANY INC		
P2701848	218231	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$47.55
V000002572	P1	AMERICAN EAGLE COMPANY INC		
P2701807	218232	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$96.58
V000002572	P1	AMERICAN EAGLE COMPANY INC		
P2701849	218248	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$28.58
			Total:	**$172.71**

BOARD MEETING DATE:08/20/2026
APPROVAL OF BILL LIST--
PAYMENTS PENDING FOR ISSUANCE ON: 08/21/2026

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2602024	11200282	CUSTODIAL SERVICES-GENERAL SUPPLIES	01/27/2026	$144.29
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2605203	11548879	CUSTODIAL SERVICES-GENERAL SUPPLIES	04/09/2026	$36.63
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2606078	11811978	CUSTODIAL SERVICES-GENERAL SUPPLIES	06/05/2026	$9,596.12
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2701895	11995324	CUSTODIAL SERVICES-GENERAL SUPPLIES	07/21/2026	$20,298.48
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2701896	11995326	CUSTODIAL SERVICES-GENERAL SUPPLIES	07/21/2026	$3,253.04
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2701896	12020070	CUSTODIAL SERVICES-GENERAL SUPPLIES	07/27/2026	($215.10)
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2702381	12042862	CUSTODIAL SERVICES-GENERAL SUPPLIES	07/31/2026	$86.18
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2702381	12053140	CUSTODIAL SERVICES-GENERAL SUPPLIES	08/04/2026	$29.65
V000007164	B1	AMERICAN PAPER TOWEL CO LLC		
P2702381	12065604	CUSTODIAL SERVICES-GENERAL SUPPLIES	08/06/2026	$66.13
			Total:	**$33,295.42**
T000009869	P1	ANCHULA, SURENDRA		
P2702423	REF07/11/2026	FACILITIES RENTAL-MISC	07/22/2026	$78.31
			Total:	**$78.31**
V000007628	P1	AOM INC		
P2605968	220000232682	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	05/19/2026	$73.28
			Total:	**$73.28**
V000006404	B1	ARAMARK MANAGEMENT SERVICES LT		
P2702835	C01094192	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/31/2026	$430,863.77
V000006404	B1	ARAMARK MANAGEMENT SERVICES LT		
P2602082	P2602082-OT	FACILITIES RENTAL-PRCH SVC	06/30/2026	$27,682.00
			Total:	**$458,545.77**
V000003765	B1	ARAMARK SERVICES INC		
P2602048	KC01094789	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	06/30/2026	$218,273.05
			Total:	**$218,273.05**
V000007857	B1	ASB SPORTS ACQUISITION INC.		
P2701452	10619931	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$77.00
V000007857	B1	ASB SPORTS ACQUISITION INC.		
P2702445	10631325	INSTRUCTION-SUPPLS & MTRLS	08/05/2026	$27.32
V000007857	B1	ASB SPORTS ACQUISITION INC.		
P2701464	10633593	INSTRUCTION-GENERAL SUPPLIES	08/10/2026	$124.50
			Total:	**$228.82**

BOARD MEETING DATE:08/20/2026
APPROVAL OF BILL LIST--
PAYMENTS PENDING FOR ISSUANCE ON: 08/21/2026

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000003660	P1	ASI ASSOCIATES INC		
P2701555	506018	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$397.86
V000003660	P1	ASI ASSOCIATES INC		
P2701543	506019	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$899.52
			Total:	**$1,297.38**
T000009811	HO	ATLURI, SASI		
P2702574	REF07/18/2026	FACILITIES RENTAL-MISC	07/29/2026	$43.76
			Total:	**$43.76**
V000006041	B1	B & H FOTO & ELECTRONICS CORP		
P2701892	246082178	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/06/2026	$453.60
V000006041	B1	B & H FOTO & ELECTRONICS CORP		
P2702161	246139030	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/08/2026	$423.16
V000006041	B1	B & H FOTO & ELECTRONICS CORP		
P2702255	246513797	INSTRUCTION-GENERAL SUPPLIES	07/21/2026	$346.95
V000006041	B1	B & H FOTO & ELECTRONICS CORP		
P2702398	246708924	ATTENDANCE & SOCIAL WORK SVCS-SUPPLS & MTRLS	07/28/2026	$683.40
V000006041	B1	B & H FOTO & ELECTRONICS CORP		
P2702404	246720297	INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$74.40
V000006041	B1	B & H FOTO & ELECTRONICS CORP		
P2702402	246744248	INSTRUCTION-GENERAL SUPPLIES	07/29/2026	$867.07
V000006041	B1	B & H FOTO & ELECTRONICS CORP		
P2702386	246747592	FACILITIES RENTAL-SUPPLS & MTRLS	07/29/2026	$351.70
V000006041	B1	B & H FOTO & ELECTRONICS CORP		
P2702398	246780049	ATTENDANCE & SOCIAL WORK SVCS-SUPPLS & MTRLS	07/30/2026	$256.00
			Total:	**$3,456.28**
V000006266	P1	BA VISION EDUCATION SERVICES L		
P2602407	483	SPEECH/OT/PT/RELATED SVCS-PRCH PRF-ED SVC	06/30/2026	$5,657.50
			Total:	**$5,657.50**
V000002292	B1	BANCROFT		
P2702016	P2702016-0726	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	08/06/2026	$19,760.76
			Total:	**$19,760.76**
V000006173	B1	BARNES & NOBLE BOOKSELLERS INC		
P2701969	4757560	TITLE II-A-SUPPLS & MTRLS	07/06/2026	$320.00
V000006173	B1	BARNES & NOBLE BOOKSELLERS INC		
P2605916	4761485	ADULT BASIC EDUCATION-SUPPLS & MTRLS	06/30/2026	$11.04
			Total:	**$331.04**
V000006329	B2	BAYADA HOME HEALTHCARE INC.		
P2702328	743284GG1574	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	08/05/2026	$6,438.00
V000006329	B2	BAYADA HOME HEALTHCARE INC.		
P2702328	743287GG1555	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	08/05/2026	$6,358.50

BOARD MEETING DATE:08/20/2026
APPROVAL OF BILL LIST--
PAYMENTS PENDING FOR ISSUANCE ON: 08/21/2026

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000006329	B2	BAYADA HOME HEALTHCARE INC.		
P2702328	743287GG1557	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	08/05/2026	$6,953.00
			Total:	**$19,749.50**
V000006794	P1	BAYSHORE JOINTURE COMMISSION		
P2702017	P2702017-ESY26	INSTRUCTION-TUITN-NJLEA-SPCL	07/02/2026	$16,000.00
			Total:	**$16,000.00**
23074	PM	BECOURTNEY, MERYL		
P2702838	JUL2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	07/31/2026	$4.32
			Total:	**$4.32**
V000007774	P1	BEST HVAC SERVICES INC		
P2701900	X088H2	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/14/2026	$1,980.00
			Total:	**$1,980.00**
V000006941	P1	BLACK ROCKET PRODUCTIONS		
P2606426	74364	ADULT & COMMUNITY PROGRAMS-PRCH SVC	07/02/2026	$1,848.00
			Total:	**$1,848.00**
20905	PM	BLALOCK, DANIELLE		
P2702839	JUL2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	07/31/2026	$14.15
			Total:	**$14.15**
V000006503	B1	BLICK ART MATERIALS LLC		
P2601413	6573967	INSTRUCTION-GENERAL SUPPLIES	10/28/2025	($75.60)
V000006503	B1	BLICK ART MATERIALS LLC		
P2702192	8415289	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/16/2026	$168.29
V000006503	B1	BLICK ART MATERIALS LLC		
P2702400	8460435	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/23/2026	$152.60
V000006503	B1	BLICK ART MATERIALS LLC		
P2702435	8489321	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/27/2026	$89.94
			Total:	**$335.23**
V000007542	B1	BLUUM USA INC.		
P2701584	1103921	INSTRUCTION-GENERAL SUPPLIES	08/04/2026	$98.95
			Total:	**$98.95**
21408	PM	BOLEY, JOYCE		
P2702869	JUL2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	07/31/2026	$32.68
21408	PM	BOLEY, JOYCE		
P2701942	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$409.50
			Total:	**$442.18**
V000007928	B1	BROOKAIRE CORPORATION		
P2605820	INV831899	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	04/29/2026	$1,471.97

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			Total:	**$1,471.97**
22685	PM	BUCIOR, EDWARD		
P2602857	JUN26MILEAGE	SCHOOL ADMINISTRATION-REG/TRAIN/TRAVEL	06/30/2026	$124.35
			Total:	**$124.35**
V000007567	P1	C&A PRINTING & MARKETING INC		
P2702368	23308	GUIDANCE SERVICES-SUPPLS & MTRLS	07/24/2026	$134.77
			Total:	**$134.77**
25768	PM	CANTO, COLLEEN		
P2702842	JUL2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	07/31/2026	$26.60
25768	PM	CANTO, COLLEEN		
P2602858	JUN26MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	06/30/2026	$33.57
			Total:	**$60.17**
V000007948	P1	CARNEGIE HEALTHCARE CORPORATIO		
P2702285	31338	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	07/31/2026	$7,920.50
			Total:	**$7,920.50**
V000006018	B1	CAROLINA BIOLOGICAL SUPPLY COM		
P2700523	53488143RI	INSTRUCTION-GENERAL SUPPLIES	07/01/2026	$34.20
V000006018	B1	CAROLINA BIOLOGICAL SUPPLY COM		
P2700517	53493714RI	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$10.36
V000006018	B1	CAROLINA BIOLOGICAL SUPPLY COM		
P2700520	53493715RI	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$62.25
V000006018	B1	CAROLINA BIOLOGICAL SUPPLY COM		
P2700519	53494917RI	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$596.58
V000006018	B1	CAROLINA BIOLOGICAL SUPPLY COM		
P2700520	53494918RI	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$2,310.46
V000006018	B1	CAROLINA BIOLOGICAL SUPPLY COM		
P2700522	53494920RI	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$408.73
			Total:	**$3,422.58**
V000005440	B1	CARRIER CLINIC		
P2702023	P2702023-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$19,480.00
V000005440	B1	CARRIER CLINIC		
P2702023	P2702023-0826	INSTRUCTION-TUITN-PRV NJ-SPC	08/01/2026	$9,740.00
V000005440	B1	CARRIER CLINIC		
P2702023	P2702023-0926	INSTRUCTION-TUITN-PRV NJ-SPC	09/01/2026	$15,584.00
			Total:	**$44,804.00**
V000005323	B1	CARRIER CORPORATION		
P2606238	1076373-00	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/30/2026	$51.00
			Total:	**$51.00**

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12989	PM	CARTER, JENNIFER		
P2701944	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$402.64
			Total:	**$402.64**
T000001057	HO	CARTERET BOARD OF EDUCATION		
P2702539	P2702539-FY25REF	INSTRUCTION-TUITN-NJLEA-SPCL	07/02/2026	$758.28
			Total:	**$758.28**
26064	PM	CARUSO, MELISSA		
P2602859	JUN2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	06/30/2026	$44.47
26064	PM	CARUSO, MELISSA		
P2701943	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$350.00
			Total:	**$394.47**
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700145	44748	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/17/2026	$11.76
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700130	64066	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$1.82
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700133	64067	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$29.63
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700158	64068	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$11.91
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700117	64398	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$19.31
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700127	64399	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$25.83
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700103	64400	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$24.81
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700068	64401	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$21.26
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700116	64747	GUIDANCE SERVICES-SUPPLS & MTRLS	07/17/2026	$8.36
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700114	65690	INSTRUCTION-GENERAL SUPPLIES	07/20/2026	$0.43
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700073	67724	INSTRUCTION-GENERAL SUPPLIES	08/22/2026	$103.41
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700153	67725	INSTRUCTION-GENERAL SUPPLIES	08/22/2026	$19.13
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700078	68008	INSTRUCTION-GENERAL SUPPLIES	08/22/2026	$98.92
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700079	68009	INSTRUCTION-GENERAL SUPPLIES	08/22/2026	$12.60
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700143	68010	INSTRUCTION-GENERAL SUPPLIES	08/22/2026	$41.49
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700074	68011	INSTRUCTION-GENERAL SUPPLIES	08/22/2026	$41.64

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V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700076	68012	INSTRUCTION-GENERAL SUPPLIES	08/22/2026	$96.60
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700088	68013	GUIDANCE SERVICES-SUPPLS & MTRLS	08/22/2026	$4.66
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700128	68014	INSTRUCTION-GENERAL SUPPLIES	08/22/2026	$0.77
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700151	68017	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/23/2026	$12.84
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700090	68430	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$13.34
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700092	68431	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$19.17
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700131	68433	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$8.02
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700132	68434	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$2.74
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700136	68436	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$10.05
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700140	68440	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$2.11
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700086	68443	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$91.56
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700106	68447	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$12.76
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700107	68448	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/24/2026	$6.43
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700069	68450	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$230.46
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700093	68502	GUIDANCE SERVICES-SUPPLS & MTRLS	07/24/2026	$86.09
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700119	68504	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$3.11
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700125	68508	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$25.59
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700126	68509	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$39.67
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700098	68514	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$9.57
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700100	68516	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$10.00
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700101	68517	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$35.51
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700102	68518	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$37.63
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700104	68519	GUIDANCE SERVICES-SUPPLS & MTRLS	07/24/2026	$24.10

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V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700144	68520	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/24/2026	$15.58
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700147	68522	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/24/2026	$8.15
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700149	68524	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/24/2026	$56.88
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700081	68525	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/24/2026	$13.27
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700082	68526	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/24/2026	$1.96
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700083	68527	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/24/2026	$35.35
V000006028	P1	CASCADE SCHOOL SUPPLIES INC.		
P2700084	68528	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/24/2026	$75.37
			Total:	**$1,461.65**
V000006176	B1	CDW GOVERNMENT INC.		
P2702237	AK17E7H	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$5,130.00
V000006176	B1	CDW GOVERNMENT INC.		
P2702169	AK1M57U	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$100,500.00
			Total:	**$105,630.00**
V000004683	P1	CENTER FOR BEHAVIORAL HEALTH M		
P2702010	12008	HEALTH SERVICES-PRCH PRF/TCH SVC	07/12/2026	$575.00
V000004683	P1	CENTER FOR BEHAVIORAL HEALTH M		
P2702010	12009	HEALTH SERVICES-PRCH PRF/TCH SVC	07/12/2026	$575.00
V000004683	P1	CENTER FOR BEHAVIORAL HEALTH M		
P2702010	12049	HEALTH SERVICES-PRCH PRF/TCH SVC	08/03/2026	$575.00
V000004683	P1	CENTER FOR BEHAVIORAL HEALTH M		
P2702010	12050	HEALTH SERVICES-PRCH PRF/TCH SVC	08/03/2026	$575.00
			Total:	**$2,300.00**
V000007498	P1	CENTRAL JERSEY COLLEGE PREP CH		
P2702893	AUG2026	INSTRUCTION-TUITION-NJLEA-RE	08/31/2026	$2,405.00
V000007498	P1	CENTRAL JERSEY COLLEGE PREP CH		
P2702893	JUL2026	INSTRUCTION-TUITION-NJLEA-RE	07/31/2026	$2,405.00
			Total:	**$4,810.00**
V000006842	P1	CEREBRAL PALSY LEAGUE INC		
P2702126	P2702126-0726	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	07/01/2026	$39,454.40
V000006842	P1	CEREBRAL PALSY LEAGUE INC		
P2702126	P2702126-0826	INSTRUCTION-TUITN-PRV NJ-SPC	08/01/2026	$19,727.20
			Total:	**$59,181.60**
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700541	2146279-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$73.30

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V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700545	2146281-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$11.43
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700546	2146283-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$27.33
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700543	2146284-IN	GUIDANCE SERVICES-SUPPLS & MTRLS	07/08/2026	$28.64
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700529	2146285-IN	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$2.44
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700533	2146286-IN	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$8.29
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700537	2146287-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$19.44
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700532	2146288-IN	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$5.32
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700530	2146289.IN	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$5.46
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700534	2146291.IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$41.83
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700526	2146301-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$44.87
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700527	2146306-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$5.27
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700525	2146308-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$14.26
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700549	2146309-IN	GUIDANCE SERVICES-SUPPLS & MTRLS	07/08/2026	$4.49
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700548	2146310-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$60.96
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700547	2146311-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$6.82
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700539	2146319-IN	INSTRUCTION-SUPPLS & MTRLS	07/08/2026	$24.91
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700528	2146337-IN	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$5.27
V000003012	P2	CHARLES J. BECKER & BRO. INC.		
P2700524	2146346-IN	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$3.41
			Total:	**$393.74**
V000006335	P1	CHILDREN'S CENTER OF MONMOUTH		
P2702022	P2702022-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$9,305.34
V000006335	P1	CHILDREN'S CENTER OF MONMOUTH		
P2702022	P2702022-0826	INSTRUCTION-TUITN-PRV NJ-SPC	08/03/2026	$6,344.55
			Total:	**$15,649.89**
V000007607	P1	CHRIS TRANS LLC		
P2605431	P2605431-JUN2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	06/30/2026	$3,360.00

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			Total:	**$3,360.00**
20093	PM	CIRKUS, JULIE		
P2702844	JUL2026MILEAGE	INSTRUCTION-REG/TRAIN/TRAVEL	07/31/2026	$36.84
			Total:	**$36.84**
V000005579	B1	CLEARY GIACOBBE ALFIERI & JACO		
P2702819	167060	GENERAL ADMINISTRATION-LEGAL SERVICES	07/31/2026	$1,430.15
V000005579	B1	CLEARY GIACOBBE ALFIERI & JACO		
P2702819	167061	GENERAL ADMINISTRATION-LEGAL SERVICES	07/31/2026	$442.00
V000005579	B1	CLEARY GIACOBBE ALFIERI & JACO		
P2702819	167398	GENERAL ADMINISTRATION-LEGAL SERVICES	07/31/2026	$7,976.00
V000005579	B1	CLEARY GIACOBBE ALFIERI & JACO		
P2702819	167400	GENERAL ADMINISTRATION-LEGAL SERVICES	07/31/2026	$1,750.00
V000005579	B1	CLEARY GIACOBBE ALFIERI & JACO		
P2702819	167975	GENERAL ADMINISTRATION-LEGAL SERVICES	07/31/2026	$4,948.20
			Total:	**$16,546.35**
V000005445	P1	COLLIER YOUTH SERVICES		
P2702029	ESY2026-AG	INSTRUCTION-TUITN-PRV NJ-SPC	07/31/2026	$12,180.00
V000005445	P1	COLLIER YOUTH SERVICES		
P2702029	ESY2026-DM	INSTRUCTION-TUITN-PRV NJ-SPC	07/31/2026	$12,180.00
V000005445	P1	COLLIER YOUTH SERVICES		
P2702029	ESY2026-JB	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	07/31/2026	$17,730.00
V000005445	P1	COLLIER YOUTH SERVICES		
P2702029	ESY2026-JG	INSTRUCTION-TUITN-PRV NJ-SPC	07/31/2026	$10,150.00
V000005445	P1	COLLIER YOUTH SERVICES		
P2702029	ESY2026-JK	INSTRUCTION-TUITN-PRV NJ-SPC	07/31/2026	$12,180.00
V000005445	P1	COLLIER YOUTH SERVICES		
P2702029	ESY2026-PK	INSTRUCTION-TUITN-PRV NJ-SPC	07/31/2026	$12,180.00
V000005445	P1	COLLIER YOUTH SERVICES		
P2702029	ESY2026-ZB	INSTRUCTION-TUITN-PRV NJ-SPC	07/31/2026	$12,180.00
			Total:	**$88,780.00**
V000003111	PR	COMMUNITY PRODUCTS LLC		
P2702122	J4J61-1	SUP SVC-STU-EXTRAORDINARY SVCS-SUPPLS & MTRLS	07/13/2026	$298.00
			Total:	**$298.00**
V000007691	P1	CORNERSTONE DAY SCHOOL LLC		
P2702032	P2602032-0826CR	INSTRUCTION-TUITN-PRV NJ-SPC	08/01/2026	($3,936.00)
V000007691	P1	CORNERSTONE DAY SCHOOL LLC		
P2702032	P2702032-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/01/2026	$7,872.00
V000007691	P1	CORNERSTONE DAY SCHOOL LLC		
P2702032	P2702032-0826	INSTRUCTION-TUITN-PRV NJ-SPC	08/01/2026	$6,396.00
V000007691	P1	CORNERSTONE DAY SCHOOL LLC		
P2702032	P2702032-0926	INSTRUCTION-TUITN-PRV NJ-SPC	09/01/2026	$9,840.00

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V000007691	P1	CORNERSTONE DAY SCHOOL LLC		
P2702032	P2702032-0926CR	INSTRUCTION-TUITN-PRV NJ-SPC	09/01/2026	($9,840.00)
			Total:	**$10,332.00**
V000004737	B1	CRISIS PREVENTION INSTITUTE IN		
P2702392	NAIN-247090	INSTRUCTIONAL STAFF TRAINING S-SUPPLS & MTRLS	07/28/2026	$9,732.05
			Total:	**$9,732.05**
V000007090	B1	CRYSTAL CLEAR GLASS LLC		
P2702091	5889	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/16/2026	$775.00
			Total:	**$775.00**
V000007934	P1	CTI-USA INC		
P2702247	408149	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	08/05/2026	$675.00
			Total:	**$675.00**
V000007292	P1	D&B SERVICE GROUP LLC		
P2602430	26DBS15101R	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	06/23/2026	$1,008.20
V000007292	P1	D&B SERVICE GROUP LLC		
P2602430	26DBS15102R	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	06/23/2026	$880.00
V000007292	P1	D&B SERVICE GROUP LLC		
P2702489	81804	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/30/2026	$2,543.00
			Total:	**$4,431.20**
21840	PM	DAGA, PUJA		
P2701947	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$400.76
			Total:	**$400.76**
20394	PM	DAGROSA, MICHELLE		
P2702846	JUL2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	07/31/2026	$8.41
			Total:	**$8.41**
T000010060	P1	DANTU, USHA		
P2702422	REF07/12/2026	FACILITIES RENTAL-MISC	07/22/2026	$104.20
			Total:	**$104.20**
23498	PM	DAVINO, AMANDA		
P2701871	TUITION-SUMM2026	UNALLOCATED BENEFITS-TUITION REIMB	07/31/2026	$2,000.00
			Total:	**$2,000.00**
V000006023	B1	DEMCO INC.		
P2701822	7826373	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$17.65
V000006023	B1	DEMCO INC.		
P2701531	7828258	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/13/2026	$94.18
V000006023	B1	DEMCO INC.		
P2701538	7828260	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$30.57

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V000006023	B1	DEMCO INC.		
P2701536	7828626	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/14/2026	$995.61
V000006023	B1	DEMCO INC.		
P2701541	7829606	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/16/2026	$856.04
V000006023	B1	DEMCO INC.		
P2701533	7830097	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/17/2026	$153.57
V000006023	B1	DEMCO INC.		
P2701539	7831839	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/22/2026	$279.16
V000006023	B1	DEMCO INC.		
P2702246	7832678	INSTRUCTION-GENERAL SUPPLIES	07/23/2026	$70.66
V000006023	B1	DEMCO INC.		
P2701915	7833473	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/27/2026	$132.96
			Total:	**$2,630.40**
22428	PM	DIBENEDETTI, JESSICA		
P2602871	JUN2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	06/30/2026	$5.83
22428	PM	DIBENEDETTI, JESSICA		
P2701872	TUITION-SUMM2026	UNALLOCATED BENEFITS-TUITION REIMB	07/16/2026	$2,289.00
			Total:	**$2,294.83**
26955	PM	DIBERNARDI, PETER		
P2606515	MENTOR26	UNALLOCATED BENEFITS-OTHR EMP BNFTS	06/30/2026	$1,600.00
26955	PM	DIBERNARDI, PETER		
P2701951	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$350.00
			Total:	**$1,950.00**
V000006617	P1	DREAMSEATS LLC		
P2605489	4795544	INTERLOCAL SVC AGRMNT-SUPPLS & MTRLS	07/30/2026	$16,139.00
			Total:	**$16,139.00**
V000005413	B1	EARLYCHILDHOOD LLC		
P2701744	P43974120101	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/22/2026	$52.24
			Total:	**$52.24**
V000006208	P1	EDEN AUTISM SERVICES INC.		
P2702033	P2702033-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/01/2026	$52,184.40
V000006208	P1	EDEN AUTISM SERVICES INC.		
P2702033	P2702033-0826	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	08/01/2026	$39,138.30
			Total:	**$91,322.70**
V000006754	P1	EDUCATIONAL SERVICES COMMISSIO		
P2604086	CST_M0626	CHILD STUDY TEAMS-PRCH PRF-ED SVC	06/30/2026	$1,698.00
			Total:	**$1,698.00**
V000007239	P1	EMMANUEL TRANS LLC		
P2603910	P2603910-JUN2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	06/25/2026	$10,890.00

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			Total:	**$10,890.00**
V000004504	P2	ENVIRONMENTAL DESIGN INC		
P2603279	4875	INTERLOCAL SVC AGRMNT-PRCH PRF/TCH SVC	06/30/2026	$8,088.75
V000004504	P2	ENVIRONMENTAL DESIGN INC		
P2602026	4885	CUSTODIAL SERVICES-PRCH PRF/TCH SVC	06/30/2026	$5,200.00
			Total:	**$13,288.75**
V000006025	B1	ERIC ARMIN INC.		
P2702041	INV1485446	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$570.68
V000006025	B1	ERIC ARMIN INC.		
P2701845	INV1487549	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$68.56
V000006025	B1	ERIC ARMIN INC.		
P2701651	INV1487550	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$215.88
V000006025	B1	ERIC ARMIN INC.		
P2701695	INV1487551	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$16.68
V000006025	B1	ERIC ARMIN INC.		
P2701693	INV1487552	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$10.82
V000006025	B1	ERIC ARMIN INC.		
P2701691	INV1487553	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$2.95
V000006025	B1	ERIC ARMIN INC.		
P2701683	INV1487554	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$111.77
V000006025	B1	ERIC ARMIN INC.		
P2701792	INV1487555	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$14.51
V000006025	B1	ERIC ARMIN INC.		
P2701798	INV1487556	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$45.60
V000006025	B1	ERIC ARMIN INC.		
P2701800	INV1487557	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$25.28
V000006025	B1	ERIC ARMIN INC.		
P2701803	INV1487558	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$50.91
V000006025	B1	ERIC ARMIN INC.		
P2701805	INV1487559	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$30.26
V000006025	B1	ERIC ARMIN INC.		
P2701797	INV1487560	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$29.88
V000006025	B1	ERIC ARMIN INC.		
P2701799	INV1487561	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$29.88
V000006025	B1	ERIC ARMIN INC.		
P2701801	INV1487562	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$76.42
V000006025	B1	ERIC ARMIN INC.		
P2701793	INV1487879	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$8.76
V000006025	B1	ERIC ARMIN INC.		
P2701689	INV1487880	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$3.48
V000006025	B1	ERIC ARMIN INC.		
P2701686	INV1487881	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$21.96
V000006025	B1	ERIC ARMIN INC.		
P2701685	INV1487882	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$7.56

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V000006025	B1	ERIC ARMIN INC.		
P2701657	INV1487883	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$30.34
V000006025	B1	ERIC ARMIN INC.		
P2701660	INV1487884	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$65.04
V000006025	B1	ERIC ARMIN INC.		
P2701661	INV1487885	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$72.04
V000006025	B1	ERIC ARMIN INC.		
P2701707	INV1487886	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$10.82
V000006025	B1	ERIC ARMIN INC.		
P2701796	INV1487887	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$14.92
V000006025	B1	ERIC ARMIN INC.		
P2701710	INV1487888	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$28.80
V000006025	B1	ERIC ARMIN INC.		
P2701794	INV1487889	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$8.76
V000006025	B1	ERIC ARMIN INC.		
P2701712	INV1487890	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$10.82
V000006025	B1	ERIC ARMIN INC.		
P2701806	INV1487891	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$26.28
V000006025	B1	ERIC ARMIN INC.		
P2702168	INV1488727	INSTRUCTION-GENERAL SUPPLIES	07/21/2026	$19.90
V000006025	B1	ERIC ARMIN INC.		
P2701846	INV1490567	INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$79.00
			Total:	**$1,708.56**
V000006010	B1	FACSIMILE COMMUNICATIONS INDUS		
P2702350	1516760	INSTRUCTION-GENERAL SUPPLIES	07/21/2026	$78.00
V000006010	B1	FACSIMILE COMMUNICATIONS INDUS		
P2702369	1518613	INSTRUCTION-GENERAL SUPPLIES	07/23/2026	$1,841.60
			Total:	**$1,919.60**
V000006604	P1	FERREES TOOLS INC.		
P2702456	0080231-IN	INSTRUCTION-GENERAL SUPPLIES	08/04/2026	$164.00
			Total:	**$164.00**
23633	PM	FERRO, TERRI		
P2702853	JUL2026	CENTRAL SERVICES-REG/TRAIN/TRAVEL	07/31/2026	$5.55
			Total:	**$5.55**
V000007435	P1	FIRST AID & CPR LLC		
P2702203	5276	INSTRUCTION-SUPPLS & MTRLS	07/04/2026	$1,135.00
			Total:	**$1,135.00**
V000007885	P1	FIRST CLASS MOVERS INC		
P2606030	62526	SCHOOL ADMINISTRATION-PRCH SVC	06/25/2026	$6,690.00
			Total:	**$6,690.00**

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V000005873	B1	FIRST STUDENT INC.		
P2602322	P2602322-JUN2026	TRANSPORTATION SERVICES-OTHER TRANSP	06/30/2026	$4,636.64
			Total:	**$4,636.64**
V000006030	B1	FISHER SCIENTIFIC COMPANY LLC		
P2701544	0146843	INSTRUCTION-GENERAL SUPPLIES	07/20/2026	$146.40
			Total:	**$146.40**
V000007855	P1	FLATBUSH MOVING VAN CO INC		
P2602357	4118	INTERLOCAL SVC AGRMNT-CNSTRCT SVCS	07/17/2026	$13,905.00
			Total:	**$13,905.00**
V000006228	B1	FLINN SCIENTIFIC INC.		
P2701545	3284776	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$199.98
V000006228	B1	FLINN SCIENTIFIC INC.		
P2701552	3284966	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$667.37
V000006228	B1	FLINN SCIENTIFIC INC.		
P2701557	3284968	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$24.54
V000006228	B1	FLINN SCIENTIFIC INC.		
P2701550	3284987	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$45.99
V000006228	B1	FLINN SCIENTIFIC INC.		
P2701547	3285302	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$667.18
V000006228	B1	FLINN SCIENTIFIC INC.		
P2701549	3285615	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$1,538.84
			Total:	**$3,143.90**
V000007489	B1	FOLLETT CONTENT SOLUTIONS LLC		
P2702101	771354	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/16/2026	$496.89
V000007489	B1	FOLLETT CONTENT SOLUTIONS LLC		
P2701914	771501	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/15/2026	$568.07
V000007489	B1	FOLLETT CONTENT SOLUTIONS LLC		
P2701916	771502	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/16/2026	$487.00
V000007489	B1	FOLLETT CONTENT SOLUTIONS LLC		
P2701921	771504	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/16/2026	$632.25
V000007489	B1	FOLLETT CONTENT SOLUTIONS LLC		
P2701921	771504F	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/20/2026	$50.58
V000007489	B1	FOLLETT CONTENT SOLUTIONS LLC		
P2702195	775520	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/24/2026	$1,319.83
V000007489	B1	FOLLETT CONTENT SOLUTIONS LLC		
P2702393	777378F	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/30/2026	$210.64
			Total:	**$3,765.26**
25735	PM	FREUDENBERGER, KEITH		
P2701949	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$405.08
			Total:	**$405.08**

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V000005130	B1	FUN AND FUNCTION LLC		
P2701853	1070579	INSTRUCTION-SUPPLS & MTRLS	07/16/2026	$182.95
V000005130	B1	FUN AND FUNCTION LLC		
P2701780	1070581	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$90.64
V000005130	B1	FUN AND FUNCTION LLC		
P2701786	1070582	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/16/2026	$17.87
V000005130	B1	FUN AND FUNCTION LLC		
P2702125	1070593	SUP SVC-STU-EXTRAORDINARY SVCS-SUPPLS & MTRLS	07/17/2026	$59.56
V000005130	B1	FUN AND FUNCTION LLC		
P2701765	1071168	INSTRUCTION-SUPPLS & MTRLS	07/16/2026	$111.91
			Total:	**$462.93**
V000007133	B1	FW WEBB COMPANY		
P2606241	96323594	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/16/2026	$5,463.50
V000007133	B1	FW WEBB COMPANY		
P2702154	96703504	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	08/06/2026	$102.32
V000007133	B1	FW WEBB COMPANY		
P2702329	96923566	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/22/2026	$1,642.02
			Total:	**$7,207.84**
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1302375	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/23/2026	$41.50
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1302376	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/23/2026	$36.86
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1302377	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/23/2026	$36.86
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1302378	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/23/2026	$36.86
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1302379	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/23/2026	$36.86
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1302380	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/23/2026	$125.96
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1303007	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/30/2026	$23.80
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1303008	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/30/2026	$36.86
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1303009	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/30/2026	$36.86
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1303010	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/30/2026	$110.28
V000007871	P1	GARDEN STATE DUST CONTROL		
P2701863	1303011	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/30/2026	$125.96
			Total:	**$648.66**
21015	PM	GASKELL, MICHAEL S		
P2702406	PD07/21/26	SCHOOL ADMINISTRATION-REG/TRAIN/TRAVEL	07/22/2026	$8.70

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			Total:	**$8.70**
V000005145	P1	GATEWAY SCHOOL LLC		
P2702052	P2702052-ESY26	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$3,660.24
			Total:	**$3,660.24**
V000007049	B1	GENERAL CHEMICAL & SUPPLY INC		
P2602023	334455	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	05/20/2026	$402.51
			Total:	**$402.51**
V000005833	P1	GENERAL TREE EXPERTS LLC		
P2605000	46859	CARE AND UPKEEP OF GROUNDS-CLNG/RPR/MNT SVC	01/09/2026	$1,025.00
			Total:	**$1,025.00**
V000003044	B2	GOVCONNECTION		
P2605231	77488383	TECHNOLOGY COVERAGE FUND-SUPPLS & MTRLS	04/04/2026	$10.00
V000003044	B2	GOVCONNECTION		
P2606430	77791129	TECHNOLOGY COVERAGE FUND-SUPPLS & MTRLS	07/02/2026	$6,930.00
V000003044	B2	GOVCONNECTION		
P2606429	77852192	TECHNOLOGY COVERAGE FUND-SUPPLS & MTRLS	07/28/2026	$64,900.00
			Total:	**$71,840.00**
V000932	P1	GREATER BRUNSWICK CHARTER SCHO		
P2702896	AUG2026	INSTRUCTION-TUITION-NJLEA-RE	08/31/2026	$3,450.00
V000932	P1	GREATER BRUNSWICK CHARTER SCHO		
P2702896	JUL2026	INSTRUCTION-TUITION-NJLEA-RE	07/31/2026	$3,450.00
			Total:	**$6,900.00**
24677	PM	GRISTINA, KRISTIN		
P2701945	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$401.51
			Total:	**$401.51**
21101	PM	GUGLIOTTA, ANTHONY J		
P2602879	JUN2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	06/30/2026	$46.01
			Total:	**$46.01**
V000007579	B1	HACKENSACK MERIDIAN TEAM HEALT		
P2702218	34898	CENTRAL SERVICES-PRCH PRF SVC	08/03/2026	$800.00
			Total:	**$800.00**
20641	PM	HAGAN, CHANTAL		
P2701950	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$405.08
			Total:	**$405.08**
21456	PM	HANAS, MATTHEW		
P2701946	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$350.00

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			Total:	**$350.00**
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118702	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118703	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118704	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118705	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118706	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118707	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118708	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118709	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118710	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702040	118711	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/03/2026	$475.00
V000006973	P1	HANDI-LIFT SERVICE COMPANY INC		
P2702042	119471	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/07/2026	$799.76
			Total:	**$5,549.76**
V000007016	P1	HANNA'S MECHANICAL CONTRACTORS		
P2503135	P2503135-3	INTERLOCAL SVC AGRMNT-CNSTRCT SVCS	06/30/2026	$55,469.44
V000007016	P1	HANNA'S MECHANICAL CONTRACTORS		
P2503178	P2503178-3	INTERLOCAL SVC AGRMNT-CNSTRCT SVCS	06/30/2026	$55,469.44
			Total:	**$110,938.88**
V000007777	B1	HARBOR SCHOOL LLC		
P2702051	P2702051-ESY26	INSTRUCTION-TUITN-PRV NJ-SPC	07/01/2026	$19,829.10
			Total:	**$19,829.10**
V000005485	P1	HATIKVAH INTERNATIONAL ACADEMY		
P2702894	AUG2026	INSTRUCTION-TUITION-NJLEA-RE	08/31/2026	$469,975.00
V000005485	P1	HATIKVAH INTERNATIONAL ACADEMY		
P2702894	JUL2026	INSTRUCTION-TUITION-NJLEA-RE	07/31/2026	$469,975.00
			Total:	**$939,950.00**
V000005409	P1	HAWKSWOOD INC		
P2702053	P2702053-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$49,378.00
V000005409	P1	HAWKSWOOD INC		
P2702053	P2702053-0826	INSTRUCTION-TUITN-PRV NJ-SPC	08/01/2026	$24,689.00

BOARD MEETING DATE:08/20/2026
APPROVAL OF BILL LIST--
PAYMENTS PENDING FOR ISSUANCE ON: 08/21/2026

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
			Total:	**$74,067.00**
V000002751	B1	HENRY SCHEIN INC.		
P2701601	59435466	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/16/2026	$8.35
V000002751	B1	HENRY SCHEIN INC.		
P2701610	59435500	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/16/2026	$4.10
V000002751	B1	HENRY SCHEIN INC.		
P2701602	59439197	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$33.87
V000002751	B1	HENRY SCHEIN INC.		
P2701606	59474920	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$59.78
V000002751	B1	HENRY SCHEIN INC.		
P2701603	59484151	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/16/2026	$20.05
V000002751	B1	HENRY SCHEIN INC.		
P2701837	59540175	HEALTH SERVICES-SUPPLS & MTRLS	07/17/2026	$111.44
V000002751	B1	HENRY SCHEIN INC.		
P2701591	59540344	HEALTH SERVICES-SUPPLS & MTRLS	07/17/2026	$110.57
V000002751	B1	HENRY SCHEIN INC.		
P2701608	59540347	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/17/2026	$20.05
V000002751	B1	HENRY SCHEIN INC.		
P2701594	59565488	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$102.62
V000002751	B1	HENRY SCHEIN INC.		
P2701596	59573833	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$101.17
V000002751	B1	HENRY SCHEIN INC.		
P2701593	59588780	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$11.20
V000002751	B1	HENRY SCHEIN INC.		
P2701599	59590505	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$540.24
V000002751	B1	HENRY SCHEIN INC.		
P2701595	59590715	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$152.55
V000002751	B1	HENRY SCHEIN INC.		
P2701588	59591033	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$150.00
V000002751	B1	HENRY SCHEIN INC.		
P2701592	59601713	HEALTH SERVICES-SUPPLS & MTRLS	07/21/2026	$87.93
V000002751	B1	HENRY SCHEIN INC.		
P2701597	59601731	HEALTH SERVICES-SUPPLS & MTRLS	07/21/2026	$37.08
V000002751	B1	HENRY SCHEIN INC.		
P2701598	59619534	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$51.72
V000002751	B1	HENRY SCHEIN INC.		
P2701596	59636351	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$9.32
V000002751	B1	HENRY SCHEIN INC.		
P2701588	59636391	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$27.96
V000002751	B1	HENRY SCHEIN INC.		
P2701599	59638142	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$7.72
V000002751	B1	HENRY SCHEIN INC.		
P2701591	59860024	HEALTH SERVICES-SUPPLS & MTRLS	07/24/2026	$12.59
			Total:	**$1,660.31**

BOARD MEETING DATE:08/20/2026
APPROVAL OF BILL LIST--
PAYMENTS PENDING FOR ISSUANCE ON: 08/21/2026

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000006235	B1	HERFF JONES INC.		
P2606089	3303423	SCHOOL ADMINISTRATION-PRCH SVC	06/03/2026	$5,082.95
			Total:	**$5,082.95**
V000006994	P1	INTEGRATED SPEECH PATHOLOGY LL		
P2603456	1570	CHILD STUDY TEAMS-PRCH PRF-ED SVC	05/31/2026	$1,350.00
V000006994	P1	INTEGRATED SPEECH PATHOLOGY LL		
P2603456	1575	CHILD STUDY TEAMS-PRCH PRF-ED SVC	05/31/2026	$1,350.00
V000006994	P1	INTEGRATED SPEECH PATHOLOGY LL		
P2603456	1582	CHILD STUDY TEAMS-PRCH PRF-ED SVC	06/30/2026	$1,350.00
			Total:	**$4,050.00**
V000007788	P1	INTERNATIONAL MARKETING GROUP		
P2602324	P2602324-JUN2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	06/30/2026	$4,620.60
			Total:	**$4,620.60**
V000007724	B1	INTERSTATE WASTE SERVICES INC		
P2702150	0012963708	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/31/2026	$650.00
V000007724	B1	INTERSTATE WASTE SERVICES INC		
P2604012	12834561	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	06/30/2026	$600.00
V000007724	B1	INTERSTATE WASTE SERVICES INC		
P2604012	12963709	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/31/2026	$600.00
			Total:	**$1,850.00**
V000007865	P1	IRIS LTD INC		
P2702294	0212022-IN	SECURITY-GENERAL SUPPLIES	07/16/2026	$174.00
			Total:	**$174.00**
V000006484	P1	JAMES A FOX INCORPORATED		
P2606425	1215983	ADULT & COMMUNITY PROGRAMS-PRCH SVC	07/02/2026	$3,720.00
V000006484	P1	JAMES A FOX INCORPORATED		
P2702182	1216005	ADULT & COMMUNITY PROGRAMS-PRCH SVC	07/13/2026	$3,100.00
			Total:	**$6,820.00**
23179	PM	JAROSIEWICZ, CAITLIN		
P2701948	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$379.33
			Total:	**$379.33**
V000006045	P1	JCW INC.		
P2602248	2541	CARE AND UPKEEP OF GROUNDS-CLNG/RPR/MNT SVC	06/30/2026	$18,613.25
			Total:	**$18,613.25**
V000006243	P1	JOHNNY ON THE SPOT LLC		
P2701998	INV-6216633	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/16/2026	$317.44
V000006243	P1	JOHNNY ON THE SPOT LLC		
P2701998	INV-6250931	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	08/01/2026	$615.04

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
			Total:	**$932.48**
V000006216	P1	KEANSBURG BOARD OF EDUCATION		
P2702538	P2702538-FY25REF	INSTRUCTION-TUITN-NJLEA-SPCL	07/02/2026	$382.68
			Total:	**$382.68**
25765	PM	KEATING, COLBY		
P2702310	FY2027SHOES	UNALLOCATED BENEFITS-OTHR EMP BNFTS	07/14/2026	$175.00
			Total:	**$175.00**
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2702061	94057272	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/01/2026	$1,349.75
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700332	94064035	GUIDANCE SERVICES-SUPPLS & MTRLS	07/05/2026	$105.25
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700327	94064037	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$35.99
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700329	94064038	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$89.97
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700326	94064039	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$35.99
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700330	94064040	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$120.54
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700344	94064041	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$35.08
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700388	94064042	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$71.99
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700390	94064043	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$44.99
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700331	94064044	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$85.46
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700328	94064045	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$13.30
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700371	94064046	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$237.48
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700334	94064047	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$16.18
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700372	94064049	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$28.33
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700337	94064050	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$11.69
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700373	94064052	INSTRUCTION-SUPPLS & MTRLS	07/05/2026	$44.98
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700342	94064053	INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$139.46
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700375	94064055	GUIDANCE SERVICES-SUPPLS & MTRLS	07/05/2026	$8.99

Payee ID PO #	Addr Code Invoice #	Vendor Name Description	Inv. Date	Amount
V000006017 P2700338	B1 94064056	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$13.48
V000006017 P2700341	B1 94064057	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$13.48
V000006017 P2700335	B1 94064058	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$26.99
V000006017 P2700336	B1 94064059	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$148.46
V000006017 P2700346	B1 94064060	LAKESHORE EQUIPMENT COMPANY GUIDANCE SERVICES-SUPPLS & MTRLS	07/05/2026	$53.98
V000006017 P2700333	B1 94064061	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$26.99
V000006017 P2700357	B1 94064063	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$44.08
V000006017 P2700358	B1 94064065	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$33.74
V000006017 P2700409	B1 94064066	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$17.99
V000006017 P2700343	B1 94064067	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$23.36
V000006017 P2700356	B1 94064069	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$49.48
V000006017 P2700340	B1 94064070	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$4.49
V000006017 P2700360	B1 94064071	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$121.17
V000006017 P2700354	B1 94064074	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$17.98
V000006017 P2700410	B1 94064075	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$28.66
V000006017 P2700361	B1 94064076	LAKESHORE EQUIPMENT COMPANY GUIDANCE SERVICES-SUPPLS & MTRLS	07/05/2026	$9.86
V000006017 P2700367	B1 94064077	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$4.49
V000006017 P2700365	B1 94064079	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$84.54
V000006017 P2700369	B1 94064080	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$17.99
V000006017 P2700363	B1 94064085	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$35.99
V000006017 P2700366	B1 94064086	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$14.38
V000006017 P2700353	B1 94064087	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/05/2026	$17.99
V000006017 P2700359	B1 94078743	LAKESHORE EQUIPMENT COMPANY INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$53.98

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700355	94078744	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$126.84
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700368	94078746	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$233.88
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700407	94078747	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$136.75
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700402	94078751	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$93.73
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700403	94078758	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$115.17
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700345	94078761	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$62.98
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700391	94078765	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$408.45
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700348	94078776	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$370.66
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700349	94078782	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$107.97
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700406	94078785	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$84.57
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700401	94078789	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$262.26
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700404	94078796	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/07/2026	$160.12
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700341	94078801	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$4.49
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700333	94078802	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$8.98
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700370	94078805	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$13.47
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700387	94078808	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$8.98
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700374	94078811	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$53.98
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700350	94078814	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$267.67
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700362	94078817	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$46.78
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700385	94078819	GUIDANCE SERVICES-SUPPLS & MTRLS	07/08/2026	$125.10
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700399	94078821	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$25.15
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700383	94078823	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$53.98
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700376	94078825	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$68.36

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700393	94078827	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$20.69
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700398	94078828	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$26.99
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700379	94078831	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$67.48
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700400	94078834	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$85.47
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700392	94078838	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$53.99
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700396	94078840	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$35.99
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700351	94078841	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$49.30
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700347	94078844	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$263.60
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700352	94078848	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$11.69
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700384	94078849	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$35.99
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700386	94078851	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$9.89
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700397	94078853	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$15.29
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700408	94078856	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$231.22
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700381	94078862	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$11.69
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700382	94078866	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$53.98
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700405	94078869	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$32.38
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700377	94078872	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$154.33
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700395	94078881	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$11.69
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700380	94078883	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$215.53
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700394	94078885	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$80.04
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700378	94078890	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$55.78
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700346	94078893	GUIDANCE SERVICES-SUPPLS & MTRLS	07/08/2026	$40.49
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2702180	94086458	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$53.99

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V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700386	94152567	INSTRUCTION-GENERAL SUPPLIES	07/19/2026	$9.89
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2702166	94152569	INSTRUCTION-GENERAL SUPPLIES	07/19/2026	$62.96
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2702165	94152570	INSTRUCTION-GENERAL SUPPLIES	07/19/2026	$17.09
V000006017	B1	LAKESHORE EQUIPMENT COMPANY		
P2700404	94152571	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/19/2026	$25.19
			Total:	**$7,911.91**
V000007707	P1	LAMASIA LLC		
P2702834	P2702834-AUG2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	08/06/2026	$2,950.00
V000007707	P1	LAMASIA LLC		
P2702834	P2702834-JUL2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	07/27/2026	$5,900.00
			Total:	**$8,850.00**
V000007526	B1	LBJ FLOORING LLC		
P2602382	02853	INTERLOCAL SVC AGRMNT-CNSTRCT SVCS	06/30/2026	$4,389.50
			Total:	**$4,389.50**
V000004044	P1	LEARNING TREE MULTICULT/MULTIL		
P2602438	26-303-1028	CHILD STUDY TEAMS-PRCH PRF-ED SVC	06/30/2026	$2,490.00
V000004044	P1	LEARNING TREE MULTICULT/MULTIL		
P2602438	26-304-1029	CHILD STUDY TEAMS-PRCH PRF-ED SVC	06/30/2026	$3,320.00
V000004044	P1	LEARNING TREE MULTICULT/MULTIL		
P2702557	26-335-1028	CHILD STUDY TEAMS-PRCH PRF-ED SVC	07/18/2026	$880.00
V000004044	P1	LEARNING TREE MULTICULT/MULTIL		
P2702557	26-345-1031	CHILD STUDY TEAMS-PRCH PRF-ED SVC	07/21/2026	$880.00
			Total:	**$7,570.00**
V000004997	B2	LENNOX INDUSTRIES INC		
P2702156	0574818758	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/02/2026	$2,061.60
			Total:	**$2,061.60**
V000005991	P1	LIBERTY MECHANICAL CONTRACTORS		
P2702018	260252	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/14/2026	$35,587.50
			Total:	**$35,587.50**
V000006341	B1	LIBRARY STORE INC, THE		
P2701821	794213	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$5.08
V000006341	B1	LIBRARY STORE INC, THE		
P2701535	794302	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/07/2026	$161.04
V000006341	B1	LIBRARY STORE INC, THE		
P2701540	794526	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/08/2026	$89.10
			Total:	**$255.22**

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V000005526	B1	LOWE'S HOME CENTERS INC.		
P2702300	975346	CARE AND UPKEEP OF GROUNDS-GENERAL SUPPLIES	07/15/2026	$150.60
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2702300	975347	CARE AND UPKEEP OF GROUNDS-GENERAL SUPPLIES	07/15/2026	$1,409.90
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2702308	978794	CARE AND UPKEEP OF GROUNDS-GENERAL SUPPLIES	07/17/2026	$1,096.04
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2606362	980163	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/30/2026	$378.40
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2606341	983210	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/31/2026	$151.84
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2702527	983216	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/31/2026	$131.76
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2702648	990683	CARE AND UPKEEP OF GROUNDS-GENERAL SUPPLIES	08/03/2026	$377.25
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2702648	990686	CARE AND UPKEEP OF GROUNDS-GENERAL SUPPLIES	08/03/2026	$2,368.16
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2606362	990805	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	08/03/2026	$57.92
V000005526	B1	LOWE'S HOME CENTERS INC.		
P2702529	990813	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	08/03/2026	$192.73
			Total:	**$6,314.60**
V000007762	P1	M&T SCHOOL BUS LLC		
P2603150	P2603150-3/18/26	TRANSPORTATION SERVICES-OTHER TRANSP	03/31/2026	$1,960.43
V000007762	P1	M&T SCHOOL BUS LLC		
P2603150	P2603150-3/24/26	TRANSPORTATION SERVICES-OTHER TRANSP	03/31/2026	$1,132.69
V000007762	P1	M&T SCHOOL BUS LLC		
P2603150	P2603150-5/1/26	TRANSPORTATION SERVICES-OTHER TRANSP	05/01/2026	$697.04
V000007762	P1	M&T SCHOOL BUS LLC		
P2603150	P2603150-5/20/26	TRANSPORTATION SERVICES-OTHER TRANSP	05/20/2026	$1,176.26
V000007762	P1	M&T SCHOOL BUS LLC		
P2603150	P2603150-6/3/26	TRANSPORTATION SERVICES-OTHER TRANSP	04/23/2026	$566.35
V000007762	P1	M&T SCHOOL BUS LLC		
P2603380	P2603380-MAY2026	TRANSPORTATION SERVICES-TRNSP-H/SH-REG	02/28/2026	$1,691.00
			Total:	**$7,223.77**
V000007334	P1	MACKIN BOOK COMPANY		
P2701865	989569	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/29/2026	$660.39
V000007334	P1	MACKIN BOOK COMPANY		
P2701866	989570	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/29/2026	$551.45
V000007334	P1	MACKIN BOOK COMPANY		
P2701968	989571	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/29/2026	$465.07
V000007334	P1	MACKIN BOOK COMPANY		
P2701860	989596	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/29/2026	$1,808.48
V000007334	P1	MACKIN BOOK COMPANY		
P2701966	989602	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/29/2026	$386.17

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V000007334	P1	MACKIN BOOK COMPANY		
P2701967	989603	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/29/2026	$408.24
V000007334	P1	MACKIN BOOK COMPANY		
P2701861	989718	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/30/2026	$381.15
			Total:	**$4,660.95**
V000006120	B1	MAKEMUSIC INC.		
P2702250	INV-MM6878952	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$239.96
			Total:	**$239.96**
27069	PM	MAMMAN, EVELYN		
P2702833	JUL2026MILEAGE	GENERAL ADMINISTRATION-REG/TRAIN/TRAVEL	07/31/2026	$30.09
			Total:	**$30.09**
23611	PM	MANDLEUR, KAREN		
P2702861	JUL2026MILEAGE	GENERAL ADMINISTRATION-REG/TRAIN/TRAVEL	07/31/2026	$15.00
			Total:	**$15.00**
V000002396	B1	MCMASTER CARR SUPPLY COMPANY		
P2702225	68564072	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/17/2026	$139.38
			Total:	**$139.38**
21809	PM	MCMENAMIN, JOHN		
P2702862	JUL2026MILEAGE	ADMIN INFORMATION TECHNOLOGY-REG/TRAIN/TRAVEL	07/31/2026	$36.90
			Total:	**$36.90**
V000006282	P1	MGL FORMS-SYSTEMS LLC		
P2702049	225804	ENTERPRISE FUND-FOOD SERVICES-SUPPLS & MTRLS	07/31/2026	$1,628.00
			Total:	**$1,628.00**
V000007478	B1	MICHAELS STORES INC		
P2702190	1039693	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/10/2026	$119.03
			Total:	**$119.03**
V000006287	P2	MIDDLESEX WELDING SUPPLY		
P2702139	0002788836	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/31/2026	$24.35
			Total:	**$24.35**
V000006276	P1	MIDLAND SCHOOL, THE		
P2702264	P2702264-ESY2026	INSTRUCTION-TUITN-PRV NJ-SPC	07/06/2026	$15,400.50
V000006276	P1	MIDLAND SCHOOL, THE		
P2702264	P2702264AIDESY26	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	07/06/2026	$6,120.00
			Total:	**$21,520.50**
V000006014	B1	MIDWEST SHOP SUPPLIES INC.		
P2701574	2157812-00	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$410.56

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V000006014	B1	MIDWEST SHOP SUPPLIES INC.		
P2701571	2157813-00	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$37.11
V000006014	B1	MIDWEST SHOP SUPPLIES INC.		
P2701828	2157818-00	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$513.20
V000006014	B1	MIDWEST SHOP SUPPLIES INC.		
P2701825	2157819-00	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$4,839.30
V000006014	B1	MIDWEST SHOP SUPPLIES INC.		
P2701829	2157820-00	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$237.50
V000006014	B1	MIDWEST SHOP SUPPLIES INC.		
P2701834	2157821-00	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$199.50
			Total:	**$6,237.17**
T000007175	HO	MIKHAIL, ENGY		
P2702764	JUL2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	07/31/2026	$1,470.00
			Total:	**$1,470.00**
V000006862	B1	MODERN GROUP LTD.		
P2605137	PSVI804715	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/10/2026	$1,856.00
			Total:	**$1,856.00**
V000006275	P1	MONTGOMERY ACADEMY		
P2702316	P2702316-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$19,426.00
			Total:	**$19,426.00**
14177	PM	MORAN, DANIEL		
P2702863	JUL2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	07/31/2026	$13.77
			Total:	**$13.77**
V000005555	P1	MTS INTELLIGENT SURVEILLANCE S		
P2602951	3294	SECURITY-CLNG/RPR/MNT SVC	06/24/2026	$8,200.29
V000005555	P1	MTS INTELLIGENT SURVEILLANCE S		
P2702380	3303	SECURITY-PRCH PRF/TCH SVC	07/27/2026	$71,919.14
V000005555	P1	MTS INTELLIGENT SURVEILLANCE S		
P2603274	3304	INTERLOCAL SVC AGRMNT-CNSTRCT SVCS	06/30/2026	$7,097.75
			Total:	**$87,217.18**
V000006284	P1	MUSIC IN MOTION INC.		
P2701640	00803907	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$130.84
V000006284	P1	MUSIC IN MOTION INC.		
P2701640	00803987	INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$223.74
V000006284	P1	MUSIC IN MOTION INC.		
P2701647	00804127	INSTRUCTION-GENERAL SUPPLIES	07/23/2026	$111.87
			Total:	**$466.45**
V000007877	B1	MUSICFIRST LLC		
P2702395	INV-19350	INSTRUCTION-GENERAL SUPPLIES	07/27/2026	$3,600.00

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V000007877	B1	MUSICFIRST LLC		
P2702394	INV-19351	INSTRUCTION-GENERAL SUPPLIES	07/27/2026	$3,785.60
			Total:	**$7,385.60**
12025	PM	MYER, ERIK		
P2702864	JUL2026MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	07/31/2026	$8.60
			Total:	**$8.60**
V000004348	B1	MYERS POWER PRODUCTS INC.		
P2702132	212836	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/10/2026	$2,200.00
			Total:	**$2,200.00**
V000007022	B1	NAM-IT ENGRAVING LLC		
P2702309	8600	GENERAL ADMINISTRATION-BOE TRNG/MTG SUP	07/17/2026	$50.00
			Total:	**$50.00**
V000007927	B1	NASCO EDUCATION		
P2700017	942335	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$140.99
V000007927	B1	NASCO EDUCATION		
P2700030	942338	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$317.89
V000007927	B1	NASCO EDUCATION		
P2700038	942339	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$235.96
V000007927	B1	NASCO EDUCATION		
P2700041	942340	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$380.71
V000007927	B1	NASCO EDUCATION		
P2700045	942342	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$178.73
V000007927	B1	NASCO EDUCATION		
P2700046	942343	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$113.47
V000007927	B1	NASCO EDUCATION		
P2700020	942344	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$63.19
V000007927	B1	NASCO EDUCATION		
P2700023	942345	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$81.60
V000007927	B1	NASCO EDUCATION		
P2700025	942348	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$228.80
V000007927	B1	NASCO EDUCATION		
P2700010	943117	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$50.04
V000007927	B1	NASCO EDUCATION		
P2700011	943118	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$109.10
V000007927	B1	NASCO EDUCATION		
P2700012	943119	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$282.00
V000007927	B1	NASCO EDUCATION		
P2700013	943120	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$40.52
V000007927	B1	NASCO EDUCATION		
P2700015	943121	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$139.20
V000007927	B1	NASCO EDUCATION		
P2700016	943122	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$90.24

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V000007927 P2700031	B1 943129	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$15.36
V000007927 P2700032	B1 943130	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$13.61
V000007927 P2700033	B1 943131	NASCO EDUCATION ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/09/2026	$1.80
V000007927 P2700035	B1 943132	NASCO EDUCATION ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/09/2026	$8.81
V000007927 P2700036	B1 943133	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$52.15
V000007927 P2700040	B1 943135	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$70.22
V000007927 P2700044	B1 943139	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$54.52
V000007927 P2700047	B1 943140	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$246.28
V000007927 P2700048	B1 943141	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$123.69
V000007927 P2700051	B1 943142	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$7.63
V000007927 P2700052	B1 943143	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$33.80
V000007927 P2700053	B1 943144	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$24.06
V000007927 P2700054	B1 943145	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$59.27
V000007927 P2700022	B1 943146	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$3.12
V000007927 P2700056	B1 943161	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$78.32
V000007927 P2700057	B1 943162	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$92.02
V000007927 P2700057	B1 943163	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$18.00
V000007927 P2700061	B1 943165	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$184.48
V000007927 P2700064	B1 943166	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$6.93
V000007927 P2700065	B1 943167	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$18.00
V000007927 P2700050	B1 943822	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$2.19
V000007927 P2700050	B1 943823	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$26.24
V000007927 P2700023	B1 943824	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$63.20

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V000007927 P2700026	B1 943825	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$43.60
V000007927 P2700027	B1 943826	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$22.00
V000007927 P2700019	B1 944703	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$11.00
V000007927 P2700039	B1 944704	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$58.23
V000007927 P2700044	B1 944706	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$27.30
V000007927 P2700049	B1 944707	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$16.96
V000007927 P2700055	B1 944708	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$10.32
V000007927 P2700021	B1 944709	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$141.60
V000007927 P2700022	B1 944710	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$23.20
V000007927 P2700028	B1 944711	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$39.96
V000007927 P2700067	B1 944712	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$19.01
V000007927 P2700058	B1 944715	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$51.99
V000007927 P2700059	B1 944716	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$21.79
V000007927 P2700061	B1 944717	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$69.60
V000007927 P2700014	B1 947844	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$18.90
V000007927 P2700034	B1 947845	NASCO EDUCATION ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/17/2026	$4.56
V000007927 P2700048	B1 947847	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$13.46
V000007927 P2700021	B1 947848	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$6.56
V000007927 P2700027	B1 947849	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$10.40
V000007927 P2700016	B1 949051	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/20/2026	$10.40
V000007927 P2700017	B1 949052	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/20/2026	$20.80
V000007927 P2700023	B1 949056	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/20/2026	$61.64
V000007927 P2700040	B1 952118	NASCO EDUCATION INSTRUCTION-GENERAL SUPPLIES	07/23/2026	$104.31

