East Brunswick Board of Education

Board Meeting Agenda

September 10, 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:

- 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: **Cyber Security.**

- 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.**

- 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. **Student Representative's Report**

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

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

- Bylaw No. 0155 - Board Committees (Revised)
- Policy No. 2624 - Grading System (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						

2. Bylaws and/or 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 August 18, 2026 Policy Committee meeting. The Policy Committee recommends action as noted.

First reading of policies occurred at the August 20, 2026 board meeting.

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/or policies are approved on second 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 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						

3. Minutes - August 20, 2026

Recommendation: That the August 20, 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						

4. Revised School Calendar for the 2026-2027 School Year

The revised 2026–2027 academic calendar reflects the elimination of midterm and final exams, resulting in several calendar adjustments:

- January (EBHS & CJHS): Midterms have been eliminated; all January single-session days are now full school days.
- June Adjustments: Finals have been eliminated, Graduation for the Class of 2027 has been moved to June 17, 2027, and end-of-year single-session days have been adjusted as follows:
    - June 16, 2027: Single-session day (all students), Lunch served for students in grades K-6)
    - June 17, 2027: Class of 2027 Graduation & single-session day (all students), Lunch served for students in grades K-6)
    - June 18, 2027: Last day of school & single-session day (all students), Lunch served for students in grades K-6)

Recommendation: That the Board of Education approved the revised 2026-2027 school calendar.

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 Renewal #1 - Interstate Waste Services of New Jersey, Inc. (Bid No. 2024-01)**

   The Board of Education awarded a bid for Solid Waste Disposal and Recycling Services for the 2024-2026 calendar years with a right to renew for two additional years as permitted by state law. The district is seeking to renew the contract, and the company has agreed to a zero percent increase from the 2026 rates for the 2027 and 2028 calendar years.

   Recommendation: That Interstate Waste Services of New Jersey, Inc., Teaneck, NJ is awarded bid renewal #1 subject to availability of funds for Solid Waste Disposal and Recycling Services (bid No. 2024-01) at the same rates as the 2026 calendar year as per 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						

2. **Contract Addendum - M&T School Bus**

   The Board approved the contract for route HM0038A/P* on June 18, 2026. An addendum to the contract is required due to the addition of a 1:1 aide required to meet student needs effective September 2, 2026.

   Recommendation: That an addendum to a contract for student transportation services is approved with Emmanuel Trans LLC, East Brunswick, NJ for the period September 2, 2026 through June 30, 2027 for the addition of an aide on route HM0038A/P* at $80.00 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						

3. 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						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						
Wilbur Pan						
Marianne Tanious						
Totals						

4. 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:

Emmanuel Trans:

SC0002A/P- Shore Center (Bid #2025-16)
$161.16 Per Diem

Three Brothers:
LVKI002- Lakeview School (Bid #2023-10)
$317.30 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						

5. Nonpublic School Security Aid

The New Jersey Nonpublic Security Aid Program authorizes Nonpublic School Aid to be paid to school districts and allocated for nonpublic schools located in the public school district. The District serves as a 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 security purchases are approved for the 2026-2027 school year as follows:

Nonpublic School: St. Bartholomew School
Vendor: MTS Intelligent Security Solutions
Project: Rebuild three (3) IT Closets to support 911 inform
Proposal Total: $7,511.20

Grand Total: $7,511.20

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. 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. 2026-2027 East Brunswick Flex Program Enrollment

Recommendation: That the following students be approved for enrollment in the East Brunswick Flex School for the 2026-2027 school year.

Student No. 105229 - Effective September 2, 2026
Student No. 104841 - Effective September 2, 2026
Student No. 113157 - Effective September 2, 2026
Student No. 117961 - Effective September 2, 2026
Student No. 111318 - Effective September 2, 2026
Student No. 109019 - Effective September 2, 2026
Student No. 117919 - Effective September 2, 2026
Student No. 106173 - Effective September 2, 2026
Student No. 106487 - Effective September 2, 2026
Student No. 107795 - Effective September 2, 2026

Student No. 114576 - Effective September 2, 2026
Student No. 115729 - Effective September 2, 2026
Student No. 112602 - Effective September 2, 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. Contract - Curriculum Associates, Inc.

i-Ready combines an adaptive diagnostic assessment with individualized instructional pathways to identify exact learning gaps down to specific skill domains, regardless of a student's current grade-level performance. To support academic growth in Basic Skills, Academic Support, and Special Education classes at Churchill Junior High School, we propose implementing i-Ready Reading and Mathematics diagnostic assessments and learning pathways for the 2026–2027 school year. Administered periodically, the diagnostic establishes baseline achievement, tracks both typical and accelerated growth, and equips educators with domain-level data to target small-group remediation. Students then engage in customized digital lessons tailored to their specific needs, allowing staff to scaffold intervention effectively while maintaining high standards.

The licenses will be paid for through the General Fund.

Recommendation: That Curriculum Associates, Inc., is approved to provide i-Ready Reading and Mathematics licenses for Churchill Junior High School from September 1, 2026 to June 30, 2027, in the amount of $10,912.00.

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						

3. **Contract - Living Voices, Inc.**

The district provides programs as part of the New Jersey Student Learning Standards for eighth and ninth grade students. Using historical perspectives based on real people and events, Living Voices, a program for grades 8-9, combines live performance with audio/video, visual aids, and discussion. Archival film and photos, blended with sound and synchronized with a live actor, provide a dynamic, interactive experience of how the world looked, sounded, and felt during a significant time in history. These performances, seen by all 8th and 9th grade students at Churchill, take place in the Media Center, a small and more intimate space for discussion. Eighth graders see "The Right to Dream, in which they learn of the struggle and sacrifice for Black civil rights through the efforts of a young African American activist coming of age during the civil rights movement. Ninth graders see "Through the Eyes of a Friend", in which they learn about Anne Frank and the Holocaust through testimony of victims, resisters, and survivors. Both presentations align with the NJSLS for Social Studies., the 1994 Holocaust and Genocide Education Act which mandates the teaching of these subjects, and the 2022 Amistad Law, which requires schools to include African-American history as part of their curricula.

The performances will be as follows:
Grade 9: *Through the Eyes of a Friend* (Anne Frank) Oct 20-23
Grade 8: *Right to Dream* or *Fly for Freedom* (Civil Rights) March 16-19

Recommendation: That Living Voices, Inc., Seattle, WA, is awarded a contract to provide presentations for eighth and ninth grades as part of the New Jersey Student Learning Standards at a total cost of $7,200.00 for the period October 20, 2026 through March 31, 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						

4. **Memorandum of Understanding Articulation Agreement - Seton Hall University**

The Seton Hall University Project Acceleration Program (dual enrollment program) Articulation Agreement provides East Brunswick High School students with the opportunity to earn both college and high school credit through courses that have been reviewed and approved as equivalent to specific Seton Hall University courses. These college-level courses are taught at East Brunswick High School by approved instructors whose credentials and coursework meet university standards. Students have opportunities to earn college credit in a wide range of course-levels and subject areas, including English, Mathematics, Science, Social Studies, Fine Arts, Practical Arts, and World Languages. Students who are academically prepared for college-level work may choose to register with Seton Hall University and pay a reduced tuition rate to earn college credit, or they may participate in the course solely for high school credit. The rigor, workload, and grading expectations remain the same for all students. Students may elect to earn credit in a single course or accumulate additional dual enrollment-college credits prior to high school graduation, potentially reducing future college costs and accelerating degree completion.

Recommendation: That the 2026-2027 Memorandum of Understanding between East Brunswick Board of Education and Seton Hall University 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. **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						

STAFF DEVELOPMENT

1. **Contract - For the Love of Literacy**

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

These services are required to build upon the findings and recommendations of the district's comprehensive K–6 ESL Program evaluation. The instructional coaching and consultation will provide targeted support to address identified areas for growth, strengthen ESL instructional practices, and support implementation of program recommendations.

Consultants will collaborate with district leadership, ESL staff, and general education staff to strengthen the use of effective sheltered instruction strategies across instructional settings. This work will build upon prior professional learning in sheltered instruction by providing job-embedded coaching, modeling, consultation, and opportunities for teachers to apply these strategies within their classrooms.

Ongoing consultation will also support ESL program development, strengthen collaboration between ESL and general education staff, and promote consistent, research-based practices for multilingual learners across grade levels. This continued support will help ensure that recommendations from the external evaluation and professional learning translate into meaningful and sustainable improvements in instruction and services for multilingual learners.

The coaching/consultation is funded through Title III funds.

Recommendation: That For the Love of Literacy, Neptune, NJ is approved to provide instructional coaching/consultation between September 11, 2026 and June 30, 2027 in the amount of $18,000.00.

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						

2. Contract - For the Love of Literacy

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

Sheltered Instruction Training – Three Cohorts

These services are required to provide targeted professional learning for general education and ESL staff who serve multilingual learners, with particular emphasis on effective instructional practices for newly arrived immigrant students and newcomers. The district continues to serve students who enter U.S. schools with varying levels of English proficiency, prior educational experiences, and familiarity with U.S. school routines and academic expectations.

The training will develop staff capacity to use sheltered instruction practices that provide multilingual learners with access to grade-level content while simultaneously supporting English language development. Particular attention will be given to newcomer practices, including building background knowledge, explicitly teaching academic and school-based vocabulary, using visuals and modeling, scaffolding grade-level content, supporting comprehension and participation, and establishing instructional routines that help newly arrived students successfully transition into U.S. classrooms.

Training will be provided through three cohorts to expand access for staff across schools and grade levels while maintaining an interactive training environment that allows participants to apply strategies to their specific instructional contexts. This professional learning will strengthen the capacity of both ESL and general education teachers to meet the academic, linguistic, and adjustment needs of immigrant multilingual learners and promote more consistent implementation of effective newcomer and sheltered instruction practices throughout the district.

The training is funded through Title III Immigrant funds.

Recommendation: That For the Love of Literacy, Neptune, NJ is approved to provide training between September 11, 2026 and June 30, 2027 in the amount of $21,600.00.

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						

3. Contract - Lexia Learning Systems

At its August 20, 2026 board meeting, the board approved Lexia Learning Systems to provide online training, print manuals, professional learning sessions, and licenses for the LETRS program for BSIP and special educators representing each building in the amount of $24,389.00. The contract is being revised to include one additional participant for a total revised contract amount of $24,788.00.

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.

This contract includes materials and professional development for 12 participants in the amount of $24,788.00.

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 revised amount of $24,788.00 for the first year of training.

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 - 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, empowering educators to deliver effective, scientifically backed literacy instruction. This is the only 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, following a full day of professional learning facilitated by the Lexia Learning team. In East Brunswick, the BSIP team will enter their second, and final year, of this training. Volume II will focus on oral language, vocabulary, comprehension, and the connection between reading and writing. 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.

This contract includes materials and professional development for 13 participants in the amount of $25,187.00 plus an additional amount of $7,500.00 to be used for makeup sessions as needed.

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 September 11, 2026 and June 30, 2027 in the amount of $32,687.00 for year two/final training for the BSIP team.

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 Nos: 108761, 108529 & 107872 are annual renewals.

   Student No: 114566 requires a highly structured program with behavioral supports.

   Student No. 112734 was displaced from Old Bridge but have exceeded the 365 day rule under the McKinney Vento Homeless Assistance Act, the student may complete the current school year in the district of origin, Old Bridge.

   Student No. 117946 was displaced from Middletown but have exceeded the 365 day rule under the McKinney Vento Homeless Assistance Act, the student may complete the current school year in the district of origin, Middletown.

   Recommendation: That the 2026-2027 Out-of-District placements are 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						

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 August 21, 2026 through September 10, 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. Contract - Educere, LLC

The district is responsible to contract with professional services 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 home instruction services for a student unable to attend school. Educere, LLC will provide a 2026-2027 School Year Founders Academy Virtual Seat License.

This contract is funded through the General Fund.

Recommendation: That Educere, LLC, Fort Washington, PA, is approved to provide home instruction services in the form of a virtual seat for the 2026-2027 school year for $2,499 per seat.

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. **Revised 2026-2027 Clubs/Activities/Athletics/Academic Teams**

   The district provides a variety of extracurricular activities and athletics, which are available to students before and after school that are an integral part of the educational program in the schools. They include clubs, academic teams, course component, student services activities and athletic teams. These extracurricular activities help develop leadership, organizational and athletic abilities, aid in the socialization of pupils and enable pupils to explore a wider range of interests.

   Recommendation: That the sponsored and non-sponsored (under the Equal Access Act) clubs/activities, athletics and academic teams, including related participant fees, are approved for the 2026-2027 school year as reflected in the 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						

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

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

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: 8/31/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

FROM: Dr. Evelyn Mamman, Superintendent of Schools

SUBJECT: Bylaws and/or Policies - First Reading (Roll Call)

Recommendation:

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

- Bylaw No. 0155 - Board Committees (Revised)
- Policy No. 2624 - Grading System (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
Bylaw 0155 - Board Committees	8/31/2026	Backup Material
Policy No. 2624 - Grading System	9/2/2026	Backup Material
Regulation No. 2624 - Grading System	9/2/2026	Backup Material

0155 BOARD COMMITTEES

The Board of Education authorizes the creation of committees of Board members charged to conduct studies, make recommendations to the Board, and act in an advisory capacity. Committees are not authorized to take action on behalf of the Board.

The President shall appoint Board members to serve a one-year term on the following Board standing committees:

- **Academic Affairs and Educational Outcomes**~~Curriculum~~
- EBEA Negotiations
- EBPSA Negotiations
- Policy
- Student Services

An ad hoc committee may be created and charged at any time by the President or a majority of the Board members present and voting. The President shall appoint members to any committee so created and charged; members shall serve until the committee is discharged.

Committees shall consist of no more than four Board members, one of who shall be the President, who shall serve as ex officio member on all Board committees. An additional Board member may also be appointed as an alternate committee member who will substitute in the absence of a committee member. A member may request or refuse appointment to a committee; a member's refusal to serve on any one committee shall not prejudice his/her appointment to another committee.

Where a committee's composition includes employees, the employees shall be designated by the Superintendent.

The Board reserves the right to meet and work as a Committee of the Whole in informational, discussion, and exploratory sessions. No official action shall be taken at these meetings, unless so advertised. The following committees are designated as Committees of the Whole:

- Finance, Facilities and Transportation (includes technology when required)
- Security

A chairperson shall be appointed by the President.

Committee meetings may be called at any time by the committee chairperson or when a meeting is requested by a majority of the members of the committee.

Committee meetings shall not be open to the public, except that a majority of the committee or the chairperson may open the meeting to the public or invite persons whose knowledge or expertise may be useful to the committee.

Adopted: 16 October 2008
Revised: 26 July 2012
Revised: 07 January 2016
Revised: 20 December 2018
Revised: 06 May 2021
Revised: 19 December 2024
Revised:

District Policy

2624 - GRADING SYSTEM

Section: Program
Date Created: November 2017
Date Edited: September ~~2025~~2026

A system of grading ~~pupils'~~ students' achievement aids the ~~pupil~~student, the parent, and the teacher in the assessment of the ~~pupil's~~ stundent's progress toward educational goals. In addition, evaluating and reporting ~~pupil~~ student progress through grading is one of the ways in which the schools account to parents for the quality of the education they provide. The grading process must be fair, universal, understandable, and as objective as possible.

Grades acknowledge a ~~pupil's~~ student's demonstrated proficiency towards the New Jersey Student Learning Standards and locally established learning goals and objectives. In order to achieve a high degree of objectivity, grading must be based upon clearly defined objectives for each discipline. Therefore, proficiencies that delineate sequential instructional objectives, minimal pupil performance, and objective measures shall be established for each area of the curriculum. These proficiencies shall be utilized to prepare specific performance and assessment measures.

