

EAST ORANGE BOARD OF EDUCATION
199 4th AVENUE
EAST ORANGE, NEW JERSEY 07017

REGULAR PUBLIC MEETING

East Orange Board of Education
199 4th Avenue, East Orange, NJ 07017

Tuesday, June 28, 2016 – 6:00 P.M.

AGENDA

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

IV. BOARD OF EDUCATION

A. APPROVAL OF MINUTES

BE IT RESOLVED, the East Orange Board of Education approves the minutes of the following meetings:

No Minutes Provided.

V. REPORT OF THE ACTING SUPERINTENDENT OF SCHOOLS

A. POLICY READING

1. **BE IT RESOLVED**: that the East Orange Board of Education present as first reading the following policies.

Policy No.	Description	New/Revised
1140	Affirmative Action Program	Revised Policy
1523	Comprehensive Equity Plan	Revised Policy
1530	Equal Employment Opportunities	Revised Policy
1530	Equal Employment Opportunity Complaint Procedure	Revised Regulation
1550	Affirmative Action Program for Employment and Contract Practices	Revised Policy
2200	Curriculum Content	Revised Policy & Regulation
2260	Affirmative Action Program for School and Classroom Practices	Revised Policy
2411	Guidance Counseling	Revised Policy & Regulation
2423	Bilingual and ESL Education	Revised Policy & Regulation
2610	Educational Program Evaluation	Revised Policy
2622	Student Assessment	Revised Policy
5750	Equal Educational Opportunity	Revised Policy
5755	Equity in Educational Programs and Services	Revised Policy

VI. COMMITTEE REPORTS AND COMMENTS FROM THE MEMBERS OF THE BOARD OF EDUCATION

VII. COMMENTS AND PRESENTATIONS FROM THE PRESIDENT

VIII. COMMENTS FROM THE PUBLIC

IX. RETIRE TO EXECUTIVE SESSION

X. RECOMMENCE PUBLIC MEETING

XI. ROLL CALL

XII. CONSIDERATION OF RESOLUTIONS

A. ACTING SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- a. Holiday Tournament
- b. EOCHS Football Training Camp
- c. SD Game Day
- d. Football Mini Camp
- e. ETA hand2hand Professional Development for Math Manipulatives
- f. ETA hand2hand Professional Development for Math Manipulatives – Teacher Stipend
- g. EdConnect Summit Creating Formative/Summative Assessments – Teacher Stipend
- h. Chike Akua
- i. Project Lead the Way Curriculum for Middle & High Schools
- j. Summer and School Year Curriculum Writing 2016-2017 (Amendment)
- k. Harassment, Intimidation and Bullying Monthly Incidents
- l. Field Trips

2. LABOR RELATIONS & EMPLOYMENT SERVICES

- a. Retirement
- b. Resignations
- c. Separation
- d. Leaves of Absence
- e. Rescission of Leave of Absence
- f. Transfers
- g. Reclassifications
- h. 2016-2017 Reappointment List
- i. Approval of Job Description
- j. Salary Adjustments
- k. Summer Staff Appointments
- l. Summer Staff Appointment Changes/Corrections/Rescissions –Various Locations– 2016-17 S/Y
- m. Approval of Extra-curricular and Co-curricular Appointments – Various Locations – 2015-16 S/Y
- n. Approval of Extra-curricular and Co-curricular Appointments – Various Locations – 2016-27 S/Y
- o. Agenda Changes/Corrections
- p. Approval of Summer Extra Compensation Hours – 2016-17 School Year
- q. Reinstatement of Position
- r. Abolishment of Position
- s. School Business Administrator/Board Secretary Contract Approval 2016-17 School Year

XII. CONSIDERATION OF RESOLUTIONS

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

- a. List of Bills (Ratify)
- b. List of Bills
- c. Appropriation Transfers
- d. Appropriation Transfers – ECPA/Fund 15
- e. Accept a Donation
- f. Request for Authorization to Participate in the Hunterdon County Educational Services Commission for 2016-2017
- g. Request for Authorization to Participate in the Educational Service Commission of New Jersey for 2016-2017 SY
- h. Recommendation for Award of Bid – Work Uniforms for Various Departments
- i. Transfer of Current Year Surplus to Maintenance Reserve
- j. Transfer of Current Year Surplus to Emergency Reserve
- k. Transfer of Current Year Surplus to Capital Reserve
- l. Transfer of Current Year Surplus to Legal Reserve
- m. Transfer of Current Year Surplus to Tuition Reserve
- n. Application to 2016 Safety Grant Program
- o. Approval of Contract – Food Service Management
- p. Mandatory Direct Deposit for East Orange School District Employees
- q. 2016 Police/Security