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V000007927	B1	NASCO EDUCATION		
P2700039	953184	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$43.80
			Total:	**$4,507.53**
27121	PM	NAZAIRE, SHEILA		
P2702865	JUL2026MILEAGE	GENERAL ADMINISTRATION-REG/TRAIN/TRAVEL	07/31/2026	$15.00
			Total:	**$15.00**
V000007863	P1	NEW JERSEY INSTITUTE FOR DISAB		
P2702129	P2702129-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/21/2026	$55,457.10
V000007863	P1	NEW JERSEY INSTITUTE FOR DISAB		
P2702129	P2702129-0826	INSTRUCTION-TUITN-PRV NJ-SPC	08/01/2026	$36,971.40
			Total:	**$92,428.50**
V000004654	P1	NEW ROAD SCHOOLS OF NEW JERSEY		
P2702143	P2702143-ESY26	INSTRUCTION-TUITN-PRV NJ-SPC	07/01/2026	$38,640.00
			Total:	**$38,640.00**
V000007674	P1	NEWMARK SCHOOL INC, THE		
P2702144	P2702144-ESY2026	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$13,200.84
			Total:	**$13,200.84**
V000002591	P1	NICKERSON CORPORATION		
P2605862	00034179	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	06/15/2026	$120.00
			Total:	**$120.00**
V000007920	P1	NORTH STAR ACADEMY CHARTER SCH		
P2702897	AUG2026	INSTRUCTION-TUITION-NJLEA-RE	08/31/2026	$2,405.00
V000007920	P1	NORTH STAR ACADEMY CHARTER SCH		
P2702897	JUL2026	INSTRUCTION-TUITION-NJLEA-RE	07/31/2026	$2,405.00
			Total:	**$4,810.00**
V000007681	P1	NUHEIGHTS TRANSPORTATION		
P2602368	P2602368-JUN2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	06/30/2026	$5,079.60
			Total:	**$5,079.60**
V000004756	P1	O'SHEA LUMBER COMPANY		
P2701850	50081104	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$2,900.00
			Total:	**$2,900.00**
V000005949	P1	OAK SECURITY GROUP LLC		
P2702526	83851	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/31/2026	$3,456.48
			Total:	**$3,456.48**
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330096874	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/31/2026	$2,537.04

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V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330096902	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/02/2026	$233.37
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097004	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/01/2026	$761.59
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097014	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/02/2026	$1,570.32
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097050	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/29/2026	$1,034.06
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097059	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/17/2026	$1,529.59
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097086	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/16/2026	$157.50
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097110	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/23/2026	$1,155.02
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097114	SECURITY-CLNG/RPR/MNT SVC	07/24/2026	$228.90
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097119	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/28/2026	$740.18
V000003527	P1	ON SITE FLEET SERVICES INC		
P2702425	3330097120	TRANSPORTATION SERVICES-CLNG/RPR/MNT SVC	07/24/2026	$650.85
			Total:	**$10,598.42**
V000002691	P1	OPEN SYSTEMS INTEGRATORS LLC		
P2702057	72900	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/13/2026	$1,158.75
V000002691	P1	OPEN SYSTEMS INTEGRATORS LLC		
P2702059	73046	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/23/2026	$232.81
V000002691	P1	OPEN SYSTEMS INTEGRATORS LLC		
P2702114	73185	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/31/2026	$66,129.00
V000002691	P1	OPEN SYSTEMS INTEGRATORS LLC		
P2702057	73217	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/05/2026	$1,158.75
			Total:	**$68,679.31**
V000007304	B1	OPEN TEXT INC		
P2701933	2608872011	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/31/2026	$521.67
			Total:	**$521.67**
V000007616	B1	OTC DIRECT INC		
P2702179	74275663101	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$76.86
			Total:	**$76.86**
V000005951	P1	PARETTE SOMJEN ARCHITECTS LLC		
P2306124	58157	INTERLOCAL SVC AGRMNT-CNSTRCT SVCS	08/06/2026	$5,046.82
V000005951	P1	PARETTE SOMJEN ARCHITECTS LLC		
P2602124	58158	INTERLOCAL SVC AGRMNT-ARCHT/ENG SVCS	08/06/2026	$9,718.75
V000005951	P1	PARETTE SOMJEN ARCHITECTS LLC		
P2606416	58160	INTERLOCAL SVC AGRMNT-ARCHT/ENG SVCS	08/06/2026	$14,307.43

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V000005951	P1	PARETTE SOMJEN ARCHITECTS LLC		
P2405133	58223	FACILITY ACQUISITION/CONSTR SV-ARCHT/ENG SVCS	08/10/2026	$1,700.00
			Total:	**$30,773.00**
V000006029	B1	PAXTON/PATTERSON LLC.		
P2701561	PSI-0016087	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$17.41
V000006029	B1	PAXTON/PATTERSON LLC.		
P2701558	PSI-0016116	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$1,125.20
V000006029	B1	PAXTON/PATTERSON LLC.		
P2701831	PSI-0016147	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$380.22
V000006029	B1	PAXTON/PATTERSON LLC.		
P2701826	PSI-0016148	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$405.08
V000006029	B1	PAXTON/PATTERSON LLC.		
P2701573	PSI-0016190	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$829.60
V000006029	B1	PAXTON/PATTERSON LLC.		
P2701558	PSI-0016246	INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$29.41
			Total:	**$2,786.92**
V000006314	B3	PEARSON EDUCATION INC.		
P2702319	32069390	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/21/2026	$3,375.21
V000006314	B3	PEARSON EDUCATION INC.		
P2702319	32090315	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/28/2026	$4,732.00
			Total:	**$8,107.21**
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700700	IN100234231	HEALTH SERVICES-SUPPLS & MTRLS	07/10/2026	$86.67
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700694	IN100234234	HEALTH SERVICES-SUPPLS & MTRLS	07/10/2026	$7.19
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700693	IN100234237	HEALTH SERVICES-SUPPLS & MTRLS	07/10/2026	$24.29
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700695	IN100234238	HEALTH SERVICES-SUPPLS & MTRLS	07/10/2026	$16.42
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700698	IN100237703	HEALTH SERVICES-SUPPLS & MTRLS	07/11/2026	$14.13
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700691	IN100237704	HEALTH SERVICES-SUPPLS & MTRLS	07/11/2026	$77.46
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700696	IN100237705	HEALTH SERVICES-SUPPLS & MTRLS	07/11/2026	$6.78
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700702	IN100237706	HEALTH SERVICES-SUPPLS & MTRLS	07/11/2026	$16.47
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700697	IN100237709	HEALTH SERVICES-SUPPLS & MTRLS	07/11/2026	$82.49
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700699	IN100237710	HEALTH SERVICES-SUPPLS & MTRLS	07/11/2026	$42.00
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700693	IN100260937	HEALTH SERVICES-SUPPLS & MTRLS	07/16/2026	$10.34

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V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700698	IN100314138	HEALTH SERVICES-SUPPLS & MTRLS	07/29/2026	$4.90
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700700	IN100314145	HEALTH SERVICES-SUPPLS & MTRLS	07/29/2026	$9.80
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700702	IN100314149	HEALTH SERVICES-SUPPLS & MTRLS	07/29/2026	$4.90
V000005808	B2	PERFORMANCE HEALTH SUPPLY INC		
P2700697	IN100314152	HEALTH SERVICES-SUPPLS & MTRLS	07/29/2026	$4.90
			Total:	**$408.74**
V000007969	P1	PHILOPATER TRANS INC		
P2702577	P2702577-JUL2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	07/31/2026	$5,600.00
			Total:	**$5,600.00**
V000006027	B1	PITSCO INC.		
P2701833	26-000011514	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$144.66
V000006027	B1	PITSCO INC.		
P2701827	26-000011515	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$746.88
V000006027	B1	PITSCO INC.		
P2701566	26-000011516	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$37.98
V000006027	B1	PITSCO INC.		
P2701565	26-000011517	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$606.96
			Total:	**$1,536.48**
V000006572	P1	PREFERRED HOME HEALTH CARE & N		
P2702284	308267GG1511	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	08/05/2026	$4,606.25
			Total:	**$4,606.25**
V000006311	P1	PRESENTATION SYSTEMS		
P2702020	70162	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/13/2026	$255.00
			Total:	**$255.00**
V000007924	B1	PROPIO LS LLC		
P2701958	000875550726	GENERAL ADMINISTRATION-PURCH TECH SVCS	07/31/2026	$203.70
			Total:	**$203.70**
V000004690	P1	PSYCHOLOGICAL ASSESSMENT RESOU		
P2702123	IN-00610642	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/07/2026	$808.00
			Total:	**$808.00**
13205	PM	PULCINE MOORE, CHERYL		
P2602900	JUN26MILEAGE	IMPROVEMENT OF INSTRUCTION-REG/TRAIN/TRAVEL	06/30/2026	$11.37
			Total:	**$11.37**
V000005577	B1	Q.R.F.P. SPECIAL SERVICES INC		
P2605671	5200019941	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	06/30/2026	$837.44

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V000005577	B1	Q.R.F.P. SPECIAL SERVICES INC		
P2605608	5200020428	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	06/30/2026	$8,347.52
			Total:	**$9,184.96**
V000004280	P1	QUALITY ELECTRIC MOTOR SERVICE		
P2702211	43307	ALLOW MAINT FOR SCHOOL FACIL-EQUIPMENT	07/28/2026	$2,960.00
V000004280	P1	QUALITY ELECTRIC MOTOR SERVICE		
P2702301	43308	ALLOW MAINT FOR SCHOOL FACIL-EQUIPMENT	07/28/2026	$4,160.00
			Total:	**$7,120.00**
V000006385	P1	RAPID FIRE & SECURITY SYSTEMS		
P2602454	33603	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	06/30/2026	$2,475.00
			Total:	**$2,475.00**
V000006019	B1	REALLY GOOD STUFF LLC		
P2702127	9252550	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$9.48
V000006019	B1	REALLY GOOD STUFF LLC		
P2700428	9253309	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$23.74
V000006019	B1	REALLY GOOD STUFF LLC		
P2700436	9253310	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$18.99
V000006019	B1	REALLY GOOD STUFF LLC		
P2700438	9253311	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/13/2026	$19.94
V000006019	B1	REALLY GOOD STUFF LLC		
P2700458	9253312	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$75.98
V000006019	B1	REALLY GOOD STUFF LLC		
P2700461	9253313	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$37.99
V000006019	B1	REALLY GOOD STUFF LLC		
P2700472	9253314	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/13/2026	$7.12
V000006019	B1	REALLY GOOD STUFF LLC		
P2700453	9254366	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$13.29
V000006019	B1	REALLY GOOD STUFF LLC		
P2700418	9254372	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$52.24
V000006019	B1	REALLY GOOD STUFF LLC		
P2700419	9254373	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$14.24
V000006019	B1	REALLY GOOD STUFF LLC		
P2700420	9254374	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$48.40
V000006019	B1	REALLY GOOD STUFF LLC		
P2700421	9254375	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$48.40
V000006019	B1	REALLY GOOD STUFF LLC		
P2700423	9254376	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$47.48
V000006019	B1	REALLY GOOD STUFF LLC		
P2700426	9254377	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$13.29
V000006019	B1	REALLY GOOD STUFF LLC		
P2700430	9254378	INSTRUCTION-SUPPLS & MTRLS	07/13/2026	$265.97
V000006019	B1	REALLY GOOD STUFF LLC		
P2700431	9254379	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$47.49

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V000006019 P2700437	B1 9254380	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$42.71
V000006019 P2700440	B1 9254381	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$142.47
V000006019 P2700443	B1 9254382	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$9.48
V000006019 P2700444	B1 9254383	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$19.94
V000006019 P2700445	B1 9254384	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$70.28
V000006019 P2700448	B1 9254385	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$23.74
V000006019 P2700450	B1 9254386	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$81.68
V000006019 P2700451	B1 9254387	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$167.18
V000006019 P2700457	B1 9254389	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$5.69
V000006019 P2700460	B1 9254390	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$19.92
V000006019 P2700462	B1 9254391	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$35.14
V000006019 P2700463	B1 9254392	REALLY GOOD STUFF LLC GUIDANCE SERVICES-SUPPLS & MTRLS	07/13/2026	$13.29
V000006019 P2700464	B1 9254393	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$26.59
V000006019 P2700473	B1 9254394	REALLY GOOD STUFF LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/13/2026	$23.74
V000006019 P2700477	B1 9254395	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$23.74
V000006019 P2700478	B1 9254396	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$3.79
V000006019 P2700415	B1 9254437	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$19.94
V000006019 P2700467	B1 9254447	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$72.19
V000006019 P2700422	B1 9254783	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$110.16
V000006019 P2700425	B1 9254784	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$7.59
V000006019 P2700471	B1 9254786	REALLY GOOD STUFF LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/13/2026	$17.07
V000006019 P2700411	B1 9254886	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$81.67
V000006019 P2700412	B1 9254887	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$170.94

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V000006019 P2700413	B1 9254888	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$86.42
V000006019 P2700414	B1 9254889	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$28.49
V000006019 P2700416	B1 9254890	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$38.90
V000006019 P2700417	B1 9254891	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$62.82
V000006019 P2700431	B1 9255000	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$33.23
V000006019 P2700434	B1 9255001	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$40.40
V000006019 P2700437	B1 9255002	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$5.97
V000006019 P2700442	B1 9255003	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$31.34
V000006019 P2700445	B1 9255004	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$85.48
V000006019 P2700451	B1 9255005	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$22.79
V000006019 P2700454	B1 9255006	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$22.79
V000006019 P2700468	B1 9255007	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$142.47
V000006019 P2700469	B1 9255008	REALLY GOOD STUFF LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/14/2026	$40.40
V000006019 P2700470	B1 9255009	REALLY GOOD STUFF LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/14/2026	$44.19
V000006019 P2700424	B1 9256722	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$118.73
V000006019 P2700433	B1 9256723	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$217.53
V000006019 P2700439	B1 9256724	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$28.49
V000006019 P2700455	B1 9256725	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$37.04
V000006019 P2700465	B1 9256726	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$64.18
V000006019 P2702248	B1 9266837	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/20/2026	$55.48
V000006019 P2700420	B1 9269647	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$74.09
V000006019 P2700432	B1 9272224	REALLY GOOD STUFF LLC INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$74.09
V000006019 P2700476	B1 9277929	REALLY GOOD STUFF LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/27/2026	$8.83

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V000006019	B1	REALLY GOOD STUFF LLC		
P2700459	9384826	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$9.78
			Total:	**$3,306.91**
20742	PM	RENNA, JOSEPHINE		
P2702875	JUL2026MILEAGE	CHILD STUDY TEAMS-REG/TRAIN/TRAVEL	07/31/2026	$40.37
			Total:	**$40.37**
V000007216	B1	RIVERSIDE ASSESSMENTS LLC		
P2702320	INV285421	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/18/2026	$540.00
V000007216	B1	RIVERSIDE ASSESSMENTS LLC		
P2702320	INV285598	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/21/2026	$2,432.94
			Total:	**$2,972.94**
V000007862	B1	RIVERVIEW COMPANIES NORTH JERS		
P2605670	79582	CARE AND UPKEEP OF GROUNDS-CLNG/RPR/MNT SVC	07/15/2026	$40,686.56
			Total:	**$40,686.56**
V000007988	B1	RIVERVIEW COMPANIES NORTHEAST		
P2702317	83254	CARE AND UPKEEP OF GROUNDS-CLNG/RPR/MNT SVC	08/05/2026	$2,975.00
V000007988	B1	RIVERVIEW COMPANIES NORTHEAST		
P2702082	83255	CARE AND UPKEEP OF GROUNDS-CLNG/RPR/MNT SVC	08/05/2026	$1,775.00
			Total:	**$4,750.00**
V000003960	P2	RSR ELECTRONICS INC		
P2701562	INV671427	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$56.25
V000003960	P2	RSR ELECTRONICS INC		
P2701560	INV671548	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$174.70
			Total:	**$230.95**
V000006812	P1	RUGBY SCHOOL, THE		
P2702145	P2702145-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$8,743.20
V000006812	P1	RUGBY SCHOOL, THE		
P2702145	P2702145-0826	INSTRUCTION-TUITN-PRV NJ-SPC	07/13/2026	$4,371.60
			Total:	**$13,114.80**
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117918	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$535.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117919	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$450.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117920	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$535.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117921	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$450.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117922	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$450.00

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V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117923	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$670.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117924	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$755.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117925	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$430.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117926	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$450.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117927	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$450.00
V000005125	P1	RUSSELL REID WASTE HAULING & D		
P2702153	0007117928	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	08/03/2026	$450.00
			Total:	**$5,625.00**
23648	PM	RUSSO, VANESSA		
P2701952	PD07/15-07/16/26	TITLE II-A-REG/TRAIN/TRAVEL	08/09/2026	$350.00
			Total:	**$350.00**
V000006345	A2	RUTGERS THE STATE UNIVERSITY		
P2702147	P2702147-0726	INSTRUCTION-TUITN-NJLEA-SPCL	08/05/2026	$77,965.55
			Total:	**$77,965.55**
V000006015	P1	S.A.N.E.		
P2701820	88917	INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$177.66
V000006015	P1	S.A.N.E.		
P2701528	88962	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$380.97
			Total:	**$558.63**
V000007965	P1	SCHINDLER ELEVATOR CORPORATION		
P2702133	4607566667	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/29/2026	$5,264.52
			Total:	**$5,264.52**
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701010	128137190685	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$276.26
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701357	208137160711	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$87.70
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700941	208137164504	INSTRUCTION-GENERAL SUPPLIES	07/02/2026	$24.84
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700891	208137176446	INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$382.56
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700873	208137176454	INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$55.80
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700908	208137176456	INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$29.44
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700877	208137176463	INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$185.62

BOARD MEETING DATE:08/20/2026
APPROVAL OF BILL LIST--
PAYMENTS PENDING FOR ISSUANCE ON: 08/21/2026

Payee ID PO #	Addr Code Invoice #	Vendor Name Description	Inv. Date	Amount
V000007302 P2700846	B1 208137176493	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$353.42
V000007302 P2700883	B1 208137176495	SCHOOL SPECIALTY LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/06/2026	$37.25
V000007302 P2700870	B1 208137176496	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$127.10
V000007302 P2700884	B1 208137176497	SCHOOL SPECIALTY LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/06/2026	$23.80
V000007302 P2700895	B1 208137176498	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$77.92
V000007302 P2700839	B1 208137176500	SCHOOL SPECIALTY LLC SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/06/2026	$51.67
V000007302 P2700898	B1 208137176527	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$163.44
V000007302 P2700842	B1 208137176533	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$177.14
V000007302 P2700903	B1 208137176543	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$152.89
V000007302 P2700872	B1 208137176611	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$63.95
V000007302 P2700885	B1 208137176615	SCHOOL SPECIALTY LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/06/2026	$59.34
V000007302 P2700875	B1 208137176643	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$163.74
V000007302 P2700861	B1 208137176670	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$112.28
V000007302 P2700874	B1 208137176686	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$209.00
V000007302 P2700838	B1 208137176706	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$33.44
V000007302 P2700894	B1 208137176707	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$115.68
V000007302 P2700847	B1 208137176795	SCHOOL SPECIALTY LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/06/2026	$75.52
V000007302 P2700882	B1 208137176833	SCHOOL SPECIALTY LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/06/2026	$5.84
V000007302 P2700917	B1 208137176855	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/01/2026	$900.58
V000007302 P2700881	B1 208137176879	SCHOOL SPECIALTY LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/06/2026	$75.11
V000007302 P2700921	B1 208137176881	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$79.80
V000007302 P2700902	B1 208137176926	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$44.70
V000007302 P2700889	B1 208137181965	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$45.20

Payee ID PO #	Addr Code Invoice #	Vendor Name Description	Inv. Date	Amount
V000007302 P2700922	B1 208137181968	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$1.86
V000007302 P2701355	B1 208137181969	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$8.00
V000007302 P2701357	B1 208137181970	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$9.69
V000007302 P2700849	B1 208137181984	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$421.07
V000007302 P2700873	B1 208137181991	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$7.20
V000007302 P2701356	B1 208137181994	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$4.60
V000007302 P2700949	B1 208137182000	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$54.57
V000007302 P2700917	B1 208137182004	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$59.87
V000007302 P2701360	B1 208137182036	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$4.68
V000007302 P2700965	B1 208137182085	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$19.08
V000007302 P2700846	B1 208137182167	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$10.58
V000007302 P2700867	B1 208137182193	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$35.34
V000007302 P2700953	B1 208137182201	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$2.12
V000007302 P2701368	B1 208137182205	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$2.12
V000007302 P2700840	B1 208137182226	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$175.87
V000007302 P2700848	B1 208137182302	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$395.03
V000007302 P2701372	B1 208137182405	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$17.50
V000007302 P2701351	B1 208137182407	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$27.40
V000007302 P2700892	B1 208137182449	SCHOOL SPECIALTY LLC SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/07/2026	$199.12
V000007302 P2701399	B1 208137182478	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$35.32
V000007302 P2700944	B1 208137182479	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$70.92
V000007302 P2701394	B1 208137182488	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$40.76
V000007302 P2701367	B1 208137182602	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$2.07

Payee ID PO #	Addr Code Invoice #	Vendor Name Description	Inv. Date	Amount
V000007302 P2701005	B1 208137182608	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$6.70
V000007302 P2701387	B1 208137182623	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$16.74
V000007302 P2701015	B1 208137182740	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$36.15
V000007302 P2700954	B1 208137182744	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$8.50
V000007302 P2700847	B1 208137182802	SCHOOL SPECIALTY LLC ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/07/2026	$29.98
V000007302 P2700879	B1 208137182841	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$63.32
V000007302 P2700871	B1 208137182896	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$63.16
V000007302 P2700838	B1 208137182911	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$0.82
V000007302 P2700855	B1 208137182959	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$281.71
V000007302 P2701363	B1 208137182998	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$5.28
V000007302 P2700939	B1 208137183000	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$55.26
V000007302 P2701359	B1 208137183011	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$19.11
V000007302 P2701010	B1 208137183083	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$23.74
V000007302 P2700863	B1 208137190305	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$64.75
V000007302 P2700861	B1 208137190366	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$249.36
V000007302 P2700935	B1 208137190367	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$186.20
V000007302 P2700857	B1 208137190454	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$431.28
V000007302 P2701000	B1 208137190455	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$263.70
V000007302 P2700891	B1 208137190468	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$150.92
V000007302 P2701380	B1 208137190487	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$47.44
V000007302 P2700845	B1 208137190505	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$160.56
V000007302 P2701021	B1 208137190531	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$29.83
V000007302 P2701353	B1 208137190532	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$100.00

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V000007302	B1	SCHOOL SPECIALTY LLC		
P2701399	208137190533	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$53.17
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701373	208137190537	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$98.98
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701346	208137190538	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$20.89
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701352	208137190539	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$71.34
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700852	208137190540	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$476.03
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700881	208137190547	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/08/2026	$22.62
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700854	208137190552	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$28.47
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700867	208137190568	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$126.01
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701377	208137190606	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$99.54
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701359	208137190611	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$75.72
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701344	208137190612	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$1,014.95
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701368	208137190614	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$80.33
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701343	208137190616	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$46.16
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701354	208137190633	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$75.21
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701398	208137190636	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$99.58
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701364	208137190638	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$99.36
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701360	208137190680	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$28.39
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701378	208137190683	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$99.26
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701387	208137190684	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$70.29
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701345	208137190686	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$14.26
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701394	208137190708	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$59.23
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701347	208137190753	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$666.46
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701348	208137190754	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$91.39

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V000007302 P2701363	B1 208137190756	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$93.90
V000007302 P2701001	B1 208137190758	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$57.14
V000007302 P2700874	B1 208137190810	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$82.84
V000007302 P2701358	B1 208137190820	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$59.81
V000007302 P2701372	B1 208137190826	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$82.34
V000007302 P2701367	B1 208137190870	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$97.73
V000007302 P2701381	B1 208137190871	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$60.74
V000007302 P2701356	B1 208137190891	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$95.27
V000007302 P2700902	B1 208137190893	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$205.19
V000007302 P2700945	B1 208137190919	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$316.65
V000007302 P2700918	B1 208137190922	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$867.25
V000007302 P2700959	B1 208137190926	SCHOOL SPECIALTY LLC CHILD STUDY TEAMS-SUPPLS & MTRLS	07/08/2026	$23.02
V000007302 P2700929	B1 208137190936	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$27.73
V000007302 P2700841	B1 208137190939	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$39.30
V000007302 P2700954	B1 208137190964	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$490.60
V000007302 P2701393	B1 208137190969	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$92.37
V000007302 P2701017	B1 208137190991	SCHOOL SPECIALTY LLC EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/08/2026	$99.69
V000007302 P2700936	B1 208137190997	SCHOOL SPECIALTY LLC CHILD STUDY TEAMS-SUPPLS & MTRLS	07/08/2026	$54.05
V000007302 P2700860	B1 208137191008	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$11.24
V000007302 P2700931	B1 208137191029	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$20.37
V000007302 P2700946	B1 208137191056	SCHOOL SPECIALTY LLC EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/08/2026	$81.73
V000007302 P2701351	B1 208137191062	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$72.57
V000007302 P2700939	B1 208137191105	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$233.87

Payee ID PO #	Addr Code Invoice #	Vendor Name Description	Inv. Date	Amount
V000007302 P2700922	B1 208137191107	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$176.25
V000007302 P2700941	B1 208137191133	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$1,271.01
V000007302 P2700926	B1 208137191202	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$33.95
V000007302 P2701369	B1 208137191203	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$99.99
V000007302 P2700913	B1 208137191204	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$8.49
V000007302 P2700856	B1 208137191217	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$9.60
V000007302 P2700942	B1 208137191223	SCHOOL SPECIALTY LLC GUIDANCE SERVICES-SUPPLS & MTRLS	07/08/2026	$4.48
V000007302 P2701015	B1 208137191298	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$258.12
V000007302 P2700947	B1 208137191314	SCHOOL SPECIALTY LLC GUIDANCE SERVICES-SUPPLS & MTRLS	07/08/2026	$234.74
V000007302 P2700953	B1 208137191317	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$376.61
V000007302 P2700838	B1 208137191394	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$193.88
V000007302 P2701355	B1 208137191402	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$91.42
V000007302 P2701397	B1 208137191406	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$99.34
V000007302 P2700958	B1 208137191409	SCHOOL SPECIALTY LLC CHILD STUDY TEAMS-SUPPLS & MTRLS	07/08/2026	$20.56
V000007302 P2700899	B1 208137191411	SCHOOL SPECIALTY LLC GUIDANCE SERVICES-SUPPLS & MTRLS	07/08/2026	$16.51
V000007302 P2700851	B1 208137191413	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$36.60
V000007302 P2700875	B1 208137191451	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$98.31
V000007302 P2700862	B1 208137191485	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$239.69
V000007302 P2700943	B1 208137191495	SCHOOL SPECIALTY LLC SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$9.77
V000007302 P2701350	B1 208137191747	SCHOOL SPECIALTY LLC IMPROVEMENT OF INSTRUCTION-SUPPLS & MTRLS	07/08/2026	$98.93
V000007302 P2700853	B1 208137201161	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$352.94
V000007302 P2700865	B1 208137201392	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$17.00
V000007302 P2701005	B1 208137201864	SCHOOL SPECIALTY LLC INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$260.78

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V000007302	B1	SCHOOL SPECIALTY LLC		
P2700912	208137201935	EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/09/2026	$220.80
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700965	208137201968	INSTRUCTION-GENERAL SUPPLIES	07/09/2026	$255.23
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700959	208137212931	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/10/2026	$26.89
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700892	208137212932	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/10/2026	$551.14
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700875	208137212994	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$75.96
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700936	208137212997	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/10/2026	$44.56
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701387	208137213204	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$10.62
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701368	208137213400	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$17.44
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700878	208137213484	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$59.54
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700886	208137213689	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/10/2026	$27.21
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700953	208137213838	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$63.30
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701393	208137213851	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$7.08
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700944	208137213858	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$36.62
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700918	208137214000	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$24.63
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700958	208137214005	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/10/2026	$28.68
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701344	208137214007	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$38.63
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700863	208137214018	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$65.20
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700903	208137214025	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$28.96
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700940	208137218366	INSTRUCTION-GENERAL SUPPLIES	07/11/2026	$1.24
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700887	208137223363	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/13/2026	$29.62
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701352	208137223553	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$28.35
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700939	208137223649	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$10.38
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700916	208137223866	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$33.24

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700877	208137229483	INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$96.00
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700923	208137229494	INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$22.36
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700878	208137229564	INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$41.65
V000007302	B1	SCHOOL SPECIALTY LLC		
P2701007	208137239986	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$36.39
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700846	208137240539	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$1,498.94
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700944	208137240542	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$18.67
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700874	208137240642	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$241.96
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700916	208137240785	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$906.14
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700923	208137240994	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$126.20
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700940	208137241203	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$52.80
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700877	208137241649	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$82.84
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700949	208137242079	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$445.31
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700892	208137252081	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/16/2026	$23.78
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700917	208137264447	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$6.18
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700894	208137293858	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$34.57
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700917	208137312100	INSTRUCTION-GENERAL SUPPLIES	07/23/2026	$28.44
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700886	208137338506	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/28/2026	$7.24
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700842	208137348900	INSTRUCTION-GENERAL SUPPLIES	07/29/2026	$14.44
V000007302	B1	SCHOOL SPECIALTY LLC		
P2700853	208137359623	INSTRUCTION-GENERAL SUPPLIES	07/30/2026	$63.40
			Total:	**$24,314.95**
V000006440	P1	SEARCH DAY PROGRAM INC.		
P2702148	P2702148-0726	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	07/02/2026	$30,733.12
V000006440	P1	SEARCH DAY PROGRAM INC.		
P2702148	P2702148-0826	INSTRUCTION-TUITN-PRV NJ-SPC	08/01/2026	$20,954.40
V000006440	P1	SEARCH DAY PROGRAM INC.		
P2702148	P2702148-0926	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	09/01/2026	$29,336.16

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			Total:	**$81,023.68**
26126	PM	SENKUS, JENNIFER		
P2701881	TUITION-SUMM2026	UNALLOCATED BENEFITS-TUITION REIMB	07/20/2026	$2,000.00
			Total:	**$2,000.00**
V000006460	P1	SERVICE PLUS INC		
P2702322	1049537-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/03/2026	$292.95
V000006460	P1	SERVICE PLUS INC		
P2702322	1049538-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/03/2026	$222.95
V000006460	P1	SERVICE PLUS INC		
P2702322	1049539-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/03/2026	$642.95
V000006460	P1	SERVICE PLUS INC		
P2702322	1049552-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/04/2026	$362.95
V000006460	P1	SERVICE PLUS INC		
P2702322	1049553-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/04/2026	$314.90
V000006460	P1	SERVICE PLUS INC		
P2702322	1049554-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/05/2026	$266.85
V000006460	P1	SERVICE PLUS INC		
P2702322	1049556-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/05/2026	$292.95
V000006460	P1	SERVICE PLUS INC		
P2702322	1049557-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/05/2026	$362.95
V000006460	P1	SERVICE PLUS INC		
P2702322	1049558-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/05/2026	$266.85
V000006460	P1	SERVICE PLUS INC		
P2702322	1049560-IN	ENTERPRISE FUND-FOOD SERVICES-PRCH SVC	08/06/2026	$1,092.95
			Total:	**$4,119.25**
V000007783	P1	SHEPHERD TRANSPORTATION LLC		
P2702233	P2702233-JUL2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	08/04/2026	$4,987.63
			Total:	**$4,987.63**
V000005797	P1	SOMERSET COUNTY EDUCATIONAL SE		
P2702563	P2702563-ESY26	INSTRUCTION-TUITN-NJLEA-SPCL	07/01/2026	$15,940.00
			Total:	**$15,940.00**
V000006692	P1	SOMERSET HILLS LEARNING INSTIT		
P2702149	P2702149-0726	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$14,715.20
V000006692	P1	SOMERSET HILLS LEARNING INSTIT		
P2702149	P2702149-0829	INSTRUCTION-TUITN-PRV NJ-SPC	07/02/2026	$7,357.60
V000006692	P1	SOMERSET HILLS LEARNING INSTIT		
P2702149	P2702149-0926	INSTRUCTION-TUITN-PRV NJ-SPC	07/10/2026	$14,715.20
			Total:	**$36,788.00**
V000002604	P1	SOUTH RIVER BOARD OF EDUCATION		
P2604032	P2604032-0326	INSTRUCTION-TUITION-NJLEA-RE	06/30/2026	$1,933.10

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V000002604	P1	SOUTH RIVER BOARD OF EDUCATION		
P2604032	P2604032-0426	INSTRUCTION-TUITION-NJLEA-RE	06/30/2026	$1,933.10
V000002604	P1	SOUTH RIVER BOARD OF EDUCATION		
P2604032	P2604032-0526	INSTRUCTION-TUITION-NJLEA-RE	06/30/2026	$1,933.10
V000002604	P1	SOUTH RIVER BOARD OF EDUCATION		
P2604032	P2604032-0626	INSTRUCTION-TUITION-NJLEA-RE	06/30/2026	$1,933.10
			Total:	**$7,732.40**
V000006361	P1	SOUTHWEST STRINGS		
P2702261	1552060	INSTRUCTION-GENERAL SUPPLIES	07/21/2026	$37.80
			Total:	**$37.80**
V000005855	P1	SPORTS PARADISE		
P2702454	62425	INSTRUCTION-SUPPLS & MTRLS	07/01/2026	$1,438.80
V000005855	P1	SPORTS PARADISE		
P2702265	63097	INSTRUCTION-SUPPLS & MTRLS	07/20/2026	$881.70
			Total:	**$2,320.50**
V000007457	B1	SPRAYING SYSTEMS CO		
P2701898	FT0001014	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	07/02/2026	$2,536.97
V000007457	B1	SPRAYING SYSTEMS CO		
P2701898	FT0001199	CUSTODIAL SERVICES-CLNG/RPR/MNT SVC	08/03/2026	$2,536.97
			Total:	**$5,073.94**
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700780	6068048626	INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$27.64
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2701897	6068369569	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/09/2026	$31.50
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700738	6068689363	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/14/2026	$10.76
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700769	6068788355	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$861.12
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700704	6068788361	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$8.64
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700703	6068788362	HEALTH SERVICES-SUPPLS & MTRLS	07/15/2026	$63.63
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700705	6068788367	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/15/2026	$305.26
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700769	6068788369	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$5,595.77
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700806	6068788370	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$33.62
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700816	6068788372	HEALTH SERVICES-SUPPLS & MTRLS	07/15/2026	$25.86
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700802	6068788373	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$133.20

Payee ID PO #	Addr Code Invoice #	Vendor Name Description	Inv. Date	Amount
V000005200 P2700800	B2 6068788374	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$107.97
V000005200 P2700815	B2 6068788377	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$8.09
V000005200 P2700807	B2 6068788382	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$62.98
V000005200 P2700812	B2 6068788383	STAPLES CONTRACT & COMMERCIAL EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/15/2026	$77.43
V000005200 P2700714	B2 6068788385	STAPLES CONTRACT & COMMERCIAL CHILD STUDY TEAMS-SUPPLS & MTRLS	07/15/2026	$90.09
V000005200 P2700716	B2 6068788387	STAPLES CONTRACT & COMMERCIAL SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/15/2026	$708.47
V000005200 P2700707	B2 6068788389	STAPLES CONTRACT & COMMERCIAL GUIDANCE SERVICES-SUPPLS & MTRLS	07/15/2026	$5.67
V000005200 P2700755	B2 6068788390	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$66.56
V000005200 P2700704	B2 6068788391	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$240.75
V000005200 P2700706	B2 6068788392	STAPLES CONTRACT & COMMERCIAL EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/15/2026	$218.74
V000005200 P2700758	B2 6068788393	STAPLES CONTRACT & COMMERCIAL ATTENDANCE & SOCIAL WORK SVCS-SUPPLS & MTRLS	07/15/2026	$139.73
V000005200 P2700767	B2 6068788394	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$52.15
V000005200 P2700768	B2 6068788396	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$2,528.67
V000005200 P2700803	B2 6068788397	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$41.82
V000005200 P2700809	B2 6068788399	STAPLES CONTRACT & COMMERCIAL ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/15/2026	$125.78
V000005200 P2700801	B2 6068788401	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$43.62
V000005200 P2700804	B2 6068788402	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$51.34
V000005200 P2700813	B2 6068788403	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$68.34
V000005200 P2700819	B2 6068788404	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$31.66
V000005200 P2700814	B2 6068788405	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$6.37
V000005200 P2700818	B2 6068788407	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$6.86
V000005200 P2702191	B2 6068788408	STAPLES CONTRACT & COMMERCIAL ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/15/2026	$75.95
V000005200 P2700769	B2 6068788411	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$207.64

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V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700716	6068788412	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/15/2026	$17.22
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700704	6068788413	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$7.35
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700768	6068788414	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$601.44
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2702104	6068846598	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$9.14
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2702104	6068846599	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$600.36
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700768	6068860849	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$94.76
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700829	6068860851	GUIDANCE SERVICES-SUPPLS & MTRLS	07/16/2026	$4.49
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700824	6068860854	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$16.08
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700826	6068860855	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$40.50
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700829	6068860856	GUIDANCE SERVICES-SUPPLS & MTRLS	07/16/2026	$14.59
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700830	6068860857	GUIDANCE SERVICES-SUPPLS & MTRLS	07/16/2026	$16.31
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700827	6068860860	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$83.68
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700828	6068860862	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$24.74
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700831	6068860863	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$37.49
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700834	6068860865	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$35.92
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2702173	6068923522	GUIDANCE SERVICES-SUPPLS & MTRLS	07/17/2026	$80.26
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700715	6068938649	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$16.60
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700814	6068938650	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/17/2026	$24.30
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700716	6068938651	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/17/2026	$32.94
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700805	6068938652	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/17/2026	$15.79
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700714	6068938653	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/17/2026	$8.09
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700704	6068938656	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$46.86
V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2700786	6068938657	INSTRUCTION-SUPPLS & MTRLS	07/17/2026	$16.24

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V000005200 P2702244	B2 6069022948	STAPLES CONTRACT & COMMERCIAL HEALTH SERVICES-SUPPLS & MTRLS	07/18/2026	$11.31
V000005200 P2702238	B2 6069022951	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$154.00
V000005200 P2700703	B2 6069048608	STAPLES CONTRACT & COMMERCIAL HEALTH SERVICES-SUPPLS & MTRLS	07/18/2026	$5.46
V000005200 P2700734	B2 6069048609	STAPLES CONTRACT & COMMERCIAL HEALTH SERVICES-SUPPLS & MTRLS	07/18/2026	$106.08
V000005200 P2700779	B2 6069048610	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$23.80
V000005200 P2700785	B2 6069048611	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$10.02
V000005200 P2700773	B2 6069048612	STAPLES CONTRACT & COMMERCIAL SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/18/2026	$521.57
V000005200 P2700777	B2 6069048613	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$36.92
V000005200 P2700736	B2 6069048614	STAPLES CONTRACT & COMMERCIAL SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/18/2026	$360.41
V000005200 P2700737	B2 6069048616	STAPLES CONTRACT & COMMERCIAL GUIDANCE SERVICES-SUPPLS & MTRLS	07/18/2026	$21.69
V000005200 P2700738	B2 6069048618	STAPLES CONTRACT & COMMERCIAL CHILD STUDY TEAMS-SUPPLS & MTRLS	07/18/2026	$52.10
V000005200 P2700739	B2 6069048619	STAPLES CONTRACT & COMMERCIAL CHILD STUDY TEAMS-SUPPLS & MTRLS	07/18/2026	$34.95
V000005200 P2700774	B2 6069048620	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$2,006.28
V000005200 P2700776	B2 6069048622	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$70.47
V000005200 P2700778	B2 6069048623	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$56.46
V000005200 P2700781	B2 6069048628	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$33.78
V000005200 P2700782	B2 6069048629	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$12.86
V000005200 P2700783	B2 6069048630	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$64.55
V000005200 P2700784	B2 6069048631	STAPLES CONTRACT & COMMERCIAL EDUCATIONAL MEDIA SERVICES-SUPPLS & MTRLS	07/18/2026	$16.40
V000005200 P2700786	B2 6069048632	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-SUPPLS & MTRLS	07/18/2026	$149.66
V000005200 P2700787	B2 6069048633	STAPLES CONTRACT & COMMERCIAL INSTRUCTION-GENERAL SUPPLIES	07/18/2026	$336.32
V000005200 P2700736	B2 6069048634	STAPLES CONTRACT & COMMERCIAL SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/18/2026	$27.63
V000005200 P2700773	B2 6069048637	STAPLES CONTRACT & COMMERCIAL SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/18/2026	$186.20

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V000005200	B2	STAPLES CONTRACT & COMMERCIAL		
P2702244	6069163837	HEALTH SERVICES-SUPPLS & MTRLS	07/21/2026	$19.20
			Total:	**$18,226.95**
V000007587	P1	STARLIGHT HOME CARE AGENCY		
P2702283	645115	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	07/31/2026	$1,928.25
V000007587	P1	STARLIGHT HOME CARE AGENCY		
P2702283	645139	SUP SVC-STU-EXTRAORDINARY SVCS-PRCH PRF-ED SVC	07/31/2026	$5,202.00
			Total:	**$7,130.25**
V000007890	P1	STEPHEN IZZI TRUCKING & RIGGIN		
P2605928	38485	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	05/19/2026	$3,285.00
			Total:	**$3,285.00**
V000006353	B1	STORR TRACTOR COMPANY		
P2606288	1261598	CARE AND UPKEEP OF GROUNDS-CLNG/RPR/MNT SVC	07/02/2026	$2,426.92
			Total:	**$2,426.92**
23165	PM	SULTANA LOROCCO, LOUISE		
P2702878	JUL2026MILEAGE	SCHOOL ADMINISTRATION-REG/TRAIN/TRAVEL	07/31/2026	$40.85
			Total:	**$40.85**
V000006362	B1	SUPER DUPER INC.		
P2701751	3073598A	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$99.94
V000006362	B1	SUPER DUPER INC.		
P2701790	3073599A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/07/2026	$157.93
V000006362	B1	SUPER DUPER INC.		
P2701782	3073600A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/07/2026	$149.75
V000006362	B1	SUPER DUPER INC.		
P2701767	3073602A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/07/2026	$39.95
V000006362	B1	SUPER DUPER INC.		
P2701761	3074075A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$39.92
V000006362	B1	SUPER DUPER INC.		
P2701763	3074076A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$254.84
V000006362	B1	SUPER DUPER INC.		
P2701757	3074077A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$16.99
V000006362	B1	SUPER DUPER INC.		
P2701750	3074078A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$129.89
V000006362	B1	SUPER DUPER INC.		
P2701791	3074079A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$49.90
V000006362	B1	SUPER DUPER INC.		
P2701787	3074080A	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$64.75
V000006362	B1	SUPER DUPER INC.		
P2701772	3074082A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$95.90
V000006362	B1	SUPER DUPER INC.		
P2701769	3074084A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$39.90

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V000006362	B1	SUPER DUPER INC.		
P2701766	3074085A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$176.89
V000006362	B1	SUPER DUPER INC.		
P2701778	3074086A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$104.85
V000006362	B1	SUPER DUPER INC.		
P2701755	3074087A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$9.95
V000006362	B1	SUPER DUPER INC.		
P2701753	3074088A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/08/2026	$78.90
V000006362	B1	SUPER DUPER INC.		
P2701784	3075041A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/13/2026	$119.95
V000006362	B1	SUPER DUPER INC.		
P2701771	3075370A	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/14/2026	$39.95
			Total:	**$1,670.15**
T000009793	P1	SURESH, SASIKALA		
P2702573	REF07/19/2026	FACILITIES RENTAL-MISC	07/29/2026	$523.78
			Total:	**$523.78**
V000007019	B1	SWANK MOTION PICTURES INC.		
P2702037	INV10130175	INSTRUCTION-PRCH SVC	08/01/2026	$6,321.00
			Total:	**$6,321.00**
V000007798	P1	SWEETWATER SOUND HOLDINGS LLC		
P2702385	5120299	INSTRUCTION-SUPPLS & MTRLS	07/29/2026	$1,262.21
			Total:	**$1,262.21**
20490	PM	SWOBODA, KENNETH		
P2702879	JUL2026MILEAGE	ADMIN INFORMATION TECHNOLOGY-REG/TRAIN/TRAVEL	07/31/2026	$31.91
			Total:	**$31.91**
V000007921	P1	TEAM ACADEMY CHARTER SCHOOL IN		
P2702898	AUG2026	INSTRUCTION-TUITION-NJLEA-RE	08/31/2026	$2,405.00
V000007921	P1	TEAM ACADEMY CHARTER SCHOOL IN		
P2702898	JUL2026	INSTRUCTION-TUITION-NJLEA-RE	07/31/2026	$2,405.00
			Total:	**$4,810.00**
V000005950	P1	THOMAS EDISON ENERGYSMART CHAR		
P2702895	AUG2026	INSTRUCTION-TUITION-NJLEA-RE	08/31/2026	$2,185.00
V000005950	P1	THOMAS EDISON ENERGYSMART CHAR		
P2702895	JUL2026	INSTRUCTION-TUITION-NJLEA-RE	07/31/2026	$2,185.00
			Total:	**$4,370.00**
V000007361	P1	THREE BROTHERS TRANSPORTATION		
P2606035	P2606035-JUN2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	06/30/2026	$4,849.00
V000007361	P1	THREE BROTHERS TRANSPORTATION		
P2702058	P2702058-JUL2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	08/05/2026	$15,388.00

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V000007361	P1	THREE BROTHERS TRANSPORTATION		
P2702556	P2702556-JUL2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	08/05/2026	$4,330.92
			Total:	**$24,567.92**
21427	PM	TIBBETTS, NICOLE		
P2702880	JUL2026MILEAGE	CENTRAL SERVICES-REG/TRAIN/TRAVEL	07/31/2026	$39.78
			Total:	**$39.78**
V000005988	P1	TINY TOTS TENNIS LLC		
P2702176	2617	ADULT & COMMUNITY PROGRAMS-PRCH SVC	07/17/2026	$2,475.00
V000005988	P1	TINY TOTS TENNIS LLC		
P2702416	2619	ADULT & COMMUNITY PROGRAMS-PRCH SVC	08/03/2026	$9,000.00
			Total:	**$11,475.00**
V000006183	B1	TOBII DYNAVOX LLC		
P2701905	INV00572566	CHILD STUDY TEAMS-OTHR PRF/TCH SVC	07/02/2026	$3,502.40
			Total:	**$3,502.40**
25529	PM	TORRES, ANGELINE		
P2602947	JUN26MILEAGE	ADULT & COMMUNITY PROGRAMS-REG/TRAIN/TRAVEL	06/30/2026	$4.98
25529	PM	TORRES, ANGELINE		
P2602947	JUN26MILEAGE1	ADULT & COMMUNITY PROGRAMS-REG/TRAIN/TRAVEL	06/30/2026	$2.73
			Total:	**$7.71**
V000004810	B1	TRANE U.S. INC		
P2606234	21895109	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	06/12/2026	$361.74
V000004810	B1	TRANE U.S. INC		
P2606234	21895843	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	06/13/2026	$24.75
V000004810	B1	TRANE U.S. INC		
P2606234	21896153	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	06/14/2026	$652.62
			Total:	**$1,039.11**
V000002535	B6	TREASURER, STATE OF NEW JERSEY		
P2702534	P2702534-FY25REF	INSTRUCTION-TUITN-NJLEA-SPCL	07/02/2026	$2,498.78
			Total:	**$2,498.78**
V000007954	P1	TRIANGLE COMMUNICATIONS LLC		
P2701579	25007	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$40.50
V000007954	P1	TRIANGLE COMMUNICATIONS LLC		
P2701569	25043	INSTRUCTION-GENERAL SUPPLIES	07/27/2026	$153.88
			Total:	**$194.38**
V000007598	P1	TRIO TRANS ENT LLC		
P2702270	P270227-JUL2026	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	07/31/2026	$6,910.64
V000007598	P1	TRIO TRANS ENT LLC		
P2702270	P2702270JUL20262	TRANSPORTATION SERVICES-TRNSP-H/S-SPED	07/31/2026	$1,337.10

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			Total:	**$8,247.74**
V000006642	P1	TRU STOR LLC		
P2701912	84143	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/18/2026	$1,313.76
V000006642	P1	TRU STOR LLC		
P2701913	84144	GENERAL ADMINISTRATION-COMMUNIC/PHONE	07/18/2026	$6,574.00
V000006642	P1	TRU STOR LLC		
P2702315	84206	ADMIN INFORMATION TECHNOLOGY-PURCH TECH SVCS	07/23/2026	$55,669.32
V000006642	P1	TRU STOR LLC		
P2702433	84223	ADMIN INFORMATION TECHNOLOGY-EQUIPMENT	07/30/2026	$177,538.50
			Total:	**$241,095.58**
V000007575	P1	TWO RIVER ART LLC		
P2702162	1888	ADULT & COMMUNITY PROGRAMS-PRCH SVC	07/16/2026	$4,485.00
V000007575	P1	TWO RIVER ART LLC		
P2702177	1895	ADULT & COMMUNITY PROGRAMS-PRCH SVC	07/30/2026	$700.00
V000007575	P1	TWO RIVER ART LLC		
P2702562	1896	ADULT & COMMUNITY PROGRAMS-PRCH SVC	07/30/2026	$630.00
			Total:	**$5,815.00**
V000004717	B3	TYLER TECHNOLOGIES INC		
P2602072	045-537251	TRANSPORTATION SERVICES-OTHR PRF/TCH SVC	09/12/2025	$410.00
V000004717	B3	TYLER TECHNOLOGIES INC		
P2602072	045-538211	TRANSPORTATION SERVICES-OTHR PRF/TCH SVC	09/17/2025	$205.00
V000004717	B3	TYLER TECHNOLOGIES INC		
P2602072	045-538756	TRANSPORTATION SERVICES-OTHR PRF/TCH SVC	09/25/2025	$205.00
V000004717	B3	TYLER TECHNOLOGIES INC		
P2602072	045-542752	TRANSPORTATION SERVICES-OTHR PRF/TCH SVC	10/30/2025	$205.00
V000004717	B3	TYLER TECHNOLOGIES INC		
P2603946	045-544141	TRANSPORTATION SERVICES-TRANSP SUPPLIES	11/12/2025	$123.00
V000004717	B3	TYLER TECHNOLOGIES INC		
P2605867	045-564190	TRANSPORTATION SERVICES-TRANSP SUPPLIES	05/19/2026	$59.00
V000004717	B3	TYLER TECHNOLOGIES INC		
P2605967	045-564959	TRANSPORTATION SERVICES-TRANSP SUPPLIES	05/26/2026	$59.00
			Total:	**$1,266.00**
V000004051	B1	UNITED REFRIGERATION INC		
P2606332	20159035-00	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/16/2026	$233.52
V000004051	B1	UNITED REFRIGERATION INC		
P2606237	20266928-00	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/08/2026	$116.34
V000004051	B1	UNITED REFRIGERATION INC		
P2604576	20267984-00	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/08/2026	$59.28
V000004051	B1	UNITED REFRIGERATION INC		
P2702157	20494384-00	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/17/2026	$86.40
			Total:	**$495.54**

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V000006382	B1	UNITED RENTALS (NORTH AMERICA)		
P2701901	264364125-001	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/02/2026	$658.00
V000006382	B1	UNITED RENTALS (NORTH AMERICA)		
P2701901	264375746-001	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/02/2026	$611.00
V000006382	B1	UNITED RENTALS (NORTH AMERICA)		
P2701901	264385903-001	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/02/2026	$611.00
V000006382	B1	UNITED RENTALS (NORTH AMERICA)		
P2701901	264504834-001	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/07/2026	$611.00
V000006382	B1	UNITED RENTALS (NORTH AMERICA)		
P2702282	264525718-001	ALLOW MAINT FOR SCHOOL FACIL-CLNG/RPR/MNT SVC	07/27/2026	$953.41
			Total:	**$3,444.41**
V000005821	P2	UNITED SUPPLY CORP		
P2700687	INV-0124005	INSTRUCTION-GENERAL SUPPLIES	07/06/2026	$5.44
V000005821	P2	UNITED SUPPLY CORP		
P2700588	INV-0127507	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/14/2026	$1.18
V000005821	P2	UNITED SUPPLY CORP		
P2700602	INV-0127508	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/14/2026	$204.06
V000005821	P2	UNITED SUPPLY CORP		
P2700678	INV-0127509	HEALTH SERVICES-SUPPLS & MTRLS	07/15/2026	$104.50
V000005821	P2	UNITED SUPPLY CORP		
P2700552	INV-0127971	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$199.50
V000005821	P2	UNITED SUPPLY CORP		
P2700598	INV-0128653	HEALTH SERVICES-SUPPLS & MTRLS	07/20/2026	$105.28
V000005821	P2	UNITED SUPPLY CORP		
P2700571	INV-0128931	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/20/2026	$23.51
V000005821	P2	UNITED SUPPLY CORP		
P2700599	INV-0128932	HEALTH SERVICES-SUPPLS & MTRLS	07/21/2026	$158.33
V000005821	P2	UNITED SUPPLY CORP		
P2700562	INV-0129368	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$37.19
V000005821	P2	UNITED SUPPLY CORP		
P2700566	INV-0129370	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$257.64
V000005821	P2	UNITED SUPPLY CORP		
P2700576	INV-0129371	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$43.10
V000005821	P2	UNITED SUPPLY CORP		
P2700581	INV-0129372	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$773.75
V000005821	P2	UNITED SUPPLY CORP		
P2700584	INV-0129373	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$43.69
V000005821	P2	UNITED SUPPLY CORP		
P2700597	INV-0129374	HEALTH SERVICES-SUPPLS & MTRLS	07/22/2026	$205.00
V000005821	P2	UNITED SUPPLY CORP		
P2700627	INV-0129376	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/22/2026	$66.56
V000005821	P2	UNITED SUPPLY CORP		
P2700644	INV-0129377	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/21/2026	$38.53
V000005821	P2	UNITED SUPPLY CORP		
P2700652	INV-0129378	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$71.25

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V000005821 P2700657	P2 INV-0129379	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$66.04
V000005821 P2700669	P2 INV-0129380	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$39.96
V000005821 P2700672	P2 INV-0129381	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$39.72
V000005821 P2700606	P2 INV-0129553	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$193.12
V000005821 P2700654	P2 INV-0129554	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$57.37
V000005821 P2700607	P2 INV-012973	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$7.92
V000005821 P2700636	P2 INV-012974	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$4.08
V000005821 P2700582	P2 INV-0130098	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$156.72
V000005821 P2700583	P2 INV-0130099	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$80.28
V000005821 P2700672	P2 INV-0130101	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$140.59
V000005821 P2700679	P2 INV-0130102	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$62.01
V000005821 P2700606	P2 INV-0130226	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$39.24
V000005821 P2700619	P2 INV-0130546	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/25/2026	$47.52
V000005821 P2700655	P2 INV-0130549	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/25/2026	$1.78
V000005821 P2700661	P2 INV-0130550	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/25/2026	$24.75
V000005821 P2700663	P2 INV-0130551	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/25/2026	$5.12
V000005821 P2700565	P2 INV-0131211	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/27/2026	$26.12
V000005821 P2700623	P2 INV-0131212	UNITED SUPPLY CORP SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/27/2026	$68.77
V000005821 P2700661	P2 INV-0131214	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/27/2026	$19.35
V000005821 P2700561	P2 INV-0131718	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$25.65
V000005821 P2700560	P2 INV-0131719	UNITED SUPPLY CORP SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/28/2026	$66.84
V000005821 P2700568	P2 INV-0131720	UNITED SUPPLY CORP INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$8.06
V000005821 P2700595	P2 INV-0131721	UNITED SUPPLY CORP HEALTH SERVICES-SUPPLS & MTRLS	07/28/2026	$28.48

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000005821	P2	UNITED SUPPLY CORP		
P2700633	INV-0131722	GUIDANCE SERVICES-SUPPLS & MTRLS	07/28/2026	$9.48
V000005821	P2	UNITED SUPPLY CORP		
P2700637	INV-0131723	SPEECH/OT/PT/RELATED SVCS-SUPPLS & MTRLS	07/28/2026	$33.24
V000005821	P2	UNITED SUPPLY CORP		
P2700661	INV-0131726	INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$53.88
V000005821	P2	UNITED SUPPLY CORP		
P2700628	INV-0132686	CHILD STUDY TEAMS-SUPPLS & MTRLS	07/29/2026	$28.87
V000005821	P2	UNITED SUPPLY CORP		
P2700661	INV-0132688	INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$22.63
V000005821	P2	UNITED SUPPLY CORP		
P2700664	INV-0132689	INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$14.19
V000005821	P2	UNITED SUPPLY CORP		
P2700667	INV-0132690	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/29/2026	$105.39
V000005821	P2	UNITED SUPPLY CORP		
P2700669	INV-0132691	INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$11.97
V000005821	P2	UNITED SUPPLY CORP		
P2700680	INV-0132692	GUIDANCE SERVICES-SUPPLS & MTRLS	07/28/2026	$14.18
			Total:	**$3,841.83**
V000006532	B1	UNIVEST CAPITAL INC		
P2701935	387326	INSTRUCTION-PRCH SVC	07/08/2026	$426.89
V000006532	B1	UNIVEST CAPITAL INC		
P2701935	387390	INSTRUCTION-PRCH SVC	07/08/2026	$8,075.00
			Total:	**$8,501.89**
V000007919	B1	US ELECTRICAL SERVICES INC		
P2606235	S130470547.001	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/10/2026	$678.70
V000007919	B1	US ELECTRICAL SERVICES INC		
P2702275	S130770352.001	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/24/2026	$315.77
V000007919	B1	US ELECTRICAL SERVICES INC		
P2702501	S130801881.001	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/30/2026	$493.64
V000007919	B1	US ELECTRICAL SERVICES INC		
P2702502	S130829643.001	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/31/2026	$281.02
V000007919	B1	US ELECTRICAL SERVICES INC		
P2702717	S130899663.001	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	08/07/2026	$511.85
			Total:	**$2,280.98**
V000005151	B1	VAN CLEEF ENGINEERING ASSOCIAT		
P2206384	2204EBT-33	INTERLOCAL SVC AGRMNT-ARCHT/ENG SVCS	06/30/2026	$1,120.00
V000005151	B1	VAN CLEEF ENGINEERING ASSOCIAT		
P2605895	2505EBT-2	INTERLOCAL SVC AGRMNT-ARCHT/ENG SVCS	06/30/2026	$4,233.00
			Total:	**$5,353.00**
V000006688	P1	VARSITY ATHLETIC APPAREL INC.		
P2702200	47765	INSTRUCTION-SUPPLS & MTRLS	07/20/2026	$424.75

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
			Total:	**$424.75**
26775	PM	VENDOME, JAIRO		
P2602915	JUN26MILEAGE	ADMIN INFORMATION TECHNOLOGY-REG/TRAIN/TRAVEL	06/30/2026	$18.05
			Total:	**$18.05**
V000005542	B1	VEX ROBOTICS INC.		
P2702477	885678	INSTRUCTION-GENERAL SUPPLIES	08/04/2026	$437.27
			Total:	**$437.27**
V000006032	B3	VWR INTERNATIONAL LLC		
P2700007	8822047554	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$44.16
			Total:	**$44.16**
V000003441	B2	W B MASON COMPANY INC		
P2701922	262952878	INSTRUCTION-GENERAL SUPPLIES	07/02/2026	$529.40
V000003441	B2	W B MASON COMPANY INC		
P2701485	263078788	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/10/2026	$21.24
V000003441	B2	W B MASON COMPANY INC		
P2701496	263080319	INSTRUCTION-GENERAL SUPPLIES	07/10/2026	$157.29
V000003441	B2	W B MASON COMPANY INC		
P2702102	263104181	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$2,647.00
V000003441	B2	W B MASON COMPANY INC		
P2701620	263104656	INSTRUCTION-GENERAL SUPPLIES	07/13/2026	$926.45
V000003441	B2	W B MASON COMPANY INC		
P2701520	263105319	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/13/2026	$1.82
V000003441	B2	W B MASON COMPANY INC		
P2702172	263145031	INSTRUCTION-GENERAL SUPPLIES	07/14/2026	$529.40
V000003441	B2	W B MASON COMPANY INC		
P2701922	263170913	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$529.40
V000003441	B2	W B MASON COMPANY INC		
P2701922	263225768	INSTRUCTION-GENERAL SUPPLIES	07/17/2026	$529.40
V000003441	B2	W B MASON COMPANY INC		
P2701469	263246423	INSTRUCTION-GENERAL SUPPLIES	07/20/2026	$133.33
V000003441	B2	W B MASON COMPANY INC		
P2701517	263246442	INSTRUCTION-GENERAL SUPPLIES	07/20/2026	$75.95
V000003441	B2	W B MASON COMPANY INC		
P2702257	263309536	INSTRUCTION-GENERAL SUPPLIES	07/22/2026	$59.48
V000003441	B2	W B MASON COMPANY INC		
P2702242	263309587	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/22/2026	$127.60
V000003441	B2	W B MASON COMPANY INC		
P2702257	263336222	INSTRUCTION-GENERAL SUPPLIES	07/23/2026	$92.06
V000003441	B2	W B MASON COMPANY INC		
P2701515	263361687	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$66.16
V000003441	B2	W B MASON COMPANY INC		
P2701489	263361699	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$388.86

Payee ID / PO #	Addr Code / Invoice #	Vendor Name / Description	Inv. Date	Amount
V000003441	B2	W B MASON COMPANY INC		
P2701480	263361738	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$325.40
V000003441	B2	W B MASON COMPANY INC		
P2701518	263361840	ADULT & COMMUNITY PROGRAMS-SUPPLS & MTRLS	07/24/2026	$75.41
V000003441	B2	W B MASON COMPANY INC		
P2701922	263365843	INSTRUCTION-GENERAL SUPPLIES	07/24/2026	$32.48
V000003441	B2	W B MASON COMPANY INC		
P2701517	263414585	INSTRUCTION-GENERAL SUPPLIES	07/28/2026	$26.91
V000003441	B2	W B MASON COMPANY INC		
P2701516	263444966	INSTRUCTION-GENERAL SUPPLIES	07/29/2026	$26.70
V000003441	B2	W B MASON COMPANY INC		
P2701487	263445024	INSTRUCTION-GENERAL SUPPLIES	07/29/2026	$5.94
			Total:	**$7,307.68**
V000002221	B1	W. W. GRAINGER INC.		
P2702303	9006467683	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/15/2026	$88.50
V000002221	B1	W. W. GRAINGER INC.		
P2701612	9007448815	SCHOOL ADMINISTRATION-SUPPLS & MTRLS	07/16/2026	$44.36
V000002221	B1	W. W. GRAINGER INC.		
P2701611	9007448823	INSTRUCTION-GENERAL SUPPLIES	07/16/2026	$27.90
V000002221	B1	W. W. GRAINGER INC.		
P2702086	9007448849	CARE AND UPKEEP OF GROUNDS-GENERAL SUPPLIES	07/16/2026	$25.00
V000002221	B1	W. W. GRAINGER INC.		
P2702274	9021136966	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/27/2026	$131.24
V000002221	B1	W. W. GRAINGER INC.		
P2702221	9021136974	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/27/2026	$43.01
V000002221	B1	W. W. GRAINGER INC.		
P2702223	9021262101	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/27/2026	$52.38
V000002221	B1	W. W. GRAINGER INC.		
P2606342	9026463233	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	08/29/2026	$1,289.76
V000002221	B1	W. W. GRAINGER INC.		
P2702396	9027929489	TRANSPORTATION SERVICES-TRANSP SUPPLIES	07/31/2026	$722.57
V000002221	B1	W. W. GRAINGER INC.		
P2606343	9969077396	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	06/29/2026	$57.33
			Total:	**$2,482.05**
V000006491	P2	WEST MUSIC COMPANY INC		
P2701648	SI2653325	INSTRUCTION-GENERAL SUPPLIES	07/07/2026	$265.88
V000006491	P2	WEST MUSIC COMPANY INC		
P2701639	SI2653560	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$61.62
V000006491	P2	WEST MUSIC COMPANY INC		
P2701643	SI2653563	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$72.78
V000006491	P2	WEST MUSIC COMPANY INC		
P2701636	SI2653564	INSTRUCTION-GENERAL SUPPLIES	07/08/2026	$141.06
V000006491	P2	WEST MUSIC COMPANY INC		
P2701641	SI2655527	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$26.84

BOARD MEETING DATE:08/20/2026
APPROVAL OF BILL LIST--
PAYMENTS PENDING FOR ISSUANCE ON: 08/21/2026

Payee ID PO #	Addr Code Invoice #	Vendor Name Description	Inv. Date	Amount
V000006491	P2	WEST MUSIC COMPANY INC		
P2701643	SI2655528	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$36.04
V000006491	P2	WEST MUSIC COMPANY INC		
P2701636	SI2655529	INSTRUCTION-GENERAL SUPPLIES	07/15/2026	$26.84
			Total:	**$631.06**
14456	PM	YANNAZZO, CHRISTOPHER		
P2602916	JUN26MILEAGE	SCHOOL ADMINISTRATION-REG/TRAIN/TRAVEL	06/30/2026	$49.97
			Total:	**$49.97**
V000007854	P1	Z&Z SUPPLY MERGER SUB LLC		
P2606066	S6960249.001	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	08/05/2026	$397.40
V000007854	P1	Z&Z SUPPLY MERGER SUB LLC		
P2606242	S6969431.001	ALLOW MAINT FOR SCHOOL FACIL-EQUIPMENT	06/23/2026	$2,368.43
V000007854	P1	Z&Z SUPPLY MERGER SUB LLC		
P2702277	S7015110.001	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/17/2026	$1,491.28
V000007854	P1	Z&Z SUPPLY MERGER SUB LLC		
P2702505	S7064012.001	ALLOW MAINT FOR SCHOOL FACIL-GENERAL SUPPLIES	07/30/2026	$382.31
			Total:	**$4,639.42**
			Grand Total:	**$4,008,688.90**

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 6.