The Superintendent or ~~his/her~~their designee shall develop procedures for implementing the grading policy at various levels. Each teacher is charged with the responsibility of using valid and reliable grading procedures to assess proficiencies. The final determination of grades is the proper function of the teacher. However, a ~~pupil~~ student who feels that the grade is unjust may appeal ~~his/her~~their grade to the Principal or ~~his/her~~their designee and subsequently to the Assistant Superintendent. A student receiving special education or Section 504 services will be graded in accordance with their Individualized Education Program (IEP) or Section 504 Plan. ~~A pupil classified as disabled will be graded in accordance with his/her Individualized Educational Program (IEP) or the Section 504 Plan.~~

~~A. Grades~~

~~Each pupil must be informed of the behavior and achievements expected of him/her at the outset of each course of study or unit of study. Each pupil must be kept informed of his/her progress during the course of a unit of study. Pupils who so request are entitled to see the grades resulting from their performance during the grading period. For purposes of grading, the school year will be divided into four marking periods.~~

~~Evaluation is based on evidence of the attainment of the New Jersey Student Learning Standards and local instructional and performance objectives contained in the approved curriculum for each course. The following criteria also will be considered in determining grades: the pupil's completion of work on time (however late work can only be reduced a maximum of one letter grade), participation in class, completion of homework (not to exceed 10%), ability to work independently, and efforts to evaluate and improve his/her work.~~

~~B. Meaning of Grades~~

~~Kindergarten through Grade 4~~

~~The purpose of the report card in Kindergarten through Grade 4 is to inform parents and students about the achievement of grade level standards. The standards are based on the East Brunswick School District's learning expectations in alignment with New Jersey Student Learning Standards. The following symbols and statements are used to report progress:~~

- ~~Special Commendation (+)~~
- ~~Steady Progress (√)~~
- ~~Needs Improvement (–)~~

~~Grades 5-12~~

~~The following symbols are used to report progress:~~

~~A Excellent~~

~~B Good~~

~~C Fair~~

~~D Poor~~

~~F Failing~~

~~I Incomplete Due to extenuating circumstances, the pupil has been given an approved extension of time~~

~~WP Withdrew Passing~~

~~WF Withdrew Failing~~
~~X No grade given~~

~~Incomplete Work – I~~
~~Incomplete work at the end of the grading period, semester, or year is recorded as an I. A grade of "Incomplete" will be given to those pupils unable to complete the work assigned to the course for reasons beyond the pupil's control, such as the pupil's disability.~~

1. ~~A teacher who submits a grade of incomplete will accompany the grade with a reasonable estimate of the amount of time the pupil will require to complete the work necessary for the granting of credit;~~

2. Except as may be required by unusual circumstances, make up work should be completed within two weeks of the end of the marking period or, if the pupil is disabled at the end of the marking period, two weeks after the pupil's return to school;

3. The pupil's completed work will be graded and the teacher will submit a grade, which will replace the incomplete grade on the pupil's transcript; and

4. A pupil who does not complete the work within the period allowed will receive a grade reflecting the missed work in the subject.

Course Withdrawal - W

A grade of "Withdrawal" will be given to each pupil who withdraws from a course of study after the last school day in September.

1. A grade of "Withdrawal-Passing" (WP) will be given to each pupil who withdrew after having demonstrated satisfactory achievement and attendance in the course; and

2. A grade of "Withdrawal-Failing" (WF) will be given to each pupil who withdrew after having demonstrated unsatisfactory achievement and/or poor attendance in the course or who was removed from the course by administrative action.

Transfer Pupil

No grade given - X

Transfer to the school with no grade in the equivalent course provided by the sending school.

Transfer of a pupil between courses with insufficient time in one of the courses for a grade to be given.

Physical Education

A grade of "X - Excused" will be given to each pupil in a physical education class who was excused for a good cause from participation in certain aspects of the course requirements.

Pass/Fail - Grades 9-12

In grades 9-12, pupils may choose by established dates to take one full-year course or two semester courses on a Pass/Fail basis each year. Progress in these courses is reported as:

P - Successfully completed a course with no grade assigned

F - Unsuccessfully attempted a course with no grade assigned

A "Pass" or "Fail" grade may be given in a particular course of study, provided that:

1. The parent(s) or legal guardian(s), teacher, and guidance counselor have consented to the grading method,

2. The pupil has requested Pass/Fail, on a form submitted to his/her guidance counselor, no later than the established date, and

3. The pupil agrees that his/her choice of the Pass/Fail option for that course of study is final and cannot be revoked.

C. Grading Criteria

The grading criteria are as follows:

Excellent:

A+	98-100
A	92-97
A-	90-91

Masters all course proficiencies.

Good:

B+	86-89
B	82-85
B-	80-81

Masters a major portion of course proficiencies.

Fair:

C+	76-79
C	72-75
C-	70-71

Masters the minimum course proficiencies.

Poor:

D+	66-69
D	62-65
D-	60-61

Failing:

F Below 60

Indicates work inferior to accepted standard for passing. This may be due to absences exceeding the attendance policy.

D. Final Grade

In grades 9-12, the final grade for the course will represent the composite of the pupil's performance for each marking period plus the value of the midterm and/or final examinations as defined by the course proficiencies. This composite will consist of the average of the numerical grade value earned for each quarter and the numerical grade value of the midterm and/or final examinations required. The value of these required examinations will represent no more than 20 percent of the total grade (i.e., for full year courses, each marking period will be weighted as 20 percent of the final grade and the midterm and final examination will be each weighted as 10 percent of the final grade).

Seniors who have an average of A- or higher by the end of the fourth marking period for a full year course or both marking periods of a semester course and have a fourth marking period grade of B or higher, will be exempt from taking the final examination in the course. The final grade value for the course will be the composite of the pupil's performance for the four marking periods and the midterm examination. The final grade for semester course will be the composite of the two marking period grades. Seniors who by this rule are exempt from taking the final examination may, however, opt to take the exam.

Summer remedial courses in grades 6-12 will be graded but not calculated into a pupil's G.P.A. Pupils electing to audit courses are required to meet the requirements of the course but will receive no grade.

E. Grades Values 9-12

The secondary school program of the East Brunswick Public Schools is comprehensive, offering a wide variety of course levels commensurate with the abilities and interests of individual pupils. The course outline and proficiencies for each course at the high school

level delineate the scope and sequence of a subject and specify the minimum pupil performance for which credit will be granted.

Accelerated, Honors and Advanced Placement courses in academic and non-academic areas, which cover the subject in greater depth than standard academic and non-academic courses in the same subject, require an exceptional degree of motivation and commitment. To encourage pupils to select courses commensurate with their backgrounds, interests, and abilities, grade point average will be computed utilizing a weighted ranking system.

Standard Courses:

All courses taken at the secondary level in grades 9-12 for which a letter grade of A, B, C, D, or F can be assigned shall be considered in determining grade point average.

Quality Points (Q.P.):

Quality Points for a standard course will be calculated by multiplying the number of credits attempted for a course by the standard grade value for the grade earned (Table I).

Table I

Grade Values for Non-Honors Courses

Grade	Grade Value
A+	4.3
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
D+	1.3
D	1.0
D-	0.7
F	0.0

Accelerated, Honors, and Advanced Placement Courses:

Accelerated, Honors and Advanced Placement courses are defined as those in which the scope and depth of the course, as defined in the course outline and proficiencies, are of significantly greater magnitude than normally covered.

Accelerated, Honors and Advanced Placement courses shall receive additional weight for G.P.A calculation.

Quality Points for Accelerated, Honors and Advanced Placement courses will be calculated as follows: the grade value of each grade increased by 5% for accelerated level courses, by 15% for Honors level courses and 25% for Advanced Placement courses.

Quality Points will be calculated by multiplying the number of credits attempted for a course by the grade value for the grade earned (Table II).

Table II

GRADE VALUES											
ACADEMIC COURSES			ACCELERATED COURSES			HONORS COURSES			AP COURSES		
Letter Grade	Range	Grade Value	Letter Grade	Range	Grade Value	Letter Grade	Range	Grade Value	Letter Grade	Range	Grade Value
A+	98-100	4.30	A+	98-100	4.515	A+	98-100	4.945	A+	98-100	5.375
A	92-97	4.00	A	92-97	4.200	A	92-97	4.600	A	92-97	5.000
A-	90-91	3.70	A-	90-91	3.885	A-	90-91	4.255	A-	90-91	4.625
B+	86-89	3.30	B+	86-89	3.465	B+	86-89	3.795	B+	86-89	4.125
B	82-85	3.00	B	82-85	3.150	B	82-85	3.450	B	82-85	3.750
B-	80-81	2.70	B-	80-81	2.835	B-	80-81	3.105	B-	80-81	3.375
C+	76-79	2.30	C+	76-79	2.415	C+	76-79	2.645	C+	76-79	2.875
C	72-75	2.00	C	72-75	2.100	C	72-75	2.300	C	72-75	2.500
C-	70-71	1.70	C-	70-71	1.785	C-	70-71	1.955	C-	70-71	2.125
D+	66-69	1.30	D+	66-69	1.365	D+	66-69	1.495	D+	66-69	1.625
D	62-65	1.00	D	62-65	1.050	D	62-65	1.150	D	62-65	1.250
D-	60-61	0.70	D-	60-61	0.735	D-	60-61	0.805	D-	60-61	0.875
F	0-59	0.00	F	0-59	0.000	F	0-59	0.000	F	0-59	0.000

Eligibility:

All departments and areas shall be eligible to apply to have courses determined as Accelerated, Honors or Advanced Placement courses. All applications must receive the

approval of the respective Building Principal, the Superintendent or his/her designee, and the Board of Education.

F. Grade Point Average

The Grade Point Average (G.P.A.) will be the quotient of the total number of Quality Points divided by the total number of credits attempted. The G.P.A. shall be calculated to three decimal places and reported three decimal places.

The procedures for determining G.P.A. shall take into account records of transfer pupils and Accelerated, Honors and Advanced Placement courses.

G. Grade Validation

1. Each teacher will retain in his/her possession the following records to validate grades awarded to pupils.

2. The daily attendance and tardiness record;

3. All grades earned for classroom activities such as quizzes, tests, reports, and class recitations;

4. All grades earned for activities conducted elsewhere, such as homework assignments, projects and term papers;

5. Any notations regarding the meaning of each grade and its relationship to the type of activity or material covered;

6. Any notion of discussion with the pupil on a grade or the pupil's cumulative grade;

7. Any referrals for guidance, discipline, and the like; and

8. Any notation recording communication between the teacher and the parent(s) or legal guardian(s), the Principal or other teaching staff member.

At the conclusion of the school year, or at any time the teacher leaves the district, the teacher must submit the above listed records to the Principal; these records will be kept for a minimum of six years.

Adopted: 30 November 2017
Revised: 06 May 2021
Revised: 15 December 2022
Revised: 18 September 2025
Revised:

District Regulation

2624 - GRADING SYSTEM

Section: Program
Date Created: September 2026

A. Grades

Each ~~pupil~~student must be informed of the behavior and achievements expected of ~~him/her~~them at the outset of each course of study or unit of study. Each ~~pupil~~student must be kept informed of ~~his/her~~their progress during the course of a unit of study. ~~Pupils~~Students who so request are entitled to see the grades resulting from their performance during the grading period. For purposes of grading, the school year will be divided into four marking periods.

Evaluation is based on evidence of the attainment of the New Jersey Student Learning Standards and local instructional and performance objectives contained in the approved curriculum for each course. The following criteria also will be considered in determining grades: the ~~pupil~~student's completion of work on time (however late work can only be reduced a maximum of one letter grade), participation in class, completion of homework (not to exceed 10%), ability to work independently, and efforts to evaluate and improve his/her work.

B. Meaning of Grades

Kindergarten through Grade 4

The purpose of the report card in Kindergarten through Grade 4 is to inform parents and students about the achievement of grade level standards. The standards are based on the East Brunswick School District's learning expectations in alignment with New Jersey Student Learning Standards. The following symbols and statements are used to report progress:

- Special Commendation (+)
- Steady Progress (√)
- Needs Improvement (-)

Grades 5-12

The following symbols are used to report progress:

A Excellent

B Good

C Fair

D Poor

F Failing

I Incomplete — Due to extenuating circumstances, the ~~pupil~~student has been given an approved extension of time

WP Withdrew Passing

WF Withdrew Failing

X No grade given

Incomplete Work - I

Incomplete work at the end of the grading period, semester, or year is recorded as an I. A grade of "Incomplete" will be given to those pupils unable to complete the work assigned to the course for reasons beyond the pupil's control, such as the ~~pupil~~student's disability.

1. A teacher who submits a grade of incomplete will accompany the grade with a reasonable estimate of the amount of time the ~~pupil~~student will require to complete the work necessary for the granting of credit;

2. Except as may be required by unusual circumstances, make up work should be completed within two weeks of the end of the marking period or, if the ~~pupil~~student is disabled at the end of the marking period, two weeks after the ~~pupil~~student's return to school;

3. The ~~pupil~~student's completed work will be graded and the teacher will submit a grade, which will replace the incomplete grade on the ~~pupil~~student's transcript; and

4. A ~~pupil~~student who does not complete the work within the period allowed will receive a grade reflecting the missed work in the subject.

Course Withdrawal - W

A grade of "Withdrawal" will be given to each ~~pupil~~student who withdraws from a course of study after the last school day in September.

1. A grade of "Withdrawal-Passing" (WP) will be given to each ~~pupil~~student who withdrew after having demonstrated satisfactory achievement and attendance in the course; and

2. A grade of "Withdrawal-Failing" (WF) will be given to each ~~pupil~~student who withdrew after having demonstrated unsatisfactory achievement and/or poor

attendance in the course or who was removed from the course by administrative action.

Transfer ~~Pupil~~ Student

No grade given - X

Transfer to the school with no grade in the equivalent course provided by the sending school.

Transfer of a ~~pupil~~student between courses with insufficient time in one of the courses for a grade to be given.

Physical Education
A grade of "X - Excused" will be given to each ~~pupil~~student in a physical education class who was excused for a good cause from participation in certain aspects of the course requirements.

Pass/Fail - Grades 9-12

In grades 9-12, ~~pupil~~students may choose by established dates to take one full-year course or two semester courses on a Pass/Fail basis each year. Progress in these courses is reported as:

P - Successfully completed a course with no grade assigned

F - Unsuccessfully attempted a course with no grade assigned

A "Pass" or "Fail" grade may be given in a particular course of study, provided that:

1. The parent(s) or legal guardian(s), teacher, and guidance counselor have consented to the grading method,

2. The ~~pupil~~student has requested Pass/Fail, on a form submitted to ~~his/her~~their guidance counselor, no later than the established date, and

3. The ~~pupil~~student agrees that ~~his/her~~their choice of the Pass/Fail option for that course of study is final and cannot be revoked.

C. Grading Criteria

The grading criteria are as follows:

Excellent:

A+	98-100
A	92-97

A- 90-91

Masters all course proficiencies.

Good:

B+ 86-89
B 82-85
B- 80-81

Masters a major portion of course proficiencies.

Fair:

C+ 76-79
C 72-75
C- 70-71

Masters the minimum course proficiencies.

Poor:

D+ 66-69
D 62-65
D- 60-61

Failing:

F Below 60

Indicates work inferior to accepted standard for passing. This may be due to absences exceeding the attendance policy.

D. Final Grade

In grades 9-12, the final grade for the course will represent the composite of the ~~pupil~~student's performance for each marking period ~~plus the value of the midterm and/or final examinations~~ as defined by the course proficiencies~~. This composite will consist of the average of the numerical grade value earned for each quarter and the numerical grade value of the midterm and/or final examinations required. The value of these required examinations will represent no more than 20 percent of the total grade (i.e., for full year courses, each marking period will be weighted as 20 percent of the final grade and the midterm and final examination will be each weighted as 10 percent of the final grade).~~

~~Seniors who have an average of A- or higher by the end of the fourth marking period for a full year course or both marking periods of a semester course and have a fourth marking period grade of B or higher, will be exempt from taking the final examination in the course.~~ The final grade value for the course will be the composite of the ~~pupil~~student's performance for the four marking periods ~~and the midterm examination~~. The final grade for semester course will be the composite of the two marking period grades. ~~Seniors who by this rule are exempt from taking the final examination may, however, opt to take the exam.~~

Summer remedial courses in grades 6-12 will be graded but not calculated into a ~~pupil~~student's G.P.A. ~~Pupil~~Students electing to audit courses are required to meet the requirements of the course but will receive no grade.

E. Grades Values 9-12

The secondary school program of the East Brunswick Public Schools is comprehensive, offering a wide variety of course levels commensurate with the abilities and interests of individual ~~pupil~~students. The course outline and proficiencies for each course at the high school level delineate the scope and sequence of a subject and specify the minimum ~~pupil~~student performance for which credit will be granted.

Accelerated, Honors and Advanced Placement courses in academic and non-academic areas, which cover the subject in greater depth than standard academic and non-academic courses in the same subject, require an exceptional degree of motivation and commitment.

To encourage ~~pupil~~students to select courses commensurate with their backgrounds, interests, and abilities, grade point average will be computed utilizing a weighted ranking system.

Standard Courses:

All courses taken at the secondary level in grades 9-12 for which a letter grade of A, B, C, D, or F can be assigned shall be considered in determining grade point average.

Quality Points (Q.P.):

Quality Points for a standard course will be calculated by multiplying the number of credits attempted for a course by the standard grade value for the grade earned (Table I).

Table I

Grade Values for Non-Honors Courses

Grade	Grade Value
A+	4.3
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
D+	1.3
D	1.0
D-	0.7
F	0.0

Accelerated, Honors, and Advanced Placement Courses:

Accelerated, Honors and Advanced Placement courses are defined as those in which the scope and depth of the course, as defined in the course outline and proficiencies, are of significantly greater magnitude than normally covered.

Accelerated, Honors and Advanced Placement courses shall receive additional weight for G.P.A calculation.

Quality Points for Accelerated, Honors and Advanced Placement courses will be calculated as follows: the grade value of each grade -increased by 5% for accelerated level courses, by 15% for Honors level courses and 25% for Advanced Placement courses.

Quality Points will be calculated by multiplying the number of credits attempted for a course by the grade value for the grade earned (Table II).

Table II

GRADE VALUES											
ACADEMIC COURSES			ACCELERATED COURSES			HONORS COURSES			AP COURSES		
Letter Grade	**Range**	**Grade Value**	**Letter Grade**	**Range**	**Grade Value**	**Letter Grade**	**Range**	**Grade Value**	**Letter Grade**	**Range**	**Grade Value**
A+	98-100	4.30	A+	98-100	4.515	A+	98-100	4.945	A+	98-100	5.375
A	92-97	4.00	A	92-97	4.200	A	92-97	4.600	A	92-97	5.000

A-	90-91	3.70	A-	90-91	3.885	A-	90-91	4.255	A-	90-91	4.625
B+	86-89	3.30	B+	86-89	3.465	B+	86-89	3.795	B+	86-89	4.125
B	82-85	3.00	B	82-85	3.150	B	82-85	3.450	B	82-85	3.750
B-	80-81	2.70	B-	80-81	2.835	B-	80-81	3.105	B-	80-81	3.375
C+	76-79	2.30	C+	76-79	2.415	C+	76-79	2.645	C+	76-79	2.875
C	72-75	2.00	C	72-75	2.100	C	72-75	2.300	C	72-75	2.500
C-	70-71	1.70	C-	70-71	1.785	C-	70-71	1.955	C-	70-71	2.125
D+	66-69	1.30	D+	66-69	1.365	D+	66-69	1.495	D+	66-69	1.625
D	62-65	1.00	D	62-65	1.050	D	62-65	1.150	D	62-65	1.250
D-	60-61	0.70	D-	60-61	0.735	D-	60-61	0.805	D-	60-61	0.875
F	0-59	0.00	F	0-59	0.000	F	0-59	0.000	F	0-59	0.000

Eligibility:

All departments and areas shall be eligible to apply to have courses determined as Accelerated, Honors or Advanced Placement courses. All applications must receive the approval of the respective Building Principal, the Superintendent or ~~his/her~~their designee, and the Board of Education.

F. Grade Point Average

The Grade Point Average (G.P.A.) will be the quotient of the total number of Quality Points divided by the total number of credits attempted. The G.P.A. shall be calculated to three decimal places and reported three decimal places.

The procedures for determining G.P.A. shall take into account records of transfer ~~pupils~~students and Accelerated, Honors and Advanced Placement courses.

G. Grade Validation

1. Each teacher will retain in ~~his/her~~their possession the following records to validate grades awarded to ~~pupils~~students.

2. The daily attendance and tardiness record;

3. All grades earned for classroom activities such as quizzes, tests, reports, and class recitations;

4. All grades earned for activities conducted elsewhere, such as homework assignments, projects and term papers;

5. Any notations regarding the meaning of each grade and its relationship to the type of activity or material covered;

6. Any notion of discussion with the ~~pupil~~student on a grade or the ~~pupil~~student's cumulative grade;

7. Any referrals for guidance, discipline, and the like; and

8. Any notation recording communication between the teacher and the parent(s) or legal guardian(s), the Principal or other teaching staff member.

At the conclusion of the school year, or at any time the teacher leaves the district, the teacher must submit the above listed records to the Principal; these records will be kept for a minimum of six years.

H. Appeal

1. Each teacher is responsible for the determination of the grade a ~~pupil~~student receives for participation in the teacher's course of study.

2 . Each teacher may be required to furnish reasons, supported by evidence (see E above) to substantiate any grade earned.

3 . If a grade is challenged by a ~~pupil~~student or a parent(s) or legal guardian(s), the teacher will convene a conference and will explain the grading system and the reasons for the final grade.

4 . If the parent(s) or legal guardian(s) or ~~pupil~~student is not satisfied by the teacher's explanations, ~~he/she~~they may appeal the grade to the Principal or designee, who will consult with the teacher and the pupil in an attempt to resolve the dispute. The Principal or designee will give every reasonable deference to the teacher's professional judgment.

5 . If the Principal or designee determines that the grade should be changed, ~~he/she~~they will alter the grade on all records and indicate by whose authority the grade has been changed.

6. No reprisals will be taken in any form against a teacher who remains determined in ~~his/her~~their belief that the grade originally given is fair and correct.

7. The Superintendent may hear an appeal from the Principal or designee's determination. Only in the most extraordinary circumstances will the Superintendent alter a grade determined at the school building levels.

Adopted:

EAST BRUNSWICK PUBLIC SCHOOLS

BOARD OF EDUCATION
Agenda Item: 2.

Date Prepared: 8/25/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

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

SUBJECT: Bylaws and/or 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 August 18, 2026 Policy Committee meeting. The Policy Committee recommends action as noted.

First reading of policies occurred at the August 20, 2026 board meeting.

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/or policies are approved on second 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 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. 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		

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 maywill be reimbursed by the Board upon approval of the Superintendantat 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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Q. Students with Disabilities

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 theirhis/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 an 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 themselveshimself/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 themhim/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: 3.

Date Prepared: 8/25/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

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

SUBJECT: Minutes - August 20, 2026

Recommendation:

Recommendation: That the August 20, 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	9/1/2026	Backup Material

East Brunswick Board of Education
Board Meeting Minutes
August 20, 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
Ms. Tara Rosenvinge, CPA Director of Financial Services/Assistant School Business Administrator/Assistant Board Secretary
Dr. Joyce Boley Assistant Superintendent of Academics
Ms. Louise Sultana LoRocco Director of Special Education
Ms. Jamie Richardson Director of Secondary Education

Ms. Nicole Tibbetts Director of Human Resources
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:

- 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		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 6:32 PM and reconvened into open session at 7:35 PM.

SUPERINTENDENT'S REPORT

Dr. Mamman reported that she has spent time in each of our buildings and our facilities look fantastic, thanking all our hardworking staff for their dedication in getting our classrooms ready for the new school year. She reported that Irwin is getting a new roof but will be ready to open, and a few important reminders that student/teacher schedules will be released but you will have to have had your student forms submitted prior to seeing schedule details. Bus passes will be available next week and keep a look out for

her back-to-school video.

Dr. Edward Bucior, East Brunswick High School Principal, made a presentation on the change of removing traditional Midterm and Finals.

PRESENTATIONS AND/OR SPECIAL REPORTS

Capital Projects - High School

Parette Somjen Architects made a presentation regarding the potential East Brunswick High School options. The board engaged in a lengthy discussion.

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

Jessica DiBenedetti, Supervisor of World Language, presented the 2025-2026 WIDA ACCESS Scores & ESL Audit results. The Board engaged in a lengthy discussion.

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. 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			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. 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			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. 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:

- 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			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. 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			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. 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.

Alert 236 Policies and Regulations

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.

Alert 237 Policies and Regulations

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			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 - 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			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. 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			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.

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			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. 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			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. 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			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 - 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			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 - 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			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 - 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			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 - 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			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 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			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. 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			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. 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			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. 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			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. 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			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. 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			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. 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			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. 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			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. 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. 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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			

Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			

Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			

Louis Figueroa						ABSENT
Laurie Herrick	X		X			
Liwu Hong			X			
Wilbur Pan		X	X			
Marianne Tanious			X			
Totals			8	0		

The above action was unanimously approved by a voice vote.

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			X			
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious		X	X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.

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			X*		*	
Timothy Cummings			X			
Antoinette Evola			X			
Jaime Falco			X			
Louis Figueroa						ABSENT
Laurie Herrick			X			
Liwu Hong			X			
Wilbur Pan	X		X			
Marianne Tanious		X	X			
Totals			8	0		

The above action was unanimously approved by a roll-call vote.
*Anna Braun recused herself from Employee No. 26279 only.

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			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 July 24, 2026 through August 20, 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. 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			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

Laurie Herrick reported on the Curriculum Committee meeting dates and the pending name change of the Committee name.

Timothy Cummings wished everyone a good start to the academic year.

Wilbur Pan commended Laurie on the new direction of the Curriculum Committee and pending name change. He wished everyone a lovely end of summer and good start to the school year.

Liwu Hong reported on Mayor Cohen's Charity Fund grants for the EBHS Hockey Team and the upcoming Gala ticket sales.

Jaime Falco reported further on the Policy Committee Meeting, the structure of how the Board conducts business and the Board member training program.

Antoinette Evola reported on the EBEF Bear Crawl and the CJHS PTA fundraiser. She also reported on a vote in Trenton for raising premiums for government run healthcare.

Marianne Tanious thanked the Board for their work on the Committee's, remarked on where we are versus where we were last year, and thanked Dr. Mammon and her team for all their hard work on the Strategic Plan.

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 11:32 PM.

Respectfully submitted,

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

EAST BRUNSWICK PUBLIC SCHOOLS

BOARD OF EDUCATION
Agenda Item: 4.

Date Prepared: 8/25/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

FROM: Dr. Evelyn Mamman, Superintendent

SUBJECT: Revised School Calendar for the 2026-2027 School Year

Summary:
The revised 2026–2027 academic calendar reflects the elimination of midterm and final exams, resulting in several calendar adjustments:

- January (EBHS & CJHS): Midterms have been eliminated; all January single-session days are now full school days.
- June Adjustments: Finals have been eliminated, Graduation for the Class of 2027 has been moved to June 17, 2027, and end-of-year single-session days have been adjusted as follows:
  - June 16, 2027: Single-session day (all students), Lunch served for students in grades K-6)
  - June 17, 2027: Class of 2027 Graduation & single-session day (all students), Lunch served for students in grades K-6)
  - June 18, 2027: Last day of school & single-session day (all students), Lunch served for students in grades K-6)

Recommendation:
Recommendation: That the Board of Education approved the revised 2026-2027 school calendar.

Board	Moved	Second	Aye	Nay	Abstention	Did Not

Member						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 Revised Calendar	9/4/2026	Backup Material

East Brunswick Public Schools Calendar | Grades PreK-12 | July 2026 - June 2027

Board Approved 2/19/2026—Revised 6/4/2026 - Board Approved 6/4/2026 - Revised 8/17/2026
Pending Board Approval

July 2026

M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

July 3 - Independence Day Observed, District Closed
July 7 - Extended School Year Begins*

* Summer Programs will run Monday - Thursday

August 2026

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

Aug. 6 - Extended School Year Ends
Aug. 18-20 - New Teacher Orientation
Aug. 25 - CJHS Gr. 7 Orientation
Aug. 26 - ELA, Kindergarten & New Elem. Orientation
Aug. 26 - Hammarskjold Gr. 5 Orientation
Aug. 26 - EBHS Gr. 10 Orientation
Aug. 31 - Professional Development

September 2026

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

Sept. 1 - Teacher Orientation
Sept. 2 - First Day of School for Students
Sept. 2 & 3 - Single Session for EBHS and CJHS Only,
(*Work day for Child Nutrition Staff***)**
Sept. 7 - Labor Day, District Closed
Sept. 21 - Yom Kippur, District Closed, Fall Recess

October 2026

M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

Oct. 14 - EBHS Only Single Session—PSAT
Oct. 20-23 - Parent/Teacher Conferences, Single Session Students, (Lunch Served Gr. K-6)

November 2026

M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

Nov. 3 - Election Day, Non-School for students, Staff Development, Administrative Offices Open
Nov. 5 & 6 - Non-School & Work Day for Students and 10 month Staff, Administrative Offices Open
Nov. 25 - Single Session Students and Staff (Lunch Served Gr. K-6)
Nov. 26 & Nov. 27 - Thanksgiving Recess, Schools Closed

December 2026

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

Dec. 23 - Single Session Students and Staff (Lunch Served Gr. K-6)
Dec. 25 - Christmas Day, District Closed
Dec. 24 - Jan. 1 - Winter Recess, District Closed

January 2027

M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Jan. 1 - New Year's Day - School Closed, **Winter Recess**
Jan. 7 - Orthodox Christmas - No School for Students and 10 Month Staff, Administrative Offices Open
Jan. 18 - Dr. Martin Luther King Jr., Schools Closed

February 2027

M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

Feb. 15 – Presidents Day, Schools Closed

March 2027

M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

Mar. 9 - Eid al-Fitr, Non-School & Work Day for Students and 10 month Staff, Administrative Offices Open
Mar. 16-19 - Parent/Teacher Conferences, Single Session Students (Lunch Served Gr. K-6)
Mar. 26 - Good Friday, Schools Closed

April 2027

M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

April 19 & 20 - Administrative Offices Open
April 19-23 - Spring Recess - Schools Closed

May 2027

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

May 17 - Eid al-Adha, Non-School & Work Day Students and 10 month staff, Administrative Office Open
May 28 - Single Session Students and Staff (Lunch Served Gr. K-6)
May 31 - Memorial Day, Schools Closed

June 2027

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

June 4 - EBHS Only Single Session—Prom
June 8 - Primary Election Day, Single Session for Students/Full Day Teachers (Lunch Served Gr. K-6)
June 16 - Single Session all Students, (Lunch Served Gr. K-6)
June 17 - EBHS Graduation, Single Session All Students, (Lunch Served Gr. K-6)
June 18 - Last Day of School for Students, Single Session All Students, (Lunch Served Gr. K-6)
June 21 - Last Day for Teachers, Single Session for Staff

Color Codes

	Schools Closed (Holidays/Recess)		Single Session Students/Full Day Teachers, (Lunch Served Gr. K-6)
	First Day of School for All Students		Single Session Students EBHS and/or CJHS ONLY, Full Day Teachers, (No Lunch Served)
	Teacher Workday, No School for Students	☆	Progress Reports Submitted
	Non-School & Work Day for Students and 10 month staff (November 5 & 6 includes all 12 month Non-administrative staff)	★	Progress Reports Issued
	Parent /Teacher Conferences. Single Session (Lunch Served Gr. K-6)	✦	End of Marking Period
	Single Session Students and Staff (Lunch Served Grades K-6)	△	Grades Submitted by Staff (9:00 AM)
		▲	Report Cards Issued

If four (4) emergency closing days are used, school will be open on April 19, 2027 and April 20, 2027.

If three (3) emergency closing days are used, school will be open on April 19, 2027.

If two (2) emergency closing days are used, there is no change to the current calendar.

If no emergency closing days are used by March 25, 2027, then March 29, 2027 will be a non-school day for students and 10-month staff.

If zero (0) or one (1) emergency closing day is used by April 26, 2027 April 30, 2027 will be a non-school day for students and 10-month staff.

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 1.

Date Prepared: 8/25/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

FROM: Lori Tagerty, Senior Manager of Accounts Payable/Purchasing

SUBJECT: Bid Renewal #1 - Interstate Waste Services of New Jersey, Inc. (Bid No. 2024-01)

Summary:
The Board of Education awarded a bid for Solid Waste Disposal and Recycling Services for the 2024-2026 calendar years with a right to renew for two additional years as permitted by state law. The district is seeking to renew the contract, and the company has agreed to a zero percent increase from the 2026 rates for the 2027 and 2028 calendar years.

Recommendation:
Recommendation: That Interstate Waste Services of New Jersey, Inc., Teaneck, NJ is awarded bid renewal #1 subject to availability of funds for Solid Waste Disposal and Recycling Services (bid No. 2024-01) at the same rates as the 2026 calendar year as per 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
Bid 2024-01 Renewal #1	8/25/2026	Backup Material

EAST BRUNSWICK BOARD OF EDUCATION

SOLID WASTE REMOVAL AND RECYCLING SERVICES

Bid Proposal Form (PAGE 1)

Proposal prices must include all fees and surcharges and all duties specified in this bid specification.

BID PRICING YEAR ONE – 1/1/2024-12/31/2024:

A. Solid Waste Per Pickup Price $ 44.88 times 1,235 Pickups = $ 55,426.80

B. Solid Waste (40-yd compactor) Price $ 575.00 times 52 Pickups = $ 29,900.00

C. Recycling Per Pickup Price $ 22.00 times 1,235 Pickups = $ 27,170.00

D. TOTAL BID PRICE-YEAR 1 (Lines A+B+C) = $ 112,496.80

BID PRICING YEAR TWO – 1/1/2025-12/31/2025:

E. Solid Waste Per Pickup Price $ 47.12 times 1,235Pickups = $ 58,193.20

F. Solid Waste (40-yd compactor) Price $ 595.00 times 52 Pickups = $ 30,940.00

G. Recycling Per Pickup Price $ 23.12 times 1,235Pickups = $ 28,553.20

H. TOTAL BID PRICE-YEAR 2 (Lines E+F+G) = $ 117,686.40

BID PRICING YEAR THREE – 1/1/2026-12/31/2026:

I. Solid Waste Per Pickup Price $ 49.44 times 1,235 Pickups = $ 61,058.40

J. Solid Waste (40-yd compactor) Price $ 615.00 times 52 Pickups = $ 31,980.00

K. Recycling Per Pickup Price $ 24.24 times 1,235 Pickups = $ 29,936.40

L. TOTAL BID PRICE-YEAR 3 (Lines I+J+K) = $ 122,974.80

TOTAL BID PRICE -ALL THREE YEARS (LINES D+H+L) $ 353,158.00

EAST BRUNSWICK BOARD OF EDUCATION

SOLID WASTE REMOVAL AND RECYCLING SERVICES

Bid Proposal Form (PAGE 2)

Optional Pricing

OPTIONAL PRICING #1 SOLID WASTE DUMPSTERS—DISTRICT-WIDE

At times during the school year, the Board of Education may require additional pick-ups due to holiday or event clean-ups. These additional pick-ups will be on an On-Call basis. Bidders are to submit a bid price for an Eight-Yard Cubic dumpster pickup, requested by the Board of Education.