Date Prepared: 8/5/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Joseph Crotchfelt, CPA, QPA, School Business Administrator/Board Secretary

SUBJECT: Contract - Rutgers, The State University of New Jersey on June 17, 2027

Summary:
The 2027 East Brunswick High School graduation ceremony will be held at the Jersey Mike's Arena in Piscataway, NJ, on Thursday, June 17, 2027 at 10:00 AM.

The cost of the contract is funded through the General Fund budget.

Recommendation:
Recommendation: That a contract with Rutgers, The State University of New Jersey, Piscataway, NJ is approved for the 2027 graduation on June 17, 2027 at a cost of $40,000.00.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						

Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Jersey Mike's Arena	8/5/2026	Backup Material

MEMORANDUM OF AGREEMENT
between
RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY
and
EAST BRUNSWICK HIGH SCHOOL (HEREBY REFERRED TO AS RENTER)

EVENT: East Brunswick High School graduation ceremony
FACILITY: Jersey Mike's Arena
DATES/TIMES: June 17th 2027, 10:00am
RENTAL FEE: $40,000

Organization (RENTER): East Brunswick High School
Contact: Chris Yannazzo
Billing Address: 380 Cranbury Rd, East Brunswick, NJ 08816
Email: CYANNAZZO@ebnet.org

INSURANCE REQUIREMENTS:
RENTER shall carry Commercial General Liability Insurance with a minimum of $2,000,000 combined single limit naming Rutgers as an additional insured on the policy and shall provide Rutgers with a certificate of said insurance. Such insurance shall be primary over other collectible insurance that may apply and shall include coverage for the following indemnification.
Agree to hold harmless and indemnify Rutgers against any and all claims, demands or suits by any persons and against related damages, liabilities, costs and expenses (including attorney's fees) which may arise out of the performance under this contract or the use of the site hereunder.

TERMS AND CONDITIONS:

1. **COI/ADDITIONAL INSURED DOCUMENTS. RENTER** shall deliver the executed Agreement to Rutgers and the Certificate of Insurance and document naming Rutgers as Additional Insured no later than __**upon signing**___.
    a. Certificate Holder listed as: Rutgers, the State University of NJ, 33 Knightsbridge Road, Suite F110, Piscataway, NJ 08854
2. **Cancellation Policy:** All event cancellations must be made in writing. Email is acceptable.
3. **RENTER** shall also be responsible for reimbursement to Rutgers for any and all loss or damage of equipment or other Rutgers property used by **RENTER** agents employees, patrons, guests, or any person admitted to said premises by **RENTER**.
   The University accepts no responsibility whatsoever for any property brought to the facilities or the campus by **RENTER** or participants and the University hereby expressly is relieved and discharged from any and all liability for any loss, damage, or destruction of such property.
4. **SIGNAGE/SPONSORSHIP.** Due to Rutgers policies and existing contractual arrangements, Rutgers University shall have final approval as to advertising context to be displayed.
5. **SCHEDULING.** Schedule subject to change based on Rutgers Intercollegiate schedule and/or University sponsored events. If Rutgers Division of Intercollegiate Athletics determines that the **FACILITY** is unusable due to severe inclement weather (i.e. thunderstorm, hurricane or snowstorm), Rutgers Division of Intercollegiate Athletics and **RENTER** will reschedule event at a mutually agreed upon date.
6. **WEATHER POLICY.** Rutgers University Athletic Facilities staff are equipped with WeatherSentry. If there is weather in the area, proper evacuation policies and procedures will be implemented. **RENTER** agrees to follow said policies and procedures and adhere to them as directed by the on-site administrator from Rutgers University.
7. **BANNED ITEMS.** Personally owned Unmanned Aerial Vehicles and self-balancing scooters are banned on campus, both indoor & outdoor.
8. **PROTECTION OF MINORS.** Rutgers University has adopted a Protection of Minors Policy to promote the well-being and safety of minors who participate in activities on-campus. The policy includes requirements relating to reporting suspected abuse or neglect of minors, registering programs, completing relevant online training, and undergoing background checks. Non-University organizations that wish to operate

programs or activities involving minors at Rutgers must ensure their programs are run consistent with the guidelines of the University's Protection of Minors Policy and the Guide to Working with Minors. **Visit protectminors.rutgers.edu** for more information.

9. **CATERING.** Any catering must be approved by Rutgers Athletics. We are contractually obligated to use our in-house caterer for all events in Athletics Facilities.

MISCELLANEOUS:

1. **NCAA COMPLIANCE**. Rutgers University is a member school of the National Collegiate Athletic Association (NCAA). This Agreement is with **RENTER** and Rutgers University. Due to NCAA regulations, the aforementioned program shall be conducted as a stand-alone and independent event and may not be a segment or session of a tryout camp, clinic, group workout or combine that involves agility, flexibility, speed or strength testing of prospective student-athletes held at any location or the same day as the event or at any other time.
   Institutions are not allowed to host combines or tryout camps, it would not be permissible for an individual or entity to use an institution's campus to conduct a private, noninstitutional camp if the purpose is to evaluate or assess prospects' athletics ability on behalf of scouting or recruiting services. The term "prospective student-athlete" refers to any individual who has started classes in the ninth grade (except for boys basketball, then it is the seventh grade) and who is not enrolled as a full-time, degree seeking student at Rutgers University, New Brunswick, at the time of the event. These conditions will be strictly enforced and any violation of these conditions will null and void this Agreement and lead to the immediate cancellation of this event on the campus of Rutgers University.
2. This Agreement may be amended or modified only by a written agreement signed by both parties.
3. Each RENTER represents that is has the authority to enter into this Agreement. This Agreement may be executed in counterparts, each of which for all purposes shall be deemed an original and all of which constitute, collectively one agreement. Facsimile or electronically transmitted signatures shall be deemed effective as originals.
4. The waiver of a breach of any of the terms of this Agreement shall not be deemed a waiver of any subsequent breach of the same or similar nature and shall not in any way affect the terms hereof. No waiver shall be valid or binding unless in writing and signed by the parties.
5. This Agreement is made under and shall be construed and enforced in accordance with the laws of the State of New Jersey without regard to its conflicts of the law's provisions. All claims, suits, cases, controversies, causes of action or orders to show cause in connection with arising from, related to, or to construe or enforce the terms of this Agreement shall be brought and exclusively venued in the New Jersey Superior Court, Middlesex County, New Jersey. All parties hereby consent to personal jurisdiction in the State of New Jersey and to be subject to suit in the foregoing venue.
6. This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and the transactions contemplated hereby, and supersedes all prior discussions, negotiations, and any preliminary, oral, or written agreements, including all prior agreements with respect to the subject matter hereof.

APPROVED BY:

RUTGERS, THE STATE UNIVERSITY OF NJ:

_____

Matthew Colagiovanni
Title: Deputy Athletic Director, Chief of Staff
Date:

ACCEPTED AND AGREED TO:

RENTER:

_____

Name:
Title:
Date:

Autumn Misuraco
Assistant Athletic Director, Events & Programming
201 Fitch Road - Piscataway, NJ 08854 – 8053
Email autmis@scarletknights.com

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 9.

Date Prepared: 8/7/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Jane Rusinak, CPA, Senior Manager of Accounting

SUBJECT: Grant - Every Student Succeeds Act (ESSA)

Summary:

The consolidated application for funding encompasses Title I (Improving Basic Programs Operated by Local Education Agencies), Title IIA (Teacher and Principal Training and Recruiting Fund), Title III (Language Instruction for English Learners), Title III Immigrant (Language Instruction for Immigrant Students) and Title IV (Student Support and Academic Enrichment Program).

Funding for each program is based on a per pupil allocation for public schools. The District has the responsibility for developing and administering the grant for nonpublic schools within East Brunswick, as well as the District. The grant provides funding for supplemental programs for East Brunswick basic skills and ESL students in eligible schools and professional development and training materials for language arts, mathematics, and science.

The total ESSA Consolidated Grant Program Funding is $1,097,308.00. The District must provide assurances with respect to this funding as noted in the attached along with the detailed amount of funding awarded to each grant program.

Recommendation:

Recommendation: That the consolidated formula sub-grant under the Every Student Succeeds Act (ESSA) is approved for submission in the total amount of $1,097,308.00 for the period July 1, 2026 through September 30, 2027 as attached; and

That the statement of assurances are acknowledged as attached; and

That upon receipt of the approved grant application the Board accepts funding under the Every Student Succeeds Act (ESSA) in the amount of $1,097,308.00 for the period July 1, 2026 through September 30, 2027.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
FY2027 Statement of Assurances	8/14/2026	Backup Material
FY2027 Budget Summary	8/14/2026	Backup Material

☑ **By checking this box and saving the page, the applicant hereby certifies that he/she has read, understood and will comply with the assurances listed below.**

The Elementary and Secondary Education Act (ESEA)

The New Jersey Department of Education (NJDOE) is hereby assured that the applicant LEA will satisfy the following:

GENERAL ASSURANCES

1. Shall comply, for all contracts in excess of $100,000, with the Byrd Anti-Lobbying amendment, incorporated in Title 31 U.S.C. 1352. This certification extends to all lower tier subcontractors, its principals and subcontractors, for all contracts in excess of $25,000.
2. Shall certify that the applicant, as well as its principals (Board of Education, Superintendent, Business Administrator, or others in equivalent positions) and subcontractors, is not presently debarred, proposed for debarment, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction from receiving Federal funds in accordance with Executive Orders 12549 and 12689 and 34 CFR Part 85.
3. Shall comply with Section 6002 of the Resource Conservation and Recovery Act (RCRA), P.L. 94-580, codified at 42 U.S.C. 6962 if the applicant is an entity of State and/or local government, and that preference will be given to the purchase of recycled material identified in U.S. EPA guidelines (40 CFR Part 247-254).
4. Pursuant to Title VIII §8532, the LEA shall comply with the New Jersey Department of Education's (NJDOE) policy, which requires that a student attending a persistently dangerous school, as determined by the NJDOE, or who becomes a victim of a violent criminal offense while in or on the school grounds that the student attends, be offered the option to attend a safe school within the LEA, including a public charter school.
5. Shall ensure that control of funds and title of property acquired with those funds will be in a public agency and a public agency will administer both funds and property.
6. Shall submit data and reports in accordance with all grant program rules, requirements, and timelines, as well established procedures, and any addenda necessary, to enable the NJDOE to meet its responsibilities under the program and shall maintain such records, provide such information, and afford access to the records as the NJDOE may find necessary to carry out its duties. Shall cooperate in carrying out any evaluation conducted by State or Federal agencies.
7. Shall ensure that lease-purchase agreements will be consistent with N.J.A.C. 6A:26-10, Lease Purchase and Lease Agreements.
8. Shall conduct timely and meaningful consultation with nonpublic school officials prior to any decision that affects the opportunities of eligible nonpublic school children, teachers, and other educational personnel to participate in programs, services, and activities funded under the Elementary and Secondary Education Act (ESEA). Such consultation occurs prior to the application submission, and shall continue throughout the implementation and assessment of programs, services, and activities under §§1117 and 8501 and 34 CFR 200.63 of the Title I regulations.
9. Shall acknowledge that the LEA has accepted and is responsible for complying with all programmatic requirements as set forth in the ESEA, and that these programmatic requirements shall be applied to any application that needs to be revised due to data omissions or system malfunctions that may occur during the application process.
10. Shall comply with the Maintenance of Effort requirement of maintaining a combined fiscal effort per student, or aggregate expenditures, of State and local funds with respect to the provision of the free public education in the LEA for the preceding fiscal year that is not less than 90 percent of the combined fiscal effort per student, or the aggregate expenditures, for the second preceding fiscal year.
11. Shall use grant funds to increase the level of services provided through State, local, and other non-Federal funds that would, in the absence of these funds, be made available for programs and activities authorized under ESEA, and in no case supplant such State, local, and other non-Federal funds for programs or services of the same type.
12. Shall use grant funds to increase the level of services provided through State, local, and other non-Federal funds that would, in the absence of these funds, be made available for programs and activities authorized under ESEA, and in no case supplant such State, local, and other non-Federal funds.
13. Shall acknowledge that later disallowances and adjustments may be made by the Federal or State agency in accordance with the provision of the OMB Uniform Guidance (2 CFR Part 200) and that the closeout of a grant does not effect:

a. The Federal or State agency's right to disallow costs and recover funds on the basis of a later audit or other review;
b. The grantee's obligation to return any funds due as a result of later refunds, corrections, or other transactions;
c. The grantee's recovery of funds from the district's allocation of State funds; and
d. Records retention as required in 2 CFR §200.33; Property management requirements in 2 CFR §§200.310-200.316; and Audit requirements in 2 CFR Part 200-Subpart F.

TITLE I, PART A: OVERARCHING

1. Shall participate, if selected, in the National Assessment of Educational Progress in 4th and 8th grade reading and mathematics carried out under Section 303(b)(3) of the National Assessment of Educational Progress Authorization Act. [20 U.S.C. 9622(b)(3)] [§1112(c)(3)]
2. Shall inform eligible schools and parents of children attending schools operating schoolwide programs of the authority and the ability of such schools to implement the program using Federal and other resources.
3. Shall provide technical assistance and support to schoolwide programs.
4. Shall ensure that Title I funded schools receive the same amount of State and local funds in the aggregate they would have received in the absence of Title I funding, including funds needed to provide services that are required by law for children with disabilities and Multilingual learners (MLs). [§1118(b)]
5. Shall work in consultation with schools to develop Annual School Plans (ASPs) pursuant to ESEA §1114 and assist schools in the implementation of such plans, or undertake activities pursuant to ESEA §1115.
6. Shall ensure in the case of the LEA that chooses to use Title I, Part A funds to provide early childhood development services to low-performing children below the age of compulsory school attendance, such services comply with the performance standards established under §641A(a) of the Head Start Act.
7. Shall ensure any "skipped" eligible school meets comparability standards and receives supplemental funds from other Federal, State, or local sources that equal or exceed the amount that would be provided by Title I. [§1113(b)(D)(i-iii)]
8. Shall ensure funds are reserved to serve eligible homeless students in participating attendance areas. [§1113(c)(3)(A)(i) and (C)]
9. Shall allocate Title I funds to public school attendance areas, identified as eligible and selected to participate, in rank order on the basis of the total number of children from low-income families residing in each area. [§1113(a); 34 CFR §200.78]
10. Shall use one (or a combination) of different sources of poverty data, to include, but not limited to: Census, Free and/or Reduced Lunch applications; Temporary Assistance for Needy Families (TANF); Medicaid assistance; Supplemental Nutrition Assistance Program (SNAP); National School Lunch Program (NSLP); etc. in identifying and ranking eligible public school attendance areas.
11. Shall ensure that services are provided to eligible neglected students. [§1113(c)(3)(A)(ii)]
12. Shall coordinate and collaborate, to the extent feasible and necessary as determined by the LEA, with the State Educational Agency (SEA) and other agencies providing services to children, youth, and families, a school's request for assistance from the LEA in addressing major factors that have significantly affected student achievement at the school.
13. Shall use the results of the student academic assessments required under §1111(b)(2), and other measures or indicators available to the agency, to review annually the progress of each school served by the agency and receiving funds under this part to determine whether all schools are making the progress necessary to ensure that all students meet the challenging State academic standards on the State academic assessments described in §1111(b)(2).
14. Shall assist each Title I, Part A school in developing or identifying examples of evidence-based interventions and strategies consistent with §8101(21)(i-ii).
15. Shall ensure that all professional development and in-school support services, including teacher mentoring, supported by grant funds shall be provided based on needs identified through a comprehensive needs assessment process.
16. Shall comply with the requirements of 34 CFR §200.58 regarding the qualifications for paraprofessionals and professional development.
17. Shall assert that all newly hired paraprofessionals have met the regulatory requirements prior to employment.
18. Shall assert that all veteran Title I paraprofessionals met the regulatory criteria for qualifications by the end of the 2005-2006 school year. [34 CFR §200.58]
19. Shall ensure, all teachers and paraprofessionals working in programs supported with Title I funds meet State certification and licensure requirements, including any requirements for certification obtained through alternative routes to certification. [§1112(c)(6)]
20. Shall inform eligible schools of the LEA's authority to obtain waivers on the school's behalf under Title VIII §8401.
21. Shall ensure migratory children and former migratory children who are eligible for Title I services receive such services on the same basis as other participating

students. [§1112(c)(1)]
22. Shall develop and implement policies and procedures to ensure the educational stability of children in foster care. [§1112(c)(5)]
23. Shall ensure that all policies, procedures, programs, and the administration of programs in the LEA are consistent with the Elementary and Secondary Education Act (ESEA), Education Department General Administrative Regulations (EDGAR), 2 CFR Part 200 and other applicable statutes, regulations, program plans, and applications.

Assurances were agreed to on:

Monday, July 20, 2026

Assurances Page 2

☑ **By checking this box and saving the page, the applicant hereby certifies that he/she has read, understood and will comply with the assurances listed below.**

TITLE I, PART A: DISTRICTS WITH SCHOOLS DESIGNATED AS COMPREHENSIVE II (CII), COMPREHENSIVE SUPPORT AND IMPROVEMENT (CSI), TARGETED SUPPORT AND IMPROVEMENT (TSI) OR ADDITIONAL TARGETED SUPPORT AND IMPROVEMENT (ATSI):

1. Shall ensure that the School Improvement Award is only used to fund practices that meet the Tier I, (Strong) II (Moderate); or III (Promising) evidence-based requirement as defined in ESEA§8101(21)(B). The Annual School Plan (ASP) proposed uses of funds meet the statutory and regulatory requirements as stipulated under the Every Student Succeeds Act (ESSA) and 2 CFR Part 200.
2. Shall ensure that CII, CSI, TSI and ATSI schools will collaborate with the Office of Comprehensive Support (OCS) to develop and implement an individualized ASP that delineates the evidence-based interventions for which the school and district will be held accountable and meets the statutory requirements for Title I schoolwide plans if schools are approved to operate a Title I schoolwide program.
3. Shall ensure that each CII, CSI, TSI or ATSI school has sufficient operational flexibility in areas of budgeting, staffing, and calendars/time to implement the approved ASP with fidelity.
4. Shall ensure that each CII, CSI, TSI or ATSI school's ASP identifies and monitors the evidence-based interventions and strategies that align with the district's Board-approved strategic plan.
5. Shall ensure that all CSI/CII schools, and ATSI/TSI schools in districts with at least one CSI/CII school, deliver an English Language Arts and Mathematics curriculum and a formative assessment system aligned to the New Jersey Student Learning Standards at all grade levels for all student populations and subgroups.
6. Shall ensure that all CSI/CII schools, and ATSI/TSI schools in districts with at least one CSI/CII school, have a system for reading and math interventions for students who do not yet demonstrate grade-level proficiency, as well as make scheduling accommodations to ensure fidelity of implementation.
7. Shall ensure that Title I, 1003 (School Improvement Award) funds are utilized in addition to, not replacement of Title I, Part A funding.
8. Shall ensure that Title I funds are not disbursed prior to each CII, CSI, ATSI or TSI school's Annual School Plan (ASP) being approved by the assigned Office of Comprehensive Support, if applicable. Note: Applies to districts with CII, CSI or at least 3 ATSI/TSI schools.

TITLE I, PART A: PARENT AND FAMILY ENGAGEMENT

1. Shall jointly develop, evaluate, agree, and distribute to parents and family members of participating children a written parent and family engagement policy in accordance with §1116(a)(2). The policy is made available to the local community and updated periodically, at least yearly.
2. Shall ensure that parents and families are involved in the decision-making process to plan and implement an effective parent and family engagement program and activities to improve student academic achievement and school performance.
3. Shall ensure the LEA and schools meet annually with parents and family members of participating Title I students to identify barriers to participation by parents and family members (especially parents and family members who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background) and design strategies for more effective parental involvement.
4. Shall jointly develop with, and distribute to, parents and family members of participating children a school-parent compact in accordance with §1116(d)(1)(2).
5. Shall coordinate parental involvement strategies with other programs.
6. Shall notify parents/families of participating children about the Title I programs, the school's curriculum, assessment measures, and performance levels.
7. Shall ensure the LEA and schools meet periodically with parents and family members of participating students at convenient times and places, including morning or evening, to discuss topics relating to their child's education.
8. Shall ensure that the results from the academic assessments required under §1111(b)(2) will be provided to parents, family members, and teachers as soon as is practicably possible after the test is taken, in an understandable and uniform format and, to the extent practicable, provided in a language that the parents and family members can understand.
9. Shall notify parents and family members of each student that certain information may be requested and provided by the LEA in a timely manner in accordance

with §1112(e)(A)and (B), Parents' Right-to-Know.
10. Shall inform parents and family members of an Multilinigual learner participating in a language instruction educational program of their child's participation within 30 days after the beginning of the school year, or within 30 days of the child's identification for participation. [§1112(e)(3)(A) and (B)]
11. Shall ensure that at least one percent of the LEA's Title I allocation (if allocation is more than $500,000) is reserved for parent engagement activities and family. [§1116(a)(3))A)]
12. Shall allocate at least 90% of the 1% Parent and Family Engagement Reserve to Title I funded schools, with priority given to high-need schools, for parent and family engagement activities. [§1116(a)(3)(C)]
13. Shall communicate with parents, family members, and the public in an understandable and uniform format and to the extent practicable, in a language parents and family members can understand, with special attention given to parents and family members of migratory students and Multilingual learners. If this is not practicable for written communications, the information shall be provided in oral translations for parents and family members with limited Multilinigual proficiency.

TITLE I, PART A: EQUITABLE SERVICES TO RESIDENT NONPUBLIC STUDENTS

1. Shall provide services to eligible children attending nonpublic elementary schools and secondary schools in accordance with §1117, and conduct timely and meaningful consultation with nonpublic school officials regarding such services.
2. Shall consult and meet with appropriate nonpublic school officials before the LEA makes any decision that affects the opportunity for eligible nonpublic school children, their teachers, and their families to participate in Title I programs.
3. Shall meet with appropriate nonpublic school officials throughout the implementation and assessment of Title I services. The consultation will include early discussions to prepare for the next school year so that there is a timely start of the Title I program at the beginning of each school year, and throughout its implementation and assessment of services.
4. Shall maintain and provide to the NJDOE a written affirmation, signed by officials or appropriate representatives of each nonpublic school with participating children, to attest that the required consultation has occurred.
5. Shall provide, upon request, a copy of its Title I application to nonpublic school officials.
6. Shall identify complete, accurate counts of all nonpublic school students for all school attendance areas.
7. Shall establish, in consultation with nonpublic school officials, multiple, educationally related, objective criteria to determine which nonpublic school children are eligible for Title I services, and, within the eligible group, which children shall be served.
8. Shall design, after consultation with appropriate nonpublic school officials, a Title I program that meets the needs of nonpublic school participants. The LEA will accept responsibility for planning, designing, and implementing the Title I program and will not delegate these responsibilities to the nonpublic schools or their officials.
9. Shall provide, or contract through a third-party provider, a Title I program to nonpublic school children that uses evidence-based methods and instructional strategies for improving academic achievement. Based on the needs of the nonpublic school children to be served, the LEA, or a third-party contractor, shall provide an instructional program that supplements the instruction the nonpublic school children are receiving in their regular classrooms.
10. Shall address, at a minimum, the following items during the consultation:
   a. How the needs of eligible nonpublic school children will be identified;
   b. What services the LEA will offer to eligible nonpublic school children;
   c. How and when the LEA will make decisions about the delivery of services, which includes a thorough consideration and analysis of the views of the nonpublic school officials on the provision of services through a contract with a potential third party provider;
   d. How, where, when (including the approximate time of day), and by whom services will be provided to eligible nonpublic school children;
   e. How the services to nonpublic school children will be academically assessed and how the results of that assessment will be used to improve Title I services;
   f. The size and scope of the equitable services to be provided to eligible nonpublic school children, the proportion of Title I funds that are allocated under subsection (a)(4)(A) for these services, and how the proportion is determined;
   g. The method, or the sources of data that are used to determine the number of nonpublic school children from low-income families residing in participating public school attendance areas, including whether the LEA will extrapolate data if a survey is used; [34 CFR 200.78]
   h. How and when the LEA will make decisions about the delivery of services to participating nonpublic school children and their teachers and families, including a

thorough consideration and analysis of the views of the nonpublic school officials;

i. How the LEA, if it disagrees with the views of the nonpublic school officials on the provision of services through a contract, will provide a written justification to such nonpublic school officials of the reasons why the LEA has chosen not to use a third party contractor;

j. Whether to provide equitable services to eligible nonpublic school children by pooling funds or on a school-by-school basis; and

k. Whether to consolidate and use funds available for Title I equitable services in coordination with eligible funds available for equitable services under programs covered under §8501(b) to provide services to eligible nonpublic school children in participating programs.

11. Shall commence Title I services for nonpublic school participants at the same time as the Title I program begins for public school participants.
12. Shall require that paraprofessionals, who provide Title I services to nonpublic school participants and are employees of the LEA, meet the criteria as defined in 34 CFR 200.58 of the regulations.
13. Shall provide equitable services to parents and family members of nonpublic school participants from the proportionate share of funds generated for equitable services. The LEA will consult with nonpublic school officials to plan and implement activities to address the needs of the parents and family members of nonpublic school participants.
14. Shall provide equitable services to teachers of nonpublic school participants from the proportionate share of funds generated for equitable services. The LEA shall consult with nonpublic school officials and teachers to plan and implement activities for the teachers of nonpublic school participants.
15. Shall assess annually the effectiveness of the Title I services toward enabling nonpublic school participants to meet the standards agreed upon by the LEA and nonpublic school officials. Annually, the LEA and nonpublic school officials shall consult on what constitutes annual progress towards meeting the Title I program goals.
16. Shall obligate funds allocated for equitable services to eligible nonpublic school children, teachers, and other educational personnel, and families in the fiscal year for which the LEA received the funds.

TITLE I PART D SUBPART 2 LEA'S NJGMS ASSURANCES

1. Shall ensure where feasible, that the facility coordinates educational programs with the students' home school districts, particularly with respect to students with Individual Educational Plans.
2. Shall ensure that if the child or youth is identified as in need of special education services while in the correctional facility, the facility notifies the local school of the child or youth of such need.
3. Shall, where feasible, ensure that the facility provide transition assistance to help the child or youth stay in school and obtain a regular high school diploma, including coordination of services for the family, counseling, assistance in accessing drug and alcohol abuse prevention programs, tutoring, and family counseling.
4. Shall ensure that the facility provide support programs to encourage children and youth who have dropped out of school to renter school and attain a regular high school diploma once their term at the correctional facility has been completed, or provide such children and youth with the skills necessary to gain employment or seek a regular high school diploma or its recognized equivalent.
5. Shall work to ensure that the correctional facility is staffed with teachers and other qualified staff who are trained to work with children and youth with disabilities taking into consideration the unique needs of such children and youth.
6. Shall ensure that educational programs in the correctional facility are related to assisting students to meet the challenging, State academic standards.
7. Shall to the extent possible, ensure that the correctional facility uses technology to assist in coordinating educational programs between the correctional facility and the community school.
8. Shall where feasible, ensure that the correctional facility involves parents in efforts to improve the educational achievement of their children and prevent the further involvement of such children in delinquent activities.
9. Shall to the extent possible, ensure that the correctional facility coordinates funds received under this subpart with other local, State, and Federal funds available to provide services to participating children and youth, such as funds made available under Title I of the Workforce Innovation and Opportunity Act, and career and technical education funds.
10. Shall ensure that the correctional facility coordinates programs operated under Title I, Part D Subpart 2 with activities funded under the Juvenile Justice and Delinquency Prevention Act of 1974 and other comparable programs, if applicable.
11. Shall if appropriate, work with local businesses to develop training, curriculum-based youth entrepreneurship education, and mentoring programs for children and

youth.
12. Shall ensure that the correctional facility, upon the child's or youth's entry, work with the child's or youth's family members and the local educational agency that most recently provided services to the child or youth (if applicable) to ensure that the relevant and appropriate academic records and plans regarding the continuation of educational services for such child or youth are shared jointly between the correctional facility and local educational agency in order to facilitate the transition of such children and youth between the local educational agency and the correctional facility.
13. Shall consult with the correctional facility for a period jointly determined necessary by the LEA upon discharge from that facility, to coordinate educational services so as to minimize disruption to the child's or youth's achievement.

Assurances were agreed to on:

Monday, July 20, 2026

Assurances Pg 3 - Title II, Part A; Title III, Part A; Title III Immigrant; Title IV, Part A

☑ **By checking this box and saving the page, the applicant hereby certifies that he/she has read, understood and will comply with the assurances listed below.**

TITLE II, PART A

1. The programs and activities shall address the learning needs of all students, including children with disabilities, Multilingual learners, and gifted and talented students. [§2103(b)]
2. The local educational agency (LEA) will comply with section 8501 (regarding participation by nonpublic school children and teachers). [§2102(b)(E)]
3. The LEA will coordinate professional development activities authorized under this part with professional development activities provided through other Federal, State, and local programs. [§2102(b)(F)]
4. The LEA will comply with the Maintenance of Effort requirements in Sec. 8521. An LEA has maintained effort when either the combined fiscal effort per student or the aggregate expenditures of the agency and the State with respect to the provision of free public education by the agency for the preceding fiscal year was not less than 90 percent of the combined fiscal effort or aggregate expenditures for the second preceding fiscal year, subject to the requirements of subsection (b). [§8521]
5. The LEA will "(A) meaningfully consult with teachers, principals, other school leaders, paraprofessionals (including organizations representing such individuals), specialized instructional support personnel, charter school leaders (in a local educational agency that has charter schools), parents, community partners, and other organizations or partners with relevant and demonstrated expertise in programs and activities designed to meet the purpose of this title; "(B) seek advice from the individuals and organizations described in subparagraph (A) regarding how best to improve the local educational agency's activities to meet the purpose of this title; and "(C) coordinate the local educational agency's activities under this part with other related strategies, programs, and activities being conducted in the community. And consultation shall not interfere with the timely submission of the application. [§2102(b)(3)]
6. The LEA will ensure that teachers who are hired for the purpose of class size reduction have been determined to be effective by the LEA prior to being paid with Title II, Part A funds. [§2103(b)(3)(D)]
7. The LEA shall evaluate programs and activities that are paid for with Title II, Part A funds. [§2103(a)]
8. SUPPLEMENT, NOT SUPPLANT. Funds made available under this title shall be used to supplement and not supplant, non-Federal funds that would otherwise be used for activities authorized under this title. [§2301]

TITLE III, PART A

1. Shall use Title III, Part A funds only for the following purposes: 1. to increase the English language proficiency of Multilingual learners (ML) students; 2. to provide professional development to classroom teachers of ML students, and 3. provide and implement other effective activities and strategies that enhance or supplement language instruction educational programs for MLs, which must include parent, family, and community engagement activities, and may include strategies that serve to coordinate and align related programs. [§ 3115(c)(1-3)]
2. Shall consult with teachers, researchers, school administrators and parents and, if appropriate, with education-related community groups and non-profit organizations, and institutions of higher education, in developing the grant application.
3. Shall ensure all teachers in any language instruction educational program for Multilingual learner children that is, or will be, funded under Title III is fluent in English and any other language used for instruction, including having written and oral communications skills.
4. Shall annually assess the English language proficiency of all Multilingual learner students participating in programs funded under this part by administering the ACCESS for ELLS™ 2.0 test [§1111(b)(2)(G)
5. Shall ensure that the programs will enable children to speak, read, write, and comprehend the English language and meet challenging New Jersey Student Learning Standards. [§1111(b)(1)(F)]
6. Shall notify parents of ML students if the district does not meet the Title I requirements that States and LEAs annually report on MLs' progress in achieving English language proficiency, attainment of English language proficiency, academic achievement, and high school graduation rates. [§1112(e)]

7. Shall comply with participation of nonpublic school children and teachers and test the ML students in the nonpublic schools within the LEA's jurisdiction that receive Title III funds. [§8501(a)]
8. Shall not be in violation of any State law, including State constitutional law, regarding the education of Multilingual learner student, consistent with Section 3125 (Legal Authority Under State Law) and Section 3126 (Civil Rights).
9. Shall use Title III funds to supplement the level of Federal, State, and local public funds that would have been expended for programs for Multilingual learner and immigrant children and youth, and in no case supplant such Federal, State, and local public funds. [3115(g)]

TITLE III, IMMIGRANT

1. Shall use the funds to pay for activities that provide enhanced instructional opportunities for immigrant children and youth. [§3115(e)]
2. Shall identify eligible immigrant children and youth in accordance with §3201 as individuals who: • Are aged 3 through 21; • Were not born in any State; and • Have not been attending more than three full academic years.
3. Shall comply with §§ 8501-8504 (regarding participation by nonpublic school children and teachers).

TITLE IV, PART A

1. Shall obtain prior written, informed consent from the parent of each child who is under 18 years of age to participate in any mental-health assessment or service that is funded under this title and conducted in connection with an elementary school or secondary school under this title. [§4001(a)]
2. Shall not use funds under this title for medical services or drug treatment or rehabilitation, except for integrated student supports, specialized instructional support services, or referral to treatment for impacted students, which may include students who are victims of, or witnesses to, crime or who illegally use drugs. [§4001(b)]
3. Shall assure that no child shall be required to obtain a prescription for a controlled substance, as defined in section 102 of the Controlled Substances Act (21 U.S.C. 802) as a condition of— (1) receiving an evaluation or other service described under this title; or (2) attending a school receiving assistance under this title. [§4001(c)]
4. Shall develop its application through consultation with parents, teachers, principals, other school leaders, specialized instructional support personnel, students, community based organizations, local government representatives (which may include a local law enforcement agency, local juvenile court, local child welfare agency, or local public housing agency), Indian tribes or tribal organizations that may be located in the region served by the LEA (where applicable), charter school teachers, principals, and other school leaders (if such agency or consortium of such agencies supports charter schools), and others with relevant and demonstrated expertise in programs and activities designed to meet the purpose of this subpart. [§4106(c)(1)]
5. Shall engage in continued consultation with the entities in order to improve the local activities in order to meet the purpose of this subpart and to coordinate such implementation with other related strategies, programs, and activities being conducted in the community. [§4106(c)(2)]
6. Shall conduct a comprehensive needs assessment of the LEA or consortium of such agencies receiving $30,000 or more proposed to be served under this subpart once every 3 years. [§4106(d)]
7. Shall prioritize the distribution of funds to schools served by the LEA, or consortium of such agencies, that— (i) are among the schools with the greatest needs, as determined by such local educational agency, or consortium; (ii) have the highest percentages or numbers of children counted under section 1124(c); (iii) are identified for comprehensive support and improvement under section 1111(c)(4)(D)(i); (iv) are implementing targeted support and improvement plans as described in section 1111(d)(2); or (v) are identified as a persistently dangerous public elementary school or secondary school under section 8532. [§4106(e)(2)(A)]
8. Shall comply with section 8501 (regarding equitable participation by nonpublic school children and teachers). [§4106(e)(2)(B)]
9. Shall support all the activities if the District or consortium receives $30,000 or more. Districts or a consortium of such agencies that receive $30,000 or more will support all three activities and use not less than 20 percent of funds received under this subpart to support one or more of the activities authorized under section 4107 ACTIVITIES TO SUPPORT WELL-ROUNDED EDUCATIONAL OPPORTUNITIES; use not less than 20 percent of funds received under this subpart to support one or more activities authorized under section 4108 ACTIVITIES TO SUPPORT SAFE AND HEALTHY STUDENTS; use a portion of funds received under this subpart to support one or more activities authorized under section 4109(a) ACTIVITIES TO SUPPORT THE EFFECTIVE USE OF TECHNOLOGY, including an assurance that the local educational agency, or consortium of local educational agencies shall not use more than 15 percent of funds for purchasing technology infrastructure as described in subsection §4109(a)(2)(B) –(devices, equipment, and software applications in order to address readiness shortfalls), and shall include technology infrastructure purchased for the activities under subsection §4109(a)(4)(A) –(planning activities, which may include development of new instructional models (including blended learning technology

software and platforms), the purchase of digital instructional resources, initial professional development activities, and one-time information technology purchases, except that such expenditures may not include expenditures related to significant construction or renovation of facilities). [§4106(e)(2)(C-E) §4109(a)(4)(A)]
10. Shall ensure that districts or a consortium of such agencies that receive less than $30,000 will use a portion of funds received under this subpart to support one or more activities authorized under section 4107 ACTIVITIES TO SUPPORT WELL-ROUNDED EDUCATIONAL OPPORTUNITIES and/or section 4108 ACTIVITIES TO SUPPORT SAFE AND HEALTHY STUDENTS and/or section 4109(a) ACTIVITIES TO SUPPORT THE EFFECTIVE USE OF TECHNOLOGY, including an assurance that the local educational agency, or consortium of local educational agencies, will comply with section [4109(b) and 4106(f)]
11. Shall not use more than 15 percent of funds under ACTIVITIES TO SUPPORT THE EFFECTIVE USE OF TECHNOLOGY for purchasing technology infrastructure as described in subsection §4109(a)(2)(B) –(devices, equipment, and software applications in order to address readiness shortfalls), and shall include technology infrastructure purchased for the activities under subsection §4109(a)(4)(A) – (planning activities, which may include development of new instructional models (including blended learning technology software and platforms), the purchase of digital instructional resources, initial professional development activities, and one-time information technology purchases, except that such expenditures may not include expenditures related to significant construction or renovation of facilities) regardless of the amount of the allocation. §4106(f) and Special Rule 4109(b)
12. Shall SUPPLEMENT, NOT SUPPLANT non-Federal funds that would otherwise be used for activities authorized under this subpart. §4110
13. Shall abide to the RULE OF CONSTRUCTION. Nothing in this subpart may be construed to— (1) authorize activities or programming that encourages teenage sexual activity; or (2) prohibit effective activities or programming that meet the requirements of §8526 Prohibited Uses of Funds. [§4111]
14. Shall have an Internet Safety Policy in place as described in Section 4121. No funds made available under this part to a local educational agency for an elementary school or secondary school that does not receive services at discount rates under section 254(h)(5) of the Communications Act of 1934 (47 U.S.C. 254(h)(5)) (A.K.A. E-rate) may be used to purchase computers used to access the Internet, or to pay for direct costs associated with accessing the Internet, for such school unless the school, school board, local educational agency, or other authority with responsibility for administration of such school both— has in place a policy of Internet safety for minors that includes the operation of a technology protection measure and is enforcing the operation of such technology protection measure during any use of such computers. [§4121]
15. Shall annually evaluate and report to the State how funds are being used for this program. [§4106(e)(2)(F)]

Assurances were agreed to on:

Monday, July 20, 2026

Budget Summary (Read Only)

100 Instruction

Function/ Object	Title I-A	Title I D LEA	Title I SIA Part A	Title II-A	Title III	Title III Immigrant	Title IV Part A	Title V RLIS
100-100	$503,489	$0	$0	$0	$3,324	$0	$0	$0
100-300	$33,000	$0	$0	$0	$0	$0	$0	$0
100-500	$0	$0	$0	$0	$0	$0	$0	$0
100-600	$47,185	$0	$0	$0	$19,699	$0	$51,958	$0
100-800	$0	$0	$0	$0	$0	$0	$0	$0

200 Support Services

Function/ Object	Title I-A	Title I D LEA	Title I SIA Part A	Title II-A	Title III	Title III Immigrant	Title IV Part A	Title V RLIS
200-100	$7,278	$0	$0	$2,766	$9,048	$0	$484	$0
200-200	$156,338	$0	$0	$233	$1,043	$0	$41	$0
200-300	$0	$0	$0	$103,647	$18,000	$21,600	$0	$0
200-400	$0	$0	$0	$0	$0	$0	$0	$0
200-500	$2,000	$0	$0	$31,720	$16,350	$14,622	$0	$0
200-600	$700	$0	$0	$2,734	$0	$0	$0	$0
200-800	$0	$0	$0	$0	$0	$0	$0	$0
200-860	$0	$0	$0	$0	$0	$0	$0	$0

400 Fac Acq. and Construction Ser.

Function/ Object	Title I-A	Title I D LEA	Title I SIA Part A	Title II-A	Title III	Title III Immigrant	Title IV Part A	Title V RLIS
400-720	$0	$0	$0	$0	$0	$0	$0	$0

400-731	$0	$0	$0	$0	$0	$0	$0	$0
400-732	$0	$0	$0	$0	$0	$0	$0	$0

520 Schoolwide

Function/ Object	Title I-A	Title I D LEA	Title I SIA Part A	Title II-A	Title III	Title III Immigrant	Title IV Part A	Title V RLIS
520-930	$0	$0	$0	$0	$0	$0	$0	$0

PGM ADM Program Administration

Function/ Object	Title I-A	Title I D LEA	Title I SIA Part A	Title II-A	Title III	Title III Immigrant	Title IV Part A	Title V RLIS
Admin-Cost	$39,467	$0	$0	$7,423	$1,366	$732	$1,061	$0

Totals

	Title I-A	Title I D LEA	Title I SIA Part A	Title II-A	Title III	Title III Immigrant	Title IV Part A	Title V RLIS
Total Budgeted	$789,457	$0	$0	$148,523	$68,830	$36,954	$53,544	$0
Total Available	$789,457	$0	$0	$148,523	$68,830	$36,954	$53,544	$0
Amount Remaining	$0	$0	$0	$0	$0	$0	$0	$0

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 10.

Date Prepared: 8/7/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Jane Rusinak, CPA, Senior Manager of Accounting

SUBJECT: Grant - Individuals with Disabilities Education Act (IDEA) Basic and Preschool

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Summary:

Each year the Board has been receiving funds under the Individuals with Disabilities Education Act (IDEA), Part B, Basic (general student population) and Individuals with Disabilities Education with Education Act (IDEA) Preschool (preschool student population) to support programs for special education students.

The $2,170,208.00 application for Individuals with Disabilities Education Act (IDEA), Part B, Basic Funds include $2,042,742.00 in budgeted funds for out-of-district placement tuition and the balance of funds budgeted toward professional and technical services for non-public students and salaries and benefits.

The $74,186.00 application for Individuals with Disabilities Education Act (IDEA) Preschool funds include $30,000.00 in budgeted funds for out-of-district tuition for preschool disabled students with the balance of funds budgeted toward professional and technical services for occupational and physical therapy services and salaries and benefits.

IDEA funds are formula driven, which includes special education enrollment. The total FY2027 grant allocation represents a $37,256.00 increase from FY2026 funding.

Recommendation:

Recommendation: That the submission of an application for funding through the Individuals with Disabilities Education Act (IDEA), Part B, Basic (ages 3-21) funds is approved in the

amount of $2,170,208.00 for the period July 1, 2026 through September 30, 2027 ; and

That the submission of an application for funding through the Individuals with Disabilities Education Act (IDEA), Preschool (ages 3, 4 & 5) funds is approved in the amount of $74,186.00 for the period July 1, 2026 through September 30, 2027 as attached; and

That the statement of assurances is approved as attached; and

That upon receipt of the approved grant application the Board accepts funding under the Individuals with Disabilities Education Act (IDEA), Part B, Basic (ages 3-21), and Preschool (ages 3, 4 & 5) in the amounts of $2,170,208.00 and $74,186.00 respectively for the period July 1, 2026 through September 30, 2027.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
FY2027 IDEA Budget Summary	8/13/2026	Backup Material
FY2027 IDEA Statement of Assurances	8/13/2026	Backup Material

Instruction

Function / Object	Expenditure Category	Public Amount	CEIS Amount	NonPublic Amount	Total Amount
100-100	Personal Services Salaries	0	0	0	0
100-300	Purchased Prof. & Tech. Services	0	0	0	0
100-500	Other Purchased Services	2024742	0	0	2024742
100-600	Supplies and Materials	0	0	0	0
100-800	Other Objects	0	0	0	0
Subtotal Instruction		2024742	0	0	2024742

Support Services

Function / Object	Expenditure Category	Public Amount	CEIS Amount	NonPublic Amount	Total Amount
200-100	Personal Services Salaries	39727	0	0	39727
200-200	Personal Services-Employee Benefits	29414	0	0	29414
200-300	Purchased Prof. Tech Services	0	0	76325	76325
200-400	Purchased Property Services	0	0	0	0
200-500	Other Purchased Services	0	0	0	0
200-600	Supplies and Materials	0	0	0	0
200-800	Other Objects	0	0	0	0
200-860	Indirect Costs	0	0	0	0
Subtotal Support Services		69141	0	76325	145466

FAC ACQ & CONSTRUCTION SERV

Function / Object	Expenditure Category	Public Amount	CEIS Amount	NonPublic Amount	Total Amount
400-720	Buildings	0	0	0	0
400-731	Instructional Equipment	0	0	0	0
400-732	Non Instructional Equipment	0	0	0	0
FAC ACQ & CONSTRUCTION SERV		0	0	0	0

Other

Function / Object	Expenditure Category	Public Amount	CEIS Amount	NonPublic Amount	Total Amount
520-930	Schoolwide Blended	0	0	0	0
Other		0	0	0	0

Totals

	Public Amount	CEIS	Non Public Amount	Total Amount
Total Project Budgeted	2093883	0	76325	2170208
Allocation				2170208
Then Difference between Allocation and total budget				0
Nonpublic Proportional Share				$76,325

Budget (Read Only) Preschool

Instruction

Function / Object	Expenditure Category	Public Amount	CEIS Amount	NonPublic Amount	Total Amount
100-100	Personal Services Salaries	$0	$0	$0	$0
100-300	Purchased Prof. & Tech. Services	$30,000	$0	$0	$30,000
100-500	Other Purchased Services	$0	$0	$0	$0
100-600	Supplies and Materials	$0	$0	$0	$0
100-800	Other Objects	$0	$0	$0	$0
Subtotal Instruction		$30,000	$0	$0	$30,000

Support Services

Function / Object	Expenditure Category	Public Amount	CEIS Amount	NonPublic Amount	Total Amount
200-100	Personal Services Salaries	$1,359	$0	$0	$1,359
200-200	Personal Services-Employee Benefits	$1,006	$0	$0	$1,006
200-300	Purchased Prof. Tech Services	$41,821	$0	$0	$41,821
200-400	Purchased Property Services	$0	$0	$0	$0
200-500	Other Purchased Services	$0	$0	$0	$0
200-600	Supplies and Materials	$0	$0	$0	$0
200-800	Other Objects	$0	$0	$0	$0
200-860	Indirect Costs	$0	$0	$0	$0
Subtotal Support Services		$44,186	$0	$0	$44,186

FAC ACQ & CONSTRUCTION SERV

Function / Object	Expenditure Category	Public Amount	CEIS Amount	NonPublic Amount	Total Amount
400-720	Buildings	$0	$0	$0	$0
400-731	Instructional Equipment	$0	$0	$0	$0
400-732	Non Instructional Equipment	$0	$0	$0	$0
FAC ACQ & CONSTRUCTION SERV		$0	$0	$0	$0

Other

Function / Object	Expenditure Category	Public Amount	CEIS Amount	NonPublic Amount	Total Amount
520-930	Schoolwide Blended	$0	$0	$0	$0
Other		$0	$0	$0	$0

Totals

	Public Amount	CEIS	Non Public Amount	Total Amount
Total Project Budgeted	$74,186	$0	$0	$74,186
Allocation				$74,186
Then Difference between Allocation and total budget				$0
Nonpublic Proportional Share				$0

Assurances

☑ By checking this box and clicking on the 'Assurances' direct link below to review all the provisions detailed in the Assurances, the authorized representative of the applicant hereby certifies that he or she has read, understood, and will satisfy and comply with the following Assurances in their entirety:

The LEA, in providing for the education of children with disabilities within its jurisdiction, must have in effect policies, procedures and programs that are consistent with the State policies and procedures established under 34 CFR §300.101 through §300.163, and §§300.165 through 174. The must provide assurances to the SEA that the LEA meets each of the conditions in §§300 201 through 213.

Shall use all IDEA-B Basic funds to conduct child find activities and to provide special education and related services for 3-21 year-old students with disabilities. Shall use all IDEA-B Preschool funds to conduct child find activities and provide special education and related services for 3, 4 and 5-year-old students with disabilities. The funds shall be used only for the excess cost of providing special education and related services to children with disabilities and to supplement or increase the level of State and local funds expended for special education and related services for children with disabilities. (34 CFR §300.202) In addition, IDEA-B funds may not be used to supplant (replace) funding in other programs that serve students with disabilities.

Except as provided in 34 CFR §§300.204 and 300.205, the funds provided to an LEA under part B of the Act must not be used to reduce the level of expenditures for the education of children with disabilities made by the LEA from local or combination of state/local funds below the level of those expenditures for the preceding fiscal year (34 CFR §300.203) as demonstrated in the grant application.

Shall ensure that children with disabilities who attend public charter schools and their parents retain all rights under this part (34 CFR §300.209(a)).

Public charter schools [who are LEAs] ensure that the requirements of this part are met. [34 CFR §300.209 (c).

Shall ensure that a proportionate share of services is provided to students with disabilities parentally placed in nonpublic schools in accordance with 34 CFR §300.130-144.

Conforms to the requirements of IDEA-B by: A. having developed and implemented policies and procedures consistent with New Jersey Administrative Code for Special Education, N.J.A.C. 6A:14-1.2(b)-1 through 14. Managing of Equality and Equity in Education B. having established a goal of providing a free appropriate public education for all children with educational disabilities ages 3-21. C. establishing and implementing all policies, procedures and programs for children with disabilities and grants management in the LEA in accordance with IDEA and its regulations.

Shall ensure that all personnel necessary to carry out this part are appropriately and adequately prepared subject to the requirements of section 612(a)(14) and section 2122 of the Elementary and Secondary Education Act of 1965.

In accordance with section 606 of the Act, each recipient of assistance under Part B of the act must make positive efforts to employ, and advance in employment, qualified individuals with disabilities in programs assisted under Part B of the Act.

Shall comply with Title 34, Subtitle A, Section 76.650-662 (EDGAR), participation of students enrolled in private schools.

Shall comply with Section 427 of the General Education Provisions Act (GEPA) that requires each applicant for funds to include in its application a description of the steps the applicant proposes to take to ensure equitable access to, and participation in, its Federally assisted program for students, teachers and other program beneficiaries with special needs. Section 427 GEPA and N.J.A. C 6A: 7 Managing for Equality and Equity in Education

The district hereby assures the New Jersey Department of Education that, pursuant to requirements in IDEA of 2004, it will provide accessible instructional materials to blind students or other students with print disabilities in a timely manner, either by participating in the National Instructional Materials Accessibility Center (NIMAC)

Shall give the NJDOE or its authorized representatives access to and the right to examine all records books or documents related to the award.

Shall implement the grant(s) in accordance with the Fiscal Year (FY) Notification of Grant Award and the approved FY IDEA Consolidated application, including assurances, filed with the NJDOE which was used as the basis of awarding the grant.

Shall ensure that children with disabilities in Title I schoolwide program schools have all of the rights they would have if they were in a non-schoolwide school. A Title I schoolwide program combining IDEA-B funds must comply with all other requirements of IDEA to the same extent it would if it did not combine IDEA funds in its schoolwide program.

If carrying out a coordinated services project (Schoolwide) under Title XI of the Elementary and Secondary Education Act of 1965 and a coordinated services project under Part B in the same schools such agency shall use amounts under section 613(f) in accordance with the requirements of that title. (34 CFR §300.206)

Shall ensure that funds provided to an LEA under Part B of the Act are used for the costs of special education and related services, and supplementary aids and services, provided in a regular class or other education-related setting to a child with a disability in accordance with the IEP of the child, even if one or more nondisabled children benefit from these services. (34 CFR §300.208 (a)(1))

Shall ensure that IDEA Part B funds be used only for expenses above and beyond what is spent on average on an elementary or secondary school student, which is known as “excess cost.” IDEA requires that an LEA use its IDEA funds for costs of special education and related services that are in excess of the costs for all students. This ensures that the LEA spends at least as much on children with disabilities as on children without disabilities before using IDEA funds. An LEA meets the excess cost requirement if it has spent at least a minimum amount of non-IDEA dollars for the education of children with disabilities. (34 CFR §§300.16 and 300.202(b), and at Appendix A to Part 300)

Shall ensure that if the LEA is using funds available under this part for coordinated early intervening services that they are provided in accordance with 34 CFR 300.226. (34 CFR §300.208 (a)(2))

The LEA shall provide the SEA with the information necessary to enable the SEA to carry out its duties under part B of the Act, including, with respect to Secs. 300.157 and 300.160, information relating to the performance of children with disabilities participating in programs carried out under Part B of the Act. (34 CFR §300.211)

The LEA shall make available to parents of children with disabilities and to the general public all documents relating to the eligibility of the agency under part B of the Act. (34 CFR §300.212).

The LEA shall ensure the linkage of records pertaining to migratory children with disabilities for the purpose of electronically exchanging, among the States, health and educational information regarding those children. (34 CFR §300.213)

Shall obtain and maintain on file a certified board resolution or board minutes verifying the District Board of Education's authorization for submission of this application and any amendments that entail either programmatic or fiscal changes to the final NJDOE approved grant application.

Shall certify that the applicant, as well as its principals (Board of Education, Superintendent, Business Administrator, or others in equivalent positions) and subcontractors, is not presently debarred, proposed for debarment, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction from receiving federal funds in accordance with Executive Orders 12549 and 12689 and 34 CFR Part 85.

Individual Certifying

Name:	Title:	Assurances were agreed to on
Joseph Crotchfelt	School Business Administrator	Tuesday, July 28, 2026

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 14.

Date Prepared: 8/6/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Lori Tagerty, Senior Manager of Accounts Payable/Purchasing

SUBJECT: Surplus Equipment For Disposition

Summary:
The District has identified and recommends materials to be declared surplus and disposed as listed in the attachment. Pursuant to N.J.S.A. 18A:18A-45, the Board must approve the sale or disposition of assets. The assets in the attachment are recommended for disposition.

Recommendation:
Recommendation: WHEREAS, N.J.S.A. 18A:18A-45 authorizes boards of educations to dispose of or sell its personal property not needed for school purposes by sealed bid or public auction; and

WHEREAS, the East Brunswick Public Schools has determined that the property described above and incorporated herein is no longer needed for school purpose use, is in disrepair, and should be disposed.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the East Brunswick Public Schools in the County of Middlesex, State of New Jersey, that the School Business Administrator is hereby authorized to directly dispose of the attachment-listed surplus personal property.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						

Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Surplus Equipment for Disposition	8/7/2026	Backup Material

Quantity	***Description of Equipment***	***Vin/Serial #***	***Asset Tag***
1	Pizza Oven	Blodgett Model-981 Serial- 121602AA006S	A01097
1	Hobart Mixer	Model- HL 120 Serial Number- 31-1382-996	A00039
1	Univex Buffalo Chopper	Model Number-BC18 Serial number-S021222	A00214
1	3-Door Freezer	True Model TS-72F Serial-1-4158814	None
1	Lincoln Impinger	Model Number-2501000U00V1620 Serial Number-1406230001447	None
1	Market Forge Kettle & Steamer	Model- 3500M36G	A01103
1	Disk Sander	Unknown	None
2	Korg Triton Keyboard	LE	None
1	Yamaha Portable Grand	DGX-505	None

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 15.

Date Prepared: 8/6/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Lori Tagerty, Senior Manager of Accounts Payable/Purchasing

SUBJECT: Surplus Equipment For Sale

Summary:

The District has identified and recommends equipment to be declared surplus as listed in the attachment. Pursuant to N.J.S.A. 18A:18A-45, the Board must approve the sale or disposition of assets. The District will facilitate this sale through the services of Municibid Online Government Auctions, an internet-based online auction approved by the New Jersey Division of Local Government Services.

Recommendation:

Recommendation: WHEREAS, N.J.S.A. 18A:18A-45 authorizes boards of educations to sell its personal property not needed for school purposes by sealed bid or public auction; and

WHEREAS, the East Brunswick Public Schools has determined that the property described above and incorporated herein is no longer needed for school purpose use; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) authorizes the sale of surplus personal property no longer needed for school purpose use through the use of an online auction service; and

WHEREAS, the East Brunswick Public Schools intends to utilize the online auction services of Municibid Online Government Auctions located at ***www.municibid.com***; and

WHEREAS, the sales are being conducted pursuant to the Division of Local Government

Services' Local Finance Notice 2008-9.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the East Brunswick Public Schools in the County of Middlesex, State of New Jersey, that the School Business Administrator is hereby authorized to sell the attachment-listed surplus personal property through an online auction website entitled ***www.municibid.com***;

BE IT FURTHER RESOLVED that the terms and conditions of the agreement entered into between Municibid Online Government Auctions and the East Brunswick Public Schools are available at ***www.municibid.com*** and in the East Brunswick Public Schools School Business Administrator's office.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Surplus Equipment for Sale	8/7/2026	Backup Material

Quantity	***Description of Equipment***	***Vin/Serial #***	***Asset Tag***
1	Hobart Mixer	Model- HL 120 Serial Number- 31-1382-996	A00039
1	Univex Slicer	Model Number-8512 Serial Number-S021606	A00228
1	HATCO Grill Slide Black	Model number-GRSDS/H-30D Serial Number-2987400637	N/A
1	HATCO Grill Slide Grey	Model Number -GRSDS/H-36D Serial Number-9617950334	N/A
1	Billy Goat Leaf Vac	Model Number-DL2500s Serial Number 10058264	A00105

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 16.