Eight (8) Yard Cubic Solid Waste Dumpster Pickup $ 50.00

OPTIONAL PRICING #2 CONSTRUCTION CONTAINERS AS NEEDED

At times during the year, the Board of Education may require the need for construction dumpsters for disposition of building materials, old cabinets, and or old furniture. These additional container requests will be on an On-Call basis. Bidders are to submit a bid price for the following roll off construction containers:

Twenty (20) Yard Construction Container $ 550.00

Twenty (30) Yard Construction Container $ 600.00

EAST BRUNSWICK BOARD OF EDUCATION

SOLID WASTE REMOVAL AND RECYCLING SERVICES

Bid Proposal Form (Page 3)

I/we hereby confirm the bid pricing as written on the Bid Proposal Form Pages 1 and 2.

Name of Company Interstate Waste Services of New Jersey, Inc.

Address 300 Frank W. Burr Blvd., Suite 39

City, State, Zip Teaneck, NJ 07666

Telephone No. (973) 623-7600 Fax No. (973) 623-7667

FEIN # 22-3076098 Email

Person Authorized to Bid Michael DiBella Title Chief Executive Officer

Signature Date October 4, 2023

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 3.

Date Prepared: 8/25/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

FROM: Lori Tagerty, Senior Manager of Accounts Payable/Purchasing

SUBJECT: Contract - Student Transportation Services

Summary:
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:
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						
Timothy Cummings						
Antoinette Evola						
Jaime Falco						
Louis Figueroa						
Laurie Herrick						
Liwu Hong						

Wilbur Pan						
Marianne Tanious						
Totals						

ATTACHMENTS:

Description	Upload Date	Type
Quoted Routes	8/31/2026	Backup Material

BUS COMPANY	***ROUTE #***	***DESCRIPTION***	***PER DIEM***	***START DATE***
CHRIS TRANS.	LB0011 A/P	LAWRENCE BROOK ES	$ 79.00	9.2.26
EMMANUEL TRANS.	LVSS01 A/P	LAKEVIEW SCHOOL	$ 400.00	9.8.26
EMMANUEL TRANS.	WA0012 A/P	WARNSDORFER ES	$ 198.00	9.2.26
HAPPY LIME	HM0036 A/P*	HAMMARSKJOLD UES	$ 366.00	9.2.26
PHILOPATER TRANS	HRA001 A/P	HONOR RIDGE ACADEMY- CLARK	$ 258.00	9.2.26

*Route includes bus aide.

EAST BRUNSWICK PUBLIC SCHOOLS

BUSINESS AND SUPPORT OPERATIONS
Agenda Item: 6.

Date Prepared: 8/3/2026

Meeting Date: 9/10/2026

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	8/28/2026	Backup Material
Travel Report Board Members	8/28/2026	Backup Material

September 10, 2026
Request for Travel Expense Report
Board Approval Required

Employee Number	Name	Title/Position	School	Title of Workshop	Location	Dates	Grand Total Approved	
25696	Iman Shah	Teacher	Warnsdorfer	Orton Gillingham Certification Program	Virtual	9/11/26 - 6/30/27	$ 2,750.00	*
25287	Heather Targonski	Teacher	Chittick	Orton Gillingham Certification Program	Virtual	9/11/26 - 6/30/27	$ 2,750.00	*
22444	Alison Skowronski	Teacher	HUES	Orton Gillingham Certification Program	Virtual	9/11/26 - 6/30/27	$ 2,750.00	*
26192	Jasmine Balzano	Teacher	HUES	Orton Gillingham Certification Program - Morphology	Virtual	9/11/26 - 6/30/27	$ 2,500.00	*
21840	Puja Daga	Teacher	CJHS	Center for Applied Linguistics: Sheltered Instruction Observation Protocol for Trainers Institute	Virtual	10/6/26, 10/8/26, 10/13/26 & 10/15/26	$ 1,430.00	**
14075	Elizabeth Riello-Connors	Teacher	CJHS	Center for Applied Linguistics: Sheltered Instruction Observation Protocol for Trainers Institute	Virtual	10/6/26, 10/8/26, 10/13/26 & 10/15/26	$ 1,430.00	**
25965	Laura Petriello	Teacher	HUES	Center for Applied Linguistics: Sheltered Instruction Observation Protocol for Trainers Institute	Virtual	10/6/26, 10/8/26, 10/13/26 & 10/15/26	$ 1,430.00	**
12023	Shari Cofinas	Teacher	EBHS	Center for Applied Linguistics: Sheltered Instruction Observation Protocol for Trainers Institute	Virtual	10/6/26, 10/8/26, 10/13/26 & 10/15/26	$ 1,430.00	**
22428	Jessica DiBenedetti	Supervisor	Administration	Center for Applied Linguistics: Sheltered Instruction Observation Protocol for Trainers Institute	Virtual	10/6/26, 10/8/26, 10/13/26 & 10/15/26	$ 1,430.00	**
21015	Michael Gaskell	Principal	Central	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	$ 380.57	

September 10, 2026
Request for Travel Expense Report
Board Approval Required

Employee Number	Name	Title/Position	School	Title of Workshop	Location	Dates	Grand Total Approved
23732	Rachel Solomon	Teacher	Memorial	New Jersey International Dyslexia Association Fall Conference	East Brunswick, NJ	10/16/26	$ 270.00 *
21427	Nicole Tibbetts	Director	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/19/26 - 10/22/26	$ 1,055.75

* Title II A, Grant funded
** Title III, Grant funded

Financial Services Department Approval	9/4/2026 Date
Superintendent of Schools or their Designee's Approval	9/4/2026 Date

September 10, 2026
Approval of Request For Travel Expense Report

	Name	Title/Position	School	Title of Workshop	Location	Dates	Grand Total Approved
1	Anna Braun	Board Member	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/19/26 - 10/22/26	$ 1,051.05
2	Antoinette Evola	Board Member	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/19/26 - 10/22/26	$ 1,052.93
3	Jamie Falco	Board Member	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/20/26 & 10/21/26	$ 592.91
4	Louis Figueroa	Board Member	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/19/26 - 10/22/26	$ 1,050.87
5	Laurie Herrick	Board Member	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/19/26 - 10/22/26	$ 1,055.75
6	Liwu Hong	Board Member	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/19/26 - 10/22/26	$ 1,052.93
7	Marianne Tanious	Board Member	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/19/26 - 10/22/26	$ 1,053.87
8	Wilbur Pan	Board Member	Administration	New Jersey School Boards Association Annual Conference	Atlantic City, NJ	10/19/26 - 10/22/26	$ 1,052.93

9/4/2026
Financial Services Department Approval — Date

9/4/2026
Superintendent of Schools or their Designee's Approval — Date

EAST BRUNSWICK PUBLIC SCHOOLS

CURRICULUM AND INSTRUCTION
Agenda Item: 4.

Date Prepared: 8/26/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

FROM: Dr. Joyce Boley, Assistant Superintendent of Academics

SUBJECT: Memorandum of Understanding Articulation Agreement - Seton Hall University

Summary:
The Seton Hall University Project Acceleration Program (dual enrollment program) Articulation Agreement provides East Brunswick High School students with the opportunity to earn both college and high school credit through courses that have been reviewed and approved as equivalent to specific Seton Hall University courses. These college-level courses are taught at East Brunswick High School by approved instructors whose credentials and coursework meet university standards. Students have opportunities to earn college credit in a wide range of course-levels and subject areas, including English, Mathematics, Science, Social Studies, Fine Arts, Practical Arts, and World Languages. Students who are academically prepared for college-level work may choose to register with Seton Hall University and pay a reduced tuition rate to earn college credit, or they may participate in the course solely for high school credit. The rigor, workload, and grading expectations remain the same for all students. Students may elect to earn credit in a single course or accumulate additional dual enrollment-college credits prior to high school graduation, potentially reducing future college costs and accelerating degree completion.

Recommendation:
Recommendation: That the 2026-2027 Memorandum of Understanding between East Brunswick Board of Education and Seton Hall University 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-SHU 2026-2027 Articulation Agreement	8/26/2026	Backup Material

Seton Hall University
Project Acceleration
High School Program Agreement

This Agreement is entered into this 31st day of August, 2026 between Seton Hall University (the "University,") located at 400 South Orange Avenue, South Orange, New Jersey 07079 and East Brunswick High School located at 380 Cranbury Road, East Brunswick, New Jersey 08816.

WHEREAS the Legislature of the State of New Jersey has directed that a program shall be established to provide courses for college credit to high school students on public high school campuses through institutions of higher education in the State; and

WHEREAS the High School seeks to offer such courses for college credit through the University; and

WHEREAS the University seeks to assist in the offering of such courses by the High School through its "Project Acceleration" (the "Program");

NOW THEREFORE, for good and valuable consideration, the sufficiency of which is acknowledged, the parties agree as follows:

1. A description of Project Acceleration and the rights and responsibilities of the High School, the University and the students participating in Project Acceleration (the "students") are set forth on the University's website at http://www.shu.edu/academics/artsci/project-acceleration/ (the "website"). Those rights and responsibilities are expressly incorporated into this Agreement as the terms and conditions of participating in Project Acceleration in addition to those set forth below. The parties agree to abide by the terms and conditions contained on the website, in addition to the terms and conditions contained in this Agreement. The University reserves the right to modify Project Acceleration at any time by modifying the website, without notice to the High School, except in the event of termination.

2. The term of this Agreement shall begin on August 31, 2026 and shall continue thereafter unless terminated by either party in accordance with this Agreement.

3. Attached as Exhibit A is a listing of the courses for offering by the High School and the corresponding High School instructors that have been approved by the University as part of the Program. Courses are $110 per credit for the 2026-2027 academic year. Any change to the course curriculum, evaluation methods, textbooks, High School instructors or course syllabus must be

submitted, in writing, to the University for approval pursuant to the schedule set forth on the website for "Material Submissions."

4. The High School shall publicize the Program to prospective students of the Program.

5. It is agreed that the High School, its employees, instructors and/or agents are solely responsible for their own actions and have no relationship to the University as partners, joint venturers, employees or agents. In no event shall a High School instructor participating in Project Acceleration be considered an employee or agent of the University.

6. Any misrepresentation by a student of his/her qualifications, experience, education or references shall immediately disqualify them from any further participation in Project Acceleration.

7. The High School shall designate, on Exhibit B, a representative who will coordinate and monitor the High School's participation in the Program. The University's Program coordinator is:

Francesca Phillippy, M.A.
Director
Project Acceleration
Seton Hall University
400 South Orange Avenue
South Orange, New Jersey 07079

8. The parties shall not discriminate against any person or group of persons on the basis of race, color, religion, age, national origin, ancestry, gender, pregnancy, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity and/or expression, handicap and disability, atypical hereditary cellular or blood trait, AIDS and/or HIV status, genetic information, service in the Armed Forces of the United States, status as a disabled veteran or as a veteran of the Vietnam era.

9. In the event of a breach or default of any material term or condition of this Agreement by either party, the non-defaulting party shall promptly notify the other party, in writing, of the alleged breach and the other party shall promptly take all reasonable steps necessary to cure the alleged breach. If, after a period of thirty (30) days, the party to whom the written notice of breach was sent has not cured or taken reasonable steps to cure the alleged breach, or otherwise remedied the situation to the reasonable satisfaction of the non-defaulting party, the non-defaulting party may suspend its performance under the Agreement in whole or part, or immediately terminate the Agreement as it deems appropriate under the circumstances.

10. This Agreement may be terminated by either party, for any reason and without liability of financial obligation, by submitting written notice to the other party at least one (1) year before the last class begins its participation in Project Acceleration. The responsibilities toward students in the Program at the time will be honored so that those students have the opportunity to complete the Program.

11. All notices to the parties hereunder must be in writing, signed by the party giving it. All notices shall be shall be deemed delivered i) when delivered by hand; (ii) one (1) business day after being sent by Federal Express or other commercial overnight courier or (iii) three (3) days after deposit in the United States mail, postage prepaid, return receipt requested, addressed to the parties at the following addresses:

University Representative
Francesca Phillippy, MA.
Director
Project Acceleration
Seton Hall University
400 South Orange Avenue
South Orange, New Jersey 07079

High School Representative
Dr. Herbert Peluzzo
East Brunswick High School Representative
380 Cranbury Road
East Brunswick, New Jersey 08816

or to such other address as may be hereinafter designated by addendum hereto.

12. The failure or delay by either party to exercise any of its rights under this Agreement shall not be deemed to be a waiver of such rights, and no waiver by either party, whether written or oral, express or implied, of any rights under or arising from this Agreement shall be binding on any subsequent occasion and no concession by either party shall be treated as an implied modification of the Agreement unless specifically agreed in writing.

13. Neither party shall assign this Agreement without the prior written consent of the other party.

14. All matters of material concern to the High School and University in connection with the Program shall be discussed by the parties as the need to do so arises.

15. This Agreement shall be governed by and interpreted and enforced in accordance with the laws of the State of New Jersey (without regard to any conflict of laws provisions) and the decisions of the New Jersey courts. The High School agrees that all lawsuits arising out of this Agreement, wherever derived, shall be resolved in Essex County in the State of New Jersey, waiving any claim or defense that such forum is not convenient or proper.

16. This Agreement constitutes the entire agreement between the parties and there are no oral or other representations regarding the subject of this Agreement that are binding on either party. This Agreement supersedes all prior agreements, contracts and understandings, whether written or otherwise, between the parties relating to the subject matter of this Agreement. All changes

to this Agreement must be in writing, signed by both parties, except that changes may be made by the University, in its sole discretion, to the Program as long as any such changes appear on the University's website.

Seton Hall University

By:_____ Dated:_____

Erik Lilquist, J.D.
Interim Provost, and Executive Vice President

East Brunswick High School

By:_____ Dated:_____

Dr. Evelyn Mamman
Superintendent

Exhibit A

Project Acceleration
Approved Courses and High School Instructors

class code-section	High School	High school name	class name (SHU)	term	duration	teacher, first name	teacher, last name	Credit Count
ENGL2101-PXL	East Brunswick High School	AP Literature and Composition	Great Books of the Western World I	fall	yearlong	Elizabeth	Kenny-Stein	3
ENGL2101-	East Brunswick High School	AP Literature and Composition	Great Books of the Western World I	fall	yearlong	Matthew	Janson	3
ENGL2101-	East Brunswick High School	AP Literature and Composition	Great Books of the Western World I	fall	yearlong	Chantal	Hagan	3
ENGL2511-	East Brunswick High School	Creative Writing	Introduction to Creative Writing	fall	semester	David	Pellicane	3
ENGL2511-	East Brunswick High School	Creative Writing	Introduction to Creative Writing	spring	semester	David	Pellicane	3
PHIL1101-	East Brunswick High School	Philosophy for Teenagers Honors	Introduction to Philosophy	fall	semester	Stacey	Powers	3
PHIL1101-	East Brunswick High School	Philosophy for Teenagers Honors	Introduction to Philosophy	spring	semester	Stacey	Powers	3
COMM 2627-PXA	East Brunswick High School	Public Speaking Honors	Great Speeches of our Time	fall	semester	Chantal	Hagan	3
COMM 2627-PXB	East Brunswick High School	Public Speaking Honors	Great Speeches of our Time	fall	semester	Rachel	Moran	3
COMM 2627-	East Brunswick High School	Public Speaking Honors	Great Speeches of our Time	spring	semester	Chantal	Hagan	3
COMM 2627-	East Brunswick High School	Public Speaking Honors	Great Speeches of our Time	spring	semester	Rachel	Moran	3
PSYC 1101-PXA	East Brunswick High School	AP PSYCHOLOGY	Introduction to Psychology	fall	yearlong	Michael	Wildermuth	3
HIST1301-PXA	East Brunswick High School	AP UNITED STATES HISTORY	US History I	fall	semester	Lisa	Cunkelman	3
HIST1302-	East Brunswick High School	AP UNITED STATES HISTORY	US History II	spring	semester	Lisa	Cunkelman	3
HIST1301-	East Brunswick High School	AP UNITED STATES HISTORY	US History I	fall	semester	Ryan	Hynes	3
HIST1302-	East Brunswick High School	AP UNITED STATES HISTORY	US History II	spring	semester	Ryan	Hynes	3
SOCI 1101-PXA	East Brunswick High School	SOCIOLOGY I	Introduction to Sociology	fall	semester	Valerie	Alimonti	3
SOCI 1101-	East Brunswick High School	SOCIOLOGY I	Introduction to Sociology	spring	semester	Valerie	Alimonti	3
BIOL 1101-PXA	East Brunswick High School	AP Biology	Introduction to Biology	fall	yearlong	Jennifer	Post	3
MATH 1014- PXB	East Brunswick High School	Algebra II ACC	College Algebra	fall	yearlong	Jack	Blalock	3
MATH 1014- PXD	East Brunswick High School	Algebra II Honors	College Algebra	fall	yearlong	Jeffrey	Elias	3
ECON 1403- PXB	East Brunswick High School	AP MACROECONOMICS	Macroeconomics	fall	yearlong	Kenneth	Saroka	3
HIST 1201 – PXC	East Brunswick High School	AP EUROPEAN HISTORY	Western Civilization I	fall	semester	James	Troshane	3
HIST 1202 –	East Brunswick High School	AP EUROPEAN HISTORY	Western Civilization II	spring	semester	James	Troshane	3
CHEM 1123 – PXA	East Brunswick High School	Chemistry Honors	General Chemistry I Lecture	fall	yearlong	Jennifer	Post	3
CHEM 1125 – PXA	East Brunswick High School	Chemistry Honors	General Chemistry I Lab	fall	yearlong	Jennifer	Post	1
BIOL 1122 – PXC	East Brunswick High School	Human Biology	Anatomy & Physiology I Lecture	fall	semester	Beth	Shobe	3
BIOL 1123 – PXC	East Brunswick High School	Human Biology	Anatomy & Physiology I Lab	fall	semester	Beth	Shobe	1

BIOL 1122 –	East Brunswick High School	Human Biology	Anatomy & Physiology I Lecture	spring	semester	Beth	Shobe	3
BIOL 1123 –	East Brunswick High School	Human Biology	Anatomy & Physiology I Lab	spring	semester	Beth	Shobe	1
ARTH 1101- PXA	East Brunswick High School	AP Art History	Art of the Western World	fall	yearlong	Matilda	Mato	3
ADIM 1219- PXA	East Brunswick High School	Intro to Ceramics	Sculpture	spring	semester	Ashley	Hanania	3
ADIM 1219- PXB	East Brunswick High School	Ceramics Workshop	Sculpture	spring	semester	Ashley	Hanania	3
MUTH 2500-PXA	East Brunswick High School	Musicianship	Musicianship I	fall	semester	Brian	Toth	3
SPAN 3402-PXB	East Brunswick High School	AP SPANISH LITERATURE	Intro Hispanic Lit Studies	fall	semester	Beatriz	Verano	3
SPAN 3402 -	East Brunswick High School	AP SPANISH LITERATURE	Intro Hispanic Lit Studies	spring	semester	Beatriz	Verano	3
BACC 2103- PXA	East Brunswick High School	Accounting I	Financial Accounting	fall	semester	Walter	Pfleger	3
BMGT 2501- PXA	East Brunswick High School	ENTREPRENEURSHIP	Principles of Management	fall	semester	Jonathan	Weiss	3
BMGT 2501-	East Brunswick High School	ENTREPRENEURSHIP	Principles of Management	spring	semester	Jonathan	Weiss	3
ADIM 2114-PXA	East Brunswick High School	GAME DESIGN	Game Design Digital StoryTelling	fall	semester	Mike	Ambrose	3
ADIM 2114-	East Brunswick High School	GAME DESIGN	Game Design Digital StoryTelling	spring	semester	Mike	Ambrose	3
ADIM 2320-PXA	East Brunswick High School	INTRODUCTION TO PHOTOGRAPHY	Still Photography	fall	semester	John	Giambrone	3
ADIM 2320-	East Brunswick High School	INTRODUCTION TO PHOTOGRAPHY	Still Photography	spring	semester	John	Giambrone	3
BMGT 2601	East Brunswick High School	SPORTS AND ENTERTAINMENT MARKETING	Principles of Marketing	fall	semester	Kerry	Weigner	3
BMGT 2601	East Brunswick High School	SPORTS AND ENTERTAINMENT MARKETING	Principles of Marketing	spring	semester	Kerry	Weigner	3
BACC 2104--PXA	East Brunswick High School	Accounting II	Managerial Accounting	spring	semester	Walter	Pfleger	3
BIOL 1122 – PXD	East Brunswick High School	Human Biology	Anatomy & Physiology I Lecture	fall	semester	Carlen	Smith	3
BIOL 1123 – PXD	East Brunswick High School	Human Biology	Anatomy & Physiology I Lab	fall	semester	Carlen	Smith	3
BIOL 1122 –	East Brunswick High School	Human Biology	Anatomy & Physiology I Lecture	spring	semester	Carlen	Smith	3
BIOL 1123 –	East Brunswick High School	Human Biology	Anatomy & Physiology I Lab	spring	semester	Carlen	Smith	1
PHYS 1701 – PXC	East Brunswick High School	Physics Honors	General Physics I Lecture	fall	semester	Steven	Vendome	3
PHYS 1811 – PXC	East Brunswick High School	Physics Honors	General Physics I Lab	fall	semester	Steven	Vendome	1
PHYS 1701 – PXC	East Brunswick High School	Physics Honors	General Physics II Lecture	spring	semester	Steven	Vendome	3
PHYS 1811 – PXC	East Brunswick High School	Physics Honors	General Physics II Lab	spring	semester	Steven	Vendome	1
CHEM 1123 – PXC	East Brunswick High School	Chemistry Honors	General Chemistry I Lecture	fall	yearlong	Morgan	Barton	3
CHEM 1125 – PXC	East Brunswick High School	Chemistry Honors	General Chemistry I Lab	fall	yearlong	Morgan	Barton	3
ECON 1403- PXA	East Brunswick High School	AP MACROECONOMICS	Macroeconomics	fall	yearlong	Kimberly	Giambrone	3
ECON 1411- PXA	East Brunswick High School	ECONOMICS	Introduction to Economics	fall	semester	Kimberly	Giambrone	3
ECON 1411-	East Brunswick High School	ECONOMICS	Introduction to Economics	spring	semester	Kimberly	Giambrone	3

HIST1101-	East Brunswick High School	WORLD HISTORY Honors	World History I	fall	semester	Ryan	Hynes	3
HIST1102-	East Brunswick High School	WORLD HISTORY Honors	World History II	spring	semester	Ryan	Hynes	3
HIST1101-	East Brunswick High School	WORLD HISTORY Honors	World History I	fall	semester	Marc	Mondry	3
HIST1102-	East Brunswick High School	WORLD HISTORY Honors	World History II	spring	semester	Marc	Mondry	3
MATH 1014- PXA	East Brunswick High School	Algebra II ACC	College Algebra	fall	yearlong	Afsana	Aziz	3
ADIM 2320-PXB	East Brunswick High School	INTRODUCTION TO PHOTOGRAPHY	Still Photography	fall	semester	Meghan	Buckley	3
CRIM 2621	East Brunswick High School	Criminal Justice in America	The Criminal Justice System in America	fall	semester	Michael	Smith	3
CRIM 2621	East Brunswick High School	Criminal Justice in America	The Criminal Justice System in America	spring	semester	Michael	Smith	3
HIST1101-	East Brunswick High School	AP WORLD HISTORY: MODERN	World History I	fall	semester	Keith	Freudenberger	3
HIST1101-	East Brunswick High School	AP WORLD HISTORY: MODERN	World History I	fall	semester	Ellen	Spivey	3
HIST1102-	East Brunswick High School	AP WORLD HISTORY: MODERN	World History II	spring	semester	Keith	Freudenberger	3
HIST1102-	East Brunswick High School	AP WORLD HISTORY: MODERN	World History II	spring	semester	Ellen	Spivey	3

Exhibit B

Project Acceleration

High School Program Coordinator

Dr. Herbert Peluzzo
East Brunswick High School
380 Cranbury Road
East Brunswick, New Jersey 08816

EAST BRUNSWICK PUBLIC SCHOOLS

HUMAN RESOURCES
Agenda Item: 1.

Date Prepared: 6/19/2026

Meeting Date: 9/10/2026

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
Personnel Actions	9/4/2026	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**							
ALCORN, MIA 26718	10	CSLU Salary Upgrade	8/31/2026	SPECIAL ED TEACHER RESOURCE	TE02/BA+18/02	Warnsdorfer	$65,450.00	18 Graduate Credits
			12/1/2026		TE02/BA+18/03	Warnsdorfer	$66,305.00	
			11-213-100-21010-000-00-0-138					
BASHAM, KIMBERLY 13798	10	CSLU Salary Upgrade	8/31/2026	SPECIAL ED TEACHER RESOURCE	TE01/MA/13	EBHS	$99,920.00	Masters Degree
			12/1/2026		TE01/MA/13B	EBHS	$102,175.00	
			11-213-100-21010-000-00-0-050					
BIENKOWSKI, MELISSA 24076	10	CSLU Salary Upgrade	8/31/2026	ENGLISH/ILA TEACHER	TE02/BA+18/08	Churchill	$74,945.00	18 Graduate Credits
			12/1/2026		TE02/BA+18/09	Churchill	$78,900.00	
			11-130-100-21010-000-00-0-002					
CALICCHIO, MELISSA 26984	10	CLOC Account Change	8/31/2026	THEATRE/DRAMA TEACHER	TE02/BA/05	District		
			11-130-100-21010-000-00-0-003 - 50%, 11-130-100-21010-000-00-0-002 - 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
CANDELARIO, NICHOLAS 23998	10	CSLU Salary Upgrade	8/31/2026	PHYSICAL EDUCATION TEACHER	TE02/BA+18/10	Warnsdorfer	$82,645.00	18 Graduate Credits
			12/1/2026		TE02/BA+18/11	Warnsdorfer	$87,600.00	
			11-120-100-21010-000-00-0-138					
COLEMAN, REBECCA 26282	10	60DY 60 Day Non-Tenured	9/22/2026 - 11/20/2026	PHYSICAL EDUCATION TEACHER	TE02/MA/07	Churchill	$74,845.00	
			11-130-100-21010-000-00-0-002					
COMROE, LAURA 23053	10	LVAD Leave of Absence		SPECIAL ED TEACHER RESOURCE		Churchill		
			EffectiveBegin: 8/31/2026	**EffectiveEnd:** 9/27/2026	**LeaveType:** FAMILY MEDICAL LEAVE			
			11-213-100-21010-000-00-0-055					
DAVIS, JEFFREY 20683	10	CLOC Account Change	8/31/2026	THEATRE/DRAMA TEACHER	TE01/BA/13	EBHS		
			11-140-100-21010-000-00-0-050					
DEMELLO, SARAH 23414	10	LVAD Leave of Absence		SPECIAL ED TEACHER RESOURCE		Hammarskjold		
			EffectiveBegin: 11/2/2026	**EffectiveEnd:** 1/25/2027	**LeaveType:** PAID LEAVE			
			EffectiveBegin: 1/26/2027	**EffectiveEnd:** 4/19/2027	**LeaveType:** FMLA/NJFLA - CRL			
			11-213-100-21010-000-00-0-056					
FELICETTA, TAYLOR 25820	10	LVAD Leave of Absence		SPECIAL ED TEACHER RESOURCE		Irwin		
			EffectiveBegin: 11/24/2026	**EffectiveEnd:** 1/27/2027	**LeaveType:** UNPAID LEAVE			
			11-213-100-21010-000-00-0-090					

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
GAVARES, TAYLOR		LVAD		SCHOOL NURSE	TE02/BA/09	Memorial		
26809	10	Leave of Absence						
		EffectiveBegin: 8/31/2026 **EffectiveEnd:** 9/27/2026 **LeaveType:** PAID LEAVE						
			11-000-213-21000-000-00-0-120					
GRUBER, NICOLE		CLOC	8/31/2026	BASIC SKILLS TEACHER	TE02/MA/06	District		
25579	10	Location/Position C						
			11-230-100-21010-000-00-0-090 - 80%, 11-230-100-21010-000-00-0-000 - 20%					
HA, AMANDA		NEW	8/31/2026	ELEMENTARY TEACHER	TE02/MA/01	Central	$68,000.00	Degree: MA Cert: PRESCHOOL-GR 3 FAIRLEIGH DICKINSON UNIVERSITY
26996	10	Leave Replacement						
			12/1/2026 - 6/30/2027		TE02/MA/01	Central	$68,355.00	
			11-120-100-21010-000-00-0-070					
HANANIA, ASHLEY		LVAD		ART TEACHER		EBHS		
24354	10	Leave of Absence						
		EffectiveBegin: 11/10/2026 **EffectiveEnd:** 1/27/2027 **LeaveType:** UNPAID LEAVE EXTENSION						
			11-140-100-21010-000-00-0-050					
KEENAN, MICHAEL		CLOC	8/31/2026	ITALIAN TEACHER	TE02/MA/11	Churchill		
23682	10	Account Change						
			11-130-100-21010-000-00-0-002					
KLEIN, JENNA		CSLU	8/31/2026	BASIC SKILLS TEACHER	TE02/MA+30/10	Memorial	$88,345.00	30 Graduate Credits
23878	10	Salary Upgrade						
			12/1/2026		TE02/MA+30/11	Memorial	$93,300.00	
			11-230-100-21010-000-00-0-120					

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
LYONS, TAYLOR		LVAD		FAMILY/CONSUMR SCIENCE TEACHER		EBHS		
25438	10	Leave of Absence	**EffectiveBegin:** 10/19/2026	**EffectiveEnd:** 4/6/2027		**LeaveType:** UNPAID LEAVE		
			11-140-100-21010-000-00-0-050					
MERCADO, KATHRYN		LVAD		SPECIAL ED TEACHER AUTISM		Lawrence Brook		
25854	10	Leave of Absence	**EffectiveBegin:** 9/14/2026	**EffectiveEnd:** 9/21/2026		**LeaveType:** FAMILY MEDICAL LEAVE		
			11-214-100-21010-000-00-0-100					
PLEASANT, SANDY		NEW	9/16/2026	FAMILY/CONSUMR SCIENCE TEACHER	TE02/MA/07	EBHS	$74,845.00	Degree: MS Cert: CERT PENDING*
27229	10	Leave Replacement	12/1/2026 - 4/9/2027		TE02/MA/07	EBHS	$75,200.00	MERRIMACK COLLEGE
			11-140-100-21010-000-00-0-050					
RANDAL, MATTHEW		LVAD		PHYSICAL EDUCATION TEACHER	TE01/BA/13	EBHS		
21970	10	Leave of Absence	**EffectiveBegin:** 8/31/2026	**EffectiveEnd:** 9/30/2026		**LeaveType:** PAID LEAVE		
			11-140-100-21010-000-00-0-050					
RETKWA, SHANNON		CSLU	8/31/2026	ELEMENTARY TEACHER	TE02/BA+18/03	Chittick	$65,950.00	18 Graduate Credits
26464	10	Salary Upgrade	12/1/2026		TE02/BA+18/04	Chittick	$66,805.00	
			11-120-100-21010-000-00-0-125					
ROGERS, HANNAH		60DY	9/25/2026 - 11/22/2026	ELEMENTARY TEACHER	TE02/MA/04	Lawrence Brook	$69,250.00	
26125	10	60 Day Non-Tenured	11-120-100-21010-000-00-0-100					

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
RUGGIERO, LISA 13503	10	CLOC Account Change	8/31/2026	TEACHER ILA/SOCIAL STUDIES	TE01/MA/13	Hammarskjold		
			11-130-100-21010-000-00-0-003					
SENKUS, JENNIFER 26126	10	CSLU Salary Upgrade	8/31/2026	MATHEMATICS TEACHER	TE02/BA+18/04	Churchill	$66,450.00	18 Graduate Credits
			12/1/2026		TE02/BA+18/05	Churchill	$67,525.00	
			11-130-100-21010-000-00-0-002					
SKIDMORE, KATHERINE 21734	10	LVAD Leave of Absence		ENGLISH/ILA TEACHER		EBHS		
			EffectiveBegin: 8/31/2026 **EffectiveEnd:** 12/31/2026 **LeaveType:** UNPAID LEAVE EXTENSION					
			11-140-100-21010-000-00-0-050					
VEGA, GABRIELLA 25672	10	CLOC Account Change	8/31/2026	TEACHER ILA/SOCIAL STUDIES	TE02/MA+30/12	Hammarskjold		
			11-120-100-21010-000-00-0-056					
WEEKS, KRYSTAL 25025	10	LVAD Leave of Absence		ELEMENTARY TEACHER		Irwin		
			EffectiveBegin: 11/2/2026 **EffectiveEnd:** 1/2/2027 **LeaveType:** PAID LEAVE					
			EffectiveBegin: 1/3/2027 **EffectiveEnd:** 3/28/2027 **LeaveType:** FMLA/NJFLA - CRL					
			11-120-100-21010-000-00-0-090					
WEHNER-FRANCO, SILKE 14141	10	CLOC Account Change	8/31/2026	GERMAN TEACHER	TE01/DOC/13	District		
			11-140-100-21010-000-00-0-050 - 80%, 11-130-100-21010-000-00-0-002 - 20%					
WILDER, SARA 13401	10	CSLU Salary Upgrade	8/31/2026	GERMAN TEACHER	TE01/BA+18/13	District	$97,120.00	18 Graduate Credits
			12/1/2026		TE01/BA+18/13C	District	$99,875.00	
			11-140-100-21010-000-00-0-050 - 50%, 11-130-100-21010-000-00-0-002 - 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
WILLIAMS, KELLY 12372	10	CLOC Account Change	8/31/2026	FRENCH TEACHER	TE01/MA/13	EBHS		
			11-140-100-21010-000-00-0-050					
ZHANG, ZEMIN 25828	10	CLOC Account Change	8/31/2026	CHINESE TEACHER	TE02/MA/06	District		
			11-130-100-21010-000-00-0-003 - 60%, 11-130-100-21010-000-00-0-002 - 40%					
ZHONG, HUI 25697	10	CLOC Account Change	8/31/2026	CHINESE TEACHER	TE02/MA/05	District		
			11-130-100-21010-000-00-0-002 - 60%, 11-140-100-21010-000-00-0-050 - 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.