Date Prepared: 7/7/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Joseph Crotchfelt, CPA, QPA, School Business Administrator/Board Secretary

SUBJECT: Travel Report - (Roll Call - Majority of Full Board Required)

Summary:

The travel report presented in the attachment complies with the requirements of N.J.A.C. 6A:23A-7.1 through 7.13, Board Policy No. 6471, and Board Regulation No. 6471. It has been reviewed and approved by the Financial Services Department and the Superintendent of Schools as required by the above legal requirements.

Recommendation:

Recommendation: That the attached travel report, pursuant to the recommendation of the Financial Services Department and Superintendent of Schools, is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						

Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Travel Report	8/4/2026	Backup Material

August 20, 2026
Request for Travel Expense Report
Board Approval Required

Employee Number	Name	Title/Position	School	Title of Workshop	Location	Dates	Grand Total Approved
21064	Herbert Peluzzo	Supervisor	Administration	2026 New Jersey Principals and Supervisors Association/Foundation for Educational Administration/New Jersey Affiliate of the Association for Supervision and Curriculum Development Fall Conference - ONWARD!	Atlantic City, NJ	10/15/26 & 10/16/26	$ 518.55

Financial Services Department Approval — 8/11/2026 Date

Superintendent of Schools or their Designee's Approval — 8/11/2026 Date

EAST BRUNSWICK PUBLIC SCHOOLS

CURRICULUM AND INSTRUCTION
Agenda Item: 1.

Date Prepared: 7/23/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Dr. Joyce Boley, Assistant Superintendent of Academics

SUBJECT: 917 Society Constitutions

Summary:

The 917 Society, named in honor of September 17 (Constitution Day), is a nonprofit, nonpartisan organization that distributes complimentary copies of the U.S. Constitution, Declaration of Independence, and Oath of Allegiance to eighth-grade students across the country.

Recommendation:

Recommendation: That East Brunswick Public Schools Board of Education accepts the donation of these booklets from The 917 Society for distribution to all incoming eighth-grade students and their eighth-grade social studies teachers.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie						

Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
917 Society Constitutions	7/23/2026	Backup Material

The **917 Society**, named in honor of September 17 (Constitution Day), is a nonprofit, nonpartisan organization that distributes complimentary copies of the U.S. Constitution, Declaration of Independence, and Oath of Allegiance to eighth-grade students across the country.

A **PDF of the booklet,** including the front and back covers, has been reviewed. The publication contains only the text of the Constitution, Declaration of Independence, and Oath of Allegiance, without introductions, commentary, or supplementary instructional materials. The back cover includes several quotations from notable Americans, along with the following statement:

> "The 917 Society does not align with, endorse, or otherwise support any particular political candidate, organization, party, or platform. We do support our Constitution, the democratic process, and encourage civic engagement."

The booklet also displays the **Candid Platinum Seal of Transparency**, the highest level of recognition awarded by Candid, an organization that evaluates nonprofit transparency and accountability.

The 917 Society does not provide instructional guidance, require teachers to use the booklets in a specific way, or expect any follow-up participation or commitment from schools.

Each booklet has a suggested retail value of $3.95. Providing a copy to every incoming eighth-grade student and eighth-grade social studies teacher (approximately 690 recipients) would represent an in-kind donation valued at approximately $2,800.

Eighth grade is an ideal time for students to receive these booklets, as a significant portion of the social studies curriculum focuses on the drafting of the Declaration of Independence, the Constitutional Convention, and the debates surrounding the ratification of the U.S. Constitution. Distributing the booklets at the beginning of the school year in conjunction with Constitution Day would provide a meaningful way to launch students' study of civics, American government, and our nation's founding documents.

Therefore, be it resolved that the East Brunswick Public Schools Board of Education accepts the donation of these booklets from The 917 Society for distribution to all incoming eighth-grade students and their eighth-grade social studies teachers.

EAST BRUNSWICK PUBLIC SCHOOLS

CURRICULUM AND INSTRUCTION
Agenda Item: 9.

Date Prepared: 7/30/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Dr. Joyce Boley, Assistant Superintendent of Academics

SUBJECT: Memorandum of Understanding - Dual Enrollment Program - Middlesex College

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Summary:

The *College Pathways Program* with Middlesex College provides the opportunity for our students to receive both college and high school credit for East Brunswick High School courses that have been reviewed and deemed the equivalent by the College faculty of specific college courses. Dual credit courses are taught by East Brunswick teachers who hold at least a master's degree and have been appointed as co-adjutant staff by the College. Dual credit courses are not new to East Brunswick High School; for many years, hundreds of our students have opted to receive college credit in a limited number of course offerings, at a greatly reduced tuition cost, and have transferred those credits to colleges across the country. Students have options in English, Math, Science, History, World Language, Practical Arts and Fine Arts, considered the "core" of the first two years of a baccalaureate or associates degree. Great emphasis is also being placed on the role of the school counselor in working with students on career and college plans and interests. Students who are academically prepared for college level course work can choose to pay tuition and receive college credit or just participate in their dual credit eligible course for high school credit. The rigor, workload and grades will be the same. Students may opt to receive credit for one course or work to complete an associate degree and enter college as a junior.

Recommendation:

Recommendation: That the 2026-2027 Memorandum of Understanding - Dual Enrollment Program between the East Brunswick Board of Education and Middlesex College is approved as attached.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
MOU-MC Agreement 2026-27	7/30/2026	Backup Material

Memorandum of Understanding
Dual Enrollment Program (DE)
Academic Year 2026-27
East Brunswick High School

Student Information

Eligibility: To be eligible for DE college credit, students must be currently enrolled in the approved courses at East Brunswick High School and must complete the enrollment process as outlined in this agreement.

Cost and Payment for Individual Students

Students will be charged at the current discounted DE tuition rate. For 2026-27, rates are as follows:

- 3-credit course $150
- 4-credit course $150
- 3-credit course + 1 credit lab $150

Refunds are not available once registration is processed.

Registration

Prior to enrollment, all students will receive information regarding the DE program, including courses offered and pricing. Information distributed will clearly demonstrate that neither Middlesex College nor East Brunswick High School can guarantee transfer of courses to any institution other than Middlesex College.

All students who wish to register must complete the online application process prior to the posted deadline. Payment must be submitted online after roster verification is complete.

Awarding of Credit

Middlesex College will provide grading rosters to East Brunswick High School listing registered students in all approved courses. A representative from your district will insert the correct grade, based on Middlesex College's grade scale, for each registered student and email it to the Office of K-12 Partnerships. All recorded grades will be available to students on a Middlesex College transcript. Students must complete their course(s) with a grade of 'C' or better in order to receive college credit. Transcripts must be requested electronically at https://middlesexcollege.edu/registrar/transcripts/ after final grades have been posted.

Faculty Information

DE courses will be taught by approved high school faculty members who will remain employees of the High School. High School faculty will be approved based on the current policies and procedures in effect for adjunct faculty at Middlesex College.

Institutional Information

Curriculum Alignment

Curriculum must be submitted by East Brunswick High School to K-12 Partnerships for review by the corresponding Middlesex College academic department. Both curriculum and faculty must be approved by an academic Chairperson and/or Dean at Middlesex College before a course can be offered to students for college credit.

Educational Equivalency

Middlesex College will provide periodic reviews of programs to ensure curriculum and textbooks are equivalent to the college courses. East Brunswick High School may be asked to provide syllabi, curriculum changes, course learning outcomes, copies of exams, and/or lesson plans for assessment of student learning. MC Chairpersons may elect to conduct site/classroom visits of dual enrollment faculty at the high school during the academic year.

Direct Cost of Instruction
Middlesex College will award a stipend of $100 to approved High School faculty members with 10 or more students participating in the DE program. High school faculty can only earn one $100 stipend, regardless of how many courses or sections are being taught with 10 or more students.

Responsibility of Participating Institutions to Inform of Changes
Each institution shall have the responsibility to inform the other of important changes as they occur in their respective programs, course content, or other instructional matters that could affect the basis for awarding credits.

Annual Review of Agreement
Annually, either party may request a review of the terms of this agreement to reflect changes in programs and course offerings. Changes to the agreement made during this review period will be effective for the next academic year for all students enrolled at East Brunswick High School. Such changes may not be applied retroactively to students who have already registered for courses or graduated from East Brunswick High School. Request for review of the agreement must come in writing from either party by April 15 for changes to be effective at the start of the next academic year.

Effect on Other Relationships
This Memorandum of Understanding is limited in scope to the receipt of Middlesex College credit for students taking courses listed on the attached course list. It shall have no effect on any other agreements between Middlesex College and East Brunswick High School.

Termination
This agreement may be terminated by either party upon written notice submitted prior to the commencement of an academic year.

_____ _____

Signature of Mark McCormick, President, MC District Representative

Approved DE Courses – East Brunswick High School

MC Course Code	MC Course Title		HS Course Code		HS Course Title		HS Teacher	# MC Credits
ACC 101	Financial Accounting		1411		Accounting 101 H		Walter Pfleger	4
BIO 160/260	Anatomy & Physiology 1/2		1143		Anatomy & Physiology H		Carlen Smith	4
BIO 123/124	General Biology 1/2		1112		AP Biology		Christen Drescher	4
CHM 121/125	General Chemistry 1 & Lab		1121		Chemistry H		Karen Posluszny, Tracey Pannapara	4
CHM 122/126	General Chemistry 2 & Lab		1121		Chemistry H		Karen Posluszny, Tracey Pannapara	4
CHN 121/122	Elementary Chinese 1 Elementary Chinese 2		1248 1236		Mandarin V H AP Mandarin		Hui Zhong, Zemin Zhang, Yashin Chen	3
CSC 105	Computer Applications & Systems		1455		AP Computer Science Principles		Danielle Nesci	3
CSC 116	Intro to Information Security		1456		Principles of Cyber Security H		Haim Cohen Danielle Nesci	3
CSC 161/162	Object Oriented Programming Java		1454		AP Computer Science		Haim Cohen	4
ENG 121	English Composition 1		1012		English 12/ College Writing H		Elizabeth Kenny-Stein, Terrence McKibbin, Sarah Murphy, Kevin Brady, David Pellicane, Stacey Powers, Kristen O'Grady	3
ENG 122	English Composition 2		1009		College Writing H		Kevin Brady, David Pellicane, Kristen O'Grady	3
FRE 121/122	Elementary French 1/2		1206		French V H		Kelly Williams, Kevin Mondesir	3
FRE 221/222	Intermediate French 1 & 2		1209 1207		AP French Language & Culture French VI H		Kevin Mondesir, Kelly Williams	3, 3
GER 121/122	Elementary German 1/2		1214		German V H		Silke Wehner-Franco	3
GER 221/222	Intermediate German 1&2		1215 1223		AP German Language & Culture German VI H		Silke Wehner-Franco	3, 3
HIS 260	Dimensions of Prejudice, Genocide		1064		Genocide in the Modern World		Robert Gangi	3
ITA 121/122	Elementary Italian 1&2		1220		Italian V H		Imma Spagnuolo	3
ITA 221/222	Intermediate Italian 1&2		1222		AP Italian Language & Culture		Imma Spagnuolo	3, 3

			1221		Italian VI H			
MAT 123	Statistics 1		1180		Statistics H		Caitlin Jarosiewicz, Lauren Eberhardt	3
MAT 129	Pre-Calculus		1161 1163		Pre-Calculus Accelerated Pre-Calculus Honors		Conrad Lell, Joseph Ursino, Eunice Ju, Sarita Kumar, Tiffany Yang	4
MAT 131	Analytic Geometry & Calculus 1		1168		Calculus H		Jessica Futerfas	4
MAT 132	Analytic Geometry & Calculus 2		1183		Calculus II H		Eunice Ju	4
MAT 233	Analytic Geometry & Calculus 3		1182		Calculus III H		Julianne Nell	4
MUS 201	Music Notation & Composition 1		1503		AP Music Theory		Brian Toth	3
MUS 202	Music Notation & Composition 2		1503		AP Music Theory		Brian Toth	3
PHY 123/125	Physics 1 & Lab		1134		Physics H		Jonathan Kosinski, Diana Eastep	4
PHY 124/126	Physics 2 & Lab		1134		Physics H		Jonathan Kosinski, Diana Eastep	4
POS 220	US National Government		1054		AP Government & Politics		Jonathan Pawlowski	3
PSY 123	Introductory Psychology		1061		Psychology II H		Michael Wildermuth	3
SPA 121/122	Elementary Spanish 1 & 2		1238		Spanish V H		Beatriz Verano, Mariam Useche Maria Siess	3
SPA 221/222	Intermediate Spanish 1 & 2		1242 1240		AP Spanish Language & Culture Spanish VI H		Beatriz Verano, Mariam Useche, Maria Siess	3, 3

EAST BRUNSWICK PUBLIC SCHOOLS

CURRICULUM AND INSTRUCTION
Agenda Item: 10.

Date Prepared: 7/17/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Dr. Joyce Boley, Assistant Superintendent of Academics

SUBJECT: Memorandum of Understanding for Academic Dual Enrollment Courses - The College of New Jersey (TCNJ)

Summary:

East Brunswick High School is excited to continue our dual enrollment relationship with The College of New Jersey (TCNJ). Our dual enrollment partnership with TCNJ connected to AP Psychology, AP US History, and AP Art History provides students with the opportunity to earn transferable college credits while enrolled in these rigorous courses.

The dual enrollment relationship with TCNJ has been beneficial for students who want to gain a head start on their college education and reduce future college costs, while providing an additional pathway outside of the AP exam to earn college credits for these 3 courses. Each course offers a valuable option for students seeking college credit, particularly because equivalent college credit opportunities are not available through our current dual enrollment partnership with Middlesex College.

Approval of this MOA will allow East Brunswick High School to continue providing students with expanded academic opportunities, strengthen college and career readiness, and maintain access to a respected college-credit pathway through TCNJ. This partnership supports our district's commitment to offering rigorous and meaningful educational experiences that benefit students both during high school and beyond.

Recommendation:

Recommendation: That the 2026-2027 Memorandum of Understanding between the East

Brunswick Board of Education and The College of New Jersey (TCNJ) is approved as attached.

Board Member	**Moved**	**Second**	**Aye**	**Nay**	**Abstention**	**Did Not Vote**
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
MOA-TCNJ 2026-27	8/13/2026	Backup Material

THE COLLEGE OF NEW JERSEY
OFFICE OF DUAL ENROLLMENT

Date: April 7, 2026

TO: Margo DelliCarpini, Ph.D., Provost & Vice President for Academic Affairs, TCNJ
Lisa Angeloni, Vice President for Enrollment Management, TCNJ
Dr. Evelyn Mamman, Superintendent, East Brunswick Public Schools
Joseph Crotchfelt, Business Administrator, East Brunswick Public Schools

RE: **Memorandum of Understanding between East Brunswick Public Schools & The College of New Jersey to partner for the purpose of dual enrollment.**

The partnership between East Brunswick Public Schools and The College of New Jersey will allow East Brunswick High School students to earn dual enrollment college credits while in high school. This evidence-based, best-practices model for student achievement and college completion has resulted in an increase in the number of students who graduate high school and accrue college credits by the end of 12th grade (see "Early College, Continued Success: Longer-Term Impact of Early College High Schools"). The following **"Memorandum of Understanding for Academic Dual Enrollment Courses"** incorporates key tenets, where:

(1) The time to receive a postsecondary degree is compressed, because students will earn TCNJ college credits during the 2026-2027 school year while in high school with the option to apply all TCNJ college credits earned directly to TCNJ towards a bachelor's degree;
(2) The cost to receive a postsecondary degree may be significantly reduced for students or parents for college-level courses taken while at East Brunswick Public Schools when credits are accepted by the student's college;
(3) Dual Enrollment courses will use district approved AP curricula based on College Board requirements. Non-AP courses, TCNJ faculty will approve the course curriculum and the instructors resume prior to the course being offered for registration.
(4) Please note that Dual Enrolled course equivalencies in a content area for students enrolling in that specific major may be subject to individual college's policies. Credit is granted at the discretion of the department(s) involved, according to the departmental policies in place for the term of enrollment.

With these tenets in place, this will be a great opportunity for the students at East Brunswick High School! Thank you all for your commitment to student success.

Memorandum of Understanding for Academic Dual Enrollment Courses

In compliance with THE NEW JERSEY DEPARTMENT OF EDUCATION, Chapter 74, Section C.18A:61C-10 (Dual enrollment agreement) High School Credit for University Courses and STATE OF NEW JERSEY ADMINISTRATIVE CODE 9:1-1.12, East Brunswick Public Schools and The College of New Jersey ("TCNJ") agree to the following dual enrollment courses, which will be offered during the 2026-2027 school year:

District Course Name	TCNJ Course Name	TCNJ Credits
AP Psychology	PSY 101, Introduction to Psychology	1 unit (4 credits)
AP United States History	HIS 165 Topics: North America/US	1 unit (4 credits)
AP Art History	AAH 101 Art History I	1 unit (4 credits)

I. During the 2026-2027 school year, East Brunswick Public School students will be billed $550 for tuition for each 4-credit course upon enrollment. All other standard TCNJ fees (e.g., general service/capital, student activity, student center) will be waived for the academic year. East Brunswick Public School students shall receive their instruction at East Brunswick High School. While eligible East Brunswick Public School students may earn TCNJ college academic credit, they are not eligible for standard services afforded to matriculated TCNJ students such as student health services, counseling and psychological services, and sports and recreation and student organizations membership or events. East Brunswick Public School students who register for TCNJ credits will have access to online TCNJ Library services, and may visit the TCNJ campus if the East Brunswick High School Instructor deems it necessary for the course, and schedules the visit with the Dual Enrollment Coordinator and/or Faculty Liaison.

II. An East Brunswick High School instructor (the "Instructor") will teach the courses in this program. The Instructor(s) will be selected by East Brunswick High School administration. For AP courses, *a Master's Degree is preferred, with a preference for a concentration in the content area of the DE course.* For Non-AP courses, the teacher's resume and course curriculum needs to be approved by the appropriate TCNJ Academic Department prior to course registration.

Note: If the Instructor for a dual enrollment course at East Brunswick Public Schools is replaced, dual enrollment will not be permitted and college credit will not be granted unless TCNJ approves the new Instructor as qualified to teach the course. For purposes of this agreement, the Instructor will be considered equivalent to an adjunct professor: no compensation will be provided to the Instructor by TCNJ and the Instructor will not be an employee of TCNJ, or a member of the TCNJ faculty union or

negotiating unit.

III. Students must meet eligibility criteria as determined by the school district. Officials at East Brunswick Public Schools will use grades, test scores or other information to determine a student's eligibility for college level coursework consistent with standards set by TCNJ. Students must receive a grade of either A, A-, B+, B, B-, C+ or C during the college courses, in order to receive college credit.

IV. Students successfully completing a dual-enrollment course with a grade of a C or better, will receive TCNJ college credit. East Brunswick Public Schools may consult with the TCNJ Faculty Liaison to ensure that there is consistency within the high school course and the aligned TCNJ course. The East Brunswick High School agrees to share students' grades and AP scores with TCNJ. While a minimum AP score is not required for college credit, the parties acknowledge that a general correlation between AP scores and grades awarded is to be expected and East Brunswick High School shall work with TCNJ to ensure that grades adequately reflect learning outcomes.

East Brunswick Public Schools shall be responsible for the safety and proper supervision and discipline of East Brunswick High School students. East Brunswick Public Schools shall require that all East Brunswick High School students participating in TCNJ courses comply with all site rules and regulations as required by East Brunswick Public Schools and TCNJ. Furthermore, East Brunswick Public Schools shall require that those students abide by the applicable TCNJ policies and procedures. East Brunswick High School shall enforce: (i) all applicable laws and regulations (including Title IX); East Brunswick Public Schools policies, procedures and student code of conduct; and TCNJ policies on academic integrity, library usage and technology. TCNJ shall have the right to require East Brunswick Public Schools to enforce TCNJ's policies and procedures to the extent they become applicable to East Brunswick Public Schools students. In particular, students who violate TCNJ's Academic Integrity Policy are subject to grade demotion or non-award of course credit and those who violate the library or technology policies are subject to a loss of library or technology access or other privileges.

VI. Dual enrollment supports the national initiative and state call for the promotion of increased cooperation between secondary schools and institutions of higher education. The National Early College High School initiative encourages educational partnerships to increase the access of motivated high school students to the educational resources of institutions of higher education, earning dual enrollment credits, Associate's degrees, and career certifications by the end of 12th grade where applicable that also lead to a bachelor's degree.

Students who successfully complete this Dual Enrollment program will experience many benefits. They will:

1. enrich and broaden their educational experiences;
2. be provided with a stimulating and rigorous educational challenge;
3. obtain practice with skills they will need for success in college and career;
4. accumulate college credits that may be applied toward a college degree; however, no guarantee will be offered; and
5. increase their chances of being admitted to a four-year college with competitive admissions; however, no guarantee will be offered.

THE COLLEGE OF NEW JERSEY

TCNJ *(Print & Sign)* Date
Provost & Vice President of Academic Affairs (TCNJ)

TCNJ *(Print & Sign)* Date
Vice President of Enrollment Management (TCNJ)

EAST BRUNSWICK PUBLIC SCHOOLS

School District Official *(Print & Sign)* Date
Superintendent (East Brunswick Public Schools)

Public Schools Official *(Print & Sign)* Date
Business Administrator/Board Secretary (East Brunswick Public Schools)

EAST BRUNSWICK PUBLIC SCHOOLS

HUMAN RESOURCES
Agenda Item: 1.

Date Prepared: 8/6/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Nicole Tibbetts, Director of Human Resources

SUBJECT: Affiliation Agreement - Seton Hall University

Summary:

Seton Hall University offers graduate programs in counseling, psychology, and marriage and family therapy in which students undertaking the course of study are required to clinical experience. The University and the District together seek to enter into an agreement through which the District would provide students with opportunities for practical experience, which will also serve to increase the future candidate pool of prospective employees. The agreements attached are required to proceed with this undertaking. The agreements have undergone legal review by the Board Attorney.

Recommendation:

Recommendation: That the attached Affiliation Agreement between Seton Hall University and East Brunswick Public Schools is approved effective August 21, 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis						

Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Seton Hall University	8/6/2026	Backup Material

SETON HALL UNIVERSITY
1856

Affiliation Agreement

Seton Hall University

and

East Brunswick Board of Education

AGREEMENT made this 7th day of August, 2026 between East Brunswick Board of Education, located at 760 Route 18, East Brunswick, NJ 08816 (hereinafter the "Site") and Seton Hall University, for its College of Human Development, Culture, and Media, Department of Professional Psychology and Family Therapy, located at 400 South Orange Avenue, South Orange, New Jersey 07079 (hereinafter the "University").

WHEREAS, the University offers graduate programs in counseling, psychology, and marriage and family therapy and seeks to enter into an affiliation with the Site for purposes of providing clinical experiences for University students in these degree programs; and

WHEREAS, the Site operates a public high school (East Brunswick High School), hereinafter referred to as the "facility" and seeks to enter into an affiliation with the University in order to provide the University's students an opportunity to obtain clinical experience related to these programs (the "Practicum/Internship").

NOW THEREFORE, in consideration of the foregoing and the mutual promises and covenants set forth herein, the parties agree as follows:

I. SITE RESPONSIBILITIES

1. Administrative Services and Support

The Site shall provide the following:

a. Support. Administrative support for interns participating in the Practicum/Internship at the Site's facility

b. Orientation. Comprehensive orientation to the Site, including but not limited to, policies, philosophy, procedures, protocols, rules and expectations.

c. Role Models. Commitment to provide a variety of role models and professionals in the field.

2. Supervision

The designated supervisor at the Site shall provide the following:

a. Continuity. The supervisor shall be responsible for providing a continuity of supervision of the University's students and providing supervised activities and experiences as described herein. If the supervisor is no longer able to supervise or terminates his/her relationship with the Site, the Site administration is responsible for securing, in a timely manner, a supervisor who holds the credentials, training and experience required by the Practicum/Internship.

b. Expertise. The supervisor shall be a clearly designated licensed or license-eligible professional appropriate to the degree program.

c. Client welfare. The supervisor shall ensure that the Site personnel provide clinical direction and supervision to the students participating in the Practicum/Internship. Site personnel are responsible for all client/patient contact and patient care and all decisions regarding patient care. In the event of a difference of opinion concerning the care of a patient, the decision of Site personnel shall prevail and control all parties involved.

d. Documentation. The supervisor shall monitor, verify or certify and approve the number of student hours and appropriate categories of client contact, based upon the student's documentation, to the Site and University.

e. Disciplinary Actions. The supervisor will inform the student, Site administration, and Program Clinical Coordinator of potential disciplinary issues in a timely manner. The Ethical and Professional Guidelines of the respective accrediting bodies and Site and University policies and procedures shall serve as the bases for such issues.

f. Evaluation. The supervisor shall provide evaluation(s) of each student at intervals specified by the degree program in which the student is enrolled.

3. Supervised Activities and Experiences

The Site shall provide supervised training activities/experiences that are:

a. Integral to the regular performance of the Site's normal professional functions, duties and responsibilities.

b. Affirming of, and demonstrating a high regard for, human dignity. Students shall not be required to participate in practices that restrict the exercise of civil or human rights of any person or which impair the quality and nature of professional training in psychology as defined by the respective accrediting entities.

c. Continuous and sequenced in an organized manner and encompass a variety of presenting problems.

d. Consistent with the fulfillment of minimum hours and categories of client/patient contact as

required by the student's degree program.

e. Facilitative of audio and videotaping of student interaction with clients, if appropriate to client welfare, and not prohibited by Site policy.

f. Conducive to opportunities for research in applications of theory and practice, if possible and practical.

g. Necessary to meet requirements established by state policy-making boards.

h. No student shall be required to participate in any experience or activity that is contrary to the Catholic mission of the University.

4. Evaluation

a. Each student will be evaluated according to clearly pre-defined criteria and a schedule as specified in a separate document provided by the University to the Site supervisor.

b. Evaluations will be shared verbally with the student and provided in written form to the administration of the Site, the student and the Program Clinical Coordinator.

5. Data Security Requirements to Protect the Confidentiality of Student Education Records

a. Protection of Confidential Data. Both parties agree to abide by the limitations on re-disclosure of personally identifiable information from education records set forth in The Family Educational Rights and Privacy Act (20 U.S.C. §1232g; 34 CFR § 99.33 (a)(2)) and New Jersey Pupil Records Act (N.J.S.A. 18A:26-19) and with the terms set forth below. 34 CFR 99.33 (a)(2) states that the officers, employees and agents of a party that receive education record information from the University may use the information, but only for the purposes for which the disclosure was made. University acknowledges that its interns will be providing services to public school students while at the Site, and therefore, they are bound by the State and federal confidentiality mandates as it concerns those public students' records and information.

b. Definition. Covered data and information (CDI) includes paper and electronic records related to the University's students who are participating in the Practicum as well as the Site's high school students attending the East Brunswick High School.

c. Acknowledgment of Access to CDI. Both parties acknowledge that this Agreement allows each other certain access to CDI, as is necessary to perform each party's respective obligations under this Agreement.

d. Prohibition on Unauthorized Use or Disclosure of CDI. Both parties agree to hold CDI that they receive from each other in strict confidence. Neither Party, which includes the University's students, shall use or disclose CDI that it creates or is received from, or on behalf of, the other (or its students) except as permitted or required by this Agreement, as required by law, or as otherwise authorized in writing by the other party. Both parties agree not to use CDI for any purpose other than the purpose for which the disclosure or creation was made.

DC

e. Return of CDI. Upon termination, cancellation, expiration or other conclusion of this Agreement, each party shall return all CDI to the other or, if the CDI was provided by a student (University or high school), the party shall return the CDI. The Site Supervisor shall return the CDI provided by University student to the University student.

f. Maintenance of the Security of Electronic Information. Each party shall develop, implement, maintain and use appropriate administrative, technical and physical security measures to preserve the confidentiality, integrity and availability of all electronically maintained or transmitted CDI received from, or on behalf of the other party (including their respective students), or created by the either/both party. These measures will be extended by contract to all subcontractors used by the parties and shall survive the termination or expiration of this Agreement.

g. Remedies. If either party reasonably determines in good faith that the other has materially breached any of its obligations under this Data Security Section, the nonbreaching party, in its sole discretion, shall have the right to terminate this Agreement immediately if cure is not possible.

h. Reporting of Unauthorized Disclosures or Misuse of Covered Data and Information. The party who has made the unauthorized disclosure shall, within one (1) day of discovery, report to the non-breaching party any use or disclosure of CDI not authorized by this Agreement or which has not been authorized in writing by the non-breaching party. The report shall also identify: (i) the nature of the unauthorized use or disclosure, (ii) the CDI used or disclosed, (iii) who made the unauthorized use or received the unauthorized disclosure, (iv) what the breaching party has done or shall do to mitigate any deleterious effect of the unauthorized use or disclosure and (v) what corrective action the breaching party has taken or shall take to prevent future similar unauthorized use or disclosure. The breaching party shall provide such other information, including a written report, as reasonably requested by the non-breaching party.

i. Indemnity. Notwithstanding anything to the contrary in this Agreement, each party shall defend and hold the other party harmless from all claims, liabilities, damages, or judgments involving a third party, including the indemnitee's costs and attorney fees, which arise as a result of the other party's failure to meet any of its obligations under this Data Security Section.

6. Insurance

a. Each party shall maintain general liability insurance coverage in commercially reasonable amounts during the term of this Agreement. Such coverage shall include, where available, Sexual Assault and Molestation ("SAM") coverage, and each party shall provide evidence of such coverage upon request.

b. Throughout the term of this Agreement, both parties agree to provide and maintain general liability insurance coverage in the minimum amounts of one million dollars ($1,000,000.00) per occurrence and three million dollars ($3,000,000.00) in the aggregate, per year, and licensed professional liability insurance coverage in the minimum amounts of one million dollars ($1,000,000) per occurrence and one million dollars ($1,000,000) in the aggregate, per year, for its own employees, staff and volunteers participating in the Program. Both parties shall provide the other with evidence of such coverage upon request. The Site's

professional liability coverage may be satisfied through its Errors and Omissions insurance policy.

c. Both parties agree to comply with any and all requirements under applicable workers compensation laws with respect to coverage for the parties' respective employees in connection with their activities under this Agreement.

7. **Representation and Warranty**

a. The Site represents and warrants to the University that the Site and its members, directors, officers, employees, Site supervisors and agents (collectively "Personnel") (i) are not listed on the General Services Administration's Excluded Parties List System ("GSA List"), and (ii) are not suspended or excluded from participation in any federal health care programs, as defined under 42 U.S.C. § 1320a-7b(f), or any form of state Medicaid program (collectively, "Government Payor Programs"), and to the Site's knowledge, there are no pending or threatened governmental investigations that may lead to suspension or exclusion of Site or Personnel from Government Payor Programs or may be cause for listing on the GSA List.

b. The Site shall inform the University if: (i) a claim or suit is brought against the Site supervisor for alleged malpractice or professional liability; (ii) the Site supervisor's license has been suspended, revoked or placed on probation by a licensing board, board of examiners or any other governmental entity that regulates their profession; or (iii) the Site supervisor is convicted of a misdemeanor or felony.

c. The Site agrees to notify the University of any suspension or exclusion from Government Payor Programs under Section 7.a. above or any allegation or action in connection with the Site supervisor under Section 7.b. above, within three (3) business days of the Site's first learning of it. The University shall have the right to immediately terminate this Agreement upon learning of any such suspension or exclusion.

8. **Complaint Procedure**

a. It is the responsibility of the Site to provide and maintain a safe environment for students and any University faculty at the Site and to establish procedures by which University students or University faculty at the Site may report inappropriate actions occurring at the Site, including but not limited to claims of discrimination, sexual harassment, sexual misconduct, retaliation and/or whistleblowing. The Site shall take prompt and effective steps to investigate, eliminate and prevent both recurrence of any inappropriate actions and any retaliation against anyone involved in the review of any such claims. The Site shall keep the University apprised of its investigation and findings so that University can evaluate the actions taken in order to determine the University's course of action.

II. UNIVERSITY RESPONSIBILITIES

1. **Administrative services and support**

The University shall provide the following:

a. Support. Appropriate administrative support for the Practicum/Internship as described herein.

b. Orientation. General orientation to the Site supervisor regarding the degree program, its requirements, objectives and the purpose and nature of the Practicum/Internship experience, including but not limited to policies, philosophy, procedures, protocols, rules and expectations.

c. Criminal History, Employment, and Health Screenings. The University shall notify its students of the requirement to undergo a criminal history record check, employment verification and health screenings to ensure fitness for service and as a condition of eligibility to provide any services and participate in the Practicum at the Site's facility.

2. Supervision

The designated Program Clinical Coordinator (hereinafter "Coordinator") shall provide the following:

a. Continuity. The Coordinator shall monitor supervision and supervised experiences by communicating with the Site supervisor and other relevant Site personnel and serving as the liaison among the Site supervisor, the University, the student(s) and the course instructor of the Practicum/Internship (if different from the Coordinator).

b. Expertise. The Coordinator shall be a licensed or license-eligible professional appropriate to the degree program.

c. Client contact. The Coordinator may recommend to the Site supervisor, appropriate categories of client contact.

d. Documentation. The Coordinator shall maintain records of the number of each student's hours and categories of client contact, based upon each student's documentation, available to the Site and University.

e. Disciplinary Actions. The Coordinator will address disciplinary issues raised by either party to this Agreement. The Ethical and Professional Guidelines of the respective accrediting bodies and Site and University policies and procedures shall serve as the bases for such issues as well as University and Program policies.

f. It is understood by the parties that the University will not be required to provide any on-Site supervision.

III. INDEMNIFICATION

1. Each party shall be responsible only for the acts, omissions, negligence, or wrongful conduct of its own officers, employees, agents, contractors, students, and representatives, to the extent provided by law. Nothing contained in this Agreement shall be construed as creating an obligation for either party to indemnify or hold harmless the other party for liabilities arising from the other party's own acts or omissions.

2. This Agreement shall be governed by and construed in accordance with the laws of the State of New Jersey, including without limitation, the New Jersey Tort Claims Act, N.J.S.A. 59:1-1, et seq., and the New Jersey Contractual Liability Act, N.J.S.A. 59:13-1, et seq. The parties agree that pursuant to the New Jersey Contractual Liability Act, venue and jurisdiction regarding any matter pertaining to this Agreement shall be in the Superior Court of New Jersey, Law Division, and consent to same. Nothing herein limits or waives the Site's defenses and protections under the Tort Claims Act.

IV. JOINT RESPONSIBILITIES

1. It is mutually agreed and understood that nothing in this Agreement implies an employee/employer relationship between University instructors or students and the Site. The parties shall be independent contractors with respect to each other.

2. This Agreement shall be governed, interpreted and construed in accordance with the laws of the State of New Jersey.

3. The parties shall not discriminate on the basis of race, creed, color, religion, veteran's status, marital status, gender, pregnancy, age, national origin, ancestry, affectional or sexual orientation, disability, gender identity or expression, domestic partnership or civil union status, genetic information or membership in any other group protected by state or federal law.

4. All matters of material concern to the Site and University in connection with the Practicum/Internship and/or this Agreement shall be discussed by the parties as the need to do so arises.

5. All notices to the parties must be in writing, signed by the party giving it, and shall be deemed delivered when delivered in person or three (3) days after deposit in the United States mail, postage prepaid, addressed as follows:

   University Representative

   Bryan Crable, Ph.D.
   Dean, College of Human Development, Culture, and Media
   Dean's Suite, Jubilee Hall 4th floor
   Seton Hall University
   400 South Orange Avenue
   South Orange, NJ 07079

   Site Representative

Name & Title	Joseph Crotchfelt, School Business Administrator/Board Secretary
Site	East Brunswick School District
Address	760 Route 18
City, State, Zip	East Brunswick, NJ 08816

6. The term of this Agreement shall be from September 2, 2026 until September 1, 2027.

7. This Agreement may be terminated at any time by mutual consent of the parties or it may be terminated by either party upon thirty (30) days' written notice to the other party at the address provided above. In the event of a nonconsensual termination of this Agreement by either party, such termination shall not become effective until the students then involved in the Practicum/Internship have an opportunity to complete the current semester.

In witness hereto, the parties affix their signatures.

SETON HALL UNIVERSITY

By: _____
Erik Lillquist, J.D.
Interim Provost and Executive Vice President

Date: _____

EAST BRUNSWICK BOARD OF EDUCATION

By: _____
Joseph Crotchfelt, School Business Administrator/Board Secretary

Print Name: _____

Date: _____

EAST BRUNSWICK PUBLIC SCHOOLS

HUMAN RESOURCES
Agenda Item: 2.

Date Prepared: 6/19/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Nicole Y. Tibbetts Director of Human Resources

SUBJECT: Personnel Actions (Roll Call - Majority of Full Board Required)

Summary:
The personnel actions listed in the attached report are in compliance with Board of Education policies and regulations, applicable collective bargaining agreements, practice, and other governing law and principles. All recommended appointments are within the allotted positions established by the budget or subsequently approved by the Board.

Fiscal Impact:

Recommendation:
Recommendation: That the attached personnel actions, pursuant to the recommendation of the Superintendent of Schools, is approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						

Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Human Resources	8/14/2026	Backup Material

EAST BRUNSWICK, NEW JERSEY
Office of the Superintendent
BOARD OF EDUCATION MEETING

All certificated staff, support staff and substitutes are being employed contingent upon the completion of a criminal history background check required by P.L. 1986, c 116. This is in accordance with guidelines from the State Department of Education. All items are budgeted unless otherwise noted.

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
Attachment E.1 Certificated Personnel								
ARBACH, ALYSON		CLOC	8/31/2026	ESL TEACHER	TE02/MA/05	Memorial		
25840	10	Location Change						
			11-240-100-21010-000-00-0-120					
BECKETT, CHRISTOPHER		CSLU	8/31/2026	MUSIC TEACHER	TE02/MA/11	District	$90,045.00	Masters Degree
23397	10	Salary Upgrade						
12/1/2026					TE02/MA/12	District	$95,100.00	
11-120-100-21010-000-00-0-060 - 20%, 11-120-100-21010-000-00-0-100 - 20% 11-120-100-21010-000-00-0-138 - 20%, 11-120-100-21010-000-00-0-120 - 20%, 11-140-100-21010-000-00-0-140 - 20%								
CAPORASO, KIMBERLY		CLOC	8/31/2026	SPECIAL ED TEACHER RESOURCE	TE02/MA/08	Central		
24688	10	Location/Position C						
			11-213-100-21010-000-00-0-070					
CORRADINO, ELENA		CLOC	8/31/2026	ESL TEACHER	TE02/MA/06	District		
25848	10	Account Change						
			11-240-100-21010-000-00-0-130 - 50%, 11-240-100-21010-000-00-0-070 - 50%					

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
DAVINO, AMANDA 23498	10	CSLU Salary Upgrade	8/31/2026	SPECIAL ED TEACHER RESOURCE	TE02/MA+30/10	Lawrence Brook	$88,345.00	30 Graduate Credits
			12/1/2026		TE02/MA+30/11	Lawrence Brook	$93,300.00	
			11-213-100-21010-000-00-0-100					
DIBLASI, CAROLINE 25034	10	CLOC Account Change	8/31/2026	SPECIAL ED TEACHER RESOURCE	TE02/MA/04	District		
			11-213-100-21010-000-00-0-100 - 75%, 11-213-100-21010-000-00-0-130 - 25%					
DIDDI, SHALINI 27218	10	NEW Replacement	8/31/2026	SCIENCE TEACHER	TE02/BA/03	Churchill	$64,750.00	Degree: BA Cert: BIOLOGICAL SCI MOHANLAL SUKHADIA UNIVERSITY
			12/1/2026		TE02/BA/03	Churchill	$65,105.00	
			11-130-100-21010-000-00-0-002					
DUNN, KAITLIN 26184	10	TRNE Tenure	9/6/2026	MUSIC TEACHER	TE02/BA/06	Hammarskjold	$68,170.00	
			11-130-100-21010-000-00-0-003					
GOLDFARB, AVIVA 27217	10	NEW Leave Replacement	8/31/2026 - 11/13/2026	ART TEACHER	TE02/BA/03	EBHS	$64,750.00	Degree: BA Cert: ART YESHIVA UNIVERSITY
			11-140-100-21010-000-00-0-050					
GYORFI, ALICIA 21825	10	CSLU Salary Upgrade	8/31/2026	SPANISH TEACHER	TE01/MA+30/WHAG	Churchill	$101,475.00	30 Graduate Credits
			12/1/2026		TE01/MA+30/WHAG	Churchill	$104,220.00	
			11-130-100-21010-000-00-0-002					
HANANIA, ASHLEY 24354	10	LVAD Leave of Absence		ART TEACHER	LWOP/LWOP/LWOP	EBHS		
			EffectiveBegin: 10/13/2026	**EffectiveEnd:** 11/9/2026	**LeaveType:** UNPAID LEAVE			
			11-140-100-21010-000-00-0-050					

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
HEINZ, LAURA 26950	10	CSLU Salary Upgrade	8/31/2026	SPECIAL ED TEACHER RESOURCE	TE02/MA+30/13	EBHS	$102,570.00	30 Graduate Credits
			12/1/2026		TE02/MA+30/13	EBHS	$102,925.00	
			11-213-100-21010-000-00-0-050					
HENKEL, NOELLE 27130	10	REMP Leave Replacement	8/31/2026 - 11/30/2026	ELEMENTARY TEACHER	TE02/BA+18/09	Memorial	$78,545.00	Degree: BA18 Cert: ELEMENTARY N-8 GEORGIAN COURT UNIVERSITY
			12/1/2026 - 6/30/2027		TE02/BA+18/10	Memorial	$83,000.00	
			11-120-100-21010-000-00-0-120					
HERRERA, VICTORIA 24002	10	CLOC Location Change	8/31/2026	ESL TEACHER	TE02/MA+30/12	Chittick		
			11-240-100-21010-000-00-0-125					
JAMES, EMMA 27021	10	NEW Leave Replacement	8/31/2026 - 11/30/2026	MUSIC TEACHER	TE02/BA/01	District	$64,000.00	Degree: BM Cert: MUSIC THE COLLEGE OF NEW JERSEY
			12/1/2026 - 4/6/2027		TE02/BA/01	District	$64,355.00	
			11-130-100-21010-000-00-0-003 - 50%, 11-130-100-21010-000-00-0-002 - 50%					
KLEIN, JENNA 23878	10	CLOC Location Change	8/31/2026	BASIC SKILLS TEACHER	TE02/MA/10	Memorial		
			11-230-100-21010-000-00-0-120					
LAVERY, BRIAN 23021	10	CSLU Salary Upgrade	8/31/2026	ESL TEACHER	TE02/MA+30/12	Churchill	$97,645.00	30 Graduate Credits
			12/1/2026		TE02/MA+30/13	Churchill	$102,925.00	
			11-240-100-21010-000-00-0-055 - 60%, 11-130-100-21010-000-00-0-002 - 40%					

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
MANN, EILEEN 23037	10	LVAD Leave of Absence		MUSIC TEACHER	LWOP/LWOP/LWOP	District		
			EffectiveBegin: 11/9/2026	**EffectiveEnd:** 4/6/2027		**LeaveType:** UNPAID LEAVE		
			11-130-100-21010-000-00-0-003					
MARCHESE, NIKOLE 26998	10	CPCN Position Change	8/31/2026	KINDERGARTEN TEACHER	TE02/MA/01	Irwin	$68,000.00	
			12/1/2026		TE02/MA/01	Irwin	$68,355.00	
			11-110-100-21010-000-00-0-090					
MASSA, KATHLEEN 24325	10	LVAD Leave of Absence		TECHNOLOGY EDUCATION TEACHER	TE02/MA/09	Hammarskjold		
			EffectiveBegin: 10/26/2026	**EffectiveEnd:** 4/6/2027		**LeaveType:** UNPAID LEAVE		
			11-130-100-21010-000-00-0-003					
MENENDEZ, HEATHER 26642	10	CLOC Location Change	8/31/2026	ESL TEACHER	TE02/MA/03	Warnsdorfer		
			11-240-100-21010-000-00-0-138					
MERCADO, KATHRYN 25854	10	LVAD Leave of Absence		SPECIAL ED TEACHER AUTISM	LWOP/LWOP/LWOP	Lawrence Brook		
			EffectiveBegin: 8/31/2026	**EffectiveEnd:** 9/13/2026		**LeaveType:** FAMILY MEDICAL LEAVE		
			11-214-100-21010-000-00-0-100					
NEUMAN, MADELINE 24476	10	CLOC Location Change	8/31/2026 9/27/2026	ELEMENTARY TEACHER	TE02/MA/06	Central		
			11-120-100-21010-000-00-0-070					
O'MARA, MARY 13857	10	CSLU Salary Upgrade	8/31/2026	MUSIC TEACHER	TE01/MA/13	Churchill	$99,920.00	Masters Degree
			12/1/2026		TE01/MA/13A	Churchill	$101,675.00	
			11-130-100-21010-000-00-0-002					

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
PETRIELLO, LAURA 25965	10	CLOC Location Change	8/31/2026	ESL TEACHER	TE02/MA/09	Hammarskjold		
			11-240-100-21010-000-00-0-056					
PETZ, MICHAEL 24205	10	LVAD Leave of Absence		PHYSICAL EDUCATION TEACHER	LWOP/LWOP/LWOP	Central		
		EffectiveBegin: 10/5/2026	**EffectiveEnd:** 11/22/2026	**LeaveType:** FMLA/NJFLA				
			11-120-100-21010-000-00-0-070					
PLAYER, JAIME 26083	10	CSLU Salary Upgrade	8/31/2026	SPECIAL ED TEACHER RESOURCE	TE02/BA+18/09	Hammarskjold	$78,545.00	18 Graduate Credits
			12/1/2026		TE02/BA+18/10	Hammarskjold	$83,000.00	
			11-213-100-21010-000-00-0-056					
QAISAR, SIRAJ 26423	10	NEW Replacement	8/31/2026	TECHNOLOGY EDUCATION TEACHER	TE02/BA/01	Churchill	$64,000.00	Degree: BA Cert: CERT PENDING* RUTGERS UNIVERSITY
			12/1/2026		TE02/BA/01	Churchill	$64,355.00	
			11-130-100-21010-000-00-0-002					
RITT, AIMEE 22603	10	CLOC Location Change	8/31/2026	BASIC SKILLS TEACHER	TE02/MA/12	District		
			11-230-100-21010-000-00-0-056 - 50%, 11-230-210-21010-000-00-0-070 - 50%					
RODRIGUEZ, JESSICA 27209	10	NEW Leave Replacement	8/31/2026 - 11/30/2026	SPECIAL ED TEACHER RESOURCE	TE02/MA/06	Frost	$72,170.00	Degree: MS Cert: CERT PENDING* LONG ISLAND UNIVERSITY
			12/1/2026 - 6/30/2027		TE02/MA/06	Frost	$72,525.00	
			11-213-100-21010-000-00-0-130					

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Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
RUSSO, NICHOLAS 24461	10	LVAD Leave of Absence		HEALTH TEACHER	LWOP/LWOP/LWOP	Churchill		
			EffectiveBegin: 11/2/2026	**EffectiveEnd:** 1/27/2027		**LeaveType:** FMLA/NJFLA		
			11-130-100-21010-000-00-0-002					
STEVENSON, NICOLE 14044	10	LVAD Leave of Absence		BASIC SKILLS TEACHER	TE01/MA/13	District		
			EffectiveBegin: 8/31/2026	**EffectiveEnd:** 12/31/2026		**LeaveType:** PAID LEAVE		
			11-230-100-21010-000-00-0-056					
THOMAS, CHRISTINA 21856	10	CLOC Location/Position C	8/31/2026	BASIC SKILLS TEACHER	TE02/MA/13	District		
			11-230-100-21010-000-00-0-120 - 50%, 11-230-100-21010-000-00-0-100 - 50%					
TORRES SIERRA, EGDANIS 14143	10	LVAD Leave of Absence		SPANISH TEACHER	TE01/MA+30/13	Churchill		
			EffectiveBegin: 8/31/2026	**EffectiveEnd:** 9/6/2026		**LeaveType:** MILITARY LEAVE		
			11-130-100-21010-000-00-0-002					
VELISEK, LINDSAY 27215	10	NEW Leave Replacement	8/31/2026 - 11/30/2026	MATHEMATICS TEACHER	TE02/BA/01	Churchill	$64,000.00	Degree: BA Cert: CERT PENDING* ELON UNIVERSITY
			12/1/2026 - 1/29/2027		TE02/BA/01	Churchill	$64,355.00	
			11-130-100-21010-000-00-0-002					

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

CERTIFICATED PERSONNEL ATTACHMENT

WORKSHOP PRESENTERS

It is recommended that the following individuals be approved for presenting Continuing Education and Curriculum Workshops, at the rate of $58.00 per hour:

		Presentation Hours	Preparation Hours
Third Grade Vocabulary & Conventions Instruction: (Title IIA grant funded)			
Katherine Motusesky	Hammarskjold Upper Elementary School	1	1
Krystal Weeks	Irwin Elementary School	2	1
Fourth Grade Vocabulary & Conventions Instruction: (Title IIA grant funded)			
Katherine Motusesky	Hammarskjold Upper Elementary School	1	1
MaryLou Nolan	Irwin Elementary School	2	1
Math 3 Curriculum Updates & WIN Rollout: (Title IIA grant funded)			
Jamie Spinato	District	2.5	1
Math 5 Curriculum Updates: (Title IIA grant funded)			
Amanda Robinovitz	Hammarskjold Upper Elementary School	2.5	1
Science 5 Curriculum Updates: (Title IIA grant funded)			
Danielle Liguori	Hammarskjold Upper Elementary School	3	1
Math 6 Curriculum Updates: (Title IIA grant funded)			
Kelly Carle	Hammarskjold Upper Elementary School	2.5	1
Science 6 Curriculum Updates: (Title IIA grant funded)			
Joseph Bondi	Hammarskjold Upper Elementary School	3	1
Math 7-9 Data Analysis/Orientation: (Title IIA grant funded)			
Puja Daga	Churchill Junior High School	3	1

CERTIFICATED PERSONNEL ATTACHMENT

WORKSHOP PRESENTERS (continued)

It is recommended that the following individuals be approved for presenting Continuing Education and Curriculum Workshops, at the rate of $58.00 per hour:

		Presentation Hours	Preparation Hours
Math 10-12 Data Analysis: (Title IIA grant funded)			
Caitlin Jarosiewicz	East Brunswick High School	3	1
HUES ILA/SS am Session: (Title IIA grant funded)			
Jennifer Ward	Hammarskjold Upper Elementary School	1.5	1
Sara Yaffie	Hammarskjold Upper Elementary School	1.5	1

SUMMER CREDIT RECOVERY

It is recommended that the following staff members be re-approved for Summer Credit Recovery at the rate of $77 per hour (EBHS Title I grant funded):

Shari Cofinas
Katelyn Eyer
Elizabeth Kaplan
Sara Murphy
Renee Scaletti
Beth Shobe
LisaMarie Wilson

CERTIFICATED PERSONNEL ATTACHMENT

SPECIAL EDUCATION EXTENDED SCHOOL YEAR PROGRAM

It is recommended that the following staff members and salaries be approved for employment in the Special Education Extended Year Program effective July 7, 2026 to August 6, 2026:

Name/Program	Duration	Amount	Step
Autism			
Lara Spano	19 Days	$5,926.73	B
LLD			
Filomena Russo	19 Days	$5,926.73	B
Marcell Ruszczyk	19 Days	$5,926.73	B
PSD-Half Time			
Jaclyn Gellman	19 Days	$3,951.16	B

Substitute Nurse	Position	Rate
Joan Calabrese	Nurse	$40.00

Staff attending IEP Meetings - $29.00 per hour

Sherriese Anderson
Michele Bellantoni
Andrea Bianco-Stampfel
Anie Calloway
Michelle Cieslak
Nicholas DiGangi

CERTIFICATED PERSONNEL ATTACHMENT

Staff attending IEP Meetings - $29.00 per hour (continued)

Patricia Dragonette
Jennifer Garcia
Melissa Goldberg
Kristin Grosso-Schork
Natasha Kiruri
Alison Krzywdzinski
Jenna Lyons
Alexis Martinez
Stephanie McQuade
Tracy Michalak
Elizabeth Miller
Sherry Miller
Madeline Neuman
Jacquelyn O'Donnell
Jill O'Hare
Jean Marie Rinaldi
Elizabeth Uziel
Rachel Weitzenkorn
Tricia Zeitlin
Jennifer Zema

CERTIFICATED PERSONNEL ATTACHMENT

KINDERGARTEN/PRE-SCHOOL/NEW STUDENT ORIENTATION

It is recommended that the following be approved to participate in Kindergarten/Pre-school/New Student Orientation at the rate of $116.00 per session:

Name	School
Nicole Birckbichler	Bowne-Munro Elementary School
Meredith Ciccarelli (2)	Bowne-Munro Elementary School
Jennifer Oranchak	Bowne-Munro Elementary School
Jude Roche (2)	Bowne-Munro/Irwin Elementary School
Amy Vidnansky	Bowne-Munro Elementary School
Kristy Aspell	Central Elementary School
Lisa Carney (2)	Central Elementary School
Sara Enis (2)	Central Elementary School
Alyssa Jacob	Central Elementary School
Stephanie Lonigro	Central Elementary School
Allison Pimentel	Central Elementary School
Ann Marie Vogel	Central Elementary School
Michele Cittadino	Chittick Elementary School
Laurie Eitel (2)	Chittick Elementary School
Virginia Littlefield	Chittick Elementary School
Kathleen Parkinson	Chittick Elementary School
Emma Perone	Chittick Elementary School
Shannon Poquette	Chittick Elementary School
Kelly Rosa	Chittick Elementary School

CERTIFICATED PERSONNEL ATTACHMENT

KINDERGARTEN/PRE-SCHOOL/NEW STUDENT ORIENTATION (Continued)

Name	School
Cheri Upshur	Chittick Elementary School
Andrea Weatherly	Chittick Elementary School
Donielle Abbruscato (2)	Frost Elementary School
Brianna Barbarise	Frost Elementary School
Tiffany Blore	Frost Elementary School
Jody Crupe	Frost Elementary School
AnnMarie DiRenzo	Frost Elementary School
Katie Greene	Frost Elementary School
Alexandra Pisano	Frost Elementary School
Ivy Schwam (2)	Frost Elementary School
Julianna Vierbuchen	Frost Elementary School
Lauren Zaza	Frost Elementary School
Olutoyosi Alawode	Irwin Elementary School
Jaclyn Gellman	Irwin Elementary School
Nikole Marchese	Irwin Elementary School
Sarah Powers	Irwin Elementary School
Crystal Salvador	Irwin Elementary School
Cassandra Serrano Roman	Irwin Elementary School
Vanessa Silvia	Irwin Elementary School

CERTIFICATED PERSONNEL ATTACHMENT

KINDERGARTEN/PRE-SCHOOL/NEW STUDENT ORIENTATION (Continued)

Name	School
Agnes Castellano	Lawrence Brook Elementary School
Amy Gula	Lawrence Brook Elementary School
Evagelia Kapsaskis	Lawrence Brook Elementary School
Catherine Kovarcik (2)	Lawrence Brook Elementary School
Jessica Logan (2)	Lawrence Brook Elementary School
Erinn Rasin (2)	Lawrence Brook Elementary School
Emily Shroyer	Lawrence Brook Elementary School
Chelsea Walsh	Lawrence Brook Elementary School
Jennifer Beach-Eberle	Memorial Elementary School
Alissa Ferrante	Memorial Elementary School
Taylor Gavares (2)	Memorial Elementary School
Samantha Richards	Memorial Elementary School
Ashley Rose (2)	Memorial Elementary School
Rachel Thomas	Memorial Elementary School
Justin Valero	Memorial Elementary School
Erin Anthony	Warnsdorfer Elementary School
Caroline Jordan	Warnsdorfer Elementary School
Lise Noppenberger	Warnsdorfer Elementary School
Antoinette Resti (2)	Warnsdorfer Elementary School
Sharon Taborda	Warnsdorfer Elementary School
Rachel Weitzenkorn (2)	Warnsdorfer Elementary School

CERTIFICATED PERSONNEL ATTACHMENT

HAMMARSKJOLD UPPER ELEMENTARY/NEW STUDENT ORIENTATION

It is recommended that the following be approved to participate in Hammarskjold New Student Orientation at the rate of $116.00 per session:

Name

Joseph Bondi
Megan Collins
Stacy Corsale
Emma Haas-Heye
Jessica Kutney
Alicia Jones
Katherine Kennish
Clare Moloughney
Kelly Perno
Tammy Rella
Christina Richards
Lisa Ruggiero
Valona Santos
Donna Saverese
Alison Skowronski
Dana Terpenning

CERTIFICATED PERSONNEL ATTACHMENT

CHURCHILL JUNIOR HIGH SCHOOL/NEW STUDENT ORIENTATION

It is recommended that the following be approved to participate in Churchill New Student Orientation at the rate of $116.00 per session:

Name

Gregory Baron (2)
Miriam Berotte-Francis (2)
Melissa Bienkowski (2)
Linda Bortnick (2)
Lenore Catalano (2)
Christopher Corsale (2)
Puja Daga (2)
Brian Lavery (2)
Nydiadra Rivers (2)
Jenna Ruditsky (2)
Filomena Russo (1)
Jennifer Senkus (2)

COACHING POSITIONS 2026 - 2027

It is recommended that the following employee be approved for a coaching position for the 2026 - 2027 school year:

Name	Position	Stipend
John Curran	Soccer/Girls - Assistant	$ 5,773.00

CERTIFICATED PERSONNEL ATTACHMENT

VOLUNTEER ATHLETIC COACH:

It is recommended that the following be approved as a volunteer coach for 2026 – 2027 school year:

Gerhard Baumer*	Boys Basketball
Kara Catanho*	Girls Basketball
Katherine Motusesky	Girls Basketball
Joseph McArdle	Girls Wrestling

*Out of District

WINTER COACHING POSITIONS 2026 - 2027

It is recommended that the following be approved for coaching positions for the 2026 – 2027 school year:

Name	Position	Stipend
Ricky Stephens*	Boys Basketball – Head	$7,937.00
Erich Rotter	Boys Basketball – Freshman	$5,940.00
Travis Retzlaff	Girls Basketball – Head	$8,617.00
Patrick Woerner	Girls Basketball – Assistant	$5,940.00
John Schendel	Girls Basketball – Middle School	$4,737.00
Cory Widmaier	Boys Bowling – Head	$6,748.00
Michael Keenan	Girls Bowling – Head	$6,323.00
Bari Leff*	Cheerleading – Head	$6,748.00
Ashley Clark*	Cheerleading – Assistant	$5,090.00

*Out of district

CERTIFICATED PERSONNEL ATTACHMENT

WINTER COACHING POSITIONS 2026 – 2027 (continued)

It is recommended that the following be approved for a coaching position for the 2026 – 2027 school year:

Name	Position	Stipend
Ashley Sosa*	Cheerleading – Freshman	$5,433.00
Sarah Kramer	Dance – Head	$6,323.00
Alexa Margolin	Dance – Assistant	$5,433.00
Travis Beni*	Ice Hockey – Head	$8,617.00
Nathan Kocheran*	Ice Hockey – Assistant	$5,260.00
Sean Carney	Swimming – Head	$8,309.00
Nicholas Russo	Swimming – Assistant	$5,773.00
Pasquale DiGioacchino	Boys Track – Head	$7,669.00
David Hagan	Boys Track – Assistant	$5,773.00
Matthew Randal	Boys Track – Assistant	$5,773.00
Emily Sanford	Boys Track – Assistant	$5,773.00
Laura Calderone	Girls Track – Head	$7,669.00
Gregory Rutz	Girls Track – Assistant	$5,443.00
Crystal Somers*	Girls Track – Assistant	$5,773.00
Kyle Wiggins*	Girls Track – Assistant	$5,773.00
Jospeh Langel	Boys Wrestling – Head	$8,617.00
Matthew Pazinko	Boys Wrestling – Assistant	$5,940.00
Christopher Corsale	Boys Wrestling – Middle School	$4,737.00
Rachel Daddio	Girls Wrestling – Head	$8,617.00
Christopher Corsale	Girls Wrestling – Middle School	$4,737.00
Anthony Alexander	Athletic Site Manager – Winter	$2,753.00
Zachary Gega	Weight Conditioning	$3,357.00

*Out of district

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

Bowne-Munro Elementary School

Name	Club	Position	Amount
Amy Vidnansky	Art Enrichment	Co-advisor	790.50
Rachel Thompson	Art Enrichment	Co-advisor	790.50
Maia Judd	Chorus	Advisor	$1,581.00
Karyn Grant	Gardening Club	Advisor	$1,254.00
Michelle Marrone	Safety Patrol	Advisor	$1,254.00
Rachel Thompson	Student Council	Co-advisor	$ 790.50
Amy Vidnansky	Student Council	Co-advisor	$ 790.50