CERTIFICATED PERSONNEL ATTACHMENT

MENTORS 2026 - 2027 SCHOOL YEAR

It is recommended that the following individuals be approved for payment as mentors for the 2026 - 2027 school year at the rate of $550.00 for traditional route teacher mentoring and $1,000.00 for alternate route* teacher mentoring:

Ami Checo
Benjamin Coller
Stacy Corsale*
Allison Daly
Jami De Siena
Amanda Davino
Daniel DeLuca*
Jessica Kutney
Amanda Lorfing
Marylou Nolan
Alexandra Pisano
Lauren Siecinski*
Vanessa Silvia
Eric Sturr
Lyndsay Woodcock

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
Danielle Turk	Memorial Elementary School
Megan Vaughn	Memorial Elementary School

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
Karyn Grant	Student Council	Co-advisor	790.50
Michelle Marrone	Student Council	Co-advisor	790.50

Chittick Elementary School

Name	Club	Position	Amount
Jennifer Anastasio	Student Council	Advisor	$1,254.00

Memorial Elementary School

Name	Club	Position	Amount
Jacob Goode	Chorus	Advisor	$1,581.00

Hammarskjold Upper Elementary School

Name	Club	Position	Amount
Emma James	Chorus	Advisor	$1,581.00
Kyle Homer	Class Council (Sophomore)	Advisor	$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:

Name	Position	Amount
Hammarskjold Upper Elementary School		
Stacy Corsale	Audio Visual	$2,362.00
Andrew Scala	Audio Visual	$2,362.00
Emma James	Drama - Vocal	$1,254.00
Samantha Best	Sources of Strength (Co-advisor)	$ 790.50
Christina Richards	Sources of Strength (Co-advisor)	$ 790.50
East Brunswick High School		
Brian Williams	Drama (Instrumental) – Spring	$1,581.00
Kaitlin Dunn	Drama (Vocal) – Spring	$1,581.00
Elementary District Chorus	**Position**	**Amount**
Maia Judd	Chorus 1	$1.254.00
Marching Band		
Solomon Tyson	Marching Band – Percussion	$2,362.00
Solomon Tyson	Summer Marching Band – Percussion	$1,254.00

CERTIFICATED PERSONNEL ATTACHMENT

SATURDAY DETENTION

It is recommended that the following employees be approved for Saturday detention duty for the 2026 - 2027 school Year at the rate of $36.00 per hour:

Miriam Berotte-Francis
Charles Caramico
Rebecca Ott
Filomena Russo
Jennifer Senkus

STUDENT TEACHERS/INTERNS/OBSERVERS:

It is recommended that the following Student Teachers, Interns and Observers be approved for Fall 2026:

Alison Herka
Chen Hsien Lu
Diya Shah
Brandon Silveira

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
Fabian Buenano*	Boys Basketball-Assistant	$5,602.00

*Out of district

CERTIFICATED PERSONNEL ATTACHMENT

GRANT ALLOCATIONS FOR THE 2026 – 2027 SCHOOL YEAR

It is recommended that the following Grant Allocations be approved for the 2026 - 2027 school year for the following Instructional Staff:

Name	School	Grant	Salary	Percent Salary
Joyce Boley	Administration Building	Title I	$ 4,285.62	1.90%
Kelly Carle	Hammarskjold Upper Elementary School	Title I	$46,979.00	45.00%
Kristy Cognata	Chittick Elementary School	Title I	$25,375.00	25.00%
Mariel Jackson	Irwin Elementary School	Title I	$18,581.00	25.00%
Amanda Orlando	Central Elementary School	Title I	$24,610.00	25.00%
Sarah Sauvigne	Lawrence Brook Elementary School	Title I	$26,100.00	25.00%
Jamie Spinato	Bowne Munro Elementary School	Title I	$24,610.00	25.00%

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 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 lenght of training:

42-1-5829: K-2 WIN - Language Arts

SAMANTHA JOHNSEN
JENNIFER SCHARF

42-1-5979: CKLA K-2 Initial Training - Language Arts

AMANDA HA

47-1-5790: 6/30/26: Curriculum Updates for Math K & Math 1 - Math

AMY VIDNANSKY

74-1-5980: Buddy Support for New Staff - Human Resources

JACQUELYN O'DONNELL

73-1-5813: CPR/AED 08/18/2026 for Athletic Coaches, SSOs and Janet's Law Team - Student Services and Activities

KEVIN BRADY
JOHN CURRAN
MARCELLA FAZZOLARI
BARI LEFF

Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
Attachment E.2 Non-Certificated Personnel								
ABRAMS, MARCIA 26661	10	REMP Reemploy	8/31/2026	SCHOOL SECURITY OFFICER	NONH/NONH/SSO	District	$30.02	
			11-000-266-21000-000-00-0-000					
AGGARWAL, SHAIFU 26652	10	CHRS Hours/FTE Change	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP/CT	$18.10	5.75 Hours
			6G-993-320-21000-807-60-0-125					
AHMED, NAZMA 26834	10	LVAD Leave of Absence		SCHOOL AIDE	AIDE/SCHL/05	Chittick		
		EffectiveBegin: 8/31/2026 **EffectiveEnd:** 10/5/2026 **LeaveType:** PAID LEAVE						
			11-000-262-21070-000-00-0-125					
ANDERSON, MARQUIS 26780	10	RSGN Resignation	7/1/2026			SOF		
ARBOLEDA, CHARLENE 22068	10	CLOC Location Change	8/31/2026	PRESCHOOL INSTRUCTOR	CPRO/ELA/PI	CP/FR		
			6G-993-320-21000-807-60-0-130					
BANERJEE, RAJANYA 27164	10	RSGN Resignation	7/1/2026			CP		
BANERJEE, RITASHREE 26776	10	CLOC Location Change	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/02	Warnsdorfer		
			11-000-217-21000-000-00-0-138					
BOATENG, SHEILA 26930	10	CLOC Location Change	8/31/2026	SCHOOL AIDE STUDENT ASSIGNED	AIDE/SCHL/02	Memorial		
			11-000-217-21000-000-00-0-120					

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Name ID	No. of Mos	Action Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
BROWN, DONNETTE 27110	10	RSGN Resignation	7/1/2026			EBHS		
CAMACHO, JAMIE 26346	10	NEW Replacement	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP/FR	$18.10	
			8/31/2026	SITE LEADER	CPRO/ASK/SL	CP	$28.50	
			6G-993-320-21000-807-60-0-130					
CARAMICO, CECELIA 20248	10	RTMT Retirement	9/1/2026			SOF		
CARAMICO, CHARLES 24262	10	LVAD Leave of Absence		BUS DRIVER	TRNS/BUS/BUS	SOF		
		EffectiveBegin: 8/31/2026 **EffectiveEnd:** 10/20/2026 **LeaveType:** PAID LEAVE						
			11-000-270-21600-000-00-0-000					
COSIO, CARINA 22791	10	CLOC Location Change	8/31/2026	PRESCHOOL INSTRUCTOR	CPRO/ELA/PI	CP/CN		
			6G-993-320-21000-807-60-0-070					
CUPERWICH, DIANE 12503	10	CLOC Location Change	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP/WA		
			6G-993-320-21000-807-60-0-138					
DORNALA, PARAMESHWARI 27103	10	CPCN Position Change	8/31/2026	PRESCHOOL INSTRUCTOR	CPRO/ELA/PI	CP/IR	$35.50	
			6G-993-320-21000-807-60-0-090					

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
DRADA, KARINA 26851	10	CPCN Position Change	8/31/2026	SCHOOL AIDE STUDENT ASSIGNED	AIDE/SCHL/02	Central	$16.18	
			12/1/2026		AIDE/SCHL/03	Central	$16.88	
			11-000-217-21000-000-00-0-070					
DSOUZA, VALENCIA 27230	10	NEW Replacement	8/31/2026	SCHOOL AIDE STUDENT ASSIGNED	AIDE/SCHL/01	Hammarskjold	$16.08	
			12/1/2026		AIDE/SCHL/01	Hammarskjold	$16.58	
			11-000-217-21000-000-00-0-056					
DUNLAP, RAIZA 25181	10	CHRS Hours/FTE Change	8/31/2026	SCHOOL AIDE	AIDE/SCHL/08	Hammarskjold	$18.33	5 Hours
			12/1/2026		AIDE/SCHL/09	Hammarskjold	$19.33	
			11-000-262-21070-000-00-0-056					
DUTOIT, CHRISTINA 25016	10	LVAD Leave of Absence		SCHOOL AIDE STUDENT ASSIGNED		Frost		
			EffectiveBegin: 8/31/2026 **EffectiveEnd:** 9/16/2026 **LeaveType:** FAMILY MEDICAL LEAVE					
			11-000-217-21000-000-00-0-130					
EDMONSON, ROSEMARY 20622	10	RSGN Resignation	6/30/2026	ASSISTANT INSTRUCTOR		CP		
			6G-993-320-21000-800-60-0-056					
FELIZ, STEPHANIE 27225	10	NEW Replacement	8/31/2026	CHILD NUTRITION	CNUT/FSW/NEW	Hammarskjold	$16.09	
			12/1/2026		CNUT/FSW/NEW	Hammarskjold	$16.65	
			6E-910-310-21000-000-75-0-056					
FUREY, LORETTA 12690	10	RSGN Resignation	7/1/2026			Frost		

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
GADELKAREEM, RASHA 22702	10	RSGN Resignation	7/1/2026			Hammarskjold		
GAGLIO, MARILENA 27139	10	CPCN Position Change	9/16/2026	AIDE VAN	AIDE/SCHL/01	SOF	$16.08	5.75 Hours
			12/1/2026		AIDE/SCHL/01	SOF	$16.58	
			11-000-270-21070-000-00-0-000					
GANGAPALLI NAGURI, MADHURIMA 27226	10	NEW Replacement	8/31/2026	CHILD NUTRITION	CNUT/FSW/NEW	Hammarskjold	$16.09	
			12/1/2026		CNUT/FSW/NEW	Hammarskjold	$16.65	
			6E-910-310-21000-000-75-0-056					
GEESEY, DONNA 25587	10	CLOC Location Change	8/31/2026	EARLY MORNING AIDE	AIDE/SCHL/05	CP/ME		
			6G-993-320-21000-800-60-0-120					
HANNA, RENEE 27085	10	RSGN Resignation	7/1/2026			Lawrence Brook		
HAQUE, TAHMINA 26402	10	CPCN Position Change	8/31/2026	SCHOOL AIDE STUDENT ASSIGNED	AIDE/SCHL/01	Hammarskjold	$16.08	
			12/1/2026		AIDE/SCHL/02	Hammarskjold	$16.68	
			9/1/2026	ACTIVITY ASSISTANT	CPRO/ASK/AA	Hammarskjold		
			11-000-217-21000-000-00-0-056					

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
HENRY, KENNETH		NEW	8/31/2026	SCHOOL AIDE	AIDE/SCHL/01	EBHS	$16.08	
27231	10	Replacement						
			12/1/2026		AIDE/SCHL/01	EBHS	$16.58	
			11-000-262-21070-000-00-0-050					
JHA, PRIYANKA		CLOC	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP/FR		
24854	10	Location Change						
			6G-993-320-21000-807-60-0-130					
KAUL, REEMA		CLOC	8/31/2026	PRESCHOOL INSTRUCTOR	CPRO/ELA/PI	CP/WA		
23081	10	Location Change						
			6G-993-320-21000-807-60-0-138					
KHAN, FARHAT		CLOC	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP/WA		
26700	10	Location Change						
			6G-993-320-21000-807-60-0-138					
KHAN, MITHY		NEW	8/31/2026	SCHOOL AIDE	AIDE/SCHL/02	Warnsdorfer	$16.18	
25404	10	Replacement						
			12/1/2026		AIDE/SCHL/02	Warnsdorfer	$16.68	
			11-000-262-21070-000-00-0-138					
KOUMOUNDOUROS, MORGAN		LVAD		SCHOOL AIDE	AIDE/SCHL/02	Administration		
26929	10	Leave of Absence	**EffectiveBegin:** 10/1/2026	**EffectiveEnd:** 5/18/2027	**LeaveType:** NJFLA - CRL - INTERMITTENT			
			11-000-251-21000-000-00-0-000					
KUMARI, MAMTA		CLOC	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP/WA		
26044	10	Location Change						
			6G-993-320-21000-807-60-0-138					

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
LEE, KITTY 23276	10	RTMT Retirement	7/1/2026			EBHS		
LESEUR, DEBORAH 20599	10	CLOC Location Change	8/31/2026	INSTR ASSIST AUTISM	AIDE/INSTR/04	Churchill		
			11-214-100-21060-000-00-0-055					
LOPEZ, REINA 26576	10	CHRS Hours/FTE Change	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP	$18.10	
			8/31/2026	EARLY MORNING AIDE	AIDE/SCHL/03	CP	$16.38	2 Hours
			12/1/2026	EARLY MORNING AIDE	AIDE/SCHL/04	CP	$17.18	
			6G-993-320-21000-800-60-0-100					
MOAWAD, SOHEIR 26050	10	CLOC Location Change	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/01	Hammarskjold		
			11-000-217-21000-000-00-0-056					
MULWANI, MALIKA 27166	10	CHRS Hours/Location Change	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/02	Hammarskjold	$14,405.50	3.5 Hours
			12/1/2026		AIDE/INSTR/03	Hammarskjold	$15,205.50	
			11-000-217-21000-000-00-0-056					
NUNEZ, ANGELITA 27181	10	CHRS Hours/FTE Change	8/31/2026	BUS DRIVER	TRNS/BUS/BUS	SOF	$32.67	7 Hours
			12/1/2026		TRNS/BUS/BUS	SOF	$33.67	
			11-000-270-21600-000-00-0-000					
OZA, SHRUTI 27106	10	RSGN Resignation	7/1/2026			Chittick		

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Name / ID	No. of Mos	Action / Description	Effective Date	Position	Guide	Location	Salary or Hourly Rate	Comments
RAKOSSY, JENNA 27054	10	NEW Replacement	9/1/2026	ACTIVITY ASSISTANT	CPRO/ASK/AA	CP	$17.25	
RESPLER, ROBERT 27224	10	NEW Replacement	8/31/2026	CHILD NUTRITION	CNUT/FSW/NEW	Bowne Munro	$16.09	
			12/1/2026		CNUT/FSW/NEW	Bowne Munro	$16.65	
			6E-910-310-21000-000-75-0-060					
RICHARD, RAQUEL 26219	10	NEW Replacement	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP	$18.10	
			6G-993-320-21000-807-60-0-120					
			8/31/2026	EARLY MORNING AIDE	AIDE/SCHL/01	CP	$16.08	
			12/1/2026	EARLY MORNING AIDE	AIDE/SCHL/02	CP	$16.68	
			6G-993-320-21000-800-60-0-120					
SAHI, SIMRAT 25458	10	RSGN Resignation	7/1/2026			99		
SAHOO, NAMITA 26687	12	CPCN Position Change/ N	9/1/2026	SENIOR BOOKKEEPER	BKPR/SNR/01	Administration	$49,289.58	5 Hours
			10/1/2026		BKPR/SNR/01	Administration	$50,275.30	
			11-000-251-21000-000-00-0-000					
SANTOS, ORLANDO 27146	10	CHRS Hours/FTE Change	8/31/2026	BUS DRIVER	TRNS/BUS/BUS	SOF	$32.67	7 Hours
			12/1/2026		TRNS/BUS/BUS	SOF	$33.67	
			11-000-270-21600-000-00-0-000					

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
SCARDAVILLE, DOREEN		CPCN	9/1/2026	SECRETARY	CLER/CAT7/12	SOF	$62,448.00	
25113	12	Position Change	10/1/2026		CLER/CAT7/12	SOF	$63,348.00	
			11-000-270-21600-000-00-0-000					
SHAH, AARTI		CHRS	8/31/2026	CLASSROOM ASSISTANT	CPRO/ELA/CA	CP/CN	$18.10	5.75 Hours
25708	10	Hours/FTE Change	6G-993-320-21000-807-60-0-070					
SHAH, DEEPTI		RSGN	9/5/2026	SCHOOL AIDE	AIDE/SCHL/04	Hammarskjold		
24753	10	Resignation	11-000-262-21070-000-00-0-056					
SHAH, URVI		CPCN	8/31/2026	SCHOOL AIDE STUDENT ASSIGNED	AIDE/SCHL/03	Memorial	$16.38	
26603	10	Position Change	12/1/2026		AIDE/SCHL/04	Memorial	$17.18	
			11-000-217-21000-000-00-0-120					
SHUKLA, PALLAVI		RSGN	7/1/2026			Memorial		
27155	10	Resignation						
TANNENBAUM, MERRYL		CLOC	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/07	Lawrence Brook		
14265	10	Location Change	11-000-217-21000-000-00-0-100					
TREIBER, CATHERINE		LVAD		INSTR ASSIST EMOTIONAL REG		Hammarskjold		
23355	10	Leave of Absence	**EffectiveBegin:** 8/31/2026 **EffectiveEnd:** 11/23/2026 **LeaveType:** FMLA/NJFLA					
			11-209-100-21060-000-00-0-056					

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
VIDAL-SANCHEZ, ELVIA 25970	10	NEW Reemploy	8/31/2026	SUBSTITUTE	CPSUB	CP		
VILLALONA CABA, MELISSA 26420	10	LVAD Leave of Absence		BUS DRIVER	TRNS/BUS/BUS	SOF		
		EffectiveBegin: 8/31/2026 **EffectiveEnd:** 9/8/2026 **LeaveType:** PAID LEAVE						
			11-000-270-21600-000-00-0-000					
VITALE, NICOLE 27137	10	NEW Reemploy	8/31/2026	SUBSTITUTE CHILD NUTRITION	SUBCNUT	N/A	$16.09	
VOLPE, GAYANE 26323	10	CPCN Position Change	8/31/2026	INSTR ASSIST STUDENT ASSIGNED	AIDE/INSTR/03	Central	$21,222.27	
			12/1/2026		AIDE/INSTR/03	Central	$21,722.27	
			11-000-217-21000-000-00-0-070					
WALROND, JASON 27031	10	RSGN Resignation	9/12/2026	SCHOOL SECURITY OFFICER	NONH/NONH/SSO	District		
			11-000-266-21000-000-00-0-000					

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

SPECIAL EDUCATION EXTENDED SCHOOL YEAR PROGRAM

It is recommended that the following staff member 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
Theresa Kerschner	Instructional Assistant	$21.98

SUBSTITUTE SCHOOL SAFETY AND SECURITY STAFF

It is recommended that the following substitute School Safety and Security Officer be approved for per diem work from September 13, 2026 through June 30, 2027 at the hourly rate of $30.02:

Name
Jason Walrond

SITE MANAGER – EARLY MORNING PROGRAM (Funded through parent pay)

It is recommended that the following individual be approved as a Site Manager for the Early Morning Program for the 2026 - 2027 school year at the stipend of $1,223.00:

Donna Geesey

NON-CERTIFICATED PERSONNEL ATTACHMENT

GRANT ALLOCATIONS FOR THE 2026 - 2027 SCHOOL YEAR

Name	Grant	Salary	Percent Salary
Denise Berardinelli	Title I	$ 2,878.56	4.08%
Denise Berardinelli	Title IIA	$ 1,608.61	2.28%
Allison Brower	ABE	$ 6,932.99	15.28%
Allison Brower	Civics	$ 4,623.51	10.19%
Ann Marie Gilbert	ABE	$20,623.68	18.00%
Ann Marie Gilbert	Civics	$13,749.12	12.00%
Meenakshi Kavaseri	Title I	$15,555.88	22.21%
Meenakshi Kavaseri	Title IIA	$ 2,717.55	3.88%
Meenakshi Kavaseri	Title III	$ 784.45	1.12%
Meenakshi Kavaseri	Title III Immigrant	$ 420.24	0.60%
Meenakshi Kavaseri	Title IV	$ 609.35	0.87%
Meenakshi Kavaseri	ABE	$ 5,484.13	7.83%
Meenakshi Kavaseri	Civics	$ 3,382.93	4.83%
Vanita Nargund	IDEA - Basic	$39,726.69	56.72%
Vanita Nargund	IDEA - Preschool	$ 1,358.78	1.94%

PER DIEM SCHOOL AIDE:

It is recommended that the following be approved as a per diem School Aide for the 2026 - 2027 school year at the rate of $16.08 per hour effective August 31, 2026 and the rate of $16.58 per hour effective December 1, 2026:

Name
Janet Angeline

NON-CERTIFICATED PERSONNEL ATTACHMENT

EVENT STAFF (Funded by event revenue)

It is recommended that the following event staff be approved for 2026 - 2027:

Name	Position	Rate per hour
Erika Blancas	Supervisor	$40.00
Aisha McQueen	Supervisor	$40.00
Marianne Strahl	Supervisor	$40.00

EAST BRUNSWICK PUBLIC SCHOOLS

STUDENT SERVICES
Agenda Item: 1.

Date Prepared: 8/10/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

FROM: Louise Sultana LoRocco, Director of Special Education

SUBJECT: 2026-2027 Out of District Placements

Summary:
Student Nos: 108761, 108529 & 107872 are annual renewals.

Student No: 114566 requires a highly structured program with behavioral supports.

Student No. 112734 was displaced from Old Bridge but have exceeded the 365 day rule under the McKinney Vento Homeless Assistance Act, the student may complete the current school year in the district of origin, Old Bridge.

Student No. 117946 was displaced from Middletown but have exceeded the 365 day rule under the McKinney Vento Homeless Assistance Act, the student may complete the current school year in the district of origin, Middletown.

Recommendation:
Recommendation: That the 2026-2027 Out-of-District placements are 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
Out of District Placements	8/28/2026	Backup Material

Student No: 108761
Placement: MCSSD - Mercer Elementary School
Effective date: September 8, 2026
Tuition: $66,240.00
Out of County Fees: $5,400.00

Student No: 108529
Placement: The Rugby School
Effective date: September 8, 2026
Tuition: $80,874.60

Student No: 107872
Placement: The Rugby School
Effective date: September 8, 2026
Tuition: $80,874.60

Student No: 114566
Placement: SCESC
Effective date: September 4, 2026
Tuition: $78,070.00

Student No: 112734
Placement: Old Bridge High School
Effective date: September 1, 2026
Tuition: $26,961.00
Related Services: $3,335.00

Student: 117946
Placement: Bayshore Middle School
Effective Date: September 1, 2026
Tuition: $20,278.00

EAST BRUNSWICK PUBLIC SCHOOLS

STUDENT SERVICES
Agenda Item: 2.

Date Prepared: 6/18/2026

Meeting Date: 9/10/2026

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 August 21, 2026 through September 10, 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	9/10/2026	Backup Material

August 21, 2026 - September 10, 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
None													

Unfounded

Incident Number	Incident Date	Grade Level	Protected Category	Effect of Incident
CHU2627.002	8/13/2026	Targets - Grade 8 Offender -Unknown Bystander - Grade 8	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 - 1
Staff Investigations - 0
Unfounded - 1
Confirmed HIBs - 0

EAST BRUNSWICK PUBLIC SCHOOLS

STUDENT SERVICES
Agenda Item: 4.

Date Prepared: 8/27/2026

Meeting Date: 9/10/2026

TO: Members, Board of Education

FROM: Nicole Y. Tibbetts Director of Human Resources

SUBJECT: Revised 2026-2027 Clubs/Activities/Athletics/Academic Teams

Summary:
The district provides a variety of extracurricular activities and athletics, which are available to students before and after school that are an integral part of the educational program in the schools. They include clubs, academic teams, course component, student services activities and athletic teams. These extracurricular activities help develop leadership, organizational and athletic abilities, aid in the socialization of pupils and enable pupils to explore a wider range of interests.

Recommendation:
Recommendation: That the sponsored and non-sponsored (under the Equal Access Act) clubs/activities, athletics and academic teams, including related participant fees, are approved for the 2026-2027 school year as reflected in the 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
2026-2027 Revised Clubs and Activities Report	8/27/2026	Backup Material

East Brunswick Public Schools

Clubs/Activities/Athletics/Academic Teams

2026-2027

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Bowne-Munro

Name	Description	Type	Fee
Art Enrichment	Provides opportunities for students to use skills learned in art classes.	Club/Activity	$45.00
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events, PTA programs, etc.	Club/Activity	$45.00
Gardening Club	Fosters enjoyment and respect for indoor and outdoor plants by experiencing, viewing and participating in hands-on activities. Working with plants helps students learn responsibility, patience, care and accountability.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government and promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Safety Patrol	Works with East Brunswick Police and school personnel to promote school safety by providing student patrols.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Central

Name	Description	Type	Fee
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events, PTA programs, etc.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government and promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Gardening Club	Fosters enjoyment and respect for indoor and outdoor plants by experiencing, viewing and participating in hands-on activities. Working with plants helps students learn responsibility, patience, care and accountability.	Club/Activity	$45.00
STEAM	This club combines the creativity of STEAM with an emphasis on coding for technology to bring ideas to life. Through scientific inquiry, hands-on learning and design, students will dive into key STEAM concepts while being introduced to fundamental principles of computer science. As they build a strong foundation in computational thinking, club members will collaborate with peers in a safe and supportive environment, learning alongside each other while bringing their ideas to life	Club/Activity	$45.00
Safety Patrol	Works with East Brunswick Police and school personnel to promote school safety by providing student patrols.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Chittick

Name	Description	Type	Fee
Art Enrichment	Provides opportunities for students to use skills learned in art classes.	Club/Activity	$45.00
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events, PTA programs, etc.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government, promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Video Newsmakers	Provides students with an opportunity to produce, direct, write, and perform in news broadcasts.	Club/Activity	$45.00
Safety Patrol	Works with East Brunswick Police and school personnel to promote school safety by providing student patrols.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Frost

Name	Description	Type	Fee
Art Enrichment	Provides opportunities for students to use skills learned in art classes.	Club/Activity	$45.00
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events and PTA programs.	Club/Activity	$45.00
Gardening	Fosters enjoyment and respect for indoor and outdoor plants by experiencing, viewing and participating in hands-on activities. Working with plants helps students learn responsibility, patience, care and accountability.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government, promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Safety Patrol	Works with East Brunswick Police and school personnel to promote school safety by providing student patrols.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Irwin

Name	Description	Type	Fee
Ambassadors Club	Combines video newsmakers and student council. Plans and implements school service projects, promotes school spirit and give will give students the opportunity to provide morning announcements.	Club/Activity	$45.00
Art Enrichment	Provides opportunities for students to use skills learned in art classes.	Club/Activity	$45.00
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in a choir group, presenting concerts for community events, PTA programs, etc.	Club/Activity	$45.00
Coding Club	Students will be introduced to some of the fundamental concepts involved in Computer Science. Club students will join a safe and supportive environment of peers and role models. Building upon learning the basics of computational thinking and the basics of Computer Science, students will have the opportunity to design and create.	Club/Activity	$45.00
Safety Patrol	Works with East Brunswick Police and school personnel to promote school safety by providing student patrols.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Lawrence Brook

Name	Description	Type	Fee
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events, PTA programs, etc.	Club/Activity	$45.00
LB Allies	LB Allies is a volunteer group of 4th grade students who give of their time and friendship to special needs students who may benefit from peer support.	Club/Activity	$45.00
STEAM Club	STEAM is an educational approach to learning that uses Science, Technology, Engineering, the Arts and Mathematics as access points for guiding student inquiry, dialogue, and critical thinking.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government, promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Safety Patrol	Work with East Brunswick Police and school personnel to promote school safety by providing student patrols.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Memorial

Name	Description	Type	Fee
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events, PTA programs, etc.	Club/Activity	$45.00
Coding Club	Students will be introduced to some of the fundamental concepts in Computer Science. Club students will join a safe environment of peers and role models. Building upon learning the basics of computational thinking and the basics of Computer Science, students will have the opportunity to design and create.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government, promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Video Newsmakers	Provides students with an opportunity to produce, direct, write, and perform in news broadcasts.	Club/Activity	$45.00
Safety Patrol	Works with East Brunswick Police and school personnel to promote school safety by providing student patrols.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Warnsdorfer

Name	Description	Type	Fee
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events, PTA programs, etc.	Club/Activity	$45.00
S.A.V.E. and Service-The Caring Cubs	This club will bring students together to care for our planet and our community. Through hands-on activities like recycling projects, gardening and service initiatives, students will learn how small actions can make a big difference. From planting and growing to giving back.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government, promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Video Newsmakers	Provides students with an opportunity to produce, direct, write, and perform in news broadcasts.	Club/Activity	$45.00
Safety Patrol	Works with East Brunswick Police and school personnel to promote school safety by providing student patrols.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

District Wide

Name	Description	Type	Fee
The courses listed below may include opportunities for students to participate in activities beyond the basic course experience. A fee of $45 will be charged for participation in these additional activities. Fees vary by activity and will be communicated directly to parents by the teacher, as applicable.			
Elementary Beginners Band (4)	Provides opportunities for students from each of the eight elementary schools to participate and perform. Fee applies only to students who participate in before school full ensemble rehearsals.	Course Component	$45.00
Elementary Beginners Orchestra (4)	Provides opportunities for students from each of the eight elementary schools to participate and perform. Fee applies only to students who participate in before school full ensemble rehearsals.	Course Component	$45.00
Elementary Chorus (3)	Provides opportunities for students from each of the eight elementary schools to participate and perform. (No fee applies to this group since students will already have paid a fee to participate in their school based Chorus Club)	Course Component	$0.00
CJMEA/NJMEA/ACDA Opportunities	Fee will apply to any student who chooses to audition for a regional or all-state ensemble or particpates in an honors festival through CJMEA, NJMEA or ACDA.	Course Component	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Hammarskjold

Name	Description	Type	Fee
Buddy Sports	Provide general education and special needs students with a variety of physical activities to increase skills such as developing friendships, gross-motor abilities, following directions and how to appropriately handle competitive situations. Students will also develop teamwork and exercise habits.	Club/Activity	$45.00
Coding (2)	The purpose of the coding club would be to teach students the fundamentals of coding including variables, arrays, loops, strings, etc.	Club/Activity	$45.00
Drama	Extends classroom lessons and activities by providing opportunities for students to organize the technical aspects of play productions and perform.	Club/Activity	$45.00
Jazz Band	Provides an opportunity for students to practice skills learned in music classes as they perform jazz music. Students audition and may participate in several student performances.	Club/Activity	$45.00
Art Club	Foster excellence and a dedicated spirit through the pursuit of art. To increase an awareness of art in relation to other areas of the curriculum, through volunteering students creative services to different curriculum areas within the school and community.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government, promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Yearbook	Provides students with an opportunity to use skills learned in art and English classes in order to produce a school yearbook.	Club/Activity	$45.00
Video Newsmakers	Provides students with an opportunity to produce, direct, write, and perform views broadcasts.	Club/Activity	$45.00
Academic Challengers	Provides academic competition in math, science, government, sports, art, History and English. Students compete against students from other schools.	Academic Team	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Hammarskjold

Name	Description	Type	Fee
Caring Adults Reinforcing Education (CARE) 5th Grade	Provides at-risk students with one-to-one assistance with completing homework assignments and preparing for quizzes/tests.	Student Services	$0.00
Caring Adults Reinforcing Education (CARE) 6th Grade	Provides at-risk students with one-to-one assistance with completing homework assignments and preparing for quizzes/tests.	Student Services	$0.00
HUES Got Talent	The purpose of this club will be to prepare students for our students for our annual talent show. Students will learn skills related to stage performance along with practicing their planned act.	Club/Activity	$45.00
Cheerful Creations	This club is a vibrant community dedicated to spring joy through intentional acts of service and artistic expression. Our members participate in meaningful community outreach initiatives and creative kindness activities designed to brighten the lives of those around us.	Club/Activity	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Hammarskjold

Name	Description	Type	Fee
The courses listed below may include opportunities for students to participate in activities beyond the basic course experience. **A fee of $45 will be charged for participation in these additional activities.** **Fees vary by activity and will be communicated directly to parents by the teacher, as applicable.**			
Band (2)	Extends classroom activities and learning experiences. Students attend rehearsals and prepare for winter and spring concerts.	Course Component	$0.00
Chorus (2)	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events, PTA programs, etc. **Fee applies only to any students who participate in the Before School Chorus Club.**	Course Component	$45.00
Orchestra (2)	Extends and enhances classroom activities. Students attend rehearsals and prepare for winter and spring concerts.	Course Component	$0.00
CJMEA/NJMEA/ACDA Opportunities	Fee will apply to any student who chooses to audition for a regional or all-state ensemble or particpates in an honors festival through CJMEA, NJMEA or ACDA.	Course Component	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Churchill

Name	Description	Type	Fee
Art Club	Foster excellence and a dedicated spirit through the pursuit of art. To increase an awareness of art in relation to other areas of the curriculum, through volunteering students creative services to different curriculum areas within the school and community.	Club/Activity	$45.00
Chorus Ensemble	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community and PTA programs.	Club/Activity	$45.00
Girls Who Code	The mission of the Girls Who Code is to close the gender gap in technology. Club girls learn the concepts of loops, variables, conditionals, and functions that for the basis for all programming languages. They will work in teams to design and build a Computer Science "CS" Impact Project that solves real world problems they care about through coding.	Club/Activity	$45.00
Drama	Extends classroom lessons and activities by providing opportunities for students to organize the technical aspects of play productions and perform.	Club/Activity	$45.00
International Cultures Club	Provides students with an opportunity to discuss topics that help foster increased awareness of the ways different cultures influence our perception of self and others.	Club/Activity	$45.00
Jazz Ensemble	Provides an opportunity for students to practice skills learned in music classes as they perform jazz music. Students audition and may participate in several student performances.	Club/Activity	$45.00
The Butterfly Effect Kindness Initiative Program	The mission of our program is simple yet profound: to learn to live and breathe kindness and to leave a positive legacy. It impacts not only our schools but our community. This program fosters independence as well as life skills such as planning, organizing, budgeting, self-reflections and setting goals.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government, promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Churchill