Central Elementary School

Name	Club	Position	Amount
Michele Moore	Chorus	Advisor	$1,581.00
Erin Butler	Gardening Club	Advisor	$1,254.00
Jeanette Lyons	Safety Patrol	Advisor	$1,254.00
Erin Butler	STEAM Club	Co-advisor	$ 627.00
Alyssa Jacob	STEAM Club	Co-advisor	$ 627.00
Stephanie LoNigro	Student Council	Co-advisor	$ 627.00
Danielle Russo	Student Council	Co-advisor	$ 627.00

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027 (Continued)

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

Chittick Elementary School

Name	Club	Position	Amount
Noel Frusciante	Art Enrichment	Co-advisor	$ 790.50
Emily Yataco	Art Enrichment	Co-advisor	$ 790.50
Julie Poleshuk	Chorus	Advisor	$1,581.00
Noel Frusciante	Safety Patrol	Co-advisor	$ 627.00
Shannon Retkwa	Safety Patrol	Co-advisor	$ 627.00
Rachel Beck Grossman	Video Newsmakers	Co-advisor	$ 627.00
Carly Offin	Video Newsmakers	Co-advisor	$ 627.00

Frost Elementary School

Name	Club	Position	Amount
Julia Komosinsky	Art Enrichment	Advisor	$1,254.00
Maia Judd	Chorus	Advisor	$1,581.00
Alexandra Pisano	Gardening Club	Co-advisor	$ 790.50
Jessica Saccenti	Gardening Club	Co-advisor	$ 790.50
Minna Kim	Safety Patrol	Advisor	$1,254.00
Brianna Barbarise	Student Council	Co-advisor	$ 627.00
Alexandra Pisano	Student Council	Co-advisor	$ 627.00

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027 (Continued)

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

Irwin Elementary School

Name	Club	Position	Amount
Alexis Horn	Ambassadors	Advisor	$1,254.00
Angeliki Karakoglou	Art Enrichment	Advisor	$1,254.00
Michele Moore	Chorus	Advisor	$1,581.00
Donna Swift	Coding Club	Advisor	$1,254.00
Gina Tabone	Safety Patrol	Advisor	$1,254.00

Lawrence Brook Elementary School

Name	Club	Position	Amount
Julie Poleshuk	Chorus	Advisor	$1,581.00
Amy Gula	LB Allies	Co-advisor	$ 627.00
Jaclyn Moore	LB Allies	Co-advisor	$ 627.00
Amanda Davino	Safety Patrol	Co-advisor	$ 627.00
Nicole Galgano	Safety Patrol	Co-advisor	$ 627.00
Morgan Gerardi	Steam Club	Co-advisor	$ 627.00
Isabella Ricciardi	Steam Club	Co-advisor	$ 627.00
Erica Magley	Student Council	Advisor	$1,254.00

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027 (Continued)

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

Memorial Elementary School

Name	Club	Position	Amount
Stephanie Barron-Jones	Coding Club	Co-advisor	$ 627.00
Stephanie Buckel	Coding Club	Co-advisor	$ 627.00
Lauren Kusmick	Safety Patrol	Co-advisor	$ 627.00
Erika Vargo-Dill	Safety Patrol	Co-advisor	$ 627.00
Alissa Ferrante	Student Council	Co-advisor	$ 627.00
Erika Vargo-Dill	Student Council	Co-advisor	$ 627.00
Jennifer Beach-Eberle	Video Newsmakers	Co-advisor	$ 627.00
Stephanie Buckel	Video Newsmakers	Co-advisor	$ 627.00

Warnsdorfer Elementary School

Name	Club	Position	Amount
Jacob Goode	Chorus	Advisor	$1,581.00
AnneMarie Kurdes	Safety Patrol	Co-advisor	$ 627.00
Iman Shah	Safety Patrol	Co-advisor	$ 627.00
Caroline Jordan	Student Council	Advisor	$1,254.00
Samantha Ur	Students Against Violating the Environment	Advisor	$1,254.00
Lise Noppenberger	Video Newsmakers	Co-advisor	$ 627.00
Rachel Weitzenkorn	Video Newsmakers	Co-advisor	$ 627.00

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027 (Continued)

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

Hammarskjold Upper Elementary School

Name	Club	Position	Amount
Jeffrey Smith	Academic Challengers	Advisor	$1,254.00
Kathryn Barrett	Art Club	Co-advisor	$ 831.00
Mariam Kulik	Art Club	Co-advisor	$ 831.00
Caitlin Vanaman	Band 1	Advisor	$1,662.00
Jane Vanzini	Band 2	Advisor	$1,662.00
Joey Signorile	Buddy Sports	Advisor	$1,254.00
Danielle Liguori	Caring Adults Reinforcing Education (CARE) 5	Advisor	$1,254.00
Valona Santos	Caring Adults Reinforcing Education (CARE) 6	Advisor	$1.254.00
Amanda Tirso	Cheerful Creations	Advisor	$1,254.00
Kaitlin Dunn	Chorus (Honors 2)	Advisor	$1,254.00
Valona Santos	Coding Club	Advisor	$1,254.00
Christina Richards	Coding Club (2)	Advisor	$1,254.00
Melissa Calicchio	Drama Club	Advisor	$1,975.00
Caitlin Vanaman	Jazz Ensemble	Advisor	$2,362.00
Christopher Finnegan	Orchestra	Advisor	$1,662.00
Alexander Nelson	Orchestra	Advisor	$1,662.00
Lisa Ruggiero	Student Council	Advisor	$1,662.00
Courtney Kerrigan	Video Newsmakers	Co-advisor	$ 627.00
Lisa Ruggiero	Video Newsmakers	Co-advisor	$ 627.00
Joseph Bondi	Yearbook Club	Co-advisor	$1,181.00
Clare Moloughney	Yearbook Club	Co-advisor	$1,181.00

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027 (Continued)

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

Churchill Junior High School

Name	Club	Position	Amount
Deborah Mannuzza	Art Club	Advisor	$1,254.00
Jami De Siena	Chorus Ensemble	Advisor	$1,662.00
Miriam Berotte-Francis	Drama Club	Advisor	$2,362.00
Amanda Stankiewicz	Drama Club	Advisor	$2,362.00
Patrick Woerner	Institute for Political and Legal Education (IPLE)	Advisor	$1,254.00
Nydiadra Rivers	International Cultures Club	Advisor	$1,254.00
Joshua Becker	Jazz Ensemble	Co-advisor	$1,181.00
Christopher Bouvier	Jazz Ensemble	Co-advisor	$1,181.00
Yashin Chen	Math Club	Advisor	$1,254.00
Deborah Kelly	Model Congress	Advisor	$2,362.00
Puja Daga	Peer Tutoring	Advisor	$1,254.00
Alexandra Popovchak	Student Council	Co-advisor	$ 987.50
Renee Scaletti	Student Council	Co-advisor	$ 987.50
Edith Weinstein	The Butterfly Effect Kindness Initiative Program	Advisor	$1,254.00
Kristyn Veteri	Unified Sports	Advisor	$1,254.00
Alicia Gyorfi	Yearbook	Advisor	$1,662.00

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027 (Continued)

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

East Brunswick High School

Name	Club	Position	Amount
Lisa Cunkelman	Academic Team – Director	Advisor	$1,975.00
Ellen Spivey	Academic Team – Assistant Director	Advisor	$1,975.00
Tricia Chao	Anime Club	Advisor	$1,254.00
Matilda Mato	Arts Honor Society	Co-advisor	$ 831.00
Jonathan Scialabba	Arts Honor Society	Co-advisor	$ 831.00
Matthew Goldstein	Asian American Studies	Advisor	$1,254.00
Nigel Agyemang	Black Student Union	Advisor	$2,362.00
Jack Cibrian	Chess Club	Advisor	$1,254.00
Matthew Goldstein	Chinese Honor Society	Co-advisor	$ 627.00
Laura Heinz	Chinese Honor Society	Co-advisor	$ 627.00
Brian Williams	Chorus	Advisor	$2,753.00
John Curran	Class Council (Junior)	Advisor	$1,975.00
Cheryll Willlis	Class Council (Junior)	Advisor	$1,975.00
Stephanie Holzman	Class Council (Senior)	Advisor	$3,143.00
Meghan Buckley	Class Council (Senior)	Advisor	$3,143.00
Maximino Santiago	Class Council (Sophomore)	Advisor	$1,662.00
Haim Cohen	Code Club	Advisor	$1,254.00
Brian Toth	Concert Band and Wind Ensemble	Advisor	$1,975.00
Jeffrey Davis	Drama – Fall	Advisor	$3,536.00
Jeffrey Davis	Drama – Spring	Advisor	$3,536.00
Sara Cracolici	Drama Assistant Director – Fall	Advisor	$1,581.00
Sara Cracolici	Drama Assistant Director – Spring	Advisor	$1,581.00
Kevin Mondesir	Esports Club	Advisor	$1,254.00

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027 (Continued)

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

East Brunswick High School (continued)

Name	Club	Position	Amount
Kevin Mondesir	French Honor Society	Advisor	$1,254.00
Nicole Kenney	Future Business Leaders of America (FBLA)	Advisor	$1,975.00
Nicole Kenney	Family-Community-Career Leaders (FCCLA)	Advisor	$1,975.00
Silke Wehner-Franco	German Club/German Honor Society	Advisor	$1,254.00
Stacey Powers	International Cultural Club	Co-advisor	$ 627.00
James Troshane	International Cultural Club	Co-advisor	$ 627.00
Melissa Violett	Intramurals Dance	Advisor	$1,254.00
Imma Spagnuolo	Italian Club/Italian Honor Society	Advisor	$1,254.00
Brian Toth	Jazz Ensemble	Advisor	$2,362.00
Sara Murphy	Key Service Organization	Co-advisor	$ 831.00
Laura Strachan	Key Service Organization	Co-advisor	$ 831.00
Julianne Nell	Math Honor Society	Advisor	$1,254.00
Eunice Ju	Math Team	Advisor	$1,254.00
Marc Mondry	Mock Trial Team	Advisor	$1,975.00
Ann Hannah	Model UN International Club	Advisor	$2,362.00
Zachary Gates	Musicians/Tri M National Music Honor Society	Advisor	$1,254.00
Connor Cortina	National Honor Society	Co-advisor	$1,181.00
Melissa Violett	National Honor Society	Co-advisor	$1,181.00
Elizabeth Kenny-Stein	National English Honor Society	Advisor	$1,254.00
Arvin Gopal	Orchestra	Advisor	$2,362.00
Sara Murphy	Pre-Medical Club	Co-advisor	$ 627.00
Shauna Murray	Pre-Medical Club	Co-advisor	$ 627.00
Cheng-Yun Chang	Psychology Club	Co-advisor	$ 627.00
Sara Murphy	Psychology Club	Co-advisor	$ 627.00
Nigel Agyemang	Rho Kappa National Social Studies Honor Soc	Advisor	$1,254.00

CERTIFICATED PERSONNEL ATTACHMENT

CLUB ADVISORS 2026 - 2027 (Continued)

It is recommended that the following advisors be approved for the 2026 - 2027 school year, pending enrollment:

East Brunswick High School (continued)

Name	Club	Position	Amount
John Curran	Robotics	Advisor	$3,536.00
John Curran	Robotics (Semester 2)	Advisor	$3,536.00
Shauna Murray	School Newspaper – (Clarion) Content	Advisor	$3,536.00
Ryan Hynes	School Newspaper – (Clarion) Layout	Advisor	$3,536.00
Dianna Eastep	Science Honor Society	Advisor	$1,581.00
Jennifer Post	Science Olympiad Team	Advisor	$1,975.00
Morgan Barton	Science Team	Co-advisor	$ 790.50
Karen Posluszny	Science Team	Co-advisor	$ 790.50
Mariam Useche	Spanish Honor Society	Advisor	$1,662.00
Bonnie Benkard	Student Council	Co-advisor	$1,571.50
Kyle LaForge	Student Council	Co-advisor	$1,571.50
Shari Cofinas	Students Against Violating the Environment	Advisor	$1,975.00
Shauna Murray	Unified Sports	Advisor	$1,254.00
John Giambrone	Video Newsmakers	Advisor	$2,362.00
John Giambrone	Video Production	Advisor	$2,362.00
Christen Drescher	Waksman Student Scholars	Advisor	$2,362.00
Kristyna Rocha	Yearbook	Advisor	$3,536.00

CERTIFICATED PERSONNEL ATTACHMENT

STIPEND POSITIONS 2026-2027

It is recommended that the following stipend positions be approved for the 2026 - 2027 school year:

Name	Position	Amount
Hammarskjold Upper Elementary School		
Samantha Best	Sources of Strength	$1,581.00
Christina Richards	Sources of Strength	$1,581.00
Churchill Junior High School		
Michael Lasher	Audio Visual	$2,362.00
Christopher Bouvier	Band 1	$2,362.00
Joshua Becker	Band 2	$2,362.00
Jami De Siena	Chorus	$1,581.00
Emma James	Chorus (2)	$1,581.00
Mary O'Mara	Orchestra 1	$2,362.00
Zachary Carson	Orchestra 2	$2,362.00
Susan Meuse	Orchestra 3	$2,362.00
Rory Keegan	Sources of Strength	$1,581.00
Lisa Nelson	Sources of Strength	$1,581.00
District		
Dana Pelliccia	Lead Nurse	$2,753.00
East Brunswick High School		
Sara Cracolici	AP Coordinator	$2,753.00
Terri Ferro	Athletic Treasurer	$3,143.00
Zachary Gates	Audio Visual	$1,662.00
Erik Kaplansky	Lead Counselor	$2,753.00
Cheryll Willis	SAT/PSAT Coordinator	$3,143.00
Kristyna Rocha	Yearbook (financial)	$2,753.00

CERTIFICATED PERSONNEL ATTACHMENT

STIPEND POSITIONS 2026-2027

It is recommended that the following stipend positions be approved for the 2026 - 2027 school year (continued):

Name	Position	Amount
District Beginner Orchestra	Position	Amount
Kaileen Santiago	Orchestra 1	$1,662.00
Kaileen Santiago	Orchestra 2	$1,662.00
Christopher Beckett	Orchestra 3	$1,662.00
Christopher Beckett	Orchestra 4	$1,662.00
Elementary District Chorus	Position	Amount
Emma James	Chorus 1	$1.254.00
Kaitlin Dunn	Chorus 2	$1,254.00
District Beginner Band	Position	Amount
Moriah Kam	Band 1	$1,662.00
Moriah Kam	Band 2	$1,662.00
Michael D’Andrea	Band 3	$1,662.00
Michael D’Andrea	Band 4	$1,662.00

CERTIFICATED PERSONNEL ATTACHMENT

STIPEND POSITIONS 2026-2027

It is recommended that the following stipend positions be approved for the 2026 - 2027 school year (continued):

Name	Position	Amount
Marching Band		
Brian Toth	Director – Fall	$3,536.00
Brian Toth	Director – Spring	$2,362.00
Christopher Bouvier	Assistant Director	$2,753.00
Shannon Shotwell*	Marching Band – Color Guard	$2,362.00
Zoe D'Amico*	Marching Band – Marching	$2,362.00
Jennifer DeJesso*	Marching Band – Marching	$2,362.00

*Out of district

CERTIFICATED PERSONNEL ATTACHMENT

STUDENT TEACHERS/INTERNS/OBSERVERS:

It is recommended that the following Student Teachers, Interns and Observers be approved for Fall 2026:

Mallory Blalock
Elizabeth Ezenwa
Annabell Farr
Giana La Lima
Bari Leff
Jonathin Lin
Adijah Simmon
Sabina Vagman
Madison Yan

HOME INSTRUCTOR

It is recommended that the Board of Education approve the following as a home instructor for the 2026 - 2027 school year at the rate of $48.00 per hour:

Loretta Zultanky

CERTIFICATED PERSONNEL ATTACHMENT

RE-APPOINTMENTS

It is recommended that the following 10-month certificated personnel and salaries be approved for the 2026 - 2027 school year as attached:

Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
ABBRUSCATO, DONIELLE	25822	SCHOOL NURSE	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	FR	11-000-213-21000-000-00-0-130	
ADKINS, KERRI	21785	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	FR	11-120-100-21010-000-00-0-130	
AFFINITO, ANNAMARIE	22451	TEACHER GRADES 1-4	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	ME	11-120-100-21010-000-00-0-120	
AGYEMANG, NIGEL	25636	TEACHER RESOURCE PROGRAM	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	HS	11-213-100-21010-000-00-0-050 80% 11-204-100-21010-000-00-0-050 20%	
AIELLO, GABRIELA	20691	TEACHER GRADES 5-6	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HM	11-130-100-21010-000-00-0-003	
AITA, NANCIE	25659	TEACHER RESOURCE PROGRAM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CH	11-213-100-21010-000-00-0-055	
ALAWODE, OLUTOYOSI	24568	TEACHER PRESCHOOL GENERAL ED	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	IR	11-105-100-21010-000-00-0-090	
ALCANTARA, AMY	23077	TEACHER GRADES 1-4	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	FR	11-120-100-21010-000-00-0-130	
ALCORN, MIA	26718	TEACHER RESOURCE PROGRAM	$64,250.00	TE02/BA/02	$65,105.00	TE02/BA/03	WA	11-213-100-21010-000-00-0-138	
ALEXANDER, ANTHONY	13614	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	ME	11-120-100-21010-000-00-0-120	
ALIMONTI, VALERIE	20574	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HS	11-140-100-21010-000-00-0-050	
ALSOBROOKS, JUSTIN	21470	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HS	11-140-100-21010-000-00-0-050	
AMBROSE, MICHAEL K	21420	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HS	11-140-100-21010-000-00-0-050	
AMME, DARIN	11585	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	CH	11-130-100-21010-000-00-0-002	
ANASTASIO, JENNIFER	20716	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CT	11-120-100-21010-000-00-0-125	
ANDERSON, MARGARET	10603	TEACHER GRADES 1-4	$97,120.00	TE01/BA+18/13	$99,875.00	TE01/BA+18/13C	CT	11-120-100-21010-000-00-0-125	
ANDERSON, SHERRIESE	25950	SCHOOL SOCIAL WORKER	$104,560.00	TE06/DOC/12	$109,840.00	TE06/DOC/13	DT	11-000-219-21040-000-00-0-000	
ANTHONY, ERIN	27022	TEACHER RESOURCE PROGRAM	$68,000.00	TE02/MA/01	$68,355.00	TE02/MA/01	WA	11-213-100-21010-000-00-0-138	
ARBACH, ALYSON	25840	TEACHER ESL	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	ME	11-240-100-21010-000-00-0-120	
ARORA, BINNY	27208	TEACHER GRADES 10-12	$72,170.00	TE02/MA/06	$72,525.00	TE02/MA/06	HS	11-140-100-21010-000-00-0-050	
ASCHER, MEREDITH	10946	TEACHER GRADES 1-4	$97,120.00	TE01/BA+18/13	$99,875.00	TE01/BA+18/13C	LB	11-120-100-21010-000-00-0-100	
ASPELL, KRISTY	22573	TEACHER AUTISM	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	CN	11-214-100-21010-000-00-0-070	
AZIZ, AFSANA	26453	TEACHER GRADES 10-12	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	HS	11-140-100-21010-000-00-0-050	
BACHMANN, MELISSA	22124	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HS	11-140-100-21010-000-00-0-050	
BAEZ-CARDONA, LINDA	20708	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HS	11-140-100-21010-000-00-0-050	
BALZANO, JASMINE	26192	TEACHER RESOURCE PROGRAM	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	HM	11-213-100-21010-000-00-0-056	
BARBARISE, BRIANNA	26750	TEACHER RESOURCE PROGRAM	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	FR	11-213-100-21010-000-00-0-130	
BARBIERA, DEBRA	14269	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	CH	11-130-100-21010-000-00-0-002	
BARKAS, KONSTANTINA	21746	TEACHER ESL	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HM	11-240-100-21010-000-00-0-056	
BARON, GREGORY A	13894	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	CH	11-130-100-21010-000-00-0-002	
BARRAGAN, TRACY	26136	TEACHER GRADES 7-9	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CH	11-130-100-21010-000-00-0-002	
BARRETT, KATHRYN	25791	TEACHER GRADES 5-6	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	HM	11-130-100-21010-000-00-0-003	
BARRON-JONES, STEPHANIE	24691	TEACHER GRADES 1-4	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	ME	11-120-100-21010-000-00-0-120	
BARRY, LISA	21892	TEACHER GRADE 6	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HM	11-130-100-21010-000-00-0-003	
BARTLINSKI, CASEY	24233	TEACHER RESOURCE PROGRAM	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	HM	11-213-100-21010-000-00-0-056	
BARTON, MORGAN	22979	TEACHER GRADES 10-12	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	HS	11-140-100-21010-000-00-0-050	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
BASHAM, KIMBERLY	13798	TEACHER RESOURCE PROGRAM	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HS	11-213-100-21010-000-00-0-050	
BEACH-EBERLE, JENNIFER	23997	TEACHER KINDERGARTEN	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	ME	11-110-100-21010-000-00-0-120	
BECK GROSSMAN, RACHEL	25773	TEACHER GRADES 1-4	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	CT	11-120-100-21010-000-00-0-125	
BECKER, JOSHUA	14087	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	CH	11-130-100-21010-000-00-0-002	
BELLANTONI, MICHELE	21576	SCHOOL SOCIAL WORKER	$103,535.00	TE05/MA/13	$105,290.00	TE05/MA/13A	DT	11-000-219-21040-000-00-0-000	
BENKARD, BONNIE	22433	MEDIA SPECIALIST	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	HS	11-000-222-21000-000-00-0-050	
BERMAN, SAMANTHA	24393	TEACHER RESOURCE PROGRAM	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	ME	11-213-100-21010-000-00-0-120	
BEROTTE-FRANCIS, MIRIAM	26452	TEACHER GRADES 7-9	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	CH	11-130-100-21010-000-00-0-002	
BEVILACQUA, ILONA	12947	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CH	11-130-100-21010-000-00-0-002	
BEVILACQUA, MARLENA	24347	TEACHER RESOURCE PROGRAM	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	HS	11-213-100-21010-000-00-0-050	
BIANCO-STAMPFEL, ANDREA	21045	SCHOOL PSYCHOLOGIST	$107,302.00	TE09/MA+30/13	$109,057.00	TE09/MA+30/13A	DT	11-000-219-21040-000-00-0-000	
BIENKOWSKI, MELISSA	24076	TEACHER GRADES 7-9	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	CH	11-130-100-21010-000-00-0-002	12/30/2026 Remploy prior to Tenure
BIRCKBICHLER, NICOLE LYNN	22421	TEACHER RESOURCE PROGRAM	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	BM	11-213-100-21010-000-00-0-060	
BLACK, ASHLEY	23062	TEACHER GRADE 6	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HM	11-130-100-21010-000-00-0-003	
BLALOCK, JACK M	21372	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HS	11-140-100-21010-000-00-0-050	
BLASZKA, MARY E	10426	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	IR	11-120-100-21010-000-00-0-090	
BLEWITT, DONALD	25092	TEACHER GRADES 7-9	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CH	11-130-100-21010-000-00-0-002	
BLORE, TIFFANY D	13176	TEACHER RESOURCE PROGRAM	$94,600.00	TE01/BA/WHTB	$97,820.00	TE01/BA/WHTB	FR	11-213-100-21010-000-00-0-130	
BONDI, JOSEPH	25316	TEACHER GRADE 6	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	HM	11-130-100-21010-000-00-0-003	
BORELLI, ALINA	26326	TEACHER GRADES 7-9	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CH	11-130-100-21010-000-00-0-002	12/30/2026 Remploy prior to Tenure
BORTNICK, LINDA	21717	TEACHER GRADES 7-9	$106,120.00	TE01/DOC/13	$107,875.00	TE01/DOC/13A	CH	11-130-100-21010-000-00-0-002	
BOUVIER, CHRISTOPHER	25756	TEACHER GRADES 7-9	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	CH	11-130-100-21010-000-00-0-002	
BOYLAN, AANIKA	23014	MEDIA SPECIALIST	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HM	11-000-222-21000-000-00-0-056	
BRACCO, ROSEANN	24307	SPEECH LANGUAGE SPECIALIST	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	DT	11-000-216-21000-000-00-0-000	
BRADY, KEVIN	11321	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-140-100-21010-000-00-0-050	
BREHM, AMY	23113	TEACHER RESOURCE PROGRAM	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	CH	11-213-100-21010-000-00-0-055	
BRENNAN, KELLY	13851	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	DT	11-000-216-21000-000-00-0-000	
BRESSLER, JEFFREY D	13613	TEACHER GRADE 5	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-120-100-21010-000-00-0-056	
BRODERSON, LAUREN	13508	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	WA	11-120-100-21010-000-00-0-138	
BROWER, SHANNON K.	22624	TEACHER RESOURCE PROGRAM	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	HM	11-213-100-21010-000-00-0-056	
BROWN, JACQUELINE	25068	TEACHER RESOURCE PROGRAM	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	CH	11-213-100-21010-000-00-0-055 80% 11-204-100-21010-000-00-0-055 20%	
BROWN, STEPHANIE	23057	BEHAVIORIST	$102,127.00	TE10/MA+30/12	$107,407.00	TE10/MA+30/13	DT	11-000-219-21040-000-00-0-000	
BUBNIS, KRISTIN	20089	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	BM	11-120-100-21010-000-00-0-060	
BUCKEL, STEPHANIE	23717	TEACHER GRADES 1-4	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	ME	11-120-100-21010-000-00-0-120	
BUCKLEY, MEGHAN	22427	TEACHER GRADES 10-12	$102,570.00	TE02/MA+30/13	$104,325.00	TE02/MA+30/13A	HS	11-140-100-21010-000-00-0-050	
BURNORE, KRISTEN	25625	TEACHER GRADES 7-9	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	CH	11-130-100-21010-000-00-0-002	

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BURTON, CAMERON	26864	TEACHER GRADES 1-4	$64,250.00	TE02/BA/02	$65,105.00	TE02/BA/03	IR	11-120-100-21010-000-00-0-090	
BUSH, JESSICA	23510	TEACHER GRADES 1-4	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	ME	11-120-100-21010-000-00-0-120	
BUTLER, ERIN	25803	TEACHER RESOURCE PROGRAM	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	CN	11-213-100-21010-000-00-0-070	
BUTRICO, DANIELLE	24973	TEACHER GRADES 7-9	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	CH	11-130-100-21010-000-00-0-002	
CALDERONE, LAURA	24392	TEACHER RESOURCE PROGRAM	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	CH	11-213-100-21010-000-00-0-055 80% 11-204-100-21010-000-00-0-055 20%	
CALICCHIO, MELISSA	26984	TEACHER GRADES 5-6	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	HM	11-130-100-21010-000-00-0-003	
CALLOWAY, ANIE	26989	BEHAVIORIST	$79,327.00	TE10/MA/07	$82,582.00	TE10/MA/08	AD	11-000-219-21040-000-00-0-000	
CALVA, KARINA	24326	TEACHER GRADES 7-9	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	CH	11-130-100-21010-000-00-0-002	
CANDELARIO, NICHOLAS	23998	TEACHER GRADES 1-4	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	WA	11-120-100-21010-000-00-0-138	
CANNILLO, ELIZABETH	22446	TEACHER GRADES 7-9	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	CH	11-130-100-21010-000-00-0-002	
CAPORASO, KIMBERLY	24688	TEACHER RESOURCE PROGRAM	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	CN	11-213-100-21010-000-00-0-070	
CARAMICO, CHARLES	24169	TEACHER GRADES 7-9	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	CH	11-130-100-21010-000-00-0-002	
CARLE, KELLY	20715	TEACHER BASIC SKILLS	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-230-100-21010-000-00-0-056	
CARNEY, LISA	21547	SCHOOL NURSE	$95,670.00	TE02/BA/13	$96,025.00	TE02/BA/13	CN	11-000-213-21000-000-00-0-070	
CARNEY, SEAN	22682	TEACHER GRADES 10-12	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	HS	11-140-100-21010-000-00-0-050	
CARSON, ZACHARY	25772	TEACHER GRADES 7-9	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	CH	11-130-100-21010-000-00-0-002	
CARTER, KIMBERLY ANN	14186	TEACHER RESOURCE PROGRAM	$97,120.00	TE01/BA+18/13	$99,375.00	TE01/BA+18/13B	HS	11-213-100-21010-000-00-0-050	
CARUSO, GINA	23720	TEACHER RESOURCE PROGRAM	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CT	11-213-100-21010-000-00-0-125	
CASEY, NICOLE	27202	TEACHER RESOURCE PROGRAM	$64,000.00	TE02/BA/01	$64,355.00	TE02/BA/01	IR	11-213-100-21010-000-00-0-090	
CASSERLY, ERIN	26225	TEACHER GRADES 1-4	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	CN	11-120-100-21010-000-00-0-070	
CASTELLANO, AGNES	25098	TEACHER KINDERGARTEN	$68,170.00	TE02/BA/06	$71,200.00	TE02/BA/07	LB	11-110-100-21010-000-00-0-100	
CATALANO, LENORE	20506	MEDIA SPECIALIST	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	CH	11-000-222-21000-000-00-0-055	
CAVALLARO, PAULA	21447	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HS	11-140-100-21010-000-00-0-050	
CAVALLO, ANTHONY	25834	TEACHER GRADES 7-9	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	CH	11-130-100-21010-000-00-0-002	
CENTIMOLE, EMILY	22117	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HS	11-213-100-21010-000-00-0-050	
CERBONE, BROOKE	25501	TEACHER GRADES 1-4	$68,170.00	TE02/BA/06	$71,200.00	TE02/BA/07	DT	11-120-100-21010-000-00-0-125 40% 11-120-100-21010-000-00-0-138 40% 11-120-100-21010-000-00-0-070 10% 11-120-100-21010-000-00-0-060 10%	
CHAN, NICOLE	24319	TEACHER RESOURCE PROGRAM	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	FR	11-213-100-21010-000-00-0-130	
CHANG, CHENG-YUN	24625	TEACHER RESOURCE PROGRAM	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	HS	11-213-100-21010-000-00-0-050	
CHAO, TRICIA	23103	TEACHER RESOURCE PROGRAM	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HS	11-213-100-21010-000-00-0-050 80% 11-204-100-21010-000-00-0-050 20%	
CHECO, AMI	25417	TEACHER GRADES 1-4	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	CN	11-120-100-21010-000-00-0-070	
CHEN, YASHIN	24668	TEACHER GRADES 7-9	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	CH	11-130-100-21010-000-00-0-002	
CHENG, VIVIAN	25732	TEACHER AUTISM	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	HM	11-214-100-21010-000-00-0-056	

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CHRISTIAN, KIMBERLY	22641	TEACHER RESOURCE PROGRAM	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	CH	11-213-100-21010-000-00-0-055 50% 11-204-100-21010-000-00-0-055 50%	
CHRISTIE, KAREN	20236	TEACHER GRADE 5	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-120-100-21010-000-00-0-056	
CHUP, ANDREW	24036	TEACHER RESOURCE PROGRAM	$72,045.00	TE02/BA+18/07	$75,300.00	TE02/BA+18/08	LB	11-213-100-21010-000-00-0-100	
CIANCIMINO, JENNA	26112	TEACHER GRADES 1-4	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	WA	11-120-100-21010-000-00-0-138	
CIBRIAN, JACK	10969	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	HS	11-140-100-21010-000-00-0-050	
CICCARELLI, MEREDITH	27196	SCHOOL NURSE	$81,445.00	TE02/BA/10	$81,800.00	TE02/BA/10	BM	11-000-213-21000-000-00-0-060	
CIESLAK, MICHELLE	24395	SPEECH LANGUAGE SPECIALIST	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	DT	11-000-216-21000-000-00-0-000	
CINTRON, ANGELA	14346	TEACHER GRADE 6	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-130-100-21010-000-00-0-003	
CIOTOLA, MARCELLA	25663	TEACHER GRADES 7-9	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	CH	11-130-100-21010-000-00-0-002	
CITTADINO, MICHELE	25468	TEACHER PRESCHOOL GENERAL ED	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	CT	11-105-100-21010-000-00-0-125	
CLARK, CELINE M	13238	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	CH	11-130-100-21010-000-00-0-002	
CLEARWATER, KRISTINE	13496	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	CH	11-130-100-21010-000-00-0-002	
CLEMENTS, LEAH	21824	TEACHER GRADES 1-4	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	ME	11-120-100-21010-000-00-0-120	
COFINAS, SHARI	12023	TEACHER GRADES 10-12	$97,120.00	TE01/BA+18/13	$99,875.00	TE01/BA+18/13C	HS	11-140-100-21010-000-00-0-050	
COGNATA, KRISTY L	20918	TEACHER BASIC SKILLS	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CT	11-230-100-21010-000-00-0-125	
COHEN, HAIM	22732	TEACHER GRADES 10-12	$105,870.00	TE02/DOC/13	$107,625.00	TE02/DOC/13A	HS	11-140-100-21010-000-00-0-050	
COHEN, NANCY	27007	TEACHER GRADES 10-12	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	HS	11-140-100-21010-000-00-0-050	
COLLER, BENJAMIN	24640	TEACHER GRADES 7-9	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	CH	11-130-100-21010-000-00-0-002	
COLLINS, MEGAN	20306	TEACHER GRADE 5	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HM	11-120-100-21010-000-00-0-056	
COMROE, LAURA	23053	TEACHER RESOURCE PROGRAM	$102,570.00	TE02/MA+30/WHLC	$102,570.00	TE02/MA+30/WHLC	CH	11-213-100-21010-000-00-0-055	
CONNOLLY, CHRISTINE	12210	TEACHER GRADE 6	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HM	11-130-100-21010-000-00-0-003	
CONWAY, JILL	10456	TEACHER GRADE 5	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HM	11-120-100-21010-000-00-0-056	
COPPOLA, JUSTINE	20709	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HS	11-140-100-21010-000-00-0-050	
CORAZZA, AMBER	23995	TEACHER GRADE 6	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	HM	11-130-100-21010-000-00-0-003	
CORCORAN-CLARK, TARA	11533	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	LB	11-120-100-21010-000-00-0-100	
CORRADINO, ELENA	25848	TEACHER ESL	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	DT	11-240-100-21010-000-00-0-130 50% 11-240-100-21010-000-00-0-070 50%	
CORSALE, CHRISTOPHER	21506	TEACHER GRADES 7-9	$90,045.00	TE02/MA/11			CH	11-130-100-21010-000-00-0-002	10/31/2026 60 Day to Tenure
CORSALE, STACY	24156	TEACHER GRADES 5-6	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	HM	11-130-100-21010-000-00-0-003	
CORTES-FABRIZIO, MARIA CECILIA	13085	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HS	11-140-100-21010-000-00-0-050	
CRESPO, MARISSA	25787	SPEECH LANGUAGE SPECIALIST	$72,870.00	TE02/MA+30/05	$75,425.00	TE02/MA+30/06	DT	11-000-216-21000-000-00-0-000	
CROWLEY, AMY	25066	TEACHER GRADES 1-4	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	ME	11-120-100-21010-000-00-0-120	
CRUPE, JODY	11641	TEACHER KINDERGARTEN	$97,120.00	TE01/BA+18/13	$99,875.00	TE01/BA+18/13C	FR	11-110-100-21010-000-00-0-130	
CRUPI, ERIN M	21370	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	CH	11-130-100-21010-000-00-0-002	
CUIFFO, NATASHA	22743	TEACHER GRADES 7-9	$97,645.00	TE02/MA+30/12	$102,925.00	TE02/MA+30/13	CH	11-130-100-21010-000-00-0-002	
CUNKELMAN, LISA	25142	TEACHER GRADES 10-12	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	HS	11-140-100-21010-000-00-0-050	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
CURRAN III, JOHN	26713	TEACHER GRADES 10-12	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HS	11-140-100-21010-000-00-0-050	
CWIEK, COLLEEN	20265	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	LB	11-120-100-21010-000-00-0-100	
CZARNECKI, KRISTEN	23578	TEACHER GRADES 1-4	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	FR	11-120-100-21010-000-00-0-130	
DADDIO, RACHEL	25578	TEACHER GRADES 7-9	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	CH	11-130-100-21010-000-00-0-002	
DAGA, PUJA	21840	TEACHER BASIC SKILLS	$96,245.00	TE02/DOC/11	$101,300.00	TE02/DOC/12	CH	11-230-100-21010-000-00-0-055	
DALY, ALLISON	22336	TEACHER RESOURCE PROGRAM	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	DT	11-213-100-21010-000-00-0-090 50% 11-213-100-21010-000-00-0-060 50%	
DAMICO, LORI	26865	TEACHER RESOURCE PROGRAM	$84,245.00	TE02/MA+30/09	$88,700.00	TE02/MA+30/10	FR	11-213-100-21010-000-00-0-130	
D'ANDREA, MICHAEL	25702	TEACHER GRADES 1-4	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	DT	11-120-100-21010-000-00-0-125 30% 11-120-100-21010-000-00-0-070 30% 11-120-100-21010-000-00-0-090 20% 11-120-100-21010-000-00-0-130 20%	
D'ANGELO-BONELLI, LISA	10566	TEACHER GRADES 5-6	$97,120.00	TE01/BA+18/13	$99,375.00	TE01/BA+18/13B	DT	11-130-100-21010-000-00-0-003 50% 11-130-100-21010-000-00-0-002 50%	
DAUS, JONATHAN M	11265	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HS	11-140-100-21010-000-00-0-050	
DAVIS, JEFFREY	20683	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	DT	11-140-100-21010-000-00-0-050 80% 11-130-100-21010-000-00-0-002 20%	
DE MARCO, NICOLE	23693	SPEECH LANGUAGE SPECIALIST	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	DT	11-000-216-21000-000-00-0-000	
DE SIENA, JAMI	23672	TEACHER GRADES 7-9	$99,670.00	TE02/MA/13	$100,025.00	TE02/MA/13	CH	11-130-100-21010-000-00-0-002	
DEACON, KIMBERLEE	13512	TEACHER BASIC SKILLS	$96,870.00	TE02/BA+18/13	$97,225.00	TE02/BA+18/13	HM	11-230-100-21010-000-00-0-056	
DECICCO, ANGELICA	23386	TEACHER RESOURCE PROGRAM	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	HM	11-213-100-21010-000-00-0-056	
DEERSON, ANGELA	12544	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	HS	11-140-100-21010-000-00-0-050	
DEFALCO, STACY	13492	TEACHER RESOURCE PROGRAM	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	CH	11-213-100-21010-000-00-0-055 80% 11-204-100-21010-000-00-0-055 20%	
DELUCA, DANIEL J	22144	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	CH	11-130-100-21010-000-00-0-002	
DEMELLO, SARAH	23414	TEACHER RESOURCE PROGRAM	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	HM	11-213-100-21010-000-00-0-056	
DERKACZ, JAMIE	22393	TEACHER GRADES 1-4	$95,670.00	TE02/BA/13	$96,025.00	TE02/BA/13	FR	11-120-100-21010-000-00-0-130	
DESANTIS III, MICHAEL	26623	TEACHER GRADES 1-4	$68,000.00	TE02/MA/01	$68,355.00	TE02/MA/01	IR	11-120-100-21010-000-00-0-090	
DESIO, STACEY	21428	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	DT	11-000-216-21000-000-00-0-000	
DESMOND, KELLEY	11925	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	CN	11-120-100-21010-000-00-0-070	
DIAZ VILLAMIZAR, RUBIELA	20383	TEACHER GRADES 7-9	$99,670.00	TE02/MA/13	$101,925.00	TE02/MA/13B	CH	11-130-100-21010-000-00-0-002	
DIBLASI, CAROLINE	25034	TEACHER RESOURCE PROGRAM	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	DT	11-213-100-21010-000-00-0-100 75% 11-213-100-21010-000-00-0-130 25%	
DICK, RYAN	22460	TEACHER GRADE 6	$102,570.00	TE02/MA+30/13	$104,325.00	TE02/MA+30/13A	HM	11-130-100-21010-000-00-0-003	
DIEZ, LEXIE	26958	STUDENT ASSISTANCE SPECIALIST	$71,615.00	TE06/MA/01	$72,220.00	TE06/MA/02	HM	11-000-218-21040-000-00-0-056	
DIGANGI, NICHOLAS	26948	SPEECH LANGUAGE SPECIALIST	$68,000.00	TE02/MA/01	$68,605.00	TE02/MA/02	DT	11-000-216-21000-000-00-0-000	
DIGIOACCHINO, PASQUALE	23002	TEACHER GRADES 7-9	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	CH	11-130-100-21010-000-00-0-002	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
DINUZZO, KATE	22426	TEACHER GRADES 7-9	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	CH	11-130-100-21010-000-00-0-002	
DIRENZO, ANNEMARIE	20169	TEACHER KINDERGARTEN	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	FR	11-110-100-21010-000-00-0-130	
DITOMASSO, ELISSA	24139	TECHNOLOGY LITERACY TEACHER	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	DT	11-000-222-21000-000-00-0-070 60% 11-000-222-21000-000-00-0-060 40%	
DIXON-SAMUELS, EBONY	25832	SCHOOL NURSE	$72,045.00	TE02/BA+18/07	$75,300.00	TE02/BA+18/08	HS	11-000-213-21000-000-00-0-050	
DONATO, GINA	23722	TEACHER GRADES 1-4	$84,245.00	TE02/MA+30/09	$88,700.00	TE02/MA+30/10	ME	11-120-100-21010-000-00-0-120	
D'ONOFRIO, LAURA	24340	SPEECH LANGUAGE SPECIALIST	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	DT	11-000-216-21000-000-00-0-000	
DONOGHUE, CHARNA M	13830	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	IR	11-120-100-21010-000-00-0-090	
DOUCETTE, BARRIE	12950	TEACHER RESOURCE PROGRAM	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HS	11-213-100-21010-000-00-0-050	
DRAGONETTE, PATRICIA	27004	SPEECH LANGUAGE SPECIALIST	$90,045.00	TE02/MA/11	$67,928.98	TE02/MA/12	DT	11-000-216-21000-000-00-0-000	
DRESCHER, CHRISTEN	23292	TEACHER GRADES 10-12	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	HS	11-140-100-21010-000-00-0-050	
DUDEK, ANDREW	26029	TEACHER RESOURCE PROGRAM	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	HM	11-213-100-21010-000-00-0-056	
DUFFY, MORGAN	25293	TEACHER GRADE 6	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	HM	11-130-100-21010-000-00-0-003	
DUGAN, MELISSA	11656	TECHNOLOGY LITERACY TEACHER	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	FR	11-000-222-21000-000-00-0-130	
DUNN, KAITLIN	26184	TEACHER GRADES 5-6	$68,170.00	TE02/BA/06	$71,200.00	TE02/BA/07	HM	11-130-100-21010-000-00-0-003	
DURANDO, CHRISTINA	27003	TEACHER RESOURCE PROGRAM	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	CH	11-213-100-21010-000-00-0-055	
EASTEP, DIANNA	20328	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
EASTON, KAITLYN	27195	TEACHER GRADES 5-6	$64,250.00	TE02/BA/02	$64,605.00	TE02/BA/02	HM	11-130-100-21010-000-00-0-003	
EBERHARDT, LAUREN	13368	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
EDWARDS, JANEE	24937	TEACHER GRADES 1-4	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	ME	11-120-100-21010-000-00-0-120	
EISENBERG, ASHLEY	23357	TEACHER RESOURCE PROGRAM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	HM	11-213-100-21010-000-00-0-056	
EITEL, LAURIE	13026	STUDENT ASSISTANCE SPECIALIST	$103,535.00	TE05/MA/13	$105,790.00	TE05/MA/13B	CT	11-000-218-21040-000-00-0-125	
ELIAS, JEFFREY	11718	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HS	11-140-100-21010-000-00-0-050	
ELSON, LYNNE	14423	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
ENIS, SARA L	14107	STUDENT ASSISTANCE SPECIALIST	$106,435.00	TE05/MA+30/13	$108,690.00	TE05/MA+30/13B	CN	11-000-218-21040-000-00-0-070	
ESPINAL, DELBIN	23641	TEACHER RESOURCE PROGRAM	$96,245.00	TE02/DOC/11	$101,300.00	TE02/DOC/12	HS	11-213-100-21010-000-00-0-050 60% 11-209-100-21010-000-00-0-050 40%	
EVANS, KRISTIN RANKIN	12654	SCHOOL SOCIAL WORKER	$103,285.00	TE06/MA/13	$105,040.00	TE06/MA/13A	DT	11-000-219-21040-000-00-0-000	
EYER, KATELYN	23966	TEACHER GRADES 7-9	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CH	11-130-100-21010-000-00-0-002	
FABIANO, APRIL	23321	TEACHER LEARN/LANG DISAB	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	HM	11-204-100-21010-000-00-0-056	
FACENDO, MATTHEW	24455	TEACHER AUTISM	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	CN	11-214-100-21010-000-00-0-070	
FARRELL, MELISSA	12920	TEACHER GRADE 6	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HM	11-130-100-21010-000-00-0-003	
FEKETE, ARIELLA	23656	TEACHER AUTISM	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CN	11-214-100-21010-000-00-0-070	
FELDMAN, JESSICA	26144	TEACHER GRADES 1-4	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	CT	11-120-100-21010-000-00-0-125	
FELICETTA, TAYLOR	25820	TEACHER RESOURCE PROGRAM	$84,245.00	TE02/MA+30/09	$88,700.00	TE02/MA+30/10	IR	11-213-100-21010-000-00-0-090	
FENSKE, KIERA	26703	TEACHER GRADES 1-4	$64,250.00	TE02/BA/02	$65,105.00	TE02/BA/03	CT	11-120-100-21010-000-00-0-125	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
FERNANDEZ, SHAYNA	26706	TEACHER GRADES 7-9	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	CH	11-130-100-21010-000-00-0-002	
FERRANTE, ALISSA	10478	TEACHER KINDERGARTEN	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	ME	11-110-100-21010-000-00-0-120	
FERRARA, TINA	11522	TEACHER GRADE 6	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HM	11-130-100-21010-000-00-0-003	
FERRARO, DAVID	25040	STUDENT ASSISTANCE SPECIALIST	$84,960.00	TE06/MA/09	$89,415.00	TE06/MA/10	CH	11-000-218-21040-000-00-0-055	
FESTA, MEGHAN	20750	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HM	11-213-100-21010-000-00-0-056	
FINELLI, ELIZABETH	21386	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	CH	11-130-100-21010-000-00-0-002	
FINNEGAN, CHRISTOPHER	22430	TEACHER GRADES 5-6	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	HM	11-130-100-21010-000-00-0-003	
FINNEGAN, MICHAEL	11661	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	LB	11-120-100-21010-000-00-0-100	
FISCHER, MEGAN	21642	INSTRUCTIONAL COACH	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	DT	11-000-221-21760-000-00-0-000	
FLEURMONT, SUFFRENS	26749	TEACHER GRADES 7-9	$99,670.00	TE02/MA/13	$100,025.00	TE02/MA/13	CH	11-130-100-21010-000-00-0-002	
FLYNN, ANGELA	23974	TEACHER RESOURCE PROGRAM	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	HM	11-213-100-21010-000-00-0-056	
FORD, ANDREA	25435	TEACHER RESOURCE PROGRAM	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	CT	11-213-100-21010-000-00-0-125	
FORDHAM, KAREN	22858	TEACHER GRADES 7-9	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	CH	11-130-100-21010-000-00-0-002	
FRANCIONE, MARYAM	24011	TEACHER GRADES 5-6	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	HM	11-130-100-21010-000-00-0-003	
FRANK, CHERYL	10447	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CH	11-130-100-21010-000-00-0-002	
FRANQUI, CRISTINA	23403	TEACHER GRADES 1-4	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	ME	11-120-100-21010-000-00-0-120	
FREUDENBERGER, KEITH	25735	TEACHER GRADES 10-12	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	HS	11-140-100-21010-000-00-0-050	
FREY, CAROLE	12483	TEACHER BASIC SKILLS	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	WA	11-230-100-21010-000-00-0-138	
FRUSCIANTE, NOEL	26493	TEACHER GRADES 1-4	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	CT	11-120-100-21010-000-00-0-125	
FUTERFAS, JESSICA	24327	TEACHER GRADES 10-12	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	HS	11-140-100-21010-000-00-0-050	
FUZAK, ASHLEY	24675	TEACHER GRADES 7-9	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	CH	11-130-100-21010-000-00-0-002	
GACK, JANE	22284	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	CT	11-120-100-21010-000-00-0-125	
GAGO, SAMANTHA	26176	TEACHER RESOURCE PROGRAM	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	FR	11-213-100-21010-000-00-0-130	
GAIDAI, ANNA	26560	TEACHER GRADES 5-6	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	DT	11-130-100-21010-000-00-0-003 60% 11-130-100-21010-000-00-0-002 40%	
GALGANO, NICOLE	24271	TEACHER GRADES 1-4	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	LB	11-120-100-21010-000-00-0-100	
GANGI, ROBERT	12307	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	HS	11-140-100-21010-000-00-0-050	
GARCIA, CARLOS	24215	TEACHER RESOURCE PROGRAM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CT	11-213-100-21010-000-00-0-125	
GARCIA, JENNIFER	20767	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	DT	11-000-216-21000-000-00-0-000	
GARDOSI, JESSICA	26505	TEACHER AUTISM	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	FR	11-214-100-21010-000-00-0-130	
GARLATTI, NICOLE	24397	TEACHER RESOURCE PROGRAM	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	HM	11-213-100-21010-000-00-0-056	
GATES, ZACHARY	23984	TEACHER GRADES 10-12	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	HS	11-140-100-21010-000-00-0-050	
GAVARES, TAYLOR	26809	SCHOOL NURSE	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	ME	11-000-213-21000-000-00-0-120	
GEBRAEEL, EREENY	25039	TEACHER ESL	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	LB	11-240-100-21010-000-00-0-100	
GEGA, ZACHARY	25023	TEACHER RESOURCE PROGRAM	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	HS	11-213-100-21010-000-00-0-050 60% 11-209-100-21010-000-00-0-050 40%	
GELLMAN, JACLYN	26371	TEACHER PRESCHOOL GENERAL ED	$69,250.00	TE02/MA/04			IR	11-105-100-21010-000-00-0-090	11/2/2026 Remploy prior to Tenure

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GERACE, JACQUELINE	26737	TEACHER RESOURCE PROGRAM	$68,000.00	TE02/MA/01	$68,355.00	TE02/MA/01	HM	11-213-100-21010-000-00-0-056	
GERARDI, MORGAN	26981	TEACHER GRADES 1-4	$64,000.00	TE02/BA/01	$64,605.00	TE02/BA/02	LB	11-120-100-21010-000-00-0-100	
GEURTSEN, VICTORIA S	13685	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	CH	11-130-100-21010-000-00-0-002	
GHALY, ANGIE	25410	TEACHER GRADES 1-4	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	FR	11-120-100-21010-000-00-0-130	
GIAMBRONE, JOHN	12956	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
GIAMBRONE, KIMBERLY	21498	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HS	11-140-100-21010-000-00-0-050	
GIORDANO, THOMAS	14077	TEACHER GRADES 1-4	$94,600.00	TE01/BA/WHTG	$97,820.00	TE01/BA/WHTG	DT	11-120-100-21010-000-00-0-138 30% 11-120-100-21010-000-00-0-070 30% 11-120-100-21010-000-00-0-130 20% 11-120-100-21010-000-00-0-090 10% 11-120-100-21010-000-00-0-120 10%	
GIUDICE, DANIEL	21093	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	CH	11-130-100-21010-000-00-0-002	
GNATT, SHERI	21770	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HS	11-140-100-21010-000-00-0-050	
GODDEYNE, KRISTEN	24672	SCHOOL NURSE	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CH	11-000-213-21000-000-00-0-055	
GOLDBERG, MELISSA	22823	SCHOOL PSYCHOLOGIST	$102,127.00	TE10/MA+30/12	$107,407.00	TE10/MA+30/13	DT	11-000-219-21040-000-00-0-000	
GOLDSTEIN, MATTHEW	26093	TEACHER GRADES 10-12	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	HS	11-140-100-21010-000-00-0-050	
GOMBAS, LISA	21936	TEACHER GRADES 10-12	$102,570.00	TE02/MA+30/13	$104,325.00	TE02/MA+30/13A	HS	11-140-100-21010-000-00-0-050	
GONZALEZ, JASMIN	24796	TEACHER GRADES 5-6	$64,000.00	TE02/BA/01	$64,605.00	TE02/BA/02	HM	11-130-100-21010-000-00-0-003	
GOODE, JACOB	27120	TEACHER GRADES 1-4	$64,250.00	TE02/BA/02	$65,105.00	TE02/BA/03	DT	11-120-100-21010-000-00-0-138 70% 11-120-100-21010-000-00-0-120 30%	
GOPAL, ARVIN	23643	TEACHER GRADES 10-12	$105,870.00	TE02/DOC/13	$106,225.00	TE02/DOC/13	HS	11-140-100-21010-000-00-0-050	
GORDON, STACEY	26325	TEACHER GRADES 7-9	$102,570.00	TE02/MA+30/13			CH	11-130-100-21010-000-00-0-002	11/2/2026 Remploy prior to Tenure
GORKA, KATELYN	26150	TEACHER RESOURCE PROGRAM	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	HM	11-213-100-21010-000-00-0-056	
GORMAN, MARIA	23637	TEACHER RESOURCE PROGRAM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	HS	11-213-100-21010-000-00-0-050	
GORSKI, CAROLYN	20612	TEACHER GRADE 5	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HM	11-120-100-21010-000-00-0-056	
GRAF, JENNIFER	21607	TEACHER GRADE 5	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HM	11-120-100-21010-000-00-0-056	
GRANT, JAMIE	21502	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	WA	11-120-100-21010-000-00-0-138	
GRANT, KARYN	11918	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	BM	11-120-100-21010-000-00-0-060	
GRANT, MICHELLE	25051	TEACHER AUTISM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	WA	11-214-100-21010-000-00-0-138	
GRECO, MARISA	24403	TEACHER RESOURCE PROGRAM	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	HM	11-213-100-21010-000-00-0-056	
GREEN, MICHELE	12917	TEACHER GRADE 6	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	HM	11-130-100-21010-000-00-0-003	
GREENE, KATIE	26477	TEACHER KINDERGARTEN	$64,000.00	TE02/BA/01	$64,605.00	TE02/BA/02	FR	11-110-100-21010-000-00-0-130	
GREENE, STEPHANIE	26498	TEACHER GRADES 7-9	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	CH	11-130-100-21010-000-00-0-002	
GRIGAL, MELISSA	12930	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CH	11-130-100-21010-000-00-0-002	
GRINDLINGER, AMANDA	25774	TEACHER GRADES 7-9	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	CH	11-130-100-21010-000-00-0-002	
GRINSHPUN, ELINA	20482	TEACHER GRADE 6	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HM	11-130-100-21010-000-00-0-003	
GROSHOLZ, ALLEN	21411	TEACHER GRADES 5-6	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HM	11-130-100-21010-000-00-0-003	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
GROSSER, JACQUELINE	12607	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CH	11-213-100-21010-000-00-0-055	
GROSSO-SCHORK, KRISTIN	23029	LDTC	$98,360.00	TE06/MA/12	$103,640.00	TE06/MA/13	DT	11-000-219-21040-000-00-0-000	
GROSVENOR, BRYAN	25381	TEACHER GRADES 1-4	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	FR	11-120-100-21010-000-00-0-130	
GRUBER, NICOLE	25579	TEACHER GRADES 1-4	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	CN	11-120-100-21010-000-00-0-070	
GULA, AMY	23713	TEACHER AUTISM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	LB	11-214-100-21010-000-00-0-100	
GUNIA, SARAH	24452	TEACHER GRADES 10-12	$68,170.00	TE02/BA/06	$71,200.00	TE02/BA/07	HS	11-140-100-21010-000-00-0-050	
HAAS-HEYE, EMMA	24576	TEACHER GRADE 6	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	HM	11-130-100-21010-000-00-0-003	
HAGAN, CHANTAL	20641	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HS	11-140-100-21010-000-00-0-050	
HAGAN, DAVID	12799	TEACHER GRADES 5-6	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HM	11-130-100-21010-000-00-0-003	
HAMILTON, CALLIE	25666	TEACHER GRADES 1-4	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	WA	11-120-100-21010-000-00-0-138	
HAMMOND, SAMANTHA	21812	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HS	11-140-100-21010-000-00-0-050	
HANANIA, ASHLEY	24354	TEACHER GRADES 10-12	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	HS	11-140-100-21010-000-00-0-050	
HANEY, ELAINE	23011	MEDIA SPECIALIST	$97,645.00	TE02/MA+30/12	$102,925.00	TE02/MA+30/13	DT	11-000-222-21000-000-00-0-125 90% 11-000-222-21000-000-00-0-100 10%	
HANNAH, ANN	25075	TEACHER GRADES 10-12	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	HS	11-140-100-21010-000-00-0-050	
HANNON, TARA LYN	20476	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
HANNUM, ELENOR	21857	TEACHER RESOURCE PROGRAM	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HS	11-213-100-21010-000-00-0-050	
HARDER, AMANDA	25386	TEACHER RESOURCE PROGRAM	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	CH	11-213-100-21010-000-00-0-055	
HARNETT, MICHAEL	20692	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
HASS, BRITTANY	22800	TEACHER RESOURCE PROGRAM	$78,545.00	TE02/BA+18/09	$83,000.00	TE02/BA+18/10	CH	11-213-100-21010-000-00-0-055	
HEITZHAUS, TAYLOR	25003	SCHOOL COUNSELOR	$81,360.00	TE06/MA/08	$85,315.00	TE06/MA/09	CH	11-000-218-21040-000-00-0-055	
HELLER-RINGER, DONNA	22164	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	DT	11-000-216-21000-000-00-0-000	
HENKEL, NOELLE	27130	TEACHER GRADES 1-4	$78,545.00	TE02/BA+18/09	$83,000.00	TE02/BA+18/10	ME	11-120-100-21010-000-00-0-120	
HERRERA, VICTORIA	24002	TEACHER ESL	$97,645.00	TE02/MA+30/12	$102,925.00	TE02/MA+30/13	CT	11-240-100-21010-000-00-0-125	
HERSCHMAN, SAMANTHA	25883	TEACHER GRADE 5	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	HM	11-120-100-21010-000-00-0-056	
HILARCZYK, ANDREW	20058	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	CH	11-130-100-21010-000-00-0-002	
HOFFMANN, LAURA	21725	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	CH	11-130-100-21010-000-00-0-002	
HOLTZMAN, STEPHANIE	22857	TEACHER GRADES 10-12	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HS	11-140-100-21010-000-00-0-050	
HOLZMANN, DANIEL	27193	TEACHER GRADES 1-4	$65,250.00	TE02/BA/04	$65,605.00	TE02/BA/04	DT	11-120-100-21010-000-00-0-090 90% 11-120-100-21010-000-00-0-130 10%	
HOOVER, KIMBERLY	25018	TEACHER GRADES 7-9	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CH	11-130-100-21010-000-00-0-002	
HOOVER, KRISTINA	23513	TEACHER GRADES 1-4	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	WA	11-120-100-21010-000-00-0-138	
HORN, ALEXIS	26490	TEACHER RESOURCE PROGRAM	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	IR	11-213-100-21010-000-00-0-090	
HOUSE, JENNIFER	26124	TEACHER GRADES 7-9	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	CH	11-130-100-21010-000-00-0-002	
HYNES, MEGAN	23718	TEACHER MULTIPLE DISABILITIES	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	HS	11-212-100-21010-000-00-0-050	
HYNES, RYAN A	13709	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
ILARIA, NICOLE	24670	TEACHER AUTISM	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	WA	11-214-100-21010-000-00-0-138	

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IOVINO, SUSAN	10151	TEACHER GRADE 5	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HM	11-120-100-21010-000-00-0-056	
ISLAM, NITHARUL	26589	TEACHER GRADES 7-9	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	CH	11-130-100-21010-000-00-0-002	
JACKSON, MARIEL	26167	TEACHER BASIC SKILLS	$72,045.00	TE02/BA+18/07	$75,300.00	TE02/BA+18/08	DT	11-230-100-21010-000-00-0-090 50% 11-230-100-21010-000-00-0-138 50%	
JACOB, ALYSSA	25058	TEACHER KINDERGARTEN	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	CN	11-110-100-21010-000-00-0-070	
JACOBS, VICTOR	26538	TEACHER GRADES 7-9	$74,950.00	TE02/DOC/03	$75,805.00	TE02/DOC/04	CH	11-130-100-21010-000-00-0-002	
JANSON, MATTHEW	26003	TEACHER GRADES 10-12	$76,170.00	TE02/DOC/05	$78,725.00	TE02/DOC/06	HS	11-140-100-21010-000-00-0-050	
JAROSIEWICZ, CAITLIN	23179	TEACHER GRADES 10-12	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HS	11-140-100-21010-000-00-0-050	
JASKO, WILLIAM	23015	TEACHER GRADES 10-12	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HS	11-140-100-21010-000-00-0-050	
JOHNSEN, SAMANTHA	27190	TEACHER GRADES 1-4	$73,745.00	TE02/BA/08	$74,100.00	TE02/BA/08	BM	11-120-100-21010-000-00-0-060	
JOHNSON, BRIDGET	25236	TEACHER RESOURCE PROGRAM	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	CH	11-213-100-21010-000-00-0-055	
JOHNSON, KARA	14159	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	WA	11-120-100-21010-000-00-0-138	
JOHNSON, SHATEMA	26765	TEACHER RESOURCE PROGRAM	$95,670.00	TE02/BA/13	$96,025.00	TE02/BA/13	HM	11-213-100-21010-000-00-0-056	
JONES, ALICIA	26481	TEACHER RESOURCE PROGRAM	$80,645.00	TE02/MA+30/08	$84,600.00	TE02/MA+30/09	HM	11-213-100-21010-000-00-0-056	
JORDAN, CAROLINE	23399	TEACHER KINDERGARTEN	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	WA	11-110-100-21010-000-00-0-138	
JU, EUNICE	26191	TEACHER GRADES 10-12	$85,445.00	TE02/MA/10			HS	11-140-100-21010-000-00-0-050	9/30/2026 60 Day to Tenure
JUBA, CASSANDRA	27006	TEACHER RESOURCE PROGRAM	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	BM	11-213-100-21010-000-00-0-060	
JUDD, MAIA	21507	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	DT	11-120-100-21010-000-00-0-130 60% 11-120-100-21010-000-00-0-060 40%	
KAM, MORIAH	26148	TEACHER GRADES 1-4	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	DT	11-120-100-21010-000-00-0-100 30% 11-120-100-21010-000-00-0-120 30% 11-120-100-21010-000-00-0-060 20% 11-120-100-21010-000-00-0-138 20%	
KANE, CATHLEEN	26734	TEACHER RESOURCE PROGRAM	$64,750.00	TE02/BA/03	$65,105.00	TE02/BA/03	CH	11-213-100-21010-000-00-0-055	
KANG, CHRISTIN	25188	TEACHER GRADES 1-4	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	LB	11-120-100-21010-000-00-0-100	
KAPLAN, ELIZABETH	14079	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
KAPLOW, MELISSA	24039	TEACHER GRADES 1-4	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	CN	11-120-100-21010-000-00-0-070	
KAPSASKIS, EVAGELIA	22486	TEACHER KINDERGARTEN	$102,570.00	TE02/MA+30/13	$104,325.00	TE02/MA+30/13A	LB	11-110-100-21010-000-00-0-100	
KARAKOGLOU, ANGELIKI	24160	TEACHER GRADES 1-4	$82,645.00	TE02/BA+18/10	$87,600.00	TE02/BA+18/11	DT	11-120-100-21010-000-00-0-070 50% 11-120-100-21010-000-00-0-090 50%	
KAUSHAL, NIVEDITA	26985	TEACHER GRADES 7-9	$74,450.00	TE02/DOC/02	$75,305.00	TE02/DOC/03	CH	11-130-100-21010-000-00-0-002	
KEARNS, CAROLYN	26026	TEACHER RESOURCE PROGRAM	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	CH	11-213-100-21010-000-00-0-055	
KEARNS, SHANNON	26997	SCHOOL SOCIAL WORKER	$71,615.00	TE06/MA/01	$71,970.00	TE06/MA/01	DT	11-000-219-21040-000-00-0-000	

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KEELY, SHANNON	23569	TEACHER GRADES 1-4	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	DT	11-120-100-21010-000-00-0-120 12.50% 11-120-100-21010-000-00-0-060 12.50% 11-120-100-21010-000-00-0-070 12.50% 11-120-100-21010-000-00-0-090 12.50% 11-120-100-21010-000-00-0-100 12.50% 11-120-100-21010-000-00-0-125 12.50% 11-120-100-21010-000-00-0-130 12.50% 11-120-100-21010-000-00-0-138 12.50%	
KEENAN, MICHAEL	23682	TEACHER GRADES 7-9	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	DT	11-130-100-21010-000-00-0-002 90% 11-140-100-21010-000-00-0-050 10%	
KELLY, DEBORAH	23317	TEACHER GRADES 7-9	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CH	11-130-100-21010-000-00-0-002	
KELLY, NICOLE	24328	SCHOOL PSYCHOLOGIST	$94,527.00	TE10/MA/11	$99,582.00	TE10/MA/12	DT	11-000-219-21040-000-00-0-000	
KENNEY, CHRISTOPHER	13535	TEACHER RESOURCE PROGRAM	$97,120.00	TE01/BA+18/13	$99,875.00	TE01/BA+18/13C	HS	11-213-100-21010-000-00-0-050	
KENNEY, NICOLE	13941	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
KENNISH, KATHERINE	20353	TEACHER GRADE 6	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HM	11-130-100-21010-000-00-0-003	
KENNY-STEIN, ELIZABETH	12618	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-140-100-21010-000-00-0-050	
KERRIGAN, COURTNEY	26506	TEACHER RESOURCE PROGRAM	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	HM	11-213-100-21010-000-00-0-056 50% 11-204-100-21010-000-00-0-056 50%	
KERSCHNER, THERESA	20854	TEACHER GRADES 7-9	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	CH	11-130-100-21010-000-00-0-002	
KIM, MINNA	25069	TEACHER GRADES 1-4	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	FR	11-120-100-21010-000-00-0-130	
KING, DANIELLE	21267	TEACHER GRADES 7-9	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CH	11-130-100-21010-000-00-0-002	
KIPP, KRISTEN	25281	TEACHER GRADES 1-4	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	CN	11-120-100-21010-000-00-0-070	
KIRSCHNER, MELISSA	26939	SPEECH LANGUAGE SPECIALIST	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	DT	11-000-216-21000-000-00-0-000	
KLEIN, JENNA	23878	TEACHER BASIC SKILLS	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	ME	11-230-100-21010-000-00-0-120	
KLEIN, ROBIN	21771	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	DT	11-000-216-21000-000-00-0-000	
KOMOSINSKY, JULIA	25679	TEACHER GRADES 1-4	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	DT	11-120-100-21010-000-00-0-130 60% 11-120-100-21010-000-00-0-060 40%	
KOSINSKI, JONATHAN	23268	TEACHER GRADES 10-12	$99,670.00	TE02/MA/13	$100,025.00	TE02/MA/13	HS	11-140-100-21010-000-00-0-050	
KOVARCIK, CATHERINE J	13542	TEACHER BASIC SKILLS	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	LB	11-230-100-21010-000-00-0-100	
KRAEMER, KELLY	26127	TEACHER GRADES 1-4	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	FR	11-120-100-21010-000-00-0-130	
KRAMER, SARAH	26343	TEACHER GRADES 5-6	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	HM	11-130-100-21010-000-00-0-003	12/1/2026 Remploy prior to Tenure
KRANTZ FITTER, LORI	13481	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
KRAS, LAUREN	20670	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
KRISSOW, ALEXANDRA	24970	TEACHER GRADE 5	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	HM	11-120-100-21010-000-00-0-056	
KROLL, JODI	22259	TEACHER GRADES 1-4	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	CN	11-120-100-21010-000-00-0-070	
KRZYWDZINSKI, ALISON	21273	SCHOOL PSYCHOLOGIST	$107,302.00	TE09/MA+30/13	$109,057.00	TE09/MA+30/13A	DT	11-000-219-21040-000-00-0-000	
KULIK, MARIAM	26217	TEACHER GRADES 5-6	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	HM	11-130-100-21010-000-00-0-003	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
KUMAR, SARITA	23626	TEACHER GRADES 10-12	$91,645.00	TE02/DOC/10	$96,600.00	TE02/DOC/11	HS	11-140-100-21010-000-00-0-050	
KURDES, ANNEMARIE	13517	TEACHER GRADES 1-4	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	WA	11-120-100-21010-000-00-0-138	
KUSHNIR, JULIA	21032	SCHOOL SOCIAL WORKER	$103,535.00	TE05/MA/13	$105,290.00	TE05/MA/13A	DT	11-000-219-21040-000-00-0-000	
KUSMICK, LAUREN	23428	TEACHER RESOURCE PROGRAM	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	ME	11-213-100-21010-000-00-0-120	
KUTNEY, JESSICA	26170	TEACHER RESOURCE PROGRAM	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	HM	11-213-100-21010-000-00-0-056	
LAFORGE, KYLE	23312	TEACHER GRADES 10-12	$87,245.00	TE02/BA+18/11	$92,300.00	TE02/BA+18/12	HS	11-140-100-21010-000-00-0-050	
LAMENDOLA, TARA	14091	TEACHER RESOURCE PROGRAM	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-213-100-21010-000-00-0-056	
LANG, TAYLOR	26766	SCHOOL SOCIAL WORKER	$93,660.00	TE06/MA/11	$98,715.00	TE06/MA/12	DT	11-000-219-21040-000-00-0-000	
LARRISON, AILEEN	12857	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$100,275.00	TE01/MA/13	CH	11-213-100-21010-000-00-0-055	
LASHER, MICHAEL	21748	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	CH	11-130-100-21010-000-00-0-002	
LASKY, KIMBERLY	23208	TEACHER GRADES 7-9	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CH	11-130-100-21010-000-00-0-002	
LAUDIEN, COLLEEN	11651	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CH	11-213-100-21010-000-00-0-055	
LAZAR, AGNIESZKA	14519	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	CH	11-130-100-21010-000-00-0-002	
LEACH, DEBRA	26226	TEACHER GRADES 7-9	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	CH	11-130-100-21010-000-00-0-002	
LECLAIR, LAUREN	24029	TEACHER GRADES 7-9	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CH	11-130-100-21010-000-00-0-002	
LEHOCKY, KATHRYN	24385	TEACHER RESOURCE PROGRAM	$84,245.00	TE02/MA+30/09	$88,700.00	TE02/MA+30/10	ME	11-213-100-21010-000-00-0-120	
LELL, CONRAD	20658	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HS	11-140-100-21010-000-00-0-050	
LEOTTA, ALISSA	25383	TEACHER GRADES 1-4	$75,070.00	TE02/MA+30/06	$78,100.00	TE02/MA+30/07	LB	11-120-100-21010-000-00-0-100	
LEVY, ROBIN	12523	TEACHER BASIC SKILLS	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	CH	11-230-100-21010-000-00-0-055	
LEWIS, TAYLOR	23508	TEACHER GRADES 7-9	$87,245.00	TE02/BA+18/11	$92,300.00	TE02/BA+18/12	CH	11-130-100-21010-000-00-0-002	
LIGUORI, DANIELLE	20737	TEACHER GRADE 5	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-120-100-21010-000-00-0-056	
LIGUORI, LINDSAY J	21968	TEACHER RESOURCE PROGRAM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	FR	11-213-100-21010-000-00-0-130	
LINDER, SARA	23620	TEACHER GRADES 10-12	$88,345.00	TE02/MA+30/10	$93,300.00	TE02/MA+30/11	HS	11-140-100-21010-000-00-0-050	
LINDSAY, JESSICA	20803	TEACHER GRADES 1-4	$97,120.00	TE01/BA+18/13	$98,875.00	TE01/BA+18/13A	FR	11-120-100-21010-000-00-0-130	
LITTLEFIELD, VIRGINIA	21204	TEACHER PRESCHOOL DISAB F/T	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	CT	11-216-100-21010-000-00-0-125	
LOGAN, JESSICA	25844	SCHOOL NURSE	$72,045.00	TE02/BA+18/07	$75,300.00	TE02/BA+18/08	LB	11-000-213-21000-000-00-0-100	
LONIGRO, STEPHANIE	26695	TEACHER KINDERGARTEN	$68,250.00	TE02/MA/02	$69,105.00	TE02/MA/03	CN	11-110-100-21010-000-00-0-070	
LOPEZ, KENDALL	13088	TEACHER GRADES 10-12	$96,870.00	TE02/BA+18/13	$99,625.00	TE02/BA+18/13C	HS	11-140-100-21010-000-00-0-050	
LORFING, AMANDA	21958	TEACHER RESOURCE PROGRAM	$91,945.00	TE02/BA+18/12	$97,225.00	TE02/BA+18/13	WA	11-213-100-21010-000-00-0-138	
LUBARSKY, TODD	14337	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
LUKIE, DEBRA	12649	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
LYNCH, KELLY	27151	SCHOOL NURSE	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	IR	11-000-213-21000-000-00-0-090	
LYNCH, MATTHEW	26474	TEACHER RESOURCE PROGRAM	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CH	11-213-100-21010-000-00-0-055 80% 11-204-100-21010-000-00-0-055 20%	
LYNCH, MICHELLE	26187	TEACHER GRADES 1-4	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	DT	11-120-100-21010-000-00-0-100 70% 11-120-100-21010-000-00-0-125 30%	
LYONS, JEANETTE	12659	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CN	11-120-100-21010-000-00-0-070	

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LYONS, JENNA M	13843	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	DT	11-000-216-21000-000-00-0-000	
LYONS, SUSIE	20661	TEACHER GRADE 6	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-130-100-21010-000-00-0-003	
LYONS, TAYLOR	25438	TEACHER GRADES 10-12	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	HS	11-140-100-21010-000-00-0-050	
MACHA, JAN	26143	TEACHER GRADES 7-9	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CH	11-130-100-21010-000-00-0-002	
MAGLEY, ERICA	14126	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	LB	11-120-100-21010-000-00-0-100	
MALDONADO, HENRY	25694	TEACHER GRADES 1-4	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	CT	11-120-100-21010-000-00-0-125	
MALLOY, KAITLIN	25862	TEACHER GRADES 1-4	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	CN	11-120-100-21010-000-00-0-070	
MANGINO, DEBORAH L	13584	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HS	11-140-100-21010-000-00-0-050	
MANN, EILEEN	23037	TEACHER GRADES 5-6	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	DT	11-130-100-21010-000-00-0-003 50% 11-130-100-21010-000-00-0-002 50%	
MANNERS, SHARI	23708	TEACHER GRADES 7-9	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CH	11-130-100-21010-000-00-0-002	
MANNON, KATHRYN	25151	TEACHER GRADES 1-4	$91,945.00	TE02/BA+18/12	$97,225.00	TE02/BA+18/13	DT	11-120-100-21010-000-00-0-125 40% 11-120-100-21010-000-00-0-120 40% 11-120-100-21010-000-00-0-130 10% 11-120-100-21010-000-00-0-070 10%	
MANNUZZA, DEBORAH	22077	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	CH	11-130-100-21010-000-00-0-002	
MANZO RIVERA, ANDREA	27020	TEACHER GRADES 1-4	$82,645.00	TE02/BA+18/10	$87,600.00	TE02/BA+18/11	CN	11-120-100-21010-000-00-0-070	
MARGOLIES-SMITH, JENNIFER	14342	TEACHER GRADES 1-4	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	ME	11-120-100-21010-000-00-0-120	
MARGOLIN, ALEXA	25583	TEACHER PRESCHOOL GENERAL ED	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	ME	11-105-100-21010-000-00-0-120	
MARRONE, MICHELLE	24202	TEACHER GRADES 1-4	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	BM	11-120-100-21010-000-00-0-060	
MARTINEZ, ALEXIS	25704	SCHOOL PSYCHOLOGIST	$74,452.00	TE10/MA/05	$77,007.00	TE10/MA/06	DT	11-000-219-21040-000-00-0-000	
MARTINEZ, FELIX	26704	TEACHER GRADES 10-12	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	HS	11-140-100-21010-000-00-0-050	
MARTUCCI, BRITTANY	22648	TEACHER RESOURCE PROGRAM	$97,645.00	TE02/MA+30/12	$102,925.00	TE02/MA+30/13	HS	11-213-100-21010-000-00-0-050	
MASSA, KATHLEEN	24325	TEACHER GRADES 5-6	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	HM	11-130-100-21010-000-00-0-003	
MASSOUD, MARIAM	26526	TEACHER GRADES 5-6	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	HM	11-130-100-21010-000-00-0-003	
MATO, MATILDA	21400	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HS	11-140-100-21010-000-00-0-050	
MCARDLE, JOSEPH	26756	TEACHER AUTISM	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	CH	11-214-100-21010-000-00-0-055	
MCCAULEY, KELLY	22770	TEACHER GRADE 6	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	HM	11-130-100-21010-000-00-0-003	
MCCLOSKEY, LISA	24405	TEACHER KINDERGARTEN	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	CN	11-110-100-21010-000-00-0-070	
MCGRATH, TARA	22908	STUDENT ASSISTANCE SPECIALIST	$93,660.00	TE06/MA/11	$98,715.00	TE06/MA/12	CH	11-000-218-21040-000-00-0-055	
MCINERNEY, BRIAN	20665	TEACHER GRADES 7-9	$97,120.00	TE01/BA+18/13	$99,375.00	TE01/BA+18/13B	CH	11-130-100-21010-000-00-0-002	
MCKIBBIN, TERRENCE	12485	TEACHER GRADES 10-12	$97,120.00	TE01/BA+18/13	$99,875.00	TE01/BA+18/13C	HS	11-140-100-21010-000-00-0-050	
MCKINNON, FATIMA	20600	TEACHER ESL	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	IR	11-240-100-21010-000-00-0-090	
MCLARTY, PRISCILLA	21025	TEACHER GRADES 7-9	$90,450.00	TE01/BA/WHPM	$92,900.00	TE01/BA/WHPM	CH	11-130-100-21010-000-00-0-002	
MCNAUGHTON, DENISE	25260	TEACHER GRADES 10-12	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	HS	11-140-100-21010-000-00-0-050	
MCQUADE, KERRI	20057	TEACHER GRADES 10-12	$97,120.00	TE01/BA+18/13	$99,375.00	TE01/BA+18/13B	HS	11-140-100-21010-000-00-0-050	

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MCQUADE, STEPHANIE	20857	TEACHER LEARN/LANG DISAB	$97,120.00	TE01/BA+18/13	$99,375.00	TE01/BA+18/13B	HS	11-204-100-21010-000-00-0-050 50% 11-212-100-21010-000-00-0-050 50%	
MCQUARRIE, KELLY	23658	TEACHER AUTISM	$91,945.00	TE02/BA+18/12	$97,225.00	TE02/BA+18/13	HS	11-214-100-21010-000-00-0-050	
MEIROSE, MICHAEL	25635	TEACHER RESOURCE PROGRAM	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	HS	11-213-100-21010-000-00-0-050	
MEISTER, HALLIE	25005	TEACHER BASIC SKILLS	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	FR	11-230-100-21010-000-00-0-130	
MELILLO, SAMANTHA	25731	TEACHER GRADES 1-4	$64,250.00	TE02/BA/02	$65,105.00	TE02/BA/03	LB	11-120-100-21010-000-00-0-100	
MENDES, CAITLIN	26881	SCHOOL NURSE	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	CH	11-000-213-21000-000-00-0-055	
MENENDEZ, HEATHER	26642	TEACHER ESL	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	WA	11-240-100-21010-000-00-0-138	
MERCADO, KATHRYN	25854	TEACHER AUTISM	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	LB	11-214-100-21010-000-00-0-100	
METZ, LYNNE	10623	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	CH	11-130-100-21010-000-00-0-002	
MEUSE, SUSAN	22432	TEACHER GRADES 7-9	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	CH	11-130-100-21010-000-00-0-002	
MICHALAK, TRACY	13514	LDTC	$103,535.00	TE05/MA/13	$105,790.00	TE05/MA/13B	DT	11-000-219-21040-000-00-0-000	
MILLER, ELIZABETH	25657	LDTC	$87,860.00	TE06/MA+30/09	$92,315.00	TE06/MA+30/10	DT	11-000-219-21040-000-00-0-000	
MILLER, JOSHUA	27185	TEACHER RESOURCE PROGRAM	$102,570.00	TE02/MA+30/13	$102,925.00	TE02/MA+30/13	HM	11-213-100-21010-000-00-0-056	
MILLER, SHERRY	21465	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	DT	11-000-216-21000-000-00-0-000	
MISCHIK, STEPHANIE	21371	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	CT	11-213-100-21010-000-00-0-125	
MOGER, REBECCA DALTON	24331	TEACHER GRADES 7-9	$84,245.00	TE02/MA+30/09	$88,700.00	TE02/MA+30/10	CH	11-130-100-21010-000-00-0-002	
MOLNAR, SUSANNE	26078	TEACHER AUTISM	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HM	11-214-100-21010-000-00-0-056	
MOLOUGHNEY, CLARE	26193	TEACHER GRADE 6	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	HM	11-130-100-21010-000-00-0-003	
MONDESIR, KEVIN	23847	TEACHER GRADES 10-12	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	HS	11-140-100-21010-000-00-0-050	
MONDRY, MARC	22992	TEACHER GRADES 10-12	$100,945.00	TE02/DOC/12	$106,225.00	TE02/DOC/13	HS	11-140-100-21010-000-00-0-050	
MONTUORO, REBECCA	26282	TEACHER GRADES 7-9	$74,845.00	TE02/MA/07			CH	11-130-100-21010-000-00-0-002	9/21/2026 Remploy prior to Tenure
MOORE, JACLYN	25304	TEACHER AUTISM	$72,045.00	TE02/BA+18/07	$75,300.00	TE02/BA+18/08	LB	11-214-100-21010-000-00-0-100	
MOORE, MICHELE	13763	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	DT	11-120-100-21010-000-00-0-090 50% 11-120-100-21010-000-00-0-070 50%	
MORAN, RACHEL	21283	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HS	11-140-100-21010-000-00-0-050	
MOREIRA, MONICA	14043	TECHNOLOGY LITERACY TEACHER	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	DT	11-000-222-21000-000-00-0-138 70% 11-000-222-21000-000-00-0-100 30%	
MORENO, GREG	12648	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-213-100-21010-000-00-0-050	
MORGAN, AMBER	26492	STUDENT ASSISTANCE SPECIALIST	$72,865.00	TE06/MA/04	$73,940.00	TE06/MA/05	HS	11-000-218-21040-000-00-0-050	
MORREALE, THERESA	20883	TEACHER ESL	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	ME	11-240-100-21010-000-00-0-120	
MORRIS, ASHLEY	23969	TEACHER GRADE 5	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	HM	11-120-100-21010-000-00-0-056	
MOTUSESKY, KATHERINE	12472	TEACHER BASIC SKILLS	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HM	11-230-100-21010-000-00-0-056	
MOTUSESKY, MARK	11909	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-140-100-21010-000-00-0-050	
MOY, WENDY	25547	TEACHER GRADES 1-4	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	FR	11-120-100-21010-000-00-0-130	
MULHALL, EMILY	23986	TEACHER GRADES 1-4	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	WA	11-120-100-21010-000-00-0-138	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
MUNIZ, JENNIFER	25421	ATHLETIC TRAINER	$85,603.00	TE04/DOC/06	$88,633.00	TE04/DOC/07	HS	11-402-100-21000-000-00-0-050	
MURPHY, JOSEPH	23216	TEACHER GRADES 10-12	$105,870.00	TE02/DOC/13	$106,225.00	TE02/DOC/13	HS	11-140-100-21010-000-00-0-050	
MURPHY, SARA	13984	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HS	11-140-100-21010-000-00-0-050	
MURRAY IV, FRANCIS J	22707	TEACHER GRADES 10-12	$97,645.00	TE02/MA+30/12	$102,925.00	TE02/MA+30/13	HS	11-140-100-21010-000-00-0-050	
MURRAY, SHAUNA	24657	TEACHER GRADES 10-12	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	HS	11-140-100-21010-000-00-0-050	
NAMIO, CASSANDRA	22192	TEACHER GRADE 5	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HM	11-120-100-21010-000-00-0-056	
NAPIERALSKICORRITORE, LISA	25747	TEACHER AUTISM	$65,450.00	TE02/BA+18/02	$66,305.00	TE02/BA+18/03	CN	11-214-100-21010-000-00-0-070	
NAPOLI, ALLISON	24142	TEACHER BASIC SKILLS	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	DT	11-230-100-21010-000-00-0-060 80% 11-230-100-21010-000-00-0-000 20%	
NASCIMENTO, CARA	26787	TEACHER GRADES 7-9	$99,670.00	TE02/MA/13	$100,025.00	TE02/MA/13	CH	11-130-100-21010-000-00-0-002	
NELL, JULIANNE	23380	TEACHER GRADES 10-12	$96,245.00	TE02/DOC/11	$101,300.00	TE02/DOC/12	HS	11-140-100-21010-000-00-0-050	
NELSON, ALEXANDER	24680	TEACHER GRADES 5-6	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	HM	11-130-100-21010-000-00-0-003	
NEMETH, DANIEL	21749	TEACHER GRADES 5-6	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	DT	11-130-100-21010-000-00-0-003 50% 11-140-100-21010-000-00-0-050 50%	
NESCI, DANIELLE	21577	TEACHER GRADES 10-12	$106,120.00	TE01/DOC/13	$107,875.00	TE01/DOC/13A	HS	11-140-100-21010-000-00-0-050	
NEUMAN, MADELINE	24476	TEACHER RESOURCE PROGRAM	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	CN	11-213-100-21010-000-00-0-070	2/16/2027 Remploy prior to Tenure
NIELSEN, ASHLEY	26641	SCHOOL COUNSELOR	$72,365.00	TE06/MA/03	$73,220.00	TE06/MA/04	HS	11-000-218-21040-000-00-0-050	
NISLEIT, JOSHUA	26987	TEACHER GRADES 7-9	$64,000.00	TE02/BA/01	$64,605.00	TE02/BA/02	CH	11-130-100-21010-000-00-0-002	
NOLAN, MARYLOU	26091	TEACHER GRADES 1-4	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	IR	11-120-100-21010-000-00-0-090	
NOPPENBERGER, LISE	20896	TEACHER KINDERGARTEN	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	WA	11-110-100-21010-000-00-0-138	
O'DONNELL, JACQUELYN	26218	SCHOOL PSYCHOLOGIST	$105,427.00	TE10/DOC/12			DT	11-000-219-21040-000-00-0-000	9/30/2026 60 Day to Tenure
OFFIN, CARLY	24993	TEACHER GRADES 1-4	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	CT	11-120-100-21010-000-00-0-125	
O'GRADY, KRISTEN	23205	TEACHER GRADES 10-12	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	HS	11-140-100-21010-000-00-0-050	
O'HARE, JILL	21077	SCHOOL PSYCHOLOGIST	$110,602.00	TE09/DOC/13	$112,857.00	TE09/DOC/13B	DT	11-000-219-21040-000-00-0-000	
OLDOERP, AUDREY	12015	TEACHER ESL	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HS	11-240-100-21010-000-00-0-050	
OLIVETO, NICOLE	20466	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	CH	11-130-100-21010-000-00-0-002	
ORANCHAK, JENNIFER	24802	TEACHER KINDERGARTEN	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	BM	11-110-100-21010-000-00-0-060	
ORAPALLO, JESSICA	26712	STUDENT ASSISTANCE SPECIALIST	$89,060.00	TE06/MA/10	$94,015.00	TE06/MA/11	HM	11-000-218-21040-000-00-0-056	
ORLANDO, AMANDA	22749	TEACHER BASIC SKILLS	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	DT	11-230-100-21010-000-00-0-070 50% 11-230-100-21010-000-00-0-125 50%	
ORTIZ, DAISHANAE	24914	TEACHER ESL	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	CT	11-240-100-21010-000-00-0-125	
OTT, REBECCA	23088	TEACHER GRADES 7-9	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	CH	11-130-100-21010-000-00-0-002	
PALUMBO, REBECCA	13436	TEACHER GRADE 5	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HM	11-120-100-21010-000-00-0-056	
PANNAPARA, TRACEY	26512	TEACHER GRADES 10-12	$99,670.00	TE02/MA/13	$100,025.00	TE02/MA/13	HS	11-140-100-21010-000-00-0-050	

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PARK, SAYON	26483	TEACHER RESOURCE PROGRAM	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	CH	11-213-100-21010-000-00-0-055	
PARKE, MICHELE	11259	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	FR	11-120-100-21010-000-00-0-130	
PARKINSON, KATHLEEN	10918	TEACHER PRESCHOOL GENERAL ED	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	CT	11-105-100-21010-000-00-0-125	
PARRY, DANIELLE	27047	TEACHER RESOURCE PROGRAM	$87,245.00	TE02/BA+18/11	$92,300.00	TE02/BA+18/12	CT	11-213-100-21010-000-00-0-125	
PASTER, NICOLE	21567	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	CT	11-120-100-21010-000-00-0-125	
PAWLOWSKI, JONATHAN	12496	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-140-100-21010-000-00-0-050	
PAWLOWSKI, MELISSA	21402	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	CH	11-130-100-21010-000-00-0-002	
PAYANO-MOORE, CANDY	13005	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CH	11-130-100-21010-000-00-0-002	
PAZINKO, MATTHEW	12216	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HS	11-140-100-21010-000-00-0-050	
PEARLMAN, ALLISON	25509	SCHOOL NURSE	$87,245.00	TE02/BA+18/11	$92,300.00	TE02/BA+18/12	CT	11-000-213-21000-000-00-0-125	
PELLEGRINO, NICOLE	14397	TEACHER GRADE 5	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-120-100-21010-000-00-0-056	
PELLICANE, DAVID	11276	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-140-100-21010-000-00-0-050	
PELLICCIA, DANA	25017	SCHOOL NURSE	$87,245.00	TE02/BA+18/11	$92,300.00	TE02/BA+18/12	HS	11-000-213-21000-000-00-0-050	
PELUZZO, JILL	23000	TEACHER GRADES 7-9	$95,670.00	TE02/BA/13	$96,025.00	TE02/BA/13	CH	11-130-100-21010-000-00-0-002	
PERNO, KELLY	13364	TEACHER GRADE 6	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HM	11-130-100-21010-000-00-0-003	
PERONE, EMMA	26722	TEACHER PRESCHOOL DISAB F/T	$64,250.00	TE02/BA/02	$65,105.00	TE02/BA/03	CT	11-216-100-21010-000-00-0-125	
PETERSON, JOANN	13353	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	LB	11-120-100-21010-000-00-0-100	
PETRIELLO, LAURA	25965	TEACHER ESL	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	HM	11-240-100-21010-000-00-0-056	
PETZ, MICHAEL	24205	TEACHER GRADES 1-4	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	CN	11-120-100-21010-000-00-0-070	
PFEIFFER, DANIEL	25423	TEACHER GRADES 7-9	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	CH	11-130-100-21010-000-00-0-002	
PFLEGER, WALTER	25683	TEACHER GRADES 10-12	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	HS	11-140-100-21010-000-00-0-050	
PHILHOWER, BETHANY	20062	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	DT	11-120-100-21010-000-00-0-100 50% 11-120-100-21010-000-00-0-120 40% 11-120-100-21010-000-00-0-125 10%	
PICCIANO, JAMIE	24282	LDTC	$93,660.00	TE06/MA/11	$98,715.00	TE06/MA/12	DT	11-000-219-21040-000-00-0-000	
PIKE, DANIEL	24304	TEACHER GRADES 10-12	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	HS	11-140-100-21010-000-00-0-050	
PIMENTEL, ALLISON	23024	TEACHER KINDERGARTEN	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CN	11-110-100-21010-000-00-0-070	
PISANO, ALEXANDRA	26175	TEACHER RESOURCE PROGRAM	$65,250.00	TE02/BA/04			FR	11-213-100-21010-000-00-0-130	9/30/2026 60 Day to Tenure
PISANO, MELISSA	21174	TEACHER BASIC SKILLS	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	ME	11-230-100-21010-000-00-0-120	
POLESHUK, JULIE	21478	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	DT	11-120-100-21010-000-00-0-100 70% 11-120-100-21010-000-00-0-125 30%	
POLLOCK, MITCHELL G	20943	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
POPOVCHAK, ALEXANDRA	26459	TEACHER GRADES 7-9	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	CH	11-130-100-21010-000-00-0-002	
POQUETTE, SHANNON	20232	TEACHER KINDERGARTEN	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CT	11-110-100-21010-000-00-0-125	
PORTERA, CHRISTIAN	22921	TEACHER GRADES 10-12	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	HS	11-140-100-21010-000-00-0-050	
POSLUSZNY, KAREN	13134	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	HS	11-140-100-21010-000-00-0-050	
POST, JENNIFER	24732	TEACHER GRADES 10-12	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	HS	11-140-100-21010-000-00-0-050	

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POULIOT, JENNIFER	12822	TEACHER RESOURCE PROGRAM	$59,952.00	TE01/MA/13	$61,305.00	TE01/MA/13B	CH	11-213-100-21010-000-00-0-055	0.60 FTE
POULSEN, DANA	12933	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CH	11-130-100-21010-000-00-0-002	
POWERS, SARAH	25620	TEACHER PRESCHOOL GENERAL ED	$68,170.00	TE02/BA/06	$71,200.00	TE02/BA/07	IR	11-105-100-21010-000-00-0-090	
POWERS, STACEY	20956	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
PRINCE, TARYN	27184	TEACHER RESOURCE PROGRAM	$95,670.00	TE02/BA/13	$96,025.00	TE02/BA/13	HM	11-213-100-21010-000-00-0-056	
PRUSAKOWSKI, KRISTIN	23117	TEACHER GRADES 1-4	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	BM	11-120-100-21010-000-00-0-060	
PRZYTULA, JOSEPH	27088	ATHLETIC TRAINER	$54,901.50	TE04/MA+30/13	$55,079.00	TE04/MA+30/13	DT	11-402-100-21000-000-00-0-050	3.50 Hours
PUGLIESE, REBECCA	25103	TEACHER AUTISM	$68,250.00	TE02/MA/02	$69,105.00	TE02/MA/03	WA	11-214-100-21010-000-00-0-138	
QAISAR, SIRAJ	26423	TEACHER GRADES 7-9	$64,000.00	TE02/BA/01	$64,355.00	TE02/BA/01	CH	11-130-100-21010-000-00-0-002	
QUINN, ALEXA	26486	TEACHER LEARN/LANG DISAB	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	WA	11-204-100-21010-000-00-0-138	
RAAB, JESSICA	24725	TEACHER GRADES 1-4	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	ME	11-120-100-21010-000-00-0-120	
RALPH, ALEXA	24309	SPEECH LANGUAGE SPECIALIST	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	DT	11-000-216-21000-000-00-0-000	
RANDAL, MATTHEW	21970	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HS	11-140-100-21010-000-00-0-050	
RANDAL, RACHEL	23285	TEACHER RESOURCE PROGRAM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	FR	11-213-100-21010-000-00-0-130	
RAPACH, MATTHEW	24446	TEACHER GRADES 7-9	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	CH	11-130-100-21010-000-00-0-002	
RASANIA, HETIKA	24100	TEACHER RESOURCE PROGRAM	$84,245.00	TE02/MA+30/09	$88,700.00	TE02/MA+30/10	LB	11-213-100-21010-000-00-0-100	
RASIN, ERINN	23316	STUDENT ASSISTANCE SPECIALIST	$77,060.00	TE06/MA/WHER	$81,760.00	TE06/MA/WHER	LB	11-000-218-21040-000-00-0-100	
RAVITZ, MIRIAM	21555	TEACHER MULTIPLE DISABILITIES	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HS	11-212-100-21010-000-00-0-050	
RAYMOND, AMBER	21451	TEACHER GRADE 6	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HM	11-130-100-21010-000-00-0-003	
REDDY, NICOLE KRAI	13385	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	CH	11-130-100-21010-000-00-0-002	
REILLY, JACLYN	22169	TEACHER GRADE 5	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HM	11-120-100-21010-000-00-0-056	
REISBORD, MICHELE	11632	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	WA	11-120-100-21010-000-00-0-138	
RELLA, TAMMY	25767	SCHOOL NURSE	$82,645.00	TE02/BA+18/10	$87,600.00	TE02/BA+18/11	HM	11-000-213-21000-000-00-0-056	
REMOTTI, MARIANA	25842	TEACHER GRADES 10-12	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	HS	11-140-100-21010-000-00-0-050	
RESTI, ANTOINETTE	26971	SCHOOL NURSE	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	WA	11-000-213-21000-000-00-0-138	
RETKWA, SHANNON	26464	TEACHER GRADES 1-4	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	CT	11-120-100-21010-000-00-0-125	
RETTBERG, HEATHER	23640	SPEECH LANGUAGE SPECIALIST	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	DT	11-000-216-21000-000-00-0-000	
RETZLAFF, KATRINA	23096	TEACHER GRADES 1-4	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	WA	11-120-100-21010-000-00-0-138	
RETZLAFF, TRAVIS	22665	TEACHER GRADES 7-9	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	CH	11-130-100-21010-000-00-0-002	
RIAL-PAN, EVELYN	20185	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	CH	11-130-100-21010-000-00-0-002	
RICCIARDI, ISABELLA	27019	TEACHER RESOURCE PROGRAM	$64,000.00	TE02/BA/01	$64,605.00	TE02/BA/02	LB	11-213-100-21010-000-00-0-100	
RICE, KRISTEN	22395	TEACHER GRADES 7-9	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	CH	11-130-100-21010-000-00-0-002	
RICE, LAUREN	23676	SCHOOL COUNSELOR	$93,660.00	TE06/MA/11	$98,715.00	TE06/MA/12	CH	11-000-218-21040-000-00-0-055	
RICHARDS, CHRISTINA	26205	TEACHER GRADES 5-6	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	HM	11-130-100-21010-000-00-0-003	
RICHARDS, SAMANTHA	27025	TEACHER RESOURCE PROGRAM	$64,000.00	TE02/BA/01	$64,605.00	TE02/BA/02	ME	11-213-100-21010-000-00-0-120	
RIELLO-CONNORS, ELIZABETH M	14075	TEACHER ESL	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-240-100-21010-000-00-0-055	
RIEPE, JESSICA	26966	TEACHER GRADES 1-4	$64,000.00	TE02/BA/01	$64,605.00	TE02/BA/02	CN	11-120-100-21010-000-00-0-070	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
RINALDI, JEAN MARIE	20673	LDTC	$103,535.00	TE05/MA/13	$105,790.00	TE05/MA/13B	DT	11-000-219-21040-000-00-0-000	
RITT, AIMEE	22603	TEACHER BASIC SKILLS	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	DT	11-230-100-21010-000-00-0-070 50% 11-230-100-21010-000-00-0-056 50%	
RITTER, MELISSA	21437	TEACHER GRADE 5	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HM	11-120-100-21010-000-00-0-056	
RIVERS, NYDIADRA	25678	STUDENT ASSISTANCE SPECIALIST	$73,585.00	TE06/MA/05	$76,140.00	TE06/MA/06	CH	11-000-218-21040-000-00-0-055	
ROBERTSON, SARITA	21152	TEACHER GRADE 5	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HM	11-120-100-21010-000-00-0-056	
ROBINOVITZ, AMANDA	20261	TEACHER BASIC SKILLS	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-230-100-21010-000-00-0-056	
ROCHA, KRISTYNA	14046	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HS	11-140-100-21010-000-00-0-050	
ROCHE, JUDE	26465	STUDENT ASSISTANCE SPECIALIST	$72,365.00	TE06/MA/03	$73,220.00	TE06/MA/04	DT	11-000-218-21040-000-00-0-090 50% 11-000-218-21040-000-00-0-060 50%	
RODRIGUES, CLAIRE	14427	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
RODRIGUEZ, JESSICA	27209	TEACHER RESOURCE PROGRAM	$72,170.00	TE02/MA/06	$72,525.00	TE02/MA/06	FR	11-213-100-21010-000-00-0-130	
ROGERS, HANNAH	26125	TEACHER GRADES 1-4	$69,250.00	TE02/MA/04			LB	11-120-100-21010-000-00-0-100	924/2026 Remploy prior to Tenure
ROMAINE, JENNIFER	25513	TEACHER GRADES 1-4	$87,245.00	TE02/BA+18/11	$92,300.00	TE02/BA+18/12	FR	11-120-100-21010-000-00-0-130	
ROSA, KELLY	12348	TEACHER KINDERGARTEN	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	CT	11-110-100-21010-000-00-0-125	
ROSE, ABIGAIL	26736	TEACHER GRADES 7-9	$38,400.00	TE02/BA/01	$38,763.00	TE02/BA/02	CH	11-130-100-21010-000-00-0-002	0.60 FTE
ROSE, ASHLEY	23314	STUDENT ASSISTANCE SPECIALIST	$93,660.00	TE06/MA/11	$98,715.00	TE06/MA/12	ME	11-000-218-21040-000-00-0-120	
ROSEN, ROCHELLE K	10444	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	IR	11-120-100-21010-000-00-0-090	
ROSENTHAL, MIA	25845	TEACHER GRADES 1-4	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	LB	11-120-100-21010-000-00-0-100	
ROTHENBERG, JAIMEE	25839	TEACHER RESOURCE PROGRAM	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CT	11-213-100-21010-000-00-0-125	
ROTTER, ERICH	25693	TEACHER GRADES 1-4	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	FR	11-120-100-21010-000-00-0-130	
ROUF, FAHIM	26367	TEACHER GRADES 10-12	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	HS	11-140-100-21010-000-00-0-050	12/17/2026 Remploy prior to Tenure
ROY, STEVEN	20704	TEACHER GRADES 1-4	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	DT	11-120-100-21010-000-00-0-060 90% 11-120-100-21010-000-00-0-130 10%	
RUBY, ZENIA	21073	SCHOOL PSYCHOLOGIST	$110,352.00	TE10/DOC/13	$110,707.00	TE10/DOC/13	DT	11-000-219-21040-000-00-0-000	
RUDITSKY, JENNA	22929	STUDENT ASSISTANCE SPECIALIST	$101,260.00	TE06/MA+30/12	$106,540.00	TE06/MA+30/13	CH	11-000-218-21040-000-00-0-055	
RUGGIERO, LISA	13503	TEACHER GRADE 5	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HM	11-120-100-21010-000-00-0-056	
RUPERTO, PHILLIP	23689	SCHOOL COUNSELOR	$93,660.00	TE06/MA/11	$98,715.00	TE06/MA/12	HS	11-000-218-21040-000-00-0-050	
RUSSO, DANIELLE	26206	TEACHER RESOURCE PROGRAM	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	CN	11-213-100-21010-000-00-0-070	
RUSSO, FILOMENA	26158	TEACHER RESOURCE PROGRAM	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	CH	11-213-100-21010-000-00-0-055 60% 11-209-100-21010-000-00-0-055 40%	
RUSSO, NICHOLAS	24461	TEACHER GRADES 7-9	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	CH	11-130-100-21010-000-00-0-002	
RUSZALA, ANTHONY E	22391	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	CH	11-130-100-21010-000-00-0-002	
RUSZCZYK, MARCELL	12314	TEACHER RESOURCE PROGRAM	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	CH	11-213-100-21010-000-00-0-055	
RUTZ, GREGORY	12999	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	CH	11-130-100-21010-000-00-0-002	
RUTZ, MELISSA	20158	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HS	11-140-100-21010-000-00-0-050	

Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
RYAN, ERIN	27207	TEACHER GRADES 7-9	$64,000.00	TE02/BA/01	$64,355.00	TE02/BA/01	CH	11-130-100-21010-000-00-0-002	
SACCENTI, JESSICA	26123	TEACHER GRADES 1-4	$65,250.00	TE02/BA/04			FR	11-120-100-21010-000-00-0-130	9/30/2026 60 Day to Tenure
SACKS, ASHLEY	24204	TEACHER GRADE 6	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	HM	11-130-100-21010-000-00-0-003	
SALAPKA, AIMEE	25870	SPEECH LANGUAGE SPECIALIST	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	DT	11-000-216-21000-000-00-0-000	
SALDANA, MIGUEL	26612	STUDENT ASSISTANCE SPECIALIST	$71,865.00	TE06/MA/02	$72,720.00	TE06/MA/03	DT	11-000-218-21040-000-00-0-130 60% 11-000-218-21040-000-00-0-138 40%	
SALGADO, ABBY	13378	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	CH	11-130-100-21010-000-00-0-002	
SALVADOR, CRYSTAL	27201	TEACHER KINDERGARTEN	$68,000.00	TE02/MA/01	$68,355.00	TE02/MA/01	IR	11-110-100-21010-000-00-0-090	
SAMY, FOUZIA	21140	TEACHER RESOURCE PROGRAM	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	CH	11-213-100-21010-000-00-0-055 60% 11-204-100-21010-000-00-0-055 40%	
SANFORD, EMILY	26375	TEACHER RESOURCE PROGRAM	$65,250.00	TE02/BA/04			HM	11-213-100-21010-000-00-0-056	11/2/2026 Remploy prior to Tenure
SANTIAGO, KAILEEN	27008	TEACHER GRADES 1-4	$64,000.00	TE02/BA/01	$64,605.00	TE02/BA/02	DT	11-120-100-21010-000-00-0-130 25% 11-120-100-21010-000-00-0-070 25% 11-120-100-21010-000-00-0-125 25% 11-120-100-21010-000-00-0-090 25%	
SANTIAGO, MAXIMINO	26397	SCHOOL COUNSELOR	$73,585.00	TE06/MA/05	$76,140.00	TE06/MA/06	HS	11-000-218-21040-000-00-0-050	2/1/2027 Remploy prior to Tenure
SANTOS, VALONA	25674	TEACHER GRADE 6	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	HM	11-130-100-21010-000-00-0-003	
SARDINA, JESSICA	22654	TEACHER GRADES 1-4	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	BM	11-120-100-21010-000-00-0-060	
SAROKA, KENNETH	10910	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-140-100-21010-000-00-0-050	
SASSO, MARGARET	21876	TEACHER GRADES 1-4	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	DT	11-120-100-21010-000-00-0-120 70% 11-120-100-21010-000-00-0-138 30%	
SAUVIGNE, SARAH	14033	TEACHER BASIC SKILLS	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	LB	11-230-100-21010-000-00-0-100	
SAVARESE, DONNA	26752	SCHOOL NURSE	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HM	11-000-213-21000-000-00-0-056	
SCALA, ANDREW	23698	TEACHER GRADES 5-6	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	HM	11-130-100-21010-000-00-0-003	
SCALETTI, RENEE	25343	TEACHER GRADES 7-9	$72,150.00	TE02/MA+30/04	$73,225.00	TE02/MA+30/05	CH	11-130-100-21010-000-00-0-002	
SCHARF, JENNIFER	25819	INSTRUCTIONAL COACH	$88,345.00	TE02/MA+30/10	$93,300.00	TE02/MA+30/11	DT	11-000-221-21760-000-00-0-000	
SCHENDEL, JOHN	22497	TEACHER GRADES 7-9	$81,445.00	TE02/BA/10	$86,400.00	TE02/BA/11	CH	11-130-100-21010-000-00-0-002	
SCHENK, CAITLIN	21730	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HS	11-140-100-21010-000-00-0-050	
SCHIANODICOLA, ALEXIA	27087	TEACHER RESOURCE PROGRAM	$68,000.00	TE02/MA/01	$68,355.00	TE02/MA/01	LB	11-213-100-21010-000-00-0-100	
SCHLUETER, JAIMIE H.	22339	TEACHER EMOTIONAL REGULATION	$69,370.00	TE02/BA+18/06	$72,400.00	TE02/BA+18/07	HM	11-209-100-21010-000-00-0-056 50% 11-204-100-21010-000-00-0-056 50%	
SCHMIEGEL, ELIZA	23194	TEACHER GRADES 1-4	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	IR	11-120-100-21010-000-00-0-090	
SCHOTTLANDER, KELLY	23085	TEACHER MULTIPLE DISABILITIES	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HS	11-212-100-21010-000-00-0-050	
SCHRADER, JACQUELINE	14339	TEACHER GRADES 1-4	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	ME	11-120-100-21010-000-00-0-120	
SCHWAM, IVY	14070	STUDENT ASSISTANCE SPECIALIST	$103,535.00	TE05/MA/13	$105,790.00	TE05/MA/13B	FR	11-000-218-21040-000-00-0-130	
SCHWARZ, CAITLIN	27198	TEACHER GRADES 5-6	$64,250.00	TE02/BA/02	$64,605.00	TE02/BA/02	HM	11-130-100-21010-000-00-0-003	

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SCIALABBA, JONATHAN	26622	TEACHER GRADES 10-12	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	HS	11-140-100-21010-000-00-0-050	
SEMPLE, CHRISTIAN	22798	TEACHER LEARN/LANG DISAB	$91,945.00	TE02/BA+18/12	$97,225.00	TE02/BA+18/13	ME	11-204-100-21010-000-00-0-120	
SENKUS, JENNIFER	26126	TEACHER GRADES 7-9	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	CH	11-130-100-21010-000-00-0-002	
SERPICO, RACHEL	22456	TEACHER GRADES 10-12	$95,670.00	TE02/BA/13	$97,425.00	TE02/BA/13A	HS	11-140-100-21010-000-00-0-050	
SERRANO ROMAN, CASSANDRA	26991	TEACHER PRESCHOOL DISAB F/T	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	IR	11-216-100-21010-000-00-0-090	
SHAH, IMAN	25696	TEACHER RESOURCE PROGRAM	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	WA	11-213-100-21010-000-00-0-138	
SHANAHAN, MEGHAN	24745	TEACHER GRADES 1-4	$74,945.00	TE02/BA+18/08	$78,900.00	TE02/BA+18/09	CT	11-120-100-21010-000-00-0-125	
SHEAFFER, MELISSA	24417	TEACHER RESOURCE PROGRAM	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	LB	11-213-100-21010-000-00-0-100	
SHELCUSKY, MELISSA	22383	TEACHER GRADES 1-4	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	LB	11-120-100-21010-000-00-0-100	
SHIMKO, KIMBERLY	12086	TEACHER RESOURCE PROGRAM	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HS	11-213-100-21010-000-00-0-050	
SHOBE, BETH	20646	TEACHER GRADES 10-12	$97,120.00	TE01/BA+18/13	$99,375.00	TE01/BA+18/13B	HS	11-140-100-21010-000-00-0-050	
SHROYER, EMILY	25275	TEACHER RESOURCE PROGRAM	$64,250.00	TE02/BA/02	$65,105.00	TE02/BA/03	LB	11-213-100-21010-000-00-0-100	
SIDDIQUI, DURAIEN	25387	TEACHER RESOURCE PROGRAM	$69,970.00	TE02/MA/05			HS	11-213-100-21010-000-00-0-050	11/11/2026 Remploy prior to Tenure
SIECINSKI, LAUREN	20687	TEACHER BASIC SKILLS	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	CH	11-230-100-21010-000-00-0-055	
SIESS, MARIA	26395	TEACHER GRADES 10-12	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	HS	11-140-100-21010-000-00-0-050	2/9/2026 Remploy prior to Tenure
SIGNORILE, JOEY	26870	TEACHER LEARN/LANG DISAB	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	HM	11-204-100-21010-000-00-0-056	
SILVIA, VANESSA G	13228	TEACHER KINDERGARTEN	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	IR	11-110-100-21010-000-00-0-090	
SISLIAN, JENNIFER L	11559	STUDENT ASSISTANCE SPECIALIST	$106,435.00	TE05/MA+30/13	$108,690.00	TE05/MA+30/13B	HS	11-000-218-21040-000-00-0-050	
SKIDMORE, KATHERINE	21734	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	HS	11-140-100-21010-000-00-0-050	
SKOWRONSKI, ALISON	22444	TEACHER RESOURCE PROGRAM	$102,570.00	TE02/MA+30/13	$104,825.00	TE02/MA+30/13B	HM	11-213-100-21010-000-00-0-056	
SMITH, CARLEN	20066	TEACHER GRADES 10-12	$106,120.00	TE01/DOC/13	$108,375.00	TE01/DOC/13B	HS	11-140-100-21010-000-00-0-050	
SMITH, JEFFREY	13467	TEACHER GRADES 5-6	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HM	11-130-100-21010-000-00-0-003	
SMITH, JENNIFER	22998	TEACHER GRADES 1-4	$91,945.00	TE02/BA+18/12	$97,225.00	TE02/BA+18/13	WA	11-120-100-21010-000-00-0-138	
SMITH, KERRY	22463	TEACHER AUTISM	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	HM	11-214-100-21010-000-00-0-056	
SMITH, MICHAEL	22884	TEACHER GRADES 10-12	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HS	11-140-100-21010-000-00-0-050	
SMUTKO, CHRISTINE	21870	TEACHER RESOURCE PROGRAM	$102,820.00	TE01/MA+30/13	$104,575.00	TE01/MA+30/13A	CH	11-213-100-21010-000-00-0-055 50% 11-214-100-21010-000-00-0-055 25% 11-209-100-21010-000-00-0-055 25%	
SODER, ERIC	20139	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HS	11-140-100-21010-000-00-0-050	
SOLDO, KRISTEN	23941	TEACHER GRADES 7-9	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	CH	11-130-100-21010-000-00-0-002	
SOLOMON, RACHEL	23732	TEACHER BASIC SKILLS	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	DT	11-230-100-21010-000-00-0-100 50% 11-230-100-21010-000-00-0-120 50%	
SPAGNUOLO, IMMA	22420	TEACHER GRADES 10-12	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	HS	11-140-100-21010-000-00-0-050	
SPANO, LARA	21559	TEACHER AUTISM	$90,045.00	TE02/MA/11			WA	11-214-100-21010-000-00-0-138	11/2/2026 Remploy prior to Tenure
SPINATO, JAMIE	23227	TEACHER BASIC SKILLS	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	DT	11-230-100-21010-000-00-0-130 75% 11-230-100-21010-000-00-0-060 25%	
SPINELLI, RACHEL	26961	TEACHER ESL	$87,245.00	TE02/BA+18/11	$92,300.00	TE02/BA+18/12	LB	11-240-100-21010-000-00-0-100	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
SPISHOCK, DOUGLAS	21546	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	CH	11-130-100-21010-000-00-0-002	
SPIVEY, ELLEN	24006	TEACHER GRADES 10-12	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	HS	11-140-100-21010-000-00-0-050	
STAATS, LAUREN	22932	TEACHER BASIC SKILLS	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	CT	11-230-100-21010-000-00-0-125	
STALLING, KELLY	20671	TEACHER BASIC SKILLS	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CT	11-230-100-21010-000-00-0-125	
STANKIEWICZ, AMANDA	25788	SPEECH LANGUAGE SPECIALIST	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	DT	11-000-216-21000-000-00-0-000	
STEVENSON, NICOLE	14044	TEACHER BASIC SKILLS	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	DT	11-230-100-21010-000-00-0-056 50% 11-230-100-21010-000-00-0-070 50%	
STOKLOSA, VANESSA	27206	TEACHER GRADES 10-12	$72,870.00	TE02/MA+30/05	$73,225.00	TE02/MA+30/05	HS	11-140-100-21010-000-00-0-050	
STRACHAN, LAURA	20105	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
STURR, ERIC	21807	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	CH	11-130-100-21010-000-00-0-002	
STYPULKOWSKI, SHANA	20214	TEACHER ESL	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	HS	11-240-100-21010-000-00-0-050	
SULESKI, KAREN	11278	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	LB	11-213-100-21010-000-00-0-100	
SULVA, CHRISTINE	20121	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CH	11-130-100-21010-000-00-0-002	
SUN, YINFU	16071	TEACHER ESL	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	CH	11-240-100-21010-000-00-0-055	
SUNDBERG, JEFFREY	20906	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-140-100-21010-000-00-0-050	
SVAT, LEAH	26724	TEACHER GRADES 1-4	$74,845.00	TE02/MA/07	$78,100.00	TE02/MA/08	LB	11-120-100-21010-000-00-0-100	
SWIFT, DONNA	23278	MEDIA SPECIALIST	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	DT	11-000-222-21000-000-00-0-090 60% 11-000-222-21000-000-00-0-100 40%	
SZALECKI, MICHAEL	13396	TEACHER GRADES 10-12	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	HS	11-140-100-21010-000-00-0-050	
TABONE, GINA	26467	TEACHER GRADES 1-4	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	IR	11-120-100-21010-000-00-0-090	
TABORDA, SHARON	26223	TEACHER KINDERGARTEN	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	WA	11-110-100-21010-000-00-0-138	
TAKACS, NANCY G	13226	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HS	11-140-100-21010-000-00-0-050	
TALBOT, MICHAEL	12974	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	CH	11-130-100-21010-000-00-0-002	
TARGONSKI, HEATHER	25287	TEACHER RESOURCE PROGRAM	$70,845.00	TE02/BA/07	$74,100.00	TE02/BA/08	CT	11-213-100-21010-000-00-0-125	
TERPENNING, DANA	21436	TEACHER GRADE 5	$95,920.00	TE01/BA/13	$97,675.00	TE01/BA/13A	HM	11-120-100-21010-000-00-0-056	
THOMAS, CHRISTINA	21856	TEACHER BASIC SKILLS	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	DT	11-230-100-21010-000-00-0-120 50% 11-230-100-21010-000-00-0-100 50%	
THOMAS, RACHEL FLORENCE	21589	TEACHER KINDERGARTEN	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	ME	11-110-100-21010-000-00-0-120	
THOMPSON, RACHEL	22287	TEACHER GRADES 1-4	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	BM	11-120-100-21010-000-00-0-060	
TIPPIN, ARTHUR	23115	TEACHER GRADE 5	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	HM	11-120-100-21010-000-00-0-056	
TIRSO, AMANDA	23681	TEACHER LEARN/LANG DISAB	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	HM	11-204-100-21010-000-00-0-056	
TORRES SIERRA, EGDANIS	14143	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	CH	11-130-100-21010-000-00-0-002	
TOTH, BRIAN	22695	TEACHER GRADES 10-12	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	HS	11-140-100-21010-000-00-0-050	
TRAVERSONE, JENNIFER	22980	TEACHER GRADES 1-4	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	WA	11-120-100-21010-000-00-0-138	
TRAVERZO, HAVEN	26497	TEACHER GRADES 1-4	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	BM	11-120-100-21010-000-00-0-060	

Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations

Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
TROCCIOLA, NICOLE	22534	TEACHER RESOURCE PROGRAM	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	CH	11-213-100-21010-000-00-0-055 40% 11-204-100-21010-000-00-0-055 40% 11-209-100-21010-000-00-0-055 20%	
TROSHANE, JAMES	24496	TEACHER GRADES 10-12	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	HS	11-140-100-21010-000-00-0-050	
TUMBLESON, JANICE	26952	TEACHER GRADES 7-9	$91,945.00	TE02/BA+18/12	$97,225.00	TE02/BA+18/13	CH	11-130-100-21010-000-00-0-002	
TURAY, ELIZABETH	13409	TEACHER RESOURCE PROGRAM	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HS	11-213-100-21010-000-00-0-050	
TURK, DANIELLE	24073	TEACHER PRESCHOOL GENERAL ED	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	ME	11-105-100-21010-000-00-0-120	
TUSIN-SWIATKOWSKI, JENNIFER	16325	TEACHER RESOURCE PROGRAM	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	BM	11-213-100-21010-000-00-0-060	
UPSHUR, CHERI	13792	TEACHER KINDERGARTEN	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	CT	11-110-100-21010-000-00-0-125	
UR, SAMANTHA	23618	TEACHER GRADES 1-4	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	WA	11-120-100-21010-000-00-0-138	
URSINO, JILL	13916	TEACHER GRADES 1-4	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	FR	11-120-100-21010-000-00-0-130	
URSINO, JOSEPH	21452	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HS	11-140-100-21010-000-00-0-050	
USECHE, MARIAM Y	20876	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HS	11-140-100-21010-000-00-0-050	
UZIEL, ELIZABETH	24587	SPEECH LANGUAGE SPECIALIST	$81,345.00	TE02/MA/09	$85,800.00	TE02/MA/10	DT	11-000-216-21000-000-00-0-000	
VALDATA, KIMBERLY D	12570	TEACHER GRADES 7-9	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	CH	11-130-100-21010-000-00-0-002	
VALERIO, JUSTIN	25300	TEACHER KINDERGARTEN	$65,250.00	TE02/BA/04	$66,325.00	TE02/BA/05	ME	11-110-100-21010-000-00-0-120	
VANAMAN, CAITLIN	23012	TEACHER GRADES 5-6	$90,745.00	TE02/BA/12	$96,025.00	TE02/BA/13	HM	11-130-100-21010-000-00-0-003	
VANDYKE, BRITTANY	24410	TEACHER RESOURCE PROGRAM	$80,645.00	TE02/MA+30/08	$84,600.00	TE02/MA+30/09	HS	11-213-100-21010-000-00-0-050 50% 11-204-100-21010-000-00-0-050 50%	
VANZINI, JANE	14118	TEACHER GRADES 5-6	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HM	11-130-100-21010-000-00-0-003	
VARGAS, KATHLEEN	22454	TEACHER RESOURCE PROGRAM	$99,670.00	TE02/MA/13	$101,425.00	TE02/MA/13A	CN	11-213-100-21010-000-00-0-070	
VARGO-DILL, ERIKA	13463	TEACHER RESOURCE PROGRAM	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	ME	11-213-100-21010-000-00-0-120	
VAUGHN, MEGAN	26456	TEACHER PRESCHOOL DISAB F/T	$68,750.00	TE02/MA/03	$69,605.00	TE02/MA/04	ME	11-216-100-21010-000-00-0-120	
VEGA, GABRIELLA	25672	TEACHER GRADE 6	$97,645.00	TE02/MA+30/12	$102,925.00	TE02/MA+30/13	HM	11-130-100-21010-000-00-0-003	
VELISEK, LINDSAY	27215	TEACHER GRADES 7-9	$64,000.00	TE02/BA/01	$64,355.00	TE02/BA/01	CH	11-130-100-21010-000-00-0-002	
VENDOME, STEVEN	20064	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HS	11-140-100-21010-000-00-0-050	
VENICE, TAYLOR	23335	TECHNOLOGY LITERACY TEACHER	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	DT	11-000-222-21000-000-00-0-120 80% 11-000-222-21000-000-00-0-138 20%	
VERANO, BEATRIZ	20695	TEACHER GRADES 10-12	$99,670.00	TE02/MA/13	$100,025.00	TE02/MA/13	HS	11-140-100-21010-000-00-0-050	
VETERI, KRISTYN	22997	TEACHER EMOTIONAL REGULATION	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	CH	11-209-100-21010-000-00-0-055 40% 11-204-100-21010-000-00-0-055 40% 11-213-100-21010-000-00-0-055 20%	
VETRECIN, THERESA	21148	TEACHER GRADE 5	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	HM	11-120-100-21010-000-00-0-056	
VIDNANSKY, AMY A	12766	TEACHER KINDERGARTEN	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	BM	11-110-100-21010-000-00-0-060	
VIERBUCHEN, JULIANA	26458	TEACHER AUTISM	$64,750.00	TE02/BA/03	$65,605.00	TE02/BA/04	FR	11-214-100-21010-000-00-0-130	
VOGEL, ANN MARIE	26052	TEACHER AUTISM	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	CN	11-214-100-21010-000-00-0-070	
WALSH, CHELSEA	25391	TEACHER KINDERGARTEN	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	LB	11-110-100-21010-000-00-0-100	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
WARD, JENNIFER	13493	TEACHER GRADE 5	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HM	11-120-100-21010-000-00-0-056	
WEATHERLY, ANDREA	23621	TEACHER RESOURCE PROGRAM	$92,945.00	TE02/MA+30/11	$98,000.00	TE02/MA+30/12	CT	11-213-100-21010-000-00-0-125 75% 11-000-217-21000-000-00-0-125 25%	
WEEKS, KRYSTAL	25025	TEACHER GRADES 1-4	$77,745.00	TE02/MA+30/07	$81,000.00	TE02/MA+30/08	IR	11-120-100-21010-000-00-0-090	
WEHNER-FRANCO, SILKE	14141	TEACHER GRADES 10-12	$106,120.00	TE01/DOC/13	$108,375.00	TE01/DOC/13B	HS	11-140-100-21010-000-00-0-050	
WEIGNER, KERRY	12042	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-140-100-21010-000-00-0-050	
WEINERT, LISA	21031	TEACHER GRADES 10-12	$106,120.00	TE01/DOC/13	$107,875.00	TE01/DOC/13A	HS	11-140-100-21010-000-00-0-050	
WEINSTEIN, EDITH	12337	TEACHER RESOURCE PROGRAM	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	CH	11-213-100-21010-000-00-0-055	
WEISS, JONATHAN	25891	TEACHER GRADES 10-12	$78,370.00	TE02/DOC/06	$81,400.00	TE02/DOC/07	HS	11-140-100-21010-000-00-0-050	
WEITZENKORN, RACHEL FAYE	20094	STUDENT ASSISTANCE SPECIALIST	$106,185.00	TE06/MA+30/13	$106,540.00	TE06/MA+30/13	WA	11-000-218-21040-000-00-0-138	
WHALEN, RICHARD	12984	TEACHER GRADE 6	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	HM	11-130-100-21010-000-00-0-003	
WICHELMAN, BRYAN	25380	SCHOOL COUNSELOR	$78,460.00	TE06/MA/07	$81,715.00	TE06/MA/08	HM	11-000-218-21040-000-00-0-056	
WIDMAIER, CORY	24027	TEACHER GRADES 7-9	$88,345.00	TE02/MA+30/10	$93,300.00	TE02/MA+30/11	CH	11-130-100-21010-000-00-0-002	
WILDER, SARA	13401	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,675.00	TE01/BA/13C	DT	11-140-100-21010-000-00-0-050 50% 11-130-100-21010-000-00-0-002 50%	
WILDERMUTH, MICHAEL	13347	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HS	11-140-100-21010-000-00-0-050	
WILKINS, VICKIMARIE	12552	TEACHER RESOURCE PROGRAM	$102,820.00	TE01/MA+30/13	$105,575.00	TE01/MA+30/13C	IR	11-213-100-21010-000-00-0-090	
WILLIAMS, BRIAN	27192	TEACHER GRADES 10-12	$94,745.00	TE02/MA/12	$95,100.00	TE02/MA/12	HS	11-140-100-21010-000-00-0-050	
WILLIAMS, KELLY ANN	12372	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	DT	11-140-100-21010-000-00-0-050 90% 11-130-100-21010-000-00-0-002 10%	
WILLIAMS, NICOLE	26080	TEACHER GRADES 1-4	$69,250.00	TE02/MA/04	$70,325.00	TE02/MA/05	ME	11-120-100-21010-000-00-0-120	
WILSON, LISAMARIE	23947	TEACHER GRADES 7-9	$85,445.00	TE02/MA/10	$90,400.00	TE02/MA/11	CH	11-130-100-21010-000-00-0-002	
WISEMAN, SAMANTHA	24213	TEACHER GRADES 1-4	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	CT	11-120-100-21010-000-00-0-125	
WOERNER, PATRICK	24731	TEACHER GRADES 7-9	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	CH	11-130-100-21010-000-00-0-002	
WONG, SUZANNE	13953	TEACHER GRADES 10-12	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	HS	11-140-100-21010-000-00-0-050	
WONG, SUZANNE J	22697	TEACHER RESOURCE PROGRAM	$75,070.00	TE02/MA+30/06	$78,100.00	TE02/MA+30/07	HS	11-213-100-21010-000-00-0-050 50% 11-209-100-21010-000-00-0-050 50%	
WOODCOCK, LYNDSAY	24663	TEACHER GRADES 1-4	$73,745.00	TE02/BA/08	$77,700.00	TE02/BA/09	IR	11-120-100-21010-000-00-0-090	
WOOLFORD, HEATHER	25982	TEACHER GRADES 1-4	$86,045.00	TE02/BA/11	$91,100.00	TE02/BA/12	ME	11-120-100-21010-000-00-0-120	
XOURIS, MEGAN	23075	TEACHER RESOURCE PROGRAM	$94,745.00	TE02/MA/12	$100,025.00	TE02/MA/13	CH	11-213-100-21010-000-00-0-055	
YAFFIE, SARA	21086	TEACHER GRADE 6	$102,820.00	TE01/MA+30/13	$105,075.00	TE01/MA+30/13B	HM	11-130-100-21010-000-00-0-003	
YANG, ALYSSA	20336	TEACHER GRADES 7-9	$95,920.00	TE01/BA/13	$98,175.00	TE01/BA/13B	CH	11-130-100-21010-000-00-0-002	
YANG, TIFFANY	20377	TEACHER GRADES 10-12	$99,920.00	TE01/MA/13	$102,175.00	TE01/MA/13B	HS	11-140-100-21010-000-00-0-050	
YATACO, EMILY	25699	TEACHER RESOURCE PROGRAM	$65,970.00	TE02/BA/05	$68,525.00	TE02/BA/06	CT	11-213-100-21010-000-00-0-125	
YOUNG, LEIGH-ANN	14244	STUDENT ASSISTANCE SPECIALIST	$103,535.00	TE05/MA/13	$105,290.00	TE05/MA/13A	HS	11-000-218-21040-000-00-0-050	
YOUNG, REBECCA	26982	TEACHER AUTISM	$77,345.00	TE02/BA/09	$81,800.00	TE02/BA/10	LB	11-214-100-21010-000-00-0-100	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
YUEN, ALICE	24560	TEACHER BASIC SKILLS	$77,745.00	TE02/MA/08	$81,700.00	TE02/MA/09	DT	11-230-100-21010-000-00-0-070 75% 11-230-100-21010-000-00-0-060 25%	
ZALOOM, LISA	12675	TEACHER GRADE 5	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	HM	11-120-100-21010-000-00-0-056	
ZARZECKI, WILLIAM	13073	TEACHER GRADES 7-9	$99,920.00	TE01/MA/13	$102,675.00	TE01/MA/13C	CH	11-130-100-21010-000-00-0-002	
ZATZ, JENNA	23650	TEACHER AUTISM	$83,945.00	TE02/DOC/08	$87,900.00	TE02/DOC/09	CH	11-214-100-21010-000-00-0-055 50% 11-209-100-21010-000-00-0-055 50%	
ZAZA, LAUREN	26863	TEACHER EMOTIONAL REGULATION	$82,645.00	TE02/BA+18/10	$87,600.00	TE02/BA+18/11	FR	11-209-100-21010-000-00-0-130	
ZEITLIN, TRICIA	21426	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	DT	11-000-216-21000-000-00-0-000	
ZEMA, JENNIFER	21445	SPEECH LANGUAGE SPECIALIST	$99,920.00	TE01/MA/13	$101,675.00	TE01/MA/13A	DT	11-000-216-21000-000-00-0-000	
ZHANG, SARAH	22870	TEACHER GRADE 5	$90,045.00	TE02/MA/11	$95,100.00	TE02/MA/12	HM	11-120-100-21010-000-00-0-056	
ZHANG, ZEMIN	25828	TEACHER GRADES 5-6	$72,170.00	TE02/MA/06	$75,200.00	TE02/MA/07	DT	11-130-100-21010-000-00-0-003 60% 11-140-100-21010-000-00-0-050 40%	
ZHONG, HUI	25697	TEACHER GRADES 7-9	$69,970.00	TE02/MA/05	$72,525.00	TE02/MA/06	CH	11-130-100-21010-000-00-0-002	
ZIMBICKI, DANA B	16919	TEACHER GRADES 5-6	$106,120.00	TE01/DOC/13	$108,875.00	TE01/DOC/13C	AD	11-130-100-21010-000-00-0-003	

Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations

CERTIFICATED PERSONNEL ATTACHMENT

RE-APPOINTMENTS

It is recommended that the following 12-month certificated personnel and salaries be approved for the 2026 - 2027 school year as attached:

Name	ID	Position	Index Effective 7/1/2026	Actual Annual Effective 7/1/2026	Index Effective 10/1/2026	Actual Annual Effective 10/1/2026	Location	Account Code	Comments
AGNER, ELIZABETH	25923	LDTC	TE14/DOC/13	$113,827.00	TE14/DOC/13	$114,182.00	DT	11-000-219-21040-000-00-0-000	
ALLEN, JESSICA	26196	SCHOOL COUNSELOR	TE08/MA/04	$78,005.00	TE08/MA/05	$79,080.00	HS	11-000-218-21040-000-00-0-050	
ATTONIS, MICHELLE	27102	SCHOOL SOCIAL WORKER	TE14/MA/13	$107,627.00	TE14/MA/13	$107,982.00	DT	11-000-219-21040-000-00-0-000	
BECKER-PANDIT, KATHERINE	20404	SCHOOL SOCIAL WORKER	TE14/MA/12	$102,702.00	TE14/MA/13	$107,982.00	DT	11-000-219-21040-000-00-0-000	
BEST, SAMANTHA	26470	SCHOOL COUNSELOR	TE08/MA/03	$77,505.00	TE08/MA/04	$78,360.00	HM	11-000-218-21040-000-00-0-056	
CARAMICO, JESSICA	25330	SCHOOL COUNSELOR	TE08/MA/05	$78,725.00	TE08/MA/06	$81,280.00	CH	11-000-218-21040-000-00-0-055	
CLEMENTS, CARLI-ANNE	24561	SCHOOL COUNSELOR	TE08/MA/09	$90,100.00	TE08/MA/09	$90,455.00	HS	11-000-218-21040-000-00-0-050	
CORTINA, CONNOR	24400	SCHOOL COUNSELOR	TE08/MA/08	$86,500.00	TE08/MA/09	$90,455.00	HS	11-000-218-21040-000-00-0-050	10/16/2026 Remploy prior to Tenure
CRACOLICI, SARA	26033	SCHOOL COUNSELOR	TE08/MA/05	$78,725.00	TE08/MA/06	$81,280.00	HS	11-000-218-21040-000-00-0-050	
DRAKE, KELLY	27018	SCHOOL COUNSELOR	TE08/MA/02	$77,005.00	TE08/MA/03	$77,860.00	CH	11-000-218-21040-000-00-0-055	
GUTIERREZ, APRIL	26743	LDTC	TE14/MA+30/11	$100,902.00	TE14/MA+30/12	$105,957.00	DT	11-000-219-21040-000-00-0-000	
HELLER, RANDY	20068	SCHOOL COUNSELOR	TE07/DOC/13	$114,875.00	TE07/DOC/13B	$117,130.00	HS	11-000-218-21040-000-00-0-050	
HOMER, KYLE	26843	SCHOOL COUNSELOR	TE08/MA/02	$77,005.00	TE08/MA/03	$77,860.00	HS	11-000-218-21040-000-00-0-050	
KAPLANSKY, ERIK	22907	SCHOOL COUNSELOR	TE08/MA/12	$103,500.00	TE08/MA/13	$108,780.00	HS	11-000-218-21040-000-00-0-050	
KEEGAN, RORY	26013	SCHOOL COUNSELOR	TE08/MA/01	$76,755.00	TE08/MA/02	$77,360.00	CH	11-000-218-21040-000-00-0-055	
LAGRANDE, LISA	24345	SCHOOL SOCIAL WORKER	TE14/MA/09	$89,302.00	TE14/MA/10	$93,757.00	DT	11-000-219-21040-000-00-0-000	
LOPES, KAYLA	26720	SCHOOL COUNSELOR	TE08/MA/02	$77,005.00	TE08/MA/03	$77,860.00	CH	11-000-218-21040-000-00-0-055	
NELSON, LISA	21545	SCHOOL COUNSELOR	TE08/MA/10	$94,200.00	TE08/MA/11	$99,155.00	CH	11-000-218-21040-000-00-0-055	
RENNA, JOSEPHINE	20742	SCHOOL PSYCHOLOGIST	TE11/MA+30/13	$113,672.00	TE11/MA+30/13B	$115,927.00	DT	11-000-219-21040-000-00-0-000	
THIBODEAU, ELIZABETH ANN	23313	SCHOOL COUNSELOR	TE08/MA/11	$98,800.00	TE08/MA/12	$103,855.00	HM	11-000-218-21040-000-00-0-056	
TROY, SHIVONNE	26297	BEHAVIORIST	TE12/MA+30/12	$108,497.00	TE12/MA+30/13	$113,777.00	DT	11-000-219-21040-000-00-0-000	
ULLRICH, ALIXANDRE	20079	LDTC	TE13/MA+30/13	$110,777.00	TE13/MA+30/13B	$113,032.00	DT	11-000-219-21040-000-00-0-000	
VIOLETT, MELISSA	23293	SCHOOL COUNSELOR	TE08/MA/12	$103,500.00	TE08/MA/13	$108,780.00	HS	11-000-218-21040-000-00-0-050	
WILLIAMS, CRYSTAL	26926	SCHOOL PSYCHOLOGIST	TE12/MA+30/09	$95,097.00	TE12/MA+30/10	$99,552.00	DT	11-000-219-21040-000-00-0-000	
WILLIS, CHERYLL	20384	SCHOOL COUNSELOR	TE07/MA+30/13	$111,575.00	TE07/MA+30/13B	$113,830.00	HS	11-000-218-21040-000-00-0-050	
ZAZA, PHILIP	26645	SCHOOL PSYCHOLOGIST	TE12/MA+30/09	$95,097.00	TE12/MA+30/10	$99,552.00	HS	11-000-219-21040-000-00-0-000	

Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations

E.1 CERTIFICATED PERSONNEL ATTACHMENT E.1

CONTINUING EDUCATION AND CURRICULUM WORKSHOPS

It is recommended that the following personnel be approved for participation in the Summer and Continuing Education and Curriculum Workshops, at the rate of $116.00 per day (day = 4 hours) for ten (10) month staff, to be prorated as appropriate for length of training.:

72-1-5975: LinkIt! Teacher Turnkey Training - Curriculum Department

PUJA DAGA
KEITH FREUDENBERGER
CHANTAL HAGAN
CAITLIN JAROSIEWICZ

74-1-5788: 2026-2027 Mentor Training - 8/20/26 - Human Resources

BENJAMIN COLLER
STACY CORSALE
ALLISON DALY
AMANDA DAVINO
DANIEL DELUCA
JESSICA KUTNEY
AMANDA LORFING
MARYLOU NOLAN
ALEXANDRA PISANO
LYNDSAY WOODCOCK

E.1 CERTIFICATED PERSONNEL ATTACHMENT E.1

74-1-5980: Buddy Support for New Staff - Human Resources

ARVIN GOPAL
JESSICA SARDINA
ALISON SKOWRONSKI

42-1-5979: CKLA K-2 Initial Training - Language Arts

ERIN ANTHONY
KIMBERLY CAPORASO
AMY CROWLEY
NOELLE HENKEL
SAMANTHA JOHNSEN
CAROLINE JORDAN
LINDSAY LIGUORI
NIKOLE MARCHESE
CRYSTAL SALVADOR
JENNIFER TUSIN-SWIATKOWSKI

42-1-5946: K-2 Language Studio - Language Arts

KATIE GREENE
JENNIFER SCHARF

E.1 CERTIFICATED PERSONNEL ATTACHMENT E.1

42-1-5947: K-2 Science of Reading - Language Arts

JENNIFER SCHARF

51-1-5819: 7/6/2026, ESY Memorial Summer Program Professional Development - Special Education

AMBER MORGAN

73-1-5812: CPR/AED 08/04/2026 for Athletic Coaches, SSOs and Janet's Law Team - Student Services and Activities

ELENA CORRADINO

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
Attachment E.2 Non-Certificated Personnel								
ABBATEMARCO, ANGELA		RSGN	7/1/2026			CP		
24067	10	Resignation						
ABOUCHAKRA, MAY		LVAD		INSTR ASSIST RESOURCE	AIDE/INSTR/04	Churchill		
22500	10	Leave of Absence						
			EffectiveBegin:	8/31/2026	**EffectiveEnd:** 9/30/2026	**LeaveType:**	PAID LEAVE	
			11-213-100-21060-000-00-0-055					
AMANKWAA, KOFI		CLOC	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/01	Hammarskjold		
27105	10	Location Change						
			11-000-217-21000-000-00-0-056					
AWADALLA, JEHAN		CLOC	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/01	Hammarskjold		
27079	10	Location Change						
			11-000-217-21000-000-00-0-056					
BANERJEE, RITASHREE		CLOC	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/02	Lawrence Brook		
26776	10	Location Change						
			11-000-217-21000-000-00-0-100					
BANKER, SCOTT		CHRS	8/31/2026	BUS DRIVER	TRNS/BUS/BUS	SOF	$32.67	Full-time
27170	10	Hours/FTE Chang						
			12/1/2026		TRNS/BUS/BUS	SOF	$33.67	
			11-000-270-21600-000-00-0-000					
BARTLEY, LINDA		RTMT	7/1/2026			Central		
27049	10	Retirement						
BASS, ALEAH		RSGN	7/1/2026			Chittick		
26475	10	Resignation						
CARRERAS, JENNYFER		RSGN	7/1/2026			CP		
26758	10	Resignation						

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
CHAWLA, RITU 24042	12	NEW Replacement	8/10/2026	SECRETARY	CLER/CAT6/04	SOF	$31,194.47	5 Hours
			10/1/2026		CLER/CAT6/04	SOF	$31,837.33	
			11-000-270-21600-000-00-0-000					
DANTUONO, ALLYSON 26967	10	RSGN Resignation	7/1/2026			99		
DANTUONO, ALLYSON 26967	10	NEW New Emp	8/31/2026	SUBSTITUTE CHILD NUTRITION	SUBCNUT	N/A	$16.09	
FLORES, CHRISTOPHER 27142	10	NEW Replacement	8/31/2026	SCHOOL SECURITY OFFICER	NONH/NONH/SSO	District	$30.02	
			11-000-266-21000-000-00-0-000					
GADELKAREEM, RASHA 22702	10	CLOC Location Change	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/02	Hammarskjold		
			11-000-217-21000-000-00-0-056					
GEESEY, DONNA 25587	10	NEW Replacement	8/31/2026	EARLY MORNING AIDE	AIDE/SCHL/05	Central	$17.03	
			6G-993-320-21000-800-60-0-090					
			12/1/2026		AIDE/SCHL/06	Central	$17.93	
HALABI, CAROLINE 27179	10	NEW Replacement	8/31/2026	CHILD NUTRITION	CNUT/FSW/NEW	Chittick	$16.09	
			12/1/2026		CNUT/FSW/NEW	Chittick	$16.65	
			6E-910-310-21000-000-75-0-125					
HATAHET, SAM 27191	10	NEW Replacement	8/31/2026	CHILD NUTRITION	CNUT/FSW/NEW	Frost	$16.09	
			12/1/2026		CNUT/FSW/NEW	Frost	$16.65	
			6E-910-310-21000-000-75-0-130					

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
JAVAID, SHAHANA 26294	10	RSGN Resignation	7/1/2026			Lawrence Brook		
KIM, KYUNGMI 26625	10	CLOC Location Change	8/31/2026	INSTR ASST GEN ED PRESCHOOL	AIDE/INSTR/02	Memorial		
			11-190-100-21060-000-00-0-120					
MCMAHON, JOHN 26274	10	LVAD Leave of Absence		SCHOOL SECURITY OFFICER	LWOP/LWOP/LWOP	District		
		EffectiveBegin:	9/2/2026	**EffectiveEnd:**	9/16/2026	**LeaveType:**	PAID LEAVE	
		EffectiveBegin:	9/17/2026	**EffectiveEnd:**	12/2/2026	**LeaveType:**	NJFLA	
			11-000-266-21000-000-00-0-000					
NUZZI, ADAM 24824	10	RSGN Resignation	7/1/2025			District		
PALAGONIA, DONNA 21939	10	RSGN Resignation	7/1/2026			CP		
PATEL, KAJAL 27108	10	CLOC Location Change	8/31/2026	SCHOOL AIDE	AIDE/SCHL/02	Frost		
			11-000-260-21070-000-00-0-130					
PERROTTA, JULIE 23529	10	RSGN Resignation	7/1/2026			CP		
PERROTTA, JULIE 23529	10	NEW New Emp	8/31/2026	SUBSTITUTE	CPSUB	CP		
PRATT, MONICA 27078	10	CLOC Location Change	8/31/2026	INSTR ASSIST AUTISM	AIDE/INSTR/10	Churchill		
			11-214-100-21060-000-00-0-055					

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
PROIA, SAMANTHA 26590	10	RSGN Resignation	7/1/2026			CP		
SCHNEIDER, MARLA 23331	10	CHRS Hours/FTE Chang	8/31/2026	EARLY MORNING AIDE	AIDE/SCHL/12	Lawrence Brook	$20.48	2.25 Hours
		6G-993-320-21-000-800-60-0-100	12/1/2026		AIDE/SCHL/12	Lawrence Brook	$20.98	
SIEMONS, MONIQUE 13822	12	LVAD Leave of Absence		SECRETARY	CLER/CAT6/07	Warnsdorfer		
		EffectiveBegin: 7/7/2026 **EffectiveEnd:** 7/27/2026 **LeaveType:** PAID LEAVE CHANGE 1 - AMENDED DATE						
		11-000-240-21050-000-00-0-138						
SINGH, NIPUN 25288	10	CLOC Location Change	8/31/2026	INST ASST GEN ED PRESCHOOL	AIDE/INSTR/01	Irwin		
		11-190-100-21060-000-00-0-090						
VILLALONA, OLIVIA 25807	10	CLOC Account Change	8/31/2026	INSTR ASSIST PRESCH DISAB F/T	AIDE/INSTR/03	Memorial		
		11-216-100-21060-000-00-0-120						
ZAMORA, SHARI 26931	10	RSGN Resignation	7/1/2026			Churchill		
ZAVECZ, JOANNE 22961	10	RSGN Resignation	7/1/2026			Hammarskjold		

Approved Substitute Rates for the 2026-2027 School Year: Substitute School Nurse: $40.00 per hour. Substitute Child Nutrition: $16.09 per hour. Clerical/School Aide or Secretary: $16.08 per hour. Substitute Bus Drivers: $32.67 per hour. Salaries listed will be pro-rated for employees who are contracted or work less than the full year. Maintenance/Custodial Second Shift Differential: $1.25 per hour. LLSO/SSO Special Duty Differential: $5.00 per hour. All Community Programs Staff may cover on a substitute basis in other Community Programs at the substitute rate for the position they are covering. Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations.

NON-CERTIFICATED PERSONNEL ATTACHMENT

COMMUNITY PROGRAMS (parent pay)

It is recommended that the following personnel be approved for Summer 2026 Enrichment Program:

Name	Position	Hourly Rate
Rania Aziz	Substitute ASK Activity Assistant	$17.25
Brian Chrun	Substitute ASK Activity Assistant	$17.25

SPECIAL EDUCATION EXTENDED SCHOOL YEAR PROGRAM

It is recommended that the following staff members be approved for substitute employment in the Special Education Extended Year Program, effective July 7, 2026 through August 6, 2026 (4 hours per full day, 3 hours per half day):

Substitutes	Position	Rate
Marlena Bevilacqua	Instructional Assistant	$21.98
Marlena Bevilacqua	School Aide	$16.08
Tiffany Blore	Instructional Assistant	$21.98
Kimberly Christian	Instructional Assistant	$21.98
Michelle Marrone	Instructional Assistant	$21.98
Sayon Park	School Aide	$16.08

NON-CERTIFICATED PERSONNEL ATTACHMENT

TRANSPORTATION – SUMMER EMPLOYMENT

It is recommended that the following district employee be approved for Summer 2026 employment:

Name	Position	Hourly Rate
Ingrid Canas	Bus Aide	$16.08

SCHOOL SAFETY AND SECURITY

It is recommended that the following employee be approved as an armed School Safety and Security Officer for the 2026 - 2027 school year:

Employee 27142

NON-CERTIFICATED PERSONNEL ATTACHMENT

SITE MANAGER – EARLY MORNING PROGRAM (Funded through parent pay)

It is recommended that the following individuals be approved as a Site Manager for the Early Morning Program for the 2026 - 2027 school year at the stipend of $1,223.00:

Mia Alcorn
Rosemary Edmonson
Donna Geesey
Beverley-Ann Harris
Donna Palagonia
Susan Reimer
Malke Sanford
Marla Schneider

LEAD AIDE – EARLY MORNING PROGRAM (Funded through parent pay)

It is recommended that the following individuals be approved as a Lead Aide for the Early Morning Program for the 2026 - 2027 school year at the stipend of $457.00:

Awatef Arida
Luann Downer
Gina Giardina
Brenda Gonzalez
Sylvia Greenspan
Marcella Moore
Marisa Tamborino
Patrick Tamborino

NON-CERTIFICATED PERSONNEL ATTACHMENT

RE-APPOINTMENTS COMMUNITY PROGRAMS

It is recommended that the following Community Programs personnel and salaries be approved for 2026 - 2027 School year as attached:

Employee ID	Name	Position	PCN	Hourly
26652	AGGARWAL, SHAIFU	ELA CLASSROOM ASSISTANT	ELACA	$18.10
22068	ARBOLEDA, CHARLENE	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
26346	CAMACHO, JAMIE LYNN	ELA CLASSROOM ASSISTANT	ELACA	$18.10
22791	COSIO, CARINA	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
12503	CUPERWICH, DIANE J	ELA CLASSROOM ASSISTANT	ELACA	$18.10
20622	EDMONSON, ROSEMARY	ELA ASSISTANT INSTRUCTOR	ELAAI	$20.10
25441	GREEN-BUCKWALD, MARLENE	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
24878	HEILBRONN, KATHRYN	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
24141	JAIN, VIBHUTI	ELA ASSISTANT INSTRUCTOR	ELAAI	$20.10
24854	JHA, PRIYANKA	ELA CLASSROOM ASSISTANT	ELACA	$18.10
23081	KAUL, REEMA	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
26700	KHAN, FARHAT	ELA CLASSROOM ASSISTANT	ELACA	$18.10
26044	KUMARI, MAMTA	ELA CLASSROOM ASSISTANT	ELACA	$18.10
26576	LOPEZ, REINA	ELA CLASSROOM ASSISTANT	ELACA	$18.10
26552	MAHMANDAR, RIMA	ELA CLASSROOM ASSISTANT	ELACA	$18.10
24939	MARFIA, KLODIANA	ELA ASSISTANT INSTRUCTOR	ELAAI	$20.10
24581	MARINOS, CHRISTINE	ELA CLASSROOM ASSISTANT	ELACA	$18.10
27053	NEGRON-MEDINA, JENNIFER	ELA CLASSROOM ASSISTANT	ELACA	$18.10
22927	PARIKH, REENA	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
24534	PATLOLLA, SRIVANI	ELA CLASSROOM ASSISTANT	ELACA	$18.10
24991	SAAD, KAROLEN	ELA CLASSROOM ASSISTANT	ELACA	$18.10
26687	SAHOO, NAMITA	ELA CLASSROOM ASSISTANT	ELACA	$18.10
26324	SANDERSON, ASHLEY	ELA CLASSROOM ASSISTANT	ELACA	$18.10
26189	SCHAFFNER, DEBORAH	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
25708	SHAH, AARTI	ELA CLASSROOM ASSISTANT	ELACA	$18.10
23591	SIDHOM, ANNA	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
26838	SOUTHON, ASHLEY	ELA PRESCHOOL INSTRUCTOR	ELAPI	$35.50
26107	VLHA, SHARON	ELA CLASSROOM ASSISTANT	ELACA	$18.10
26323	VOLPE, GAYANE	ELA CLASSROOM ASSISTANT	ELACA	$18.10

NON-CERTIFICATED PERSONNEL ATTACHMENT

RE-APPOINTMENTS

It is recommended that the following 10-month non-certificated personnel and salaries be approved for 2026 - 2027 school year as attached:

Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
ABADIR, RANIA	26923	ASST INSTR STUDENT ASSIGNED	$15,355.50	AIDE/INSTR/04	$16,230.50	AIDE/INSTR/05	HM	11-000-217-21000-000-00-0-056	3.50 Hours
ABDELMALAK, AMIRA	27113	ASST INSTR STUDENT ASSIGNED	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	CN	11-000-217-21000-000-00-0-070	5 Hours
ABDELMALAK, MARY	27091	ASST INSTR LEARN/LANG DISAB	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	WA	11-204-100-21060-000-00-0-138	5 Hours
ABOUCHAKRA, MAY	22500	ASST INSTR RESOURCE PROGRAM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CH	11-213-100-21060-000-00-0-055	
ABRUZZO, CHRISTINA	25874	SECRETARY PRINCIPAL	$30,552.49	CLER/10M/N62	$34,127.94	CLER/10M/N63	HM	11-000-240-21050-000-00-0-056	
ADAMS, KATHLEEN	26278	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	FR	11-000-217-21000-000-00-0-130	
ADVANI, ISHANA	25213	ASST INSTR STUDENT ASSIGNED	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	CH	11-000-217-21000-000-00-0-055	
AFROZE, SHOHANA	25259	ASST INSTR GEN ED PRESCHOOL	$14,855.50	AIDE/INSTR/03	$15,705.50	AIDE/INSTR/04	CT	11-190-100-21060-000-00-0-125	3.50 Hours
AGGARWAL, SHWETA	26385	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	CT	11-000-217-21000-000-00-0-125	5 Hours
AGOSTA, ANDREW	25932	AIDE SCHL LUNCH	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	CT	11-000-262-21070-000-00-0-125	
AGOSTA, MARGARET	13469	AIDE SCHL BUS/HALL/CAFETERIA	$20.48	AIDE/SCHL/12	$21.85	AIDE/SCHL/12C	HM	11-000-262-21070-000-00-0-056	4.50 Hours
AGOSTA, MARGARET	13469	AIDE SCHOOL EARLY MORNING PROG	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	CN	6G-993-320-21000-800-60-0-070	1.25 Hours
AHMED, BRIDGET	25937	ASST INSTR PSD F/T	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	IR	11-216-100-21060-000-00-0-090	5 Hours
AHMED, NAZMA	26834	AIDE SCHL LUNCH	$17.03	AIDE/SCHL/05	$17.93	AIDE/SCHL/06	CT	11-000-262-21070-000-00-0-125	
AIKENS, RICHARD	23701	AIDE SCHL BUS/HALL/CAFETERIA	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	CH	11-000-262-21070-000-00-0-055	3.75 Hours
ALCORN, MIA	26718	AIDE SCHOOL EARLY MORNING PROG	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	WA	6G-993-320-21000-800-60-0-138	2.16 Hours
ALI, KENYA	25604	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
AMANKWAA JR, KOFI	27105	ASST INSTR STUDENT ASSIGNED	$20,222.26	AIDE/INSTR/01	$21,079.41	AIDE/INSTR/02	HM	11-000-217-21000-000-00-0-056	5 Hours
AMRANI, DENEEN	22397	AIDE SCHL BUS/HALL/CAFETERIA	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	HM	11-000-262-21070-000-00-0-056	4 Hours
ANDERSON, DONNA L	12637	AIDE SCHL STUDENT ASSIGNED	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	ME	11-000-217-21000-000-00-0-120	3.50 Hours
ANDERSON, MARQUIS	26780	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
ANDRIOLA, CHRISTINE	27048	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	CN	11-000-262-21070-000-00-0-070	
ANGEL ANGULO, LINA	26902	AIDE SCHL STUDENT ASSIGNED	$17.88	AIDE/SCHL/07	$18.83	AIDE/SCHL/08	CN	11-000-217-21000-000-00-0-070	
AREKAR, SONALI	26378	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	CT	11-000-217-21000-000-00-0-125	5 Hours
ARHAN, ZEYNEP	21974	AIDE SCHOOL VAN	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	SO	11-000-270-21070-000-00-0-000	5.75 Hours
ARIDA, AWATEF	21051	AIDE SCHOOL EARLY MORNING PROG	$17.88	AIDE/SCHL/07	$18.83	AIDE/SCHL/08	WA	6G-993-320-21000-800-60-0-138	2 Hours
ARULRAJAH, RAJITHA	26584	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4 Hours
ASADOVA, DILOVAR	26699	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4.25 Hours
ASHUTOSH ASHISH, JYOTSNA	26946	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4.25 Hours
AWADALLA, JEHAN	27079	ASST INSTR STUDENT ASSIGNED	$14,155.50	AIDE/INSTR/01	$14,755.50	AIDE/INSTR/02	HM	11-000-217-21000-000-00-0-056	3.50 Hours
AYAD, MARY	26901	ASST INSTR RESOURCE PROGRAM	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	HM	11-213-100-21060-000-00-0-056 50% 11-204-100-21060-000-00-0-056 50%	5 Hours
AYALA, JUSTIN	26428	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	3.75 Hours
BACHELOR, NIKEIA	26733	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
BACHU, NIRAJA	25168	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	HS	11-000-217-21000-000-00-0-050	
BANERJEE, RITASHREE	26776	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	LB	11-000-217-21000-000-00-0-100	5 Hours

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
BANSAL, CHARU	26876	ASST INSTR AUTISM	$20,222.26	AIDE/INSTR/01	$21,079.41	AIDE/INSTR/02	CN	11-214-100-21060-000-00-0-070	5 Hours
BARAI, KIRAN	25863	AIDE SCHL LUNCH	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	FR	11-000-262-21070-000-00-0-130	
BARBERIO, PATRICIA	25146	ASST INSTR RESOURCE PROGRAM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HM	11-213-100-21060-000-00-0-056	
BATISTA, AMY	26892	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
BAVER, JACQUELINE	26271	ASST INSTR RESOURCE PROGRAM	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	IR	11-213-100-21060-000-00-0-090	5 Hours
BELLAFRONTE, CARLEEN	26242	AIDE SCHL STUDENT ASSIGNED	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	WA	11-000-217-21000-000-00-0-138	5 Hours
BELLISTRI, ROSEMARIE	24491	AIDE SCHL LUNCH	$19.33	AIDE/SCHL/10	$20.38	AIDE/SCHL/11	ME	11-000-262-21070-000-00-0-120	
BHAMBURKAR, ADITI	27070	ASST INSTR STUDENT ASSIGNED	$22,686.56	AIDE/INSTR/05	$23,972.29	AIDE/INSTR/06	HM	11-000-217-21000-000-00-0-056	5 Hours
BHAVNAGARWALA, FARIDA	25348	ASST INSTR AUTISM	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	LB	11-214-100-21060-000-00-0-100	
BOATENG, SHEILA	26930	AIDE SCHL STUDENT ASSIGNED	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	FR	11-000-217-21000-000-00-0-130	5 Hours
BOHM, JORDANA	25232	ASST INSTR AUTISM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CH	11-214-100-21060-000-00-0-055	
BOLAND, CHRISTOPHER	25737	ASST INSTR MULTIPLE DISAB	$41,181.00	AIDE/INSTR/12	$43,331.00	AIDE/INSTR/13	HS	11-212-100-21060-000-00-0-050	
BOLES, MARY	26374	ASST INSTR STUDENT ASSIGNED	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	CH	11-000-217-21000-000-00-0-055	5 Hours
BOND, EILEEN	25815	ASST INSTR PSD F/T	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	CT	11-216-100-21060-000-00-0-125	5 Hours
BRADY, CELESTE	26527	SECRETARY FRONT OFFICE	$31,260.18	CLER/10M/N65	$35,475.44	CLER/10M/N66	CH	11-000-240-21050-000-00-0-055	
BRAUN, STEFANIE	26279	ASST INSTR AUTISM	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	CH	11-214-100-21060-000-00-0-055	5 Hours
BROOKS, CHRISTOPHER	24154	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HS	11-000-217-21000-000-00-0-050	
BROWN, DONNETTE	27110	AIDE SCHL STUDENT ASSIGNED	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	HS	11-000-217-21000-000-00-0-050	
BUCCIERO, GINA	21874	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.94	TRNS/BUS/BUSA	SO	11-000-270-21600-000-00-0-000	
BUKHARI, QYNASIA	27098	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4.50 Hours
CAMIOLO, KATHLEEN	26427	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
CAMPANELLA, JENNIFER	26597	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	LB	11-000-217-21000-000-00-0-100	5 Hours
CANAS, INGRID	26344	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
CARAMICO, CECELIA	20248	AIDE SCHOOL VAN	$20.48	AIDE/SCHL/12	$21.30	AIDE/SCHL/12A	SO	11-000-270-21070-000-00-0-000	5.75 Hours
CARAMICO, CHARLES M	24262	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
CARNEY, JENNIFER	25782	AIDE SCHL BUS/HALL/CAFETERIA	$17.03	AIDE/SCHL/05	$17.93	AIDE/SCHL/06	HS	11-000-262-21070-000-00-0-050	5.50 Hours
CAROLAN-VITALE, RANDIE	23881	ASST INSTR EMOTIONAL REG IMP	$39,731.00	AIDE/INSTR/11	$41,881.00	AIDE/INSTR/12	CH	11-209-100-21060-000-00-0-055	
CHATTERJEE, SAKUNTALA	27061	ASST INSTR LEARN/LANG DISAB	$21,608.25	AIDE/INSTR/02	$22,808.25	AIDE/INSTR/03	CH	11-204-100-21060-000-00-0-055	5.25 Hours
CHESSERE, MARYLOU	25191	ASST INSTR AUTISM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HM	11-214-100-21060-000-00-0-056	
CHIDAMBARAN, PRABHA	21049	ASST INSTR RESOURCE PROGRAM	$24,365.15	AIDE/INSTR/07	$25,808.01	AIDE/INSTR/08	HS	11-213-100-21060-000-00-0-050 50% 11-214-100-21060-000-00-0-050 50%	5 Hours
CHOWDHURY, ZEENAT	22739	ASST INSTR STUDENT ASSIGNED	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	CT	11-000-217-21000-000-00-0-125	5 Hours
CIMAGLIA, JANICE	14351	ASST INSTR RESOURCE PROGRAM	$36,831.00	AIDE/INSTR/09	$38,981.00	AIDE/INSTR/10	HS	11-213-100-21060-000-00-0-050	
COLAIUTI, MICHELLE	21575	ATTENDANCE OFFICER	$35,453.26	CLER/10M/N59	$41,423.69	CLER/10M/N510	CH	11-000-211-21000-000-00-0-055	
CORACI, DANIELLE	26265	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	CH	11-000-262-21070-000-00-0-055	3.75 Hours
COURTER, BERNADETTE	24283	AIDE SCHL LUNCH	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	CT	11-000-262-21070-000-00-0-125	

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CUMBER, JODI	23455	AIDE SCHL BUS/HALL/CAFETERIA	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	CH	11-000-262-21070-000-00-0-055	3.75 Hours
CUMBER, JODI	23455	AIDE SCHL LUNCH	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	LB	11-000-262-21070-000-00-0-100	
CUPERWICH, DIANE J	12503	AIDE SCHOOL EARLY MORNING PROG	$17.88	AIDE/SCHL/07	$18.83	AIDE/SCHL/08	IR	6G-993-320-21000-800-60-0-090	1.50 Hours
DASTOLI, KIM-MARIE	26551	AIDE SCHL LUNCH	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	ME	11-000-262-21070-000-00-0-120	
DAVIS JR, ANTHONY	26635	ASST INSTR AUTISM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	LB	11-214-100-21060-000-00-0-100	5 Hours
DAVIS, ROSALIE	12992	ASST INSTR LEARN/LANG DISAB	$45,731.00	AIDE/INSTR/15	$47,531.00	AIDE/INSTR/15C	HM	11-204-100-21060-000-00-0-056	
DEBARI, VICKIE	24021	AIDE SCHL BUS/HALL/CAFETERIA	$19.88	AIDE/SCHL/11	$20.98	AIDE/SCHL/12	HS	11-000-262-21070-000-00-0-050	3.75 Hours
DECESARE, LISA	21511	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$23.26	CNUT/LEAD/NEWA	BM	6E-910-310-21000-000-75-0-060	5.75 Hours
DELLA VOLPE, SUSAN	12598	AIDE SCHL STUDENT ASSIGNED	$20.48	AIDE/SCHL/12	$21.85	AIDE/SCHL/12C	ME	11-000-217-21000-000-00-0-120	
DEMPSEY, BRENDA	20730	ASST INSTR LEARN/LANG DISAB	$41,181.00	AIDE/INSTR/12	$43,331.00	AIDE/INSTR/13	CH	11-204-100-21060-000-00-0-055	
DESAI, KOSHA	20869	ASST INSTR STUDENT ASSIGNED	$39,731.00	AIDE/INSTR/11	$41,881.00	AIDE/INSTR/12	HS	11-000-217-21000-000-00-0-050	
DEZA, ANNE	25872	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HS	11-000-262-21070-000-00-0-050	3.75 Hours
DHALL, SONALI	26833	ASST INSTR STUDENT ASSIGNED	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	WA	11-000-217-21000-000-00-0-138	5 Hours
DIFAZIO, CONNIE	26877	AIDE SCHL STUDENT ASSIGNED	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	CH	11-000-217-21000-000-00-0-055	
DING, QIANQIAN	26574	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4.25 Hours
DING, XIU ZHU	27140	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	4 Hours
DITARANTO, RACHEL	22544	ASST INSTR GEN ED PRESCHOOL	$17,055.50	AIDE/INSTR/07	$18,065.50	AIDE/INSTR/08	IR	11-190-100-21060-000-00-0-090	3.50 Hours
DITUNNARIELLO, ANNA	11709	CHILD NUTRITION	$28.81	CNUT/LEAD/2881	$29.55	CNUT/LEAD/2881	HS	6E-910-310-21000-000-75-0-050	
DOBRZYNSKI, GEORGIA	23835	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
DOLLETE, MARIA	24859	ASST INSTR AUTISM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CH	11-214-100-21060-000-00-0-055	
DOMASICA, STEPHEN	27024	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	FR	11-000-217-21000-000-00-0-130	5 Hours
DONAHUE, KRISTINE	21471	AIDE SCHL BUS/HALL/CAFETERIA	$20.48	AIDE/SCHL/12	$21.30	AIDE/SCHL/12A	HS	11-000-262-21070-000-00-0-050	3.75 Hours
DONELAN, ERIKA	26679	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
DONOVAN, LINDA	26251	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HM	11-000-262-21070-000-00-0-056	4.50 Hours
DORNALA, PARAMESHWARI	27103	ASST INSTR STUDENT ASSIGNED	$14,155.50	AIDE/INSTR/01	$14,755.50	AIDE/INSTR/02	CN	11-000-217-21000-000-00-0-070	3.50 Hours
DOWNER, LUANN	24522	AIDE SCHOOL EARLY MORNING PROG	$19.33	AIDE/SCHL/10	$20.38	AIDE/SCHL/11	BM	6G-993-320-21000-800-60-0-060	2 Hours
DOWNER, PHYLLIS	24501	AIDE SCHOOL VAN	$19.33	AIDE/SCHL/10	$20.38	AIDE/SCHL/11	SO	11-000-270-21070-000-00-0-000	5.75 Hours
DRADA, KARINA	26851	AIDE SCHL LUNCH	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	WA	11-000-262-21070-000-00-0-138	
DUHIGG, VALERIE	25352	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
DUNLAP, RAIZA	25181	AIDE SCHL BUS/HALL/CAFETERIA	$18.33	AIDE/SCHL/08	$19.33	AIDE/SCHL/09	HM	11-000-262-21070-000-00-0-056	4.50 Hours
DUTOIT, CHRISTINA	25016	AIDE SCHL STUDENT ASSIGNED	$17.88	AIDE/SCHL/07	$18.83	AIDE/SCHL/08	FR	11-000-217-21000-000-00-0-130	
ECHANIQUE-COBA, KARINA	25896	SECRETARY FRONT OFFICE	$30,906.34	CLER/10M/N64	$34,705.44	CLER/10M/N65	ME	11-000-240-21050-000-00-0-120	
EDMONSON, ROSEMARY	20622	AIDE SCHOOL EARLY MORNING PROG	$19.33	AIDE/SCHL/10	$20.38	AIDE/SCHL/11	HM	6G-993-320-21000-800-60-0-056	2.25 Hours
EID, RANA	25041	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$22.98	CNUT/LEAD/NEW	CN	6E-910-310-21000-000-75-0-070	5.75 Hours
ELKFORY, NABILA	26790	ASST INSTR LEARN/LANG DISAB	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	HM	11-204-100-21060-000-00-0-056	5 Hours
ELY, ELLEN	23330	ASST INSTR PSD F/T	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	IR	11-216-100-21060-000-00-0-090	5 Hours

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ERICKSON, KENNETH	23589	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
ESPADA, ALEXIS	26269	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	CT	11-000-217-21000-000-00-0-125	
FELIZ, MARICRUZ	27080	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
FEUCHTBAUM, SAVITRI	27034	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	FR	11-000-262-21070-000-00-0-130	
FIGUCCIO, VINCENT	25342	AIDE SCHL BUS/HALL/CAFETERIA	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	HS	11-000-262-21070-000-00-0-050	3.75 Hours
FIGUCCIO, VINCENT	25342	AIDE SCHOOL EARLY MORNING PROG	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	HM	6G-993-320-21000-800-60-0-056	2 Hours
FISCHER, SIANA	26037	ASST INSTR AUTISM	$31,761.00	AIDE/INSTR/05	$33,561.00	AIDE/INSTR/06	LB	11-214-100-21060-000-00-0-100	
FLANDERS, KELLI	26582	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$22.98	CNUT/LEAD/NEW	LB	6E-910-310-21000-000-75-0-100	5.75 Hours
FLEMING, CHRISTELINE	27042	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CN	6E-910-310-21000-000-75-0-070	3.50 Hours
FLORES, VICTORIA	25906	ASST INSTR AUTISM	$31,761.00	AIDE/INSTR/05	$33,561.00	AIDE/INSTR/06	HS	11-214-100-21060-000-00-0-050	
FOX, EDWARD	26909	AIDE SCHL BUS/HALL/CAFETERIA	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	HS	11-000-262-21070-000-00-0-050	3.75 Hours
FREY, KATHERINE	13045	ASST INSTR STUDENT ASSIGNED	$45,731.00	AIDE/INSTR/15	$47,531.00	AIDE/INSTR/15C	LB	11-000-217-21000-000-00-0-100	
FUREY, LORETTA	12690	AIDE SCHL LUNCH	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	FR	11-000-262-21070-000-00-0-130	
GABALLA, ELHAM	20188	ASST INSTR AUTISM	$36,831.00	AIDE/INSTR/09	$38,981.00	AIDE/INSTR/10	WA	11-214-100-21060-000-00-0-138	
GADELKAREEM, RASHA	22702	ASST INSTR STUDENT ASSIGNED	$14,405.50	AIDE/INSTR/02	$15,205.50	AIDE/INSTR/03	HM	11-000-217-21000-000-00-0-056	3.50 Hours
GAGLIO, MARILENA	27139	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HM	6E-910-310-21000-000-75-0-056	3.75 Hours
GALIATSATOS, KARIN	22865	ASST INSTR STUDENT ASSIGNED	$31,761.00	AIDE/INSTR/05	$33,561.00	AIDE/INSTR/06	HS	11-000-217-21000-000-00-0-050	
GALLAGHER, MARGARET	23102	AIDE SCHL BUS/HALL/CAFETERIA	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	HM	11-000-262-21070-000-00-0-056	4 Hours
GAMBLE, MATTHEW	26139	AIDE SCHL STUDENT ASSIGNED	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	CH	11-000-217-21000-000-00-0-055	
GAMBOA, CAROLINE	25120	ASST INSTR EMOTIONAL REG IMP	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CH	11-209-100-21060-000-00-0-055	
GAVIN, RACHEL	22863	ASST INSTR AUTISM	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	CH	11-214-100-21060-000-00-0-055	5 Hours
GEESEY, DONNA	25587	AIDE SCHL LUNCH	$17.03	AIDE/SCHL/05	$17.93	AIDE/SCHL/06	CN	11-000-262-21070-000-00-0-070	
GERGES, SUZAN	25601	ASST INSTR AUTISM	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	LB	11-214-100-21060-000-00-0-100	
GHALY, DALIA	25434	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	CT	11-000-217-21000-000-00-0-125	
GHOSH, TANIA	26605	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	FR	11-000-217-21000-000-00-0-130	
GIARDINA, GINA	23504	AIDE SCHL LUNCH	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	IR	11-000-262-21070-000-00-0-090	
GIARDINA, GINA	23504	AIDE SCHOOL EARLY MORNING PROG	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	IR	6G-993-320-21000-800-60-0-090	2 Hours
GIRGIS, MARIAN	26593	ASST INSTR RESOURCE PROGRAM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	LB	11-213-100-21060-000-00-0-100	5 Hours
GIRGIS, NAGWA	26305	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4 Hours
GONZALEZ, BRENDA	26767	AIDE SCHOOL EARLY MORNING PROG	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	CT	6G-993-320-21000-800-60-0-125	2 Hours
GOSWAMI, SHILPI	25100	AIDE SCHL BUS/HALL/CAFETERIA	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	HM	11-000-262-21070-000-00-0-056	4 Hours
GOSWAMI, SHILPI	25100	AIDE SCHOOL EARLY MORNING PROG	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	BM	6G-993-320-21000-800-60-0-060	1.50 Hours
GOVINDA BHAT, ANUSHA	26815	ASST INSTR GEN ED PRESCHOOL	$14,155.50	AIDE/INSTR/01	$14,755.50	AIDE/INSTR/02	ME	11-190-100-21060-000-00-0-120	3.50 Hours
GRACON, MATTHEW	25449	ASST INSTR MULTIPLE DISAB	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	HS	11-212-100-21060-000-00-0-050	
GRAHAM, RICHARD	26354	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HM	11-000-262-21070-000-00-0-056	4 Hours
GREEN, KIM	21718	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
GREENSPAN, SYLVIA	22327	AIDE SCHOOL EARLY MORNING PROG	$20.48	AIDE/SCHL/12	$21.30	AIDE/SCHL/12A	FR	6G-993-320-21000-800-60-0-130	2 Hours
GREGORY, EILEEN	26542	AIDE SCHL LUNCH	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	IR	11-000-262-21070-000-00-0-090	
GREKOSKI, BETH	23445	ASST INSTR GEN ED PRESCHOOL	$15,880.50	AIDE/INSTR/05	$16,780.50	AIDE/INSTR/06	IR	11-190-100-21060-000-00-0-090	3.50 Hours
GROVE, KRIS	26444	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$22.98	CNUT/LEAD/NEW	WA	6E-910-310-21000-000-75-0-138	5.75 Hours
GUZMAN, CARMEN	27123	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	CN	11-000-262-21070-000-00-0-070	
HAGUE, SUSAN	27044	AIDE SCHL BUS/HALL/CAFETERIA	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	CH	11-000-262-21070-000-00-0-055	3.75 Hours
HAKEEM, NEAMA	27077	ASST INSTR AUTISM	$20,222.26	AIDE/INSTR/01	$21,079.41	AIDE/INSTR/02	CN	11-214-100-21060-000-00-0-070	5 Hours
HALL, CARRIE	21118	BUS DRIVER	$32.67	TRNS/BUS/BUS	$34.28	TRNS/BUS/BUSB	SO	11-000-270-21600-000-00-0-000	
HAQUE, TAHMINA	26402	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	WA	11-000-262-21070-000-00-0-138	
HARRIS, BEVERLEY-ANN	26312	AIDE SCHL BUS/HALL/CAFETERIA	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	CH	11-000-262-21070-000-00-0-055	3.50 Hours
HARRIS, BEVERLEY-ANN	26312	AIDE SCHOOL EARLY MORNING PROG	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	CT	6G-993-320-21000-800-60-0-125	2.25 Hours
HELMOLD, MARIANA	21314	ASST INSTR LEARN/LANG DISAB	$41,181.00	AIDE/INSTR/12	$43,331.00	AIDE/INSTR/13	CH	11-204-100-21060-000-00-0-055	
HEMINGWAY, CARLA	26348	SECRETARY CHILD NUTRITION	$22,076.09	CLER/10M/N64	$24,789.75	CLER/10M/N65	AD	6E-910-310-21000-000-75-0-000	5 Hours
HERNANDEZ, KEITH	27043	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
HO, HSIAO FENG	26594	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HM	6E-910-310-21000-000-75-0-056	4.50 Hours
HOFFMAN, NANCY	12664	ASST INSTR LEARN/LANG DISAB	$45,731.00	AIDE/INSTR/15	$47,531.00	AIDE/INSTR/15C	ME	11-204-100-21060-000-00-0-120	
HOGAN, SHARON	26314	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HM	11-000-262-21070-000-00-0-056	5 Hours
HOLT, JESSICA	26573	ASST INSTR AUTISM	$28,811.00	AIDE/INSTR/02	$30,411.00	AIDE/INSTR/03	LB	11-214-100-21060-000-00-0-100	
HUNTER, TANJANAE	27036	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	CN	11-000-262-21070-000-00-0-070	
HUSSAIN, NAZNEEN	26316	ASST INSTR PSD F/T	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	CT	11-216-100-21060-000-00-0-125	5 Hours
HUSSAIN, RASHIDA	27171	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	WA	11-000-262-21070-000-00-0-138	
ISMAIL, SIRI	26620	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	ME	11-000-217-21000-000-00-0-120	5 Hours
JACOBSEN, DOROTHY	20994	AIDE SCHL BUS/HALL/CAFETERIA	$20.48	AIDE/SCHL/12	$21.30	AIDE/SCHL/12A	HS	11-000-262-21070-000-00-0-050	3.75 Hours
JAGANNATH, PETSY	22772	ASST INSTR RESOURCE PROGRAM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HS	11-213-100-21060-000-00-0-050	
JAISWAL, SHRADDHA	26937	ASST INSTR STUDENT ASSIGNED	$14,155.50	AIDE/INSTR/01	$14,755.50	AIDE/INSTR/02	CT	11-000-217-21000-000-00-0-125	3.50 Hours
JASMIN, MICHAELLE	26630	ASST INSTR STUDENT ASSIGNED	$22,686.56	AIDE/INSTR/05	$23,972.29	AIDE/INSTR/06	HM	11-000-217-21000-000-00-0-056	5 Hours
JAVED, NADIA	26317	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	5 Hours
JERSCHEID, DEBRA	26255	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HM	11-000-262-21070-000-00-0-056	4.50 Hours
JERSCHEID, LAUREN	26381	AIDE SCHL STUDENT ASSIGNED	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	CT	11-000-217-21000-000-00-0-125	5 Hours
JIANG, YINGMIAO	26949	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	4.25 Hours
JIMENEZ, GENESIS	27029	ASST INSTR AUTISM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	FR	11-214-100-21060-000-00-0-130	5 Hours
JONES, ROBERT	26531	AIDE SCHL STUDENT ASSIGNED	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	HM	11-000-217-21000-000-00-0-056	
JURADO, LAURA	27015	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	4.75 Hours
KALEEM, SALMA	26345	AIDE SCHL BUS/HALL/CAFETERIA	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	HS	11-000-262-21070-000-00-0-050	3.75 Hours
KALESNICK, MARYANN	20097	ASST INSTR RESOURCE PROGRAM	$45,731.00	AIDE/INSTR/15	$47,331.00	AIDE/INSTR/15B	HM	11-213-100-21060-000-00-0-056	
KAMADOD, ASIFA	27095	ASST INSTR PSD F/T	$20,222.26	AIDE/INSTR/01	$21,079.41	AIDE/INSTR/02	CT	11-216-100-21060-000-00-0-125	5 Hours

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KAR MAJUMDAR, SANANDA	26924	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	LB	11-000-217-21000-000-00-0-100	5 Hours
KAR, AKSHYARIKA	27101	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	CT	11-000-262-21070-000-00-0-125	
KATSIAFICAS, SOULA	20101	CHILD NUTRITION	$26.71	CNUT/COOK/2671	$27.34	CNUT/COOK/2671	HS	6E-910-310-21000-000-75-0-050	
KATZ, BRIANNE	25450	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	CT	11-000-217-21000-000-00-0-125	
KAUFMAN, LOREN	23263	ASST INSTR MULTIPLE DISAB	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	HM	11-212-100-21060-000-00-0-056	
KENUL, MARYANN	24850	ASST INSTR MULTIPLE DISAB	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	HS	11-212-100-21060-000-00-0-050	
KHAJURIA, APARNA	27147	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	WA	11-000-217-21000-000-00-0-138	5 Hours
KHAN, NAUREEN	25905	ASST INSTR STUDENT ASSIGNED	$38,281.00	AIDE/INSTR/10	$40,431.00	AIDE/INSTR/11	WA	11-000-217-21000-000-00-0-138	
KHELLA, KATREEN	24475	ASST INSTR AUTISM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	FR	11-214-100-21060-000-00-0-130	5 Hours
KIM, KYUNGMI	26625	ASST INSTR GEN ED PRESCHOOL	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	ME	11-190-100-21060-000-00-0-120	5 Hours
KLEIN, ROBERT	26773	AIDE SCHL STUDENT ASSIGNED	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	CH	11-000-217-21000-000-00-0-055	
KO, ANITA	23430	ASST INSTR STUDENT ASSIGNED	$24,365.15	AIDE/INSTR/07	$25,808.01	AIDE/INSTR/08	LB	11-000-217-21000-000-00-0-100	5 Hours
KOLLATH-LOFTUS, KELLY	12175	AIDE SCHL BUS/HALL/CAFETERIA	$20.48	AIDE/SCHL/12	$21.85	AIDE/SCHL/12C	HM	11-000-262-21070-000-00-0-056	4.50 Hours
KOTTEKALSETHUMADHAVA, SIMI	25921	ASST INSTR AUTISM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	FR	11-214-100-21060-000-00-0-130	5 Hours
KOUMOUNDOUROS, MORGAN	26929	AIDE SCHOOL	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	AD	11-000-251-21000-000-00-0-000	5 Hours
KOUSAR, TEHMINA	25716	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	LB	11-000-217-21000-000-00-0-100	5 Hours
KRUK, JUSTYNA	26669	AIDE SCHL BUS/HALL/CAFETERIA	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	HS	11-000-262-21070-000-00-0-050	3.75 Hours
KUMARASINGHE, PRABHA	22299	ASST INSTR LEARN/LANG DISAB	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HM	11-204-100-21060-000-00-0-056	
KURTZ, KIM	26912	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
LAI, JULIE	26032	AIDE SCHOOL EARLY MORNING PROG	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	FR	6G-993-320-21000-800-60-0-130	2 Hours
LANGEL III, JOSEPH	25413	ASST INSTR AUTISM	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	HS	11-214-100-21060-000-00-0-050	
LARDIERI, TINA	21646	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.94	TRNS/BUS/BUSA	SO	11-000-270-21600-000-00-0-000	
LAROCCA, DONA	25153	AIDE SCHL STUDENT ASSIGNED	$18.33	AIDE/SCHL/08	$19.33	AIDE/SCHL/09	HS	11-000-217-21000-000-00-0-050	
LAVANCO, ELLEN	21389	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	WA	11-000-217-21000-000-00-0-138	
LAVOIE, TERI	22947	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
LEE, KITTY	23276	ASST INSTR RESOURCE PROGRAM	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	HS	11-213-100-21060-000-00-0-050	5 Hours
LEE, SOEN	26674	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
LESEUR, DEBORAH	20599	ASST INSTR MULTIPLE DISAB	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HS	11-212-100-21060-000-00-0-050	
LITTLEFIELD, CHRISTINA	26587	ASST INSTR STUDENT ASSIGNED	$28,811.00	AIDE/INSTR/02	$30,411.00	AIDE/INSTR/03	FR	11-000-217-21000-000-00-0-130	
LITZINGER, MARY L	25073	ASST INSTR STUDENT ASSIGNED	$31,761.00	AIDE/INSTR/05	$33,561.00	AIDE/INSTR/06	CH	11-000-217-21000-000-00-0-055	
LOCKMAN, REBECCA	22180	SECRETARY FRONT OFFICE	$31,967.88	CLER/10M/N66	$36,938.44	CLER/10M/N67	FR	11-000-240-21050-000-00-0-130	
LOPEZ TAMAREZ, ELIZABETH	26547	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4 Hours
LOPEZ, REINA	26576	AIDE SCHOOL EARLY MORNING PROG	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	ME	6G-993-320-21000-800-60-0-120	1.50 Hours
LORIA, VERNON	26330	AIDE SCHL STUDENT ASSIGNED	$19.88	AIDE/SCHL/11	$20.98	AIDE/SCHL/12	HS	11-000-217-21000-000-00-0-050	
LOUIS, SHARON	12741	SECRETARY MEDIA CENTER	$24,424.59	CLER/10M/412	$24,966.25	CLER/10M/412A	HS	11-000-222-21000-000-00-0-050	3.50 Hours
LOUREIRO, ARLEEN	20463	CHILD NUTRITION	$19.03	CNUT/COOK/NEW	$20.35	CNUT/COOK/NEWB	HM	6E-910-310-21000-000-75-0-056	5.75 Hours

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LUFTIG, ROBIN	27037	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	FR	11-000-262-21070-000-00-0-130	
LUGO-RODRIGUEZ, MIRIAM	24831	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	FR	11-000-217-21000-000-00-0-130	
LUONGO, DEBRA	22508	AIDE SCHL STUDENT ASSIGNED	$19.33	AIDE/SCHL/10	$20.38	AIDE/SCHL/11	WA	11-000-217-21000-000-00-0-138	
LYNCH, DARRIE	24863	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
LYNK, BARBARA	20813	AIDE SCHL STUDENT ASSIGNED	$20.48	AIDE/SCHL/12	$21.30	AIDE/SCHL/12A	HS	11-000-217-21000-000-00-0-050	
MAGEE, DARREN	23244	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
MAHMANDAR, RIMA	26552	AIDE SCHOOL EARLY MORNING PROG	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	CN	6G-993-320-21000-800-60-0-070	2 Hours
MAHMOUD, ASMAA	25917	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$22.98	CNUT/LEAD/NEW	ME	6E-910-310-21000-000-75-0-120	5.75 Hours
MALAVIYA, NIPA	24845	ASST INSTR GEN ED PRESCHOOL	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	ME	11-190-100-21060-000-00-0-120	5 Hours
MALDONADO URRUTIA, SANDRA	26888	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	WA	6E-910-310-21000-000-75-0-138	3.75 Hours
MALDONADO, HELEN	26730	ASST INSTR STUDENT ASSIGNED	$39,731.00	AIDE/INSTR/11	$41,881.00	AIDE/INSTR/12	WA	11-000-217-21000-000-00-0-138	
MALLIKARJUNAIAH, SAVITHA	25915	ASST INSTR AUTISM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	WA	11-214-100-21060-000-00-0-138	5 Hours
MANE, SWAGATA	26873	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HM	11-000-262-21070-000-00-0-056	4.50 Hours
MANGANO, KATHRYN	27173	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	BM	11-000-262-21070-000-00-0-060	
MARTIN, ALIDA	22719	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
MASTRO, KATHERINE	25812	ASST INSTR RESOURCE PROGRAM	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	HM	11-213-100-21060-000-00-0-056	5 Hours
MAXWELL, AUDREY	24600	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
MAZZUCHETTI, LARA	23454	ASST INSTR STUDENT ASSIGNED	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	HS	11-000-217-21000-000-00-0-050	
MCCOOL, DENISE	24594	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	FR	11-000-217-21000-000-00-0-130	
MCNEILL, CANDICE	26484	ASST INSTR STUDENT ASSIGNED	$28,811.00	AIDE/INSTR/02	$30,411.00	AIDE/INSTR/03	FR	11-000-217-21000-000-00-0-130	
MEDINA, ROCHELY	23486	AIDE SCHL STUDENT ASSIGNED	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	ME	11-000-217-21000-000-00-0-120	5 Hours
MEHRA, GUNJAN	25551	ASST INSTR GEN ED PRESCHOOL	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	IR	11-190-100-21060-000-00-0-090	5 Hours
MENNA, BETZAIDA	25108	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	5.50 Hours
MITRA, SUMANA	25871	ASST INSTR AUTISM	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	CN	11-214-100-21060-000-00-0-070	
MOAWAD, SOHEIR	26050	ASST INSTR STUDENT ASSIGNED	$14,155.50	AIDE/INSTR/01	$14,755.50	AIDE/INSTR/02	FR	11-000-217-21000-000-00-0-130	3.50 Hours
MOBLEY, SENORA	21488	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.94	TRNS/BUS/BUSB	SO	11-000-270-21600-000-00-0-000	
MOHAMED, HODA	25452	AIDE SCHL LUNCH	$17.88	AIDE/SCHL/07	$18.83	AIDE/SCHL/08	IR	11-000-262-21070-000-00-0-090	
MOLINA, ROSA	27145	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
MOLYNEUX, THERESA	20794	ASST INSTR AUTISM	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	FR	11-214-100-21060-000-00-0-130	
MONTEFUSCO, APRIL	21764	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.94	TRNS/BUS/BUSB	SO	11-000-270-21600-000-00-0-000	
MOORE, MARCELLA	25978	AIDE SCHOOL EARLY MORNING PROG	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	LB	6G-993-320-21000-800-60-0-100	2 Hours
MORAN, SHANNON	24303	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HS	11-000-217-21000-000-00-0-050	
MULLANE, ANN	12712	CHILD NUTRITION	$17.66	CNUT/FSW/1766	$18.42	CNUT/FSW/1766	HS	6E-910-310-21000-000-75-0-050	4.50 Hours
MULLINS, TASHA	23144	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
MULWANI, MALIKA	27166	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	WA	11-000-217-21000-000-00-0-138	5 Hours
MUTNURI, SRIDEVI	25766	ASST INSTR AUTISM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	WA	11-214-100-21060-000-00-0-138	5 Hours

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
NADKAR, SEEMA	13607	ASST INSTR STUDENT ASSIGNED	$45,731.00	AIDE/INSTR/15	$47,331.00	AIDE/INSTR/15B	CN	11-000-217-21000-000-00-0-070	
NAEEM, TAHIRA	26835	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	5 Hours
NAIK, NEETA	26548	ASST INSTR GEN ED PRESCHOOL	$14,405.50	AIDE/INSTR/02	$15,205.50	AIDE/INSTR/03	IR	11-190-100-21060-000-00-0-090	3.50 Hours
NAINWANI, PINKY	24603	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	FR	11-000-217-21000-000-00-0-130	
NAIR, DEEPTHY	26810	ASST INSTR RESOURCE PROGRAM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	CH	11-213-100-21060-000-00-0-055	5 Hours
NAVANEETAM, SINDHURI	25936	AIDE SCHL BUS/HALL/CAFETERIA	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	HM	11-000-262-21070-000-00-0-056	4 Hours
NAZARIO, EVANGELINE	25406	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	FR	11-000-262-21070-000-00-0-130	
NESSIEM BASSILI, RENEE	25446	AIDE SCHOOL 504	$17.88	AIDE/SCHL/07	$18.83	AIDE/SCHL/08	HS	11-000-217-21000-000-00-0-050	
NEUMYER, SHARON	26777	AIDE SCHL STUDENT ASSIGNED	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	CH	11-000-217-21000-000-00-0-055	5 Hours
NI, HUI	21557	ASST INSTR PSD F/T	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	CT	11-216-100-21060-000-00-0-125	5 Hours
NIKOLETTOS, GEORGIOS	26983	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
NOUS, GEHAN	25878	AIDE SCHL LUNCH	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	CT	11-000-262-21070-000-00-0-125	
NUNEZ, ANGELITA	27181	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	5.75 Hours
NUNEZ, MILADYS	27084	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
OCONNOR, DIANE	14145	ASST INSTR MULTIPLE DISAB	$45,731.00	AIDE/INSTR/15	$47,331.00	AIDE/INSTR/15C	HS	11-212-100-21060-000-00-0-050	
O'CONNOR, LORI	25221	ASST INSTR AUTISM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	LB	11-214-100-21060-000-00-0-100	
OKOLSKY, SAMANTHA	22174	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$23.26	CNUT/LEAD/NEWA	CH	6E-910-310-21000-000-75-0-055	
O'LEARY-JONES, PATRICIA	24490	AIDE SCHOOL VAN	$19.33	AIDE/SCHL/10	$20.38	AIDE/SCHL/11	SO	11-000-270-21070-000-00-0-000	5.75 Hours
OLIVERI, LISA	13130	CHILD NUTRITION	$17.66	CNUT/FSW/1766	$18.42	CNUT/FSW/1766	CH	6E-910-310-21000-000-75-0-055	5 Hours
OMAR, RADWA	25493	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	CH	11-000-217-21000-000-00-0-055	
OPAK, MICHELE	23923	ASST INSTR LEARN/LANG DISAB	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	HS	11-204-100-21060-000-00-0-050	5 Hours
OTTEN, JOANNA	26435	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
OZA, SHRUTI	27106	ASST INSTR RESOURCE PROGRAM	$20,222.26	AIDE/INSTR/01	$21,079.41	AIDE/INSTR/02	CT	11-213-100-21060-000-00-0-125	5 Hours
PACE, KIMBERLY	25365	SECRETARY MEDIA CENTER	$15,752.88	CLER/10M/N47	$18,256.32	CLER/10M/N48	CH	11-000-222-21000-000-00-0-055	3.50 Hours
PAI, SHASHIKALA	25519	AIDE SCHL LUNCH	$17.43	AIDE/SCHL/06	$18.38	AIDE/SCHL/07	BM	11-000-262-21070-000-00-0-060	
PALAGONIA, DONNA	21939	AIDE SCHOOL EARLY MORNING PROG	$18.33	AIDE/SCHL/08	$19.33	AIDE/SCHL/09	BM	6G-993-320-21000-800-60-0-060	2.25 Hours
PARAMESWARAN, SOUMYA	27107	ASST INSTR STUDENT ASSIGNED	$14,405.50	AIDE/INSTR/02	$15,205.50	AIDE/INSTR/03	HM	11-000-217-21000-000-00-0-056	3.50 Hours
PATEL, JIGNASHA	24433	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	FR	11-000-217-21000-000-00-0-130	
PATEL, KAJAL	27108	AIDE SCHL LUNCH	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	FR	11-000-262-21070-000-00-0-130	
PATULLO, LAKEN	21057	ASST INSTR RESOURCE PROGRAM	$36,831.00	AIDE/INSTR/09	$38,981.00	AIDE/INSTR/10	HS	11-213-100-21060-000-00-0-050 50% 11-204-100-21060-000-00-0-050 50%	
PATWARDHAN, SUREKHA	21487	AIDE SCHL STUDENT ASSIGNED	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	IR	11-000-217-21000-000-00-0-090	3.50 Hours
PAZINKO, HEATHER	25487	ATTENDANCE OFFICER	$30,004.03	CLER/10M/N54	$33,723.69	CLER/10M/N55	HM	11-000-211-21000-000-00-0-056	
PEERSEN, CHERYL	26233	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HS	11-000-262-21070-000-00-0-050	3.75 Hours
PELHAM, OLAINE	26259	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	CH	11-000-262-21070-000-00-0-055	3.75 Hours
PENA, MARIA	26250	AIDE SCHL LUNCH	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	BM	11-000-262-21070-000-00-0-060	

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PEREZ ALONSO, CLAUDIA	26716	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HM	6E-910-310-21000-000-75-0-056	4 Hours
PEREZ, EMMA	24500	AIDE SCHOOL VAN	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	SO	11-000-270-21070-000-00-0-000	5.75 Hours
PEREZ, FRANCESCA	27156	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	CN	11-000-262-21070-000-00-0-070	
PEREZ, JOANNA	25134	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	5 Hours
PETERSON, LOUISE	20023	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.93	CNUT/FSW/NEWA	IR	6E-910-310-21000-000-75-0-090	3.50 Hours
PETERSON, LOUISE	20023	AIDE SCHOOL EARLY MORNING PROG	$20.48	AIDE/SCHL/11	$21.69	AIDE/SCHL/12B	FR	6G-993-320-21000-800-60-0-130	2 Hours
PETERSON, PHILIP	26038	AIDE SCHL BUS/HALL/CAFETERIA	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	HM	11-000-262-21070-000-00-0-056	4.50 Hours
PETILLO, CHERYL	25717	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$22.98	CNUT/LEAD/NEW	FR	6E-910-310-21000-000-75-0-130	5.75 Hours
PETRONE, CAROL	25253	ASST INSTR EMOTIONAL REG IMP	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	HM	11-209-100-21060-000-00-0-056	5 Hours
PETTIT, JANE	26992	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	4.50 Hours
PIATEK, BIANCA	24056	ASST INSTR MULTIPLE DISAB	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HS	11-212-100-21060-000-00-0-050	
PITCHAIRAMU, MUTHUMALATHI	26649	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	WA	11-000-217-21000-000-00-0-138	5 Hours
PONTIERI, ELISA	14836	AIDE SCHOOL EARLY MORNING PROG	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	CT	6G-993-320-21000-800-60-0-125	2 Hours
PRATT, MONICA	27078	ASST INSTR AUTISM	$28,710.75	AIDE/INSTR/10	$30,323.25	AIDE/INSTR/11	CH	11-214-100-21060-000-00-0-055	5.25 Hours
PRISCO, NANCY	26382	ASST INSTR STUDENT ASSIGNED	$32,861.00	AIDE/INSTR/06	$34,811.00	AIDE/INSTR/07	FR	11-000-217-21000-000-00-0-130	
RAHMAN, NAIMA	26057	ASST INSTR STUDENT ASSIGNED	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	CH	11-000-217-21000-000-00-0-055	5 Hours
RAHNER, LISA	25224	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CN	11-000-217-21000-000-00-0-070	
RAJADHYAKSHA, VRISHALI	25455	ASST INSTR EMOTIONAL REG IMP	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	HS	11-209-100-21060-000-00-0-050	5 Hours
RAJAPAKSA, RAJAPAKSA	26908	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	CH	11-000-217-21000-000-00-0-055	5 Hours
RAJASEKARAN, BHACKIALAKSHMI	26698	ASST INSTR LEARN/LANG DISAB	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	HM	11-204-100-21060-000-00-0-056	5 Hours
RAJKOTIA, KAUSHIKA	27163	ASST INSTR STUDENT ASSIGNED	$14,155.50	AIDE/INSTR/01	$14,755.50	AIDE/INSTR/02	CN	11-000-217-21000-000-00-0-070	3.50 Hours
RAMIREZ, ADA	24157	ASST INSTR GEN ED PRESCHOOL	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	ME	11-190-100-21060-000-00-0-120	5 Hours
RAPLEY, CRAIG	22805	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
RASPA-PAVLIS, DONNA	24556	ASST INSTR GEN ED PRESCHOOL	$22,686.56	AIDE/INSTR/05	$23,972.29	AIDE/INSTR/06	CT	11-190-100-21060-000-00-0-125	5 Hours
REIMER, SUSAN	20587	AIDE SCHOOL EARLY MORNING PROG	$20.48	AIDE/SCHL/12	$21.69	AIDE/SCHL/12B	CN	6G-993-320-21000-800-60-0-070	2.25 Hours
REISMAN, MELISSA	23813	ASST INSTR LEARN/LANG DISAB	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HM	11-204-100-21060-000-00-0-056	
REISS, RORI A	14084	ASST INSTR GEN ED PRESCHOOL	$45,731.00	AIDE/INSTR/15	$47,331.00	AIDE/INSTR/15B	ME	11-190-100-21060-000-00-0-120	
REYES, LETICIA	27035	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HM	6E-910-310-21000-000-75-0-056	4.25 Hours
RIZK, KELLIANNE	24136	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CT	11-000-217-21000-000-00-0-125	
RIZO-JIMENEZ, NARDA	24803	ASST INSTR GEN ED PRESCHOOL	$21,936.56	AIDE/INSTR/04	$23,186.57	AIDE/INSTR/05	IR	11-190-100-21060-000-00-0-090	5 Hours
RIZVI, AMBREEN	24254	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
ROJAS, JAQUELINE	23807	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	5 Hours
ROMERO, MAYRA	25985	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	FR	11-000-217-21000-000-00-0-130	
ROMERO, VANESA	25989	ASST INSTR STUDENT ASSIGNED	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	FR	11-000-217-21000-000-00-0-130	
ROY, PAROMITA	26806	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	LB	11-000-217-21000-000-00-0-100	5 Hours
RUBIN, DOLORES	26210	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HM	11-000-262-21070-000-00-0-056	4 Hours

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RUGGIERO, NATALIE	26277	ATTENDANCE OFFICER	$30,004.03	CLER/10M/N54	$33,723.69	CLER/10M/N55	HS	11-000-211-21000-000-00-0-050	
SAAD, NANCY	23084	ASST INSTR LEARN/LANG DISAB	$39,731.00	AIDE/INSTR/11	$41,881.00	AIDE/INSTR/12	CH	11-204-100-21060-000-00-0-055	
SABATINO, ADRIENNE	24201	AIDE SCHL LUNCH	$19.88	AIDE/SCHL/11	$20.98	AIDE/SCHL/12	LB	11-000-262-21070-000-00-0-100	
SADEK, HANAN	26802	ASST INSTR RESOURCE PROGRAM	$23,472.28	AIDE/INSTR/06	$24,865.15	AIDE/INSTR/07	CN	11-213-100-21060-000-00-0-070	5 Hours
SAHAR, RABIA	26575	ASST INSTR PSD F/T	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	CT	11-216-100-21060-000-00-0-125	5 Hours
SAHASRABUDHE, ARUNDHATI	26199	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	HM	11-000-217-21000-000-00-0-056	5 Hours
SAHI, SIMRAT	25458	ASST INSTR STUDENT ASSIGNED	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	HM	11-000-217-21000-000-00-0-056	5 Hours
SAMULKA, MARIA	17125	AIDE SCHL LUNCH	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	BM	11-000-262-21070-000-00-0-060	
SANFORD, MALKE	23860	AIDE SCHOOL EARLY MORNING PROG	$18.33	AIDE/SCHL/08	$19.33	AIDE/SCHL/09	FR	6G-993-320-21000-800-60-0-130	2.25 Hours
SANTOS, ORLANDO	27146	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	5.75 Hours
SARFO, ERIC	25266	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
SARWAR, HALEEMA	26803	AIDE SCHL LUNCH	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	IR	11-000-262-21070-000-00-0-090	
SCARDAVILLE, NICOLE	26409	ASST INSTR STUDENT ASSIGNED	$28,811.00	AIDE/INSTR/02	$30,411.00	AIDE/INSTR/03	CN	11-000-217-21000-000-00-0-070	
SCHNEIDER, MARLA	23331	ASST INSTR STUDENT ASSIGNED	$15,355.50	AIDE/INSTR/04	$16,230.50	AIDE/INSTR/05	LB	11-000-217-21000-000-00-0-100	3.50 Hours
SCHWAILIK, ROSALIE	20186	AIDE SCHL STUDENT ASSIGNED	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	HS	11-000-217-21000-000-00-0-050	
SCHWALB, JASON	26545	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	4.75 Hours
SCODARI, ROSE	24798	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
SCOTT, JOAN	22829	AIDE SCHL STUDENT ASSIGNED	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	CH	11-000-217-21000-000-00-0-055	
SEDLAK, FLORENCE	26417	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HM	11-000-262-21070-000-00-0-056	4.50 Hours
SEKAR, SUVATHIKA	25969	ASST INSTR GEN ED PRESCHOOL	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	ME	11-190-100-21060-000-00-0-120	5 Hours
SEMCHYSHYN, DENISE	26932	ASST INSTR STUDENT ASSIGNED	$22,686.56	AIDE/INSTR/05	$23,972.29	AIDE/INSTR/06	LB	11-000-217-21000-000-00-0-100	5 Hours
SERRANO, ELIOT	26363	ASST INSTR AUTISM	$35,431.00	AIDE/INSTR/08	$37,531.00	AIDE/INSTR/09	LB	11-214-100-21060-000-00-0-100	
SHAH, DEEPTI	24753	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HM	11-000-262-21070-000-00-0-056	4 Hours
SHAH, URVI	26603	AIDE SCHL LUNCH	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	ME	11-000-262-21070-000-00-0-120	
SHAMIM, MICHELE	25124	ASST INSTR AUTISM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CN	11-214-100-21060-000-00-0-070	
SHARMA, SHUSMA	25886	ASST INSTR LEARN/LANG DISAB	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	HS	11-204-100-21060-000-00-0-050	5 Hours
SHAUGHNESSY, BRONWYN	24194	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CT	11-000-217-21000-000-00-0-125	
SHEHATA, MAGDA	24959	ASST INSTR STUDENT ASSIGNED	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	FR	11-000-217-21000-000-00-0-130	
SHINGALA, JANKI	26572	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	FR	11-000-217-21000-000-00-0-130	5 Hours
SHUKLA, PALLAVI	27155	AIDE SCHL LUNCH	$16.08	AIDE/SCHL/01	$16.68	AIDE/SCHL/02	ME	11-000-262-21070-000-00-0-120	
SIDDIQUE, PAKIZA	26392	AIDE SCHL STUDENT ASSIGNED	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	WA	11-000-217-21000-000-00-0-138	
SIDDIQUEE, RASHEDA	25374	AIDE SCHL LUNCH	$16.18	AIDE/SCHL/02	$16.88	AIDE/SCHL/03	CT	11-000-262-21070-000-00-0-125	
SILVER, CATHY	21521	ASST INSTR PSD F/T	$22,686.56	AIDE/INSTR/05	$23,972.29	AIDE/INSTR/06	IR	11-216-100-21060-000-00-0-090	5 Hours
SIMON-RADOCZY, RENEE	25331	ASST INSTR PSD F/T	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	CT	11-216-100-21060-000-00-0-125	
SINGH, DIYA	27099	ASST INSTR STUDENT ASSIGNED	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	WA	11-000-217-21000-000-00-0-138	5 Hours
SINGH, NIPUN	25288	ASST INSTR GEN ED PRESCHOOL	$20,222.26	AIDE/INSTR/01	$21,079.41	AIDE/INSTR/02	IR	11-190-100-21060-000-00-0-090	5 Hours

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
SINKAR, SAPNA	23464	ASST INSTR STUDENT ASSIGNED	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	HM	11-000-217-21000-000-00-0-056	
SIRPOTDAR, NILAMBARI	26800	ASST INSTR RESOURCE PROGRAM	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	CH	11-213-100-21060-000-00-0-055 50% 11-204-100-21060-000-00-0-055 50%	5 Hours
SMITH, DONNA	27154	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4.25 Hours
SOHAIL, NIDA	26893	ASST INSTR STUDENT ASSIGNED	$20,222.26	AIDE/INSTR/01	$21,079.41	AIDE/INSTR/02	WA	11-000-217-21000-000-00-0-138	5 Hours
SOHERWARDY, MOONIA	22374	ASST INSTR STUDENT ASSIGNED	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	CT	11-000-217-21000-000-00-0-125	
SOLIMAN, ENAS	21972	CHILD NUTRITION	$19.03	CNUT/COOK/NEW	$19.98	CNUT/COOK/NEWA	CH	6E-910-310-21000-000-75-0-055	
SOTO-LEE, LINDA	12347	AIDE SCHL STUDENT ASSIGNED	$20.48	AIDE/SCHL/12	$21.85	AIDE/SCHL/12C	HS	11-000-217-21000-000-00-0-050	
SOUTHON, LAURA	23134	AIDE SCHL LUNCH	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	ME	11-000-262-21070-000-00-0-120	
SRIDHAR, CHITRA	27089	AIDE SCHL LUNCH	$17.03	AIDE/SCHL/05	$17.93	AIDE/SCHL/06	CN	11-000-262-21070-000-00-0-070	
STETZ, NANCY	25325	AIDE SCHOOL VAN	$17.88	AIDE/SCHL/07	$18.83	AIDE/SCHL/08	SO	11-000-270-21070-000-00-0-000	5.75 Hours
STORACE, LINDA	24986	AIDE SCHL LUNCH	$17.88	AIDE/SCHL/07	$18.83	AIDE/SCHL/08	ME	11-000-262-21070-000-00-0-120	
STORM, PAULA	22738	SECRETARY FRONT OFFICE	$43,290.95	CLER/10M/N612	$47,795.44	CLER/10M/N612	CT	11-000-240-21050-000-00-0-125	
STUART, JOANNA	21108	ASST INSTR AUTISM	$30,711.00	AIDE/INSTR/04	$32,461.00	AIDE/INSTR/05	HS	11-214-100-21060-000-00-0-050	
SUITER, JENNIFER	26540	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
SULLIVAN, NANCY	26816	ASST INSTR AUTISM	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	LB	11-214-100-21060-000-00-0-100	5 Hours
SULTANA, RAZIA	26476	AIDE SCHL LUNCH	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	WA	11-000-262-21070-000-00-0-138	
SWAIN, MARY	24766	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
TAMBORINO, MARISA	20946	AIDE SCHL LUNCH	$20.48	AIDE/SCHL/12	$21.69	AIDE/SCHL/12B	ME	11-000-262-21070-000-00-0-120	
TAMBORINO, MARISA	20946	AIDE SCHOOL EARLY MORNING PROG	$20.48	AIDE/SCHL/12	$21.30	AIDE/SCHL/12A	ME	6G-993-320-21000-800-60-0-120	2 Hours
TAMBORINO, PATRICK ALLEN	22225	AIDE SCHOOL EARLY MORNING PROG	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	HM	6G-993-320-21000-800-60-0-056	2 Hours
TANG, MUI LING	24630	AIDE SCHL LUNCH	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	LB	11-000-262-21070-000-00-0-100	
TANG, MUI LING	24630	AIDE SCHOOL EARLY MORNING PROG	$18.83	AIDE/SCHL/09	$19.83	AIDE/SCHL/10	ME	6G-993-320-21000-800-60-0-120	2 Hours
TANNENBAUM, MERRYL	14265	ASST INSTR GEN ED PRESCHOOL	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	CN	11-190-100-21060-000-00-0-070	
TANTILLO, MARTA	26214	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HM	6E-910-310-21000-000-75-0-056	4.75 Hours
TAUB, ANNE	25912	ASST INSTR AUTISM	$29,711.00	AIDE/INSTR/03	$31,411.00	AIDE/INSTR/04	LB	11-214-100-21060-000-00-0-100	
TEJADA, MILENA	26783	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	5.75 Hours
THAKORE, NILESH	26443	AIDE SCHL BUS/HALL/CAFETERIA	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	HS	11-000-262-21070-000-00-0-050	3.75 Hours
THANGAPPAN, RAMYA	26341	ASST INSTR RESOURCE PROGRAM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	HM	11-213-100-21060-000-00-0-056	5 Hours
TORO, CHRISTOPHER	26028	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
TORO, LORI	21719	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$23.26	CNUT/LEAD/NEWA	HM	6E-910-310-21000-000-75-0-056	
TREIBER, CATHERINE	23355	ASST INSTR EMOTIONAL REG IMP	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	HM	11-209-100-21060-000-00-0-056	
TUFAIL, SHAZIA	25553	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HM	6E-910-310-21000-000-75-0-056	4.25 Hours
VENEZIA, ROSALIE	11510	AIDE SCHOOL EARLY MORNING PROG	$16.38	AIDE/SCHL/03	$17.18	AIDE/SCHL/04	FR	6G-993-320-21000-800-60-0-130	2 Hours
VILLALONA CABA, MELISSA	26420	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
VILLALONA, OLIVIA	25807	ASST INSTR PSD F/T	$21,222.27	AIDE/INSTR/03	$22,436.56	AIDE/INSTR/04	ME	11-216-100-21060-000-00-0-120	5 Hours

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Name	ID	Position	Actual Annual Effective 8/31/2026	Index Effective 8/31/2026	Actual Annual Effective 12/1/2026	Index Effective 12/1/2026	Location	Account Code	Comments
VILLANUEVA, LISA	26900	ASST INSTR AUTISM	$25,308.01	AIDE/INSTR/08	$26,808.02	AIDE/INSTR/09	CN	11-214-100-21060-000-00-0-070	5 Hours
VLCEJ, MARIE	12199	CHILD NUTRITION	$23.05	CNUT/LEAD/2305	$23.81	CNUT/LEAD/2305	IR	6E-910-310-21000-000-75-0-090	5.75 Hours
WALKER, DEIDRA	24598	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
WALLACE, LESLEY	26524	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4.25 Hours
WALSH, JOANNE	22845	ASST INSTR AUTISM	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	WA	11-214-100-21060-000-00-0-138	
WALTON, THOMAS	26405	ASST INSTR AUTISM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	LB	11-214-100-21060-000-00-0-100	5 Hours
WANG, JUE	26940	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	4.75 Hours
WANIS, MARIA	25971	ASST INSTR STUDENT ASSIGNED	$14,405.50	AIDE/INSTR/02	$15,205.50	AIDE/INSTR/03	HM	11-000-217-21000-000-00-0-056	3.50 Hours
WARING, JANICE	23142	AIDE SCHL LUNCH	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	LB	11-000-262-21070-000-00-0-100	
WARING, JANICE	23142	AIDE SCHOOL EARLY MORNING PROG	$20.48	AIDE/SCHL/12	$20.98	AIDE/SCHL/12	ME	6G-993-320-21000-800-60-0-120	2 Hours
WIENER, JODY	21332	SECRETARY NURSE	$48,849.17	CLER/10M/412	$49,599.17	CLER/10M/412	HS	11-000-213-21000-000-00-0-050	
WILLIAMS, TANISHA	26539	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	FR	11-000-217-21000-000-00-0-130	5 Hours
WILLIAMS, TROY	26550	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	FR	11-000-217-21000-000-00-0-130	5 Hours
WOLFE, THERESA	23060	CHILD NUTRITION	$22.20	CNUT/LEAD/NEW	$22.98	CNUT/LEAD/NEW	CT	6E-910-310-21000-000-75-0-125	5.75 Hours
YANMIS, OZGUN	26588	ASST INSTR AUTISM	$28,811.00	AIDE/INSTR/02	$30,411.00	AIDE/INSTR/03	LB	11-214-100-21060-000-00-0-100	
YARLAPATI, SWATHI	26592	ASST INSTR RESOURCE PROGRAM	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	HM	11-213-100-21060-000-00-0-056	5 Hours
YEH, TZUYING	26711	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	HS	6E-910-310-21000-000-75-0-050	3.50 Hours
YESILCIMEN, TUGCE	27176	ASST INSTR AUTISM	$20,222.26	AIDE/INSTR/01	$21,079.41	AIDE/INSTR/02	CN	11-214-100-21060-000-00-0-070	5 Hours
YOGI, IZUMI	26580	CHILD NUTRITION	$16.09	CNUT/FSW/NEW	$16.65	CNUT/FSW/NEW	CH	6E-910-310-21000-000-75-0-055	4.50 Hours
YOUNG, CHARLOTTE	24161	BUS DRIVER	$32.67	TRNS/BUS/BUS	$33.67	TRNS/BUS/BUS	SO	11-000-270-21600-000-00-0-000	
YOUSSEF, NAGLAA	26910	ASST INSTR STUDENT ASSIGNED	$20,579.41	AIDE/INSTR/02	$21,722.27	AIDE/INSTR/03	ME	11-000-217-21000-000-00-0-120	5 Hours
ZACCARIA, SUSAN	20160	ASST INSTR STUDENT ASSIGNED	$34,111.00	AIDE/INSTR/07	$36,131.00	AIDE/INSTR/08	FR	11-000-217-21000-000-00-0-130	
ZAJAC-GUINDI, MARGARET	26436	AIDE SCHL BUS/HALL/CAFETERIA	$16.68	AIDE/SCHL/04	$17.53	AIDE/SCHL/05	HS	11-000-262-21070-000-00-0-050	3.75 Hours
ZEBRO, LORRAINE	23724	ASST INSTR GEN ED PRESCHOOL	$24,365.15	AIDE/INSTR/07	$25,808.01	AIDE/INSTR/08	CT	11-190-100-21060-000-00-0-125	5 Hours
ZIMMERMAN, PATRICIA	24047	ASST INSTR STUDENT ASSIGNED	$15,880.50	AIDE/INSTR/05	$16,780.50	AIDE/INSTR/06	CT	11-000-217-21000-000-00-0-125	3.50 Hours

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NON-CERTIFICATED PERSONNEL ATTACHMENT

RE-APPOINTMENTS

It is recommended that the following 12-month non-certificated personnel and salaries be approved for 2026 - 2027 school year as attached:

Name	ID	Position	Index Effective 7/1/2026	Actual Annual Effective 7/1/2026	Index Effective 10/1/2026	Actual Annual Effective 10/1/2026	Location	Account Code	Comments
AKERU, SHANNON	25730	SECRETARY TECHNOLOGY	CLER/CAT7/06	$46,448.00	CLER/CAT7/07	$49,248.00	AD	11-000-252-21000-000-00-0-000	
ALVAREZ, MAGALY	25570	SECRETARY CURRICULUM	CLER/CAT6/07	$47,072.00	CLER/CAT6/08	$49,972.00	AD	11-000-221-21050-000-00-0-000	
ARNOLD, MARYAM	26455	SENIOR BOOKKEEPER	BKPR/SNR/01	$69,005.00	BKPR/SNR/01	$70,385.00	AD	11-000-251-21000-000-00-0-000	
BALSAMO, COLLEEN	25062	SECRETARY PRINCIPAL	CLER/CAT7/07	$48,348.00	CLER/CAT7/08	$51,248.00	LB	11-000-240-21050-000-00-0-100	
BARBATO, PAULETTE	13628	SECRETARY PRINCIPAL	CLER/CAT6/12	$61,172.00	CLER/CAT6/12A	$62,472.00	HS	11-000-240-21050-000-00-0-050	
BARSBAI, TAISIR	14124	CUSTODIAN	FM02/DAY/HEAD	$36.56	FM02/DAY/C	$37.09	HM	11-000-262-21000-000-00-0-056	
BENOWITZ, COLLEEN	23080	SECRETARY PRINCIPAL	CLER/CAT7/11	$58,648.00	CLER/CAT7/12	$63,348.00	CH	11-000-240-21050-000-00-0-055	
BERMAN, COLEEN	22145	SECRETARY PRINCIPAL	CLER/CAT6/09	$51,372.00	CLER/CAT6/10	$55,072.00	CH	11-000-240-21050-000-00-0-055	
BRIFFA, VINCENT	26151	TECHNICAL SPECIALIST	TECH/T-IV/08	$77,700.00	TECH/T-IV/09	$79,950.00	AD	11-000-251-21000-000-00-0-000	
BROWER, ALLISON	27194	SECRETARY ADULT SCHOOL	CLER/CAT7/03	$44,698.00	CLER/CAT7/03	$45,598.00	AD	6G-993-320-21000-802-60-0-000 45.0% 20-619-100-21000-ABE-60-7-000 17.15% 6G-993-320-21000-803-60-0-000 15.0% 6G-993-320-21000-807-60-0-000 15.0% 20-619-100-21000-ACV-60-7-000 7.35% 20-619-200-21000-ABE-60-7-000 0.35% 20-619-200-21000-ACV-60-7-000 0.15%	
CAROSELLI, CAROLYN	25745	SECRETARY PRINCIPAL	CLER/CAT7/06	$46,448.00	CLER/CAT7/07	$49,248.00	HM	11-000-240-21050-000-00-0-056	
CARTER, JENNIFER	12989	TECHNICAL SPECIALIST	TECH/T-IV/JC	$82,224.00	TECH/T-IV/JC	$84,174.00	AD	11-000-251-21000-000-00-0-000	
CHIMENTO, ROSEMARY	20231	SECRETARY PRINCIPAL	CLER/CAT6/12	$61,172.00	CLER/CAT6/12	$62,072.00	HM	11-000-240-21050-000-00-0-056	
CHOWDHURY, ANANDITA	27124	SECRETARY SPECIAL EDUCATION	CLER/CAT6/03	$43,422.00	CLER/CAT6/04	$44,572.00	AD	11-000-219-21050-000-00-0-000	
CIOFFI, MICHELE	23674	SECRETARY PRINCIPAL	CLER/CAT6/12	$61,172.00	CLER/CAT6/12	$62,072.00	HS	11-000-240-21050-000-00-0-050	
CIRKUS, JULIE	20093	SECRETARY	CLER/CAT7/12	$62,448.00	CLER/CAT7/12	$63,348.00	HS	11-402-100-21000-000-00-0-000	
COLLURA, MARK	21395	CUSTODIAN	FM02/DAY/HEAD	$36.56	FM02/DAY/HEAD	$36.56	CH	11-000-262-21000-000-00-0-055	
CONNORS, MARIA L	13557	SECRETARY PRINCIPAL	CLER/CAT6/12	$61,172.00	CLER/CAT6/12B	$62,972.00	CH	11-000-240-21050-000-00-0-055	
D'AGOSTA, SAMANTHA	25030	SECRETARY PRINCIPAL	CLER/CAT6/08	$49,072.00	CLER/CAT6/09	$52,272.00	CH	11-000-240-21050-000-00-0-055	
DANEL, CRISTINA	21896	IT SPECIALIST	TECH/T-III/06	$67,400.00	TECH/T-III/07	$69,750.00	AD	11-000-252-21000-000-00-0-000	
DEIGNAN, KAREN	21145	SECRETARY MAINTENANCE	CLER/CAT7/12	$62,448.00	CLER/CAT7/12A	$63,748.00	SO	11-000-261-21000-000-00-0-000	
DIAS, DENISE	26043	SECRETARY REGISTRATION	CLER/CAT6/07	$47,072.00	CLER/CAT6/08	$49,972.00	AD	11-000-211-21000-000-00-0-000	
DIAZ, MATTHEW	25777	CUSTODIAN	FM04/DAY/HEAD	$32.60	FM04/DAY/HEAD	$32.60	ME	11-000-262-21000-000-00-0-120	
DOCHERTY, RAINA	26298	SENIOR BOOKKEEPER	BKPR/SNR/01	$69,005.00	BKPR/SNR/01	$70,385.00	AD	11-000-251-21000-000-00-0-000	
DUDIK, LORRAINE	24172	SECRETARY SPECIAL EDUCATION	CLER/CAT6/10	$54,172.00	CLER/CAT6/11	$58,272.00	AD	11-000-219-21050-000-00-0-000	
DVORAK, KERRI	24930	SECRETARY PRINCIPAL	CLER/CAT7/10	$55,448.00	CLER/CAT7/11	$59,548.00	WA	11-000-240-21050-000-00-0-138	
ESPOSITO, JOHN	25599	MASTER PLUMBER	FM17/DAY/MPLU	$55.09	FM17/DAY/MPLU	$56.19	SO	11-000-261-21000-000-00-0-000	
ESTAFANOUS, MAGED	25192	HVAC TECHNICIAN	FM18/EVE/HVME	$35.34	FM18/EVE/HVME	$37.30	SO	11-000-261-21000-000-00-0-000	
EUSTICE JR, THOMAS	11682	CUSTODIAN	FM06/DAY/CUST	$27.07	FM06/DAY/C	$27.60	HM	11-000-262-21000-000-00-0-056	
FERRO, TERRI	23633	SENIOR BOOKKEEPER	BKPR/SNR/01	$69,005.00	BKPR/SNR/01	$70,385.00	HS	11-000-251-21000-000-00-0-050	
FITZGERALD, KAREN	23099	SECRETARY GUIDANCE	CLER/CAT6/12	$61,172.00	CLER/CAT6/12	$62,072.00	HS	11-000-218-21050-000-00-0-050	
FORREST, MARK	24019	CUSTODIAN	FM04/DAY/HEAD	$32.60	FM04/DAY/HEAD	$32.60	CT	11-000-262-21000-000-00-0-125	
FOX, ELIZABETH	13655	SECRETARY GUIDANCE	CLER/CAT7/12	$62,448.00	CLER/CAT7/12	$63,348.00	HS	11-000-218-21050-000-00-0-050	
GARLATTI, EILEEN	26380	SECRETARY CURRICULUM	CLER/CAT6/05	$44,172.00	CLER/CAT6/06	$46,072.00	AD	11-000-221-21050-000-00-0-000	
GENDEL, ELLEN	26053	SYSTEM SUPPORT SPECIALIST	TECH/T-V/08	$84,400.00	TECH/T-V/09	$86,650.00	AD	11-000-252-21000-000-00-0-000	
GLINKA, JOHN	21475	MASTER HVACR TECHNICIAN	FM17/DAY/MHVA	$45.72	FM17/DAY/MHCA	$46.82	SO	11-000-261-21000-000-00-0-000	
GOODGER, KIMBERLY	23382	SECRETARY PRINCIPAL	CLER/CAT6/09	$51,372.00	CLER/CAT6/10	$55,072.00	CN	11-000-240-21050-000-00-0-070	
GUDZAK, LIZA	21453	SECRETARY GUIDANCE	CLER/CAT6/12	$61,172.00	CLER/CAT6/12	$62,072.00	HM	11-000-218-21050-000-00-0-056	
GUMBERT, KIMBERLEY	25032	SECRETARY PRINCIPAL	CLER/CAT7/12	$62,448.00	CLER/CAT7/12	$63,348.00	HS	11-000-240-21050-000-00-0-050	
GUTIERREZ CHANOCUA, CHRISTIAN	26041	CUSTODIAN	FM04/DAY/HEAD	$32.60	FM04/DAY/HEAD	$32.60	FR	11-000-262-21000-000-00-0-130	
HANSEN, HENRY	26853	IT SPECIALIST	TECH/T-III/07	$68,900.00	TECH/T-III/08	$71,250.00	AD	11-000-252-21000-000-00-0-000	

Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations

Name	ID	Position	Index Effective 7/1/2026	Actual Annual Effective 7/1/2026	Index Effective 10/1/2026	Actual Annual Effective 10/1/2026	Location	Account Code	Comments
JANI, KETAKI G.	20004	SECRETARY SPECIAL EDUCATION	CLER/CAT6/12	$61,172.00	CLER/CAT6/12A	$62,472.00	AD	11-000-219-21050-000-00-0-000	
KAVASERI, MEENAKSHI	26690	SENIOR BOOKKEEPER	BKPR/SNR/01	$69,005.00	BKPR/SNR/01	$70,385.00	AD	11-000-251-21000-000-00-0-000	
KEATING, COLBY	25765	GENERAL MAINTENANCE TECHNICIAN	FM17/DAY/GRMT	$36.41	FM17/DAY/GRMT	$37.14	SO	11-000-261-21000-000-00-0-000	
KELLIHER, LISA	21219	SECRETARY PRINCIPAL	CLER/CAT7/10	$55,448.00	CLER/CAT7/11	$59,548.00	ME	11-000-240-21050-000-00-0-120	
KEMPROWSKI, CARRIE	16037	CUSTODIAN	FM05/DAY/CUST	$27.45	FM05/DAY/C	$27.98	HS	11-000-262-21000-000-00-0-050	
KURDYLA, LYNN	13963	SECRETARY PRINCIPAL	CLER/CAT6/07	$47,072.00	CLER/CAT6/08	$49,972.00	IR	11-000-240-21050-000-00-0-090	
LABERDEE, SHERRI	25132	SECRETARY PRINCIPAL	CLER/CAT6/SL	$51,772.00	CLER/CAT6/09	$52,272.00	LB	11-000-240-21050-000-00-0-100	
LEONHARDT, WENDY	20958	SECRETARY STUDENT SERVICES	CLER/CAT6/11	$57,372.00	CLER/CAT6/12	$62,072.00	AD	11-000-219-21050-000-00-0-000	
LIPARITI, BRITTNEY	25922	SECRETARY GUIDANCE	CLER/CAT6/05	$44,172.00	CLER/CAT6/06	$46,072.00	CH	11-000-218-21050-000-00-0-055	
MAGANA-LARA, JESICA	26077	CUSTODIAN	FM04/DAY/HEAD	$32.60	FM04/DAY/HEAD	$32.60	LB	11-000-262-21000-000-00-0-100	
MCGASKEY, STEVEN	26018	MASTER HVACR TECHNICIAN	FM17/DAY/MHVA	$45.72	FM17/DAY/MHVA	$46.63	SO	11-000-261-21000-000-00-0-000	
MEDJID BADRAN, SALLY	24974	SECRETARY PRINCIPAL	CLER/CAT6/05	$44,172.00	CLER/CAT6/06	$46,072.00	HS	11-000-240-21050-000-00-0-050	
MILLER, WANDA	25846	SECRETARY PRINCIPAL	CLER/CAT6/04	$43,672.00	CLER/CAT6/05	$45,072.00	HM	11-000-240-21050-000-00-0-056	
MURPHY, JESSE	24843	IT SPECIALIST	TECH/T-III/02	$62,400.00	TECH/T-III/03	$63,750.00	AD	11-000-252-21000-000-00-0-000	
NARGUND, VANITA	20760	SENIOR BOOKKEEPER	BKPR/SNR/01	$69,005.00	BKPR/SNR/1A	$70,785.00	AD	11-000-251-21000-000-00-0-000	
NEWMAN, MARNIE	24846	TECHNICAL SPECIALIST	TECH/T-IV/10	$80,500.00	TECH/T-IV/11	$82,750.00	AD	6G-993-320-21000-800-60-0-000 36.89% 6G-993-320-21000-802-60-0-000 36.89% 11-000-251-21000-000-00-0-000 16.22% 6G-993-320-21000-807-60-0-000 10.00%	
OREFICE, KATHERINE	26386	TECHNICAL SPECIALIST	TECH/T-IV/03	$70,700.00	TECH/T-IV/04	$72,950.00	AD	11-000-251-21000-000-00-0-000	
PALUMBO, ALEXANDER	26499	CUSTODIAN	FM04/DAY/HEAD	$32.60	FM04/DAY/HEAD	$32.60	BM	11-000-262-21000-000-00-0-060	
PATTI, MANPREET	23768	SECRETARY REGISTRATION	CLER/CAT6/10	$54,172.00	CLER/CAT6/11	$58,272.00	AD	11-000-211-21000-000-00-0-000	
PISCITELLI, BEVIN	26462	SECRETARY PRINCIPAL	CLER/CAT6/03	$43,422.00	CLER/CAT6/04	$44,572.00	BM	11-000-240-21050-000-00-0-060	
POLITO, ALLISON	20783	SENIOR BOOKKEEPER	BKPR/SNR/01	$69,005.00	BKPR/SNR/01	$70,385.00	AD	6G-993-320-21000-800-60-0-000 25% 6G-993-320-21000-802-60-0-000 25% 6G-993-320-21000-803-60-0-000 25% 6G-993-320-21000-807-60-0-000 15% 6H-994-320-21000-000-75-0-056 10%	
RAZAK, MYRNA	24493	SECRETARY	CLER/CAT6/03	$31,015.90	CLER/CAT6/04	$31,837.33	SO	11-402-100-21000-000-00-0-000	5 Hours
REYES, RAFAEL	23551	GENERAL MAINTENANCE TECHNICIAN	FM18/EVE/GRMT	$36.41	FM18/EVE/GRMT	$37.14	SO	11-000-261-21000-000-00-0-000	
ROBLES, EDWIN	26941	MASTER PLUMBER	FM18/EVE/MPLU	$55.09	FM18/EVE/MPLU	$56.19	SO	11-000-261-21000-000-00-0-000	
SADOWSKI, STEVE	13741	MASTER ELECTRICIAN	FM17/DAY/MELE	$57.25	FM17/DAY/MELB	$58.83	SO	11-000-261-21000-000-00-0-000	
SAGGESE, KATHLEEN	23858	SECRETARY PRINCIPAL	CLER/CAT7/11	$58,648.00	CLER/CAT7/12	$63,348.00	BM	11-000-240-21050-000-00-0-060	
SALAZAR-ALVAREZ, OSCAR	24689	CUSTODIAN	FM04/DAY/HEAD	$32.60	FM04/DAY/HEAD	$32.60	IR	11-000-262-21000-000-00-0-090	
SAMPSON, JENNIFER	25726	SECRETARY SPECIAL EDUCATION	CLER/CAT6/06	$45,172.00	CLER/CAT6/07	$47,972.00	AD	11-000-219-21050-000-00-0-000	
SANTANA-RODRIGUEZ, MAX	26149	IT SPECIALIST	TECH/T-III/03	$62,900.00	TECH/T-III/04	$65,250.00	AD	11-000-252-21000-000-00-0-000	
SANTIAGO, CHRISTINE	26872	SECRETARY TECHNOLOGY	CLER/CAT6/09	$51,372.00	CLER/CAT6/10	$55,072.00	AD	11-000-252-21000-000-00-0-000	
SAWICKI, NICHOLE	26071	SENIOR BOOKKEEPER	BKPR/SNR/01	$69,005.00	BKPR/SNR/01	$70,385.00	AD	11-000-251-21000-000-00-0-000	
SCARDAVILLE, DOREEN	25113	SECRETARY TRANSPORTATION	CLER/CAT6/12	$61,172.00	CLER/CAT6/12	$62,072.00	SO	11-000-270-21600-000-00-0-000	
SCHULTZ, JASON	24394	IT SPECIALIST	TECH/T-III/11	$75,061.00	TECH/T-III/11	$75,911.00	AD	11-000-252-21000-000-00-0-000	
SCHWALL, JOHN	27204	GENERAL MAINTENANCE TECHNICIAN	FM18/EVE/GRMT	$36.41	FM18/EVE/GRMT	$37.14	SO	11-000-261-21000-000-00-0-000	
SHEPHERD, MICHAEL	26850	IT SPECIALIST	TECH/T-III/06	$67,400.00	TECH/T-III/07	$69,750.00	AD	11-000-252-21000-000-00-0-000	
SIEDLECKI, JEFFREY W	15743	CUSTODIAN	FM05/DAY/CUST	$27.45	FM05/DAY/C	$27.98	CH	11-000-262-21000-000-00-0-055	
SIEMONS, MONIQUE	13822	SECRETARY PRINCIPAL	CLER/CAT6/07	$47,072.00	CLER/CAT6/08	$49,972.00	WA	11-000-240-21050-000-00-0-138	
STEEBER, ALEXIS	27200	SECRETARY PRINCIPAL	CLER/CAT7/06	$46,448.00	CLER/CAT7/06	$47,348.00	CN	11-000-240-21050-000-00-0-070	
STOUT, MICHELLE	21780	SECRETARY PRINCIPAL	CLER/CAT7/12	$62,448.00	CLER/CAT7/12	$63,348.00	IR	11-000-240-21050-000-00-0-090	
SZARAZ, CAITLIN	26096	SECRETARY PRINCIPAL	CLER/CAT7/05	$45,448.00	CLER/CAT7/06	$47,348.00	FR	11-000-240-21050-000-00-0-130	

Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations

Name	ID	Position	Index Effective 7/1/2026	Actual Annual Effective 7/1/2026	Index Effective 10/1/2026	Actual Annual Effective 10/1/2026	Location	Account Code	Comments
TEDESCO, JANICE	20104	SECRETARY ADULT SCHOOL	CLER/CAT6/12	$61,172.00	CLER/CAT6/12B	$62,972.00	AD	6G-993-320-21000-800-60-0-000 30% 6G-993-320-21000-802-60-0-000 30% 6G-993-320-21000-807-60-0-000 30% 6G-993-320-21000-803-60-0-000 10%	
TEMPERA, JOANNE	13077	SECRETARY PRINCIPAL	CLER/CAT7/11	$58,648.00			CN	11-000-240-21050-000-00-0-070	LDW 7/31/2026
TOTO, KATHERINE	27197	SECRETARY PRINCIPAL	CLER/CAT7/04	$44,948.00	CLER/CAT7/04	$45,848.00	CT	11-000-240-21050-000-00-0-125	
TREPTOW, ROBERT	25094	IT SPECIALIST	TECH/T-III/07	$68,900.00	TECH/T-III/08	$71,250.00	AD	11-000-252-21000-000-00-0-000	
TRICE, ROBERT	23793	IT SPECIALIST	TECH/T-III/06	$67,400.00	TECH/T-III/07	$69,750.00	AD	11-000-252-21000-000-00-0-000	
TROHALIDES, THERESA	25087	SENIOR BOOKKEEPER	BKPR/SNR/01	$69,005.00	BKPR/SNR/01	$70,385.00	AD	11-000-251-21000-000-00-0-000	
TROUTMAN, GILLIAN E	14273	SYSTEM SUPPORT SPECIALIST	TECH/T-V/11	$88,600.00	TECH/T-V/11	$89,450.00	AD	11-000-252-21000-000-00-0-000	
VENDOME, JAIRO	26775	IT SPECIALIST	TECH/T-III/04	$64,400.00	TECH/T-III/05	$66,750.00	AD	11-000-252-21000-000-00-0-000	
VILLAGRAN, ERIK	21758	CUSTODIAN	FM04/DAY/HEAD	$32.60	FM04/DAY/A	$32.79	CN	11-000-262-21000-000-00-0-070	
VILLAGRAN, SAUL D	21217	CUSTODIAN	FM01/DAY/HEAD	$38.64	FM01/DAY/A	$38.83	HS	11-000-262-21000-000-00-0-050	
WILDER, JACOB	26024	IT SPECIALIST	TECH/T-III/06	$67,400.00	TECH/T-III/07	$69,750.00	AD	11-000-252-21000-000-00-0-000	
WOOD, MARIA	23067	SECRETARY PRINCIPAL	CLER/CAT6/11	$57,372.00	CLER/CAT6/12	$62,072.00	HS	11-000-240-21050-000-00-0-050	
WOODS, CELESTINE	23525	SECRETARY GUIDANCE	CLER/CAT6/12	$61,172.00	CLER/CAT6/12	$62,072.00	HS	11-000-218-21050-000-00-0-050	

Salaries shown are per the Salary Guides in the EBEA Contract before any applicable prorations

EAST BRUNSWICK PUBLIC SCHOOLS

STUDENT SERVICES
Agenda Item: 1.

Date Prepared: 8/3/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Louise Sultana LoRocco, Director of Special Education

SUBJECT: 2026-2027 Out of District Placements

Summary:

Student No: 104206 requires a highly structured therapeutic program with behavioral supports and counseling services.

Student No:104630 requires a placement with intensive behavioral supports.

Student No:105993 requires a structured environment with specialized therapeutic services and behavioral supports.

Student No: 118269 requires a specialized program to monitor and support their needs.

Recommendation:

Recommendation: That the 2026-2027 Out-of-District placements are shown on the attached as approved.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						

Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
2026-2027 Out of District Placements	8/7/2026	Backup Material

Student No: 104206
Placement: Bayshore Jointure Commission - DLC - Shore Center
Effective date: September 1, 2026
Tuition: $60,000.00
Aide: $54,500.00

Student No: 108239
Placement: LADACIN Network's Schroth School
Effective date: July 1, 2026
Tuition: $76,912.00
ESY: $16,302.00

Student No: 109694
Placement: Coastal Learning Center - Monmouth
Effective date: September 3, 2026
Tuition: $71,103.48

Student No: 103656
Placement: Collier School
Effective date: July 6, 2026
ESY Tuition: $12,180.00

Student No: 105754
Placement: Woods System of Care
Effective date: July 1, 2026
ESY Tuition: $13,328.40
ESY Aide: $7,995.00
Tuition: $84,857.48
Aide: $50,901.50

Student No: 118269
Placement: Lakeview School
Effective date: September 8, 2026
Tuition: $110,914.20

Student No: 105753
Placement: Woods System of Care
Effective date: July 1, 2026
ESY Tuition: $13,328.40
ESY Aide: $7,995.00
Tuition: $84,857.48
Aide: $50,901.50

Student No: 105682
Placement: Woods System of Care
Effective date: July 1, 2026
ESY Tuition: $13,328.40
ESY Aide: $7,995.00
Tuition: $84,857.48
Aide: $50,901.50

Student No: 104630
Placement: SCESC - Career Center
Effective date: September 4,2026
Tuition: $78,070.00

Student No: 105993
Placement: Cornerstone Day School
Effective date: July 7, 2026
Tuition: $108,240.00

Student No: 107467
Placement: Honor Ridge Academy
Effective date: September 2, 2026
Tuition: $101,556.00

EAST BRUNSWICK PUBLIC SCHOOLS

STUDENT SERVICES
Agenda Item: 2.

Date Prepared: 6/18/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Dr. Evelyn Mamman, Superintendent of Schools

SUBJECT: Confirmed Harassment, Intimidation and Bullying Incidents Report (Roll Call)

Summary:

N.J.S.A. 18A:37-15 sets forth the investigation and reporting requirements for all acts of harassment, intimidation, or bullying. Also, pursuant to N.J.S.A. 18A:37-15b(6)(c), "the results of each investigation shall be reported to the board of education no later than the date of the board of education meeting next following the completion of the investigation, along with information or any services provided, training established, discipline imposed, or other action taken or recommended by the superintendent."

The accompanying report is provided in compliance with the requirements of Board Policy 5512, *Harassment, Intimidation or Bullying.*

Recommendation:

Recommendation: That the attached report of confirmed harassment, intimidation and bullying incidents is accepted for the period through through July 24, 2026 through August 20, 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						
Antoinette Evola						

Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
HIB Report	8/13/2026	Backup Material

July 24, 2026 - August 20, 2026

East Brunswick Public Schools
Report of Harassment, Intimidation, and Bullying Incidents

Founded										Results of Investigation			
Incident Number	Incident Date	Grade Level	Protected Category	Effects of HIB Incident	Mode of HIB Incident	Incident Reported By	Number of Targets	Number of Offenders	Number of Bystanders	Actions Related to Target	Actions Related to Offender	Discipline Imposed	Other Actions Taken
HUES2526.018	6/9/2026	Target - Grade 6 Offender - Grade 5 Bystanders - Grades 5	11	1,4 & 6	3 & 6	2	1	1	5	1 & 2	1 & 2	Offender received detention	Denial of privileges

Unfounded

Incident Number	Incident Date	Grade Level	Protected Category	Effect of Incident
CHU2526.024	6/11/2026	Target - Grade 7 Offender - Grade 7 Bystanders - Grades 7	None	None

Protected Category (check all that apply)

1 - Race
2 - Color
3 - Religion
4 - Ancestry
5 - Origin
6 - Gender
7 - Sexual Orientation
8 - Gender Identify & Expression
9 - Mental, Physical, or Sensory disability
10 - Perceived to Weakness
11 - Other Distinguishing Characteristics

Effect of HIB Incident (check all that apply)

1 - Substantially disrupted or interfered with orderly operation of school or rights of other students
2 - Offender knew action would physically or emotionally cause harm to the victim or damage to the victims property
3 - Victim was in fear of physical or emotional harm or damage to personal property
4 - Insulted or demeaned a student of a group of students
5 - Interfered with victim's education
6 - Created a hostile educational environment by severely or pervasively causing physical or emotional harm to the student

Mode of HIB Incident (check all that apply)

1-Gesture
2-Written
3-Verbal
4-Physical (major or minor injury)
5-Electronic Communication
6 - Transportation

Incident Reported by

1 - Parent
2 - Target
3 - Witness
4 - Staff Member
5 - Anonymous

Actions Related to Target/Offender

1 - Parent Notification
2 - Counseling
3 - Apology from offender(s)
4 - Tolerance lessons
5 - Meeting with victim and/or offender

Discipline

1 - Detention
2 - Loss of free play/recess
3 - Bus suspension
4 - In-school suspension
5 - Out-of-school suspension
6 - Athletic suspension
7 - Restitution
8 - Reprimand
9 - Other
10 - None

Total Number of Investigations - 2
Staff Investigations - 0
Unfounded - 1
Confirmed HIBs - 1

EAST BRUNSWICK PUBLIC SCHOOLS

STUDENT SERVICES
Agenda Item: 3.

Date Prepared: 8/3/2026

Meeting Date: 8/20/2026

TO: Members, Board of Education

FROM: Dr. Evelyn Mamman, Superintendent of Schools

SUBJECT: Monthly School Reports - July/August 2026

Summary:
The monthly reports are presented for the Board's acceptance in accordance to the requirements of the following:

N.J.S.A. 18A: 41-1
N.J.S.A. 18A: 36-25.2
N.J.A.C. 6A: 16-5.3
Board Policy No.5111
N.J.S.A. 18A: 1-1
N.J.S.A. 18A: 38-1.b(1) & b(2)
N.J.S.A. 18A: 38-1 b.(2)d
Board Policy No. 2431

Recommendation:
Recommendation: That the attached monthly school reports are accepted for the month of July 2026.

Board Member	Moved	Second	Aye	Nay	Abstention	Did Not Vote
Anna Braun						
Timothy Cummings						

Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
July 2026 ESY Security Drills	8/4/2026	Backup Material
July 2026 ESY Fire Drill Report	8/4/2026	Backup Material
July 2026 Withdrawal Report	8/4/2026	Backup Material
July 2026 Residency Update 26-27 SY	8/4/2026	Backup Material
August 2026 Waivers	8/11/2026	Backup Material

East Brunswick Public Schools
Security Drills (ESY)
JULY 2026

School	Date	Time	Active Shooter	Evacuation	Bomb Threat	Lockdown	Shelter-in-Place	Tabletop
Memorial	7/20/2026	9:55 AM				X		
HUES	7/20/2026	9:05 AM				X		

East Brunswick Public Schools
Fire Drill Report (ESY)
July 2026

School	Date of Fire Drill	Time of Day	Evacuation Time
Memorial	7/29/2026	9:56 AM	2:00
HUES	7/29/2026	9:15 AM	3:00

East Brunswick Public Schools
Withdrawal Report
July 2026

Date	Grade	Reason
7/20/2026	11	Freehold Boro High School Freehold, NJ
7/23/2026	10	East Wake High School Wendell, NC
7/27/2026	12	Piscataway High School Piscataway, NJ
7/29/2026	10	Prosper High School Prosper, TX
7/29/2026	10	Obra D. Tompkins High School Katy, TX

Vo-Tech - 0 Withdrew - 0 In-State - 2
Out of State - 3 Out of Country - 0 Online - 0

Totals: 5

East Brunswick Public Schools RESIDENCY UPDATE 2026-2027 School Year					
Month/Year	**Temporary Residents (Families)**	**Student Hardships**	**Number of Students**	**Number of Renewals/ Updates**	**Temp C Residency Investigations**
July 2026	10	0	16	4	0

East Brunswick Public Schools
Waivers

According to **Policy #2431**, the following waivers were granted for the month of August during the **2026-2027 school year**:

Student ID#110820 – Football
Student ID#104888 – Football