Name	Description	Type	Fee
Video Newsmakers	Provides students with the opportunity to produce, direct, write and perform video broadcasts on our "Churchill News" channel. News will be shown during homeroom each day.	Club/Activity	$45.00
Yearbook	Provides students with an opportunity to use skills learned in art and English classes in order to produce a school yearbook.	Club/Activity	$45.00
Peer Tutoring	This club will provide academic tutoring assistance after school to Churchill students. The club will offer the students who are doing the tutoring the opportunity to earn community service hours while participating in activities community and help our students who are struggling academically.	Club/Activity	$45.00
Institute for Political and Legal Education (IPLE)	Provides 8th grade students experience as a feeder program for High School IPLE.	Academic Team	$45.00
Math	Develops increased understanding and interest in mathematics and allows students to offer tutoring; provides competitive events for students in math.	Academic Team	$45.00
Model Congress	Provides 9th grade students with opportunities to expand their knowledge of legislative procedures and the leadership role of congressional committees.	Academic Team	$45.00
Robotics	Provides students the opportunity to work as a team in order to design and construct a robot to compete in robotics competitions with other school teams.	Academic Team	$45.00
Science Olympiad	Extends knowledge learned in science and prepares the students for hands-on experiences and knowledge-based activities to be used in a statewide competition.	Academic Team	$45.00
Unified Sports Club	The Unified Sports Club joins students with and without disabilities on the same team. Students play play together in recreational activities with some modifications and mentoring. This club is dedicated to promoting social inclusioin through shared recreational experiences.	Student Services	$0.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Churchill

Name	Description	Type	Fee
The courses listed below may include opportunities for students to participate in activities beyond the basic course experience. **A fee of $45 will be charged for participation in these additional activities.** **Fees vary by activity and will be communicated directly to parents by the teacher, as applicable.**			
Band (3)	Extends classroom activities and learning experiences. Students attend rehearsals and prepare for winter and spring concerts.	Course Component	$0.00
Chorus	Extends classroom activity.	Course Component	$0.00
Orchestra (3)	Extends classroom activates and learning experiences. Students attend rehearsals and prepare for winter and spring concerts.	Course Component	$0.00
CJMEA/NJMEA/ACDA Opportunities	Fee will apply to any student who chooses to audition for a regional or all-state ensemble or particpates in an honors festival through CJMEA, NJMEA or ACDA.	Course Component	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School

Name	Description	Type	Fee
Anime	Promotes an interest of anime, mangas, games and enhances interest in reading and drawing.	Club/Activity	$45.00
Art Honor Society	Extends classroom activities and experiences. Provides inspiration and recognition to students who have shown outstanding art ability and have produced quality projects.	Club/Activity	$45.00
Asian American Studies	Provides an opportunity for high school students to study the history of Asian American culture.	Club/Activity	$45.00
Chinese Honor Society	Chinese Honor Society will allow our Chinese students to be recognized for their academic achievements and service to the community.	Club/Activity	$45.00
Black Student Union Club	The Black Student Union (BSU) Club aims to offer the community opportunities for both cultural and intellectual growth through educational and social programming. The BSU Club hopes to develop and maintain a network and platform that not only empowers our school community but also promotes solidarity within and beyond the wall of EBHS.	Club/Activity	$45.00
Chess	Promotes higher order thinking skills, competition and sportsmanship.	Club/Activity	$45.00
Class Council (Senior)	Plans and implements class activities and projects. Provides class activities, promotes spirit within the class.	Club/Activity	$45.00
Class Council (Junior)	Plans and implements class activities and projects. Provides class activities, promotes spirit within the class.	Club/Activity	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School

Name	Description	Type	Fee
Class Council (Sophomore)	Plans and implements class activities and projects. Provides class activities, promotes spirit within the class.	Club/Activity	$45.00
Drama	Extends classroom lessons and activities by providing opportunities for students to organize the technical aspects of play productions and perform.	Club/Activity	$45.00
Esports	The goal of this club is to provide opportunities for HS students interested in video games to participate in National Competitive Leagues. For example, HSEL High School Esports League and Play VS. Each offer weekly competitions for HS teams.	Club/Activity	$45.00
French Honor Society	Contributes to increased interest in the French customs, language & lifestyles. Recognizes exceptional achievement.	Club/Activity	$45.00
German/German Honor Society	Contributes to increased interest in the German customs, language & lifestyles. Recognizes exceptional achievement.	Club/Activity	$45.00
International Cultural	Provides students with an opportunity to discuss topics that help foster increased awareness of the ways different cultures influence our perceptions of self and others.	Club/Activity	$45.00
Intramurals Dance	Provides skill development in various sports and round robin tournament competition as an extension of the physical education and athletic programs.	Club/Activity	$45.00
Italian/Italian Honor Society	Contributes to increased interest in the Italian language and extends and enhances classroom activities. Recognizes exceptional achievement.	Club/Activity	$45.00
Jazz Ensemble	Provides an opportunity for students to practice skills learned in music classes as they perform jazz music. Students audition and may participate in several student performances.	Club/Activity	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School

Name	Description	Type	Fee
Key Service Organization	Provides students with opportunities for community service and related activities.	Club/Activity	$45.00
Math Honor Society	To recognize outstanding achievement in mathematics and further develop strong scholarship in the subject and to promote the enjoyment of mathematics.	Club/Activity	$45.00
Musicians/Tri M National Music Honor Society	Extends classroom activities by furthering appreciation of classical music. Provides a forum for showcasing the musical talents of students. In addition, the honor society allows students to be recognized for achievement in music.	Club/Activity	$45.00
National English Honor Society	The purpose of NEHS is to unite high school students with high achievements in English language and literature, encourage interest in the English language arts and create community outreach programs.	Club/Activity	$45.00
National Honor Society	Promotes scholarship, service, leadership and character.	Club/Activity	$45.00
Pre-Medical	Students will be able to bond with others who share their dreams and determination for an extraordinary time of discovery, as they are welcomed to leading careers in medicine. The purpose of the Pre-Medical Club is to allow EBHS students to gain a complete understanding of what doctors do, what medical school offers and whether medical practice is for them.	Club/Activity	$45.00
Psychology	Extends classroom activities. Provides and fosters students interest in the field of psychology.	Club/Activity	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School

Name	Description	Type	Fee
Rho Kappa National Social Studies Honor Society	This organization will allow students to further explore Social Studies. Students will be partaking in school and community based activities, which will help the community and students learn more about the arts of Social Studies.	Club/Activity	$45.00
School Newspaper (Clarion)	Provides an opportunity for students to use skills learned in English classes as they write, compile, edit and select articles for the newspaper.	Club/Activity	$45.00
Science Honor Society	Will encourage scientific thinking and cooperation. This club will offer tutoring services for all science subjects and seek to increase public scientific understanding. Students will be required to complete community service.	Club/Activity	$45.00
Spanish Honor Society	Contributes to increased interest in Spanish customs, language and lifestyles. Recognizes exceptional achievement.	Club/Activity	$45.00
Student Council	Plans and implements school service projects that benefit the community. Coordinates school activities, student government, promotes school spirit. Serves as an extension of the social studies units on community and civics.	Club/Activity	$45.00
Students Against Violating the Environment (SAVE)	Extends knowledge learned in the science classes by disseminating information on environmental problems and solutions throughout the school and community. Promotes environmental protection by implementing various programs.	Club/Activity	$45.00
Video Newsmakers	Provides students with an opportunity to produce, direct, write, and perform in news broadcasts.	Club/Activity	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School

Name	Description	Type	Fee
Video Production Club	Provides students an opportunity in all aspects of video production including storyboarding, scripting, videotaping, professional editing, live studio work, filmmaking, producing and directing. They will produce content for our existing club "Video Newsmakers". In addition, live events such as film festivals and other shows will be produced by the students.	Club/Activity	$45.00
Yearbook	Provides students with an opportunity to use skills learned in art and English classes in order to produce a school yearbook.	Club/Activity	$45.00
Waksman Student Scholars	Provides students with the opportunity to conduct research on molecular genetics (DMA). Students work in collaboration with the faculty of Rutgers University Center for Molecular Biology.	Club/Activity	$45.00
Unified Sports Club	The Unified Sports Club joins students with and without disabilities on the same team. Students play play together in recreational activities with some modifications and mentoring. This club is dedicated to promoting social inclusioin through shared recreational experiences.	Student Services	$0.00
Academic	Provides academic competition in math, science, government, sports, art, history and English. Students compete against students from other schools.	Academic Team	$45.00
Code Club	Promotes interest and knowledge of computer science. Participate in local hackathons(24 hour programming competitions) and helps create a community for computer scientists.	Academic Team	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School

Name	Description	Type	Fee
Family, Community and Career Leaders of America (FCCLA)	Promotes personal growth and leadership. Develops life skills through activities designed for character development, creative and critical thinking, interpersonal communication, practical knowledge and vocational preparation.	Academic Team	$45.00
Future Business Leaders of America (FBLA)	Provides students with opportunities to learn how to develop business techniques and leadership abilities.	Academic Team	$45.00
Math	Develops increased understanding and interest in mathematics and allows students to offer tutoring; provides competitive events for students in math.	Academic Team	$45.00
Mock Trial	Provides students with an opportunity to expand their knowledge of courtroom procedures and legal processes.	Academic Team	$45.00
Robotics	Provide real-world challenges through interscholastic competitions where students work together with professional mentors in order to manage an engineering project. (includes Gr. 9)	Academic Team	$45.00
Science	Extends and enhances classroom activities by providing opportunities for competition in chemistry, physics, biology.	Academic Team	$45.00
Science Olympiad	Extends knowledge learned in science and prepares the students for hands-on experience and knowledge-based activities to be used in a statewide competition at the high school level.	Academic Team	$45.00
Model UN International	Provides students with opportunities to expand their knowledge of international issues and to become involved in activities related to Model UN programs.	Course Component	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School

Name	Description	Type	Fee
The courses listed below may include opportunities for students to participate in activities beyond the basic course experience. **A fee of $45 will be charged for participation in these additional activities.** **Fees vary by activity and will be communicated directly to parents by the teacher, as applicable.**			
Band	Provides students with an opportunity to perform in concerts & develop the skills they learn in music classes.	Course Component	$0.00
Chorus	Provides opportunities for students to demonstrate knowledge achieved in music classes by performing in choral groups, presenting concerts for community events, PTA programs, etc. **Fee will apply to any additional supplemental choral groups that meet after school (ie. Jazz Choir, Tenor Bass Choir, Accabellas, etc.)**	Course Component	$45.00
Orchestra	Extends and enhances classroom activities. Provides an opportunity for students to perform in an orchestra.	Course Component	$0.00
CJMEA/NJMEA/ACDA Opportunities	Fee will apply to any student who chooses to audition for a regional or all-state ensemble or particpates in an honors festival through CJMEA, NJMEA or ACDA.	Course Component	$45.00

East Brunswick Public Schools

Clubs/Activities/Athletics/Academic Teams

Under Equal Access Act

2026-2027

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Non-Sponsored Equal Access

School	Name	Description	Type	Fee
EBHS	A2J: According to Jesus	Provides opportunities for students to learn and share different aspects of religion.	Equal Access	$0.00
EBHS	American Civil Liberties Union	To disseminate information regarding civil liberties issues present in society today. To promote discussion and awareness of these issues in a productive environment, ultimately resulting in a better-informed future generation of adults.	Equal Access	$0.00
EBHS	Amnesty International	To end teenage apathy toward instances of human rights violations. To show teenagers that despite age restrictions, they can take action by working on an actual urgent human rights violation cases and contacting government. To educate about human rights.	Equal Access	$0.00
EBHS	Coptic Club	Provides opportunities for high school students to learn about the Coptic Religion.	Equal Access	$0.00
EBHS	Gay & Straight Peers	Provide educational programs and hold meetings that will reduce prejudice and intolerance. Foster support and understanding among all lifestyles.	Equal Access	$0.00
EBHS	Hindu Club	Provides opportunities for high school students to learn about the Hindu Religion.	Equal Access	$0.00
EBHS	Muslim Student Association	Provides an opportunity for high school students to study the history of Islam and to discuss current events.	Equal Access	$0.00
EBHS	Jewish Culture Club	Provides an opportunity for high school students to learn about the Jewish Culture	Equal Access	$0.00
EBHS	Political Club	Provides an opportunities for high school students to discuss political events.	Equal Access	$0.00

East Brunswick Public Schools

Clubs/Activities/Athletics/Academic Teams

Athletics

2026-2027

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Churchill Athletics

Name	Description	Type	Fee
Baseball/7th & 8th	Team	Athletics	$200.00
Baseball/9th	Team	Athletics	$200.00
Basketball/Boys/7th & 8th	Team	Athletics	$200.00
Basketball/Girls/7th & 8th	Team	Athletics	$200.00
Basketball/Boys/9th	Team	Athletics	$200.00
Basketball/Girls/9th	Team	Athletics	$200.00
Cheerleading/9th/Fall	Team	Athletics	$200.00
Cheerleading/9th/Winter	Team	Athletics	$200.00
Cross Country/Boys/7th & 8th	Team	Athletics	$200.00
Cross Country/Girls/7th & 8th	Team	Athletics	$200.00
Field Hockey/7th & 8th	Team	Athletics	$200.00
Football/7th & 8th	Team	Athletics	$200.00
Football/9th	Team	Athletics	$200.00
Soccer/Boys/9th	Team	Athletics	$200.00
Soccer/Boys/7th & 8th	Team	Athletics	$200.00
Soccer/Girls/9th	Team	Athletics	$200.00
Soccer/Girls/7th & 8th	Team	Athletics	$200.00
Softball/7th & 8th	Team	Athletics	$200.00
Softball/9th	Team	Athletics	$200.00
Track/Boys/7th & 8th/Spring	Team	Athletics	$200.00
Track/Girls/7th & 8th/Spring	Team	Athletics	$200.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

Churchill Athletics

Name	Description	Type	Fee
Volleyball/Boys/9th	Team	Athletics	$200.00
Volleyball/Girls/9th	Team	Athletics	$200.00
Wrestling/7th & 8th	Team	Athletics	$200.00
Manager	Team	Athletics	$45.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
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High School Athletics

Name	Description	Type	Fee
Baseball/JV	Team	Athletics	$200.00
Baseball/Varsity	Team	Athletics	$200.00
Basketball/Boys/JV	Team	Athletics	$200.00
Basketball/Boys/Varsity	Team	Athletics	$200.00
Basketball/Girls/Varsity	Team	Athletics	$200.00
Basketball/Girls/JV	Team	Athletics	$200.00
Bowling/Boys/Varsity	Team	Athletics	$200.00
Bowling/Girls/Varsity	Team	Athletics	$200.00
Cheerleading/Varsity/Fall	Team	Athletics	$200.00
Cheerleading/JV/Fall	Team	Athletics	$200.00
Cheerleading/Varsity/Winter	Team	Athletics	$200.00
Cheerleading/JV/Winter	Team	Athletics	$200.00
Cross Country/Boys/Varsity	Team	Athletics	$200.00
Cross Country/Girls/Varsity	Team	Athletics	$200.00
Field Hockey/Varsity	Team	Athletics	$200.00
Field Hockey/JV	Team	Athletics	$200.00
Football/Varsity	Team	Athletics	$200.00
Football/JV	Team	Athletics	$200.00
Golf/Boys/Varsity	Team	Athletics	$200.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School Athletics

Name	Description	Type	Fee
Golf/Girls/Varsity	Team	Athletics	$200.00
Gymnastics/Varsity	Team	Athletics	$200.00
Lacrosse/Boys/Varsity	Team	Athletics	$200.00
Lacrosse/Girls/Varsity	Team	Athletics	$200.00
Lacrosse/Boys/JV	Team	Athletics	$200.00
Lacrosse/Girls/JV	Team	Athletics	$200.00
Marching Band	Team	Athletics	$200.00
Color Guard	Team	Athletics	$200.00
Soccer/Boys/Varsity	Team	Athletics	$200.00
Soccer/Boys/JV	Team	Athletics	$200.00
Soccer/Girls/Varsity	Team	Athletics	$200.00
Soccer/Girls/JV	Team	Athletics	$200.00
Softball/JV	Team	Athletics	$200.00
Softball/Varsity	Team	Athletics	$200.00
Swimming/Boys/Varsity	Team	Athletics	$200.00
Swimming/Girls/Varsity	Team	Athletics	$200.00
Tennis/Boys/Varsity	Team	Athletics	$200.00
Tennis/Girls/Varsity	Team	Athletics	$200.00
Track/Boys/Varsity/Spring	Team	Athletics	$200.00
Track/Girls/Varsity/Spring	Team	Athletics	$200.00

East Brunswick Public Schools
Clubs/Activities/Athletics/Academic Teams
2026-2027

High School Athletics

Name	Description	Type	Fee
Track/Boys/Varsity/Winter	Team	Athletics	$200.00
Track/Girls/Varsity/Winter	Team	Athletics	$200.00
Volleyball/Boys/Varsity	Team	Athletics	$200.00
Volleyball/Boys/JV	Team	Athletics	$200.00
Volleyball/Girls/JV	Team	Athletics	$200.00
Volleyball/Girls/Varsity	Team	Athletics	$200.00
Wrestling/Varsity	Team	Athletics	$200.00
Wrestling/JV	Team	Athletics	$200.00
Manager	Team	Athletics	$45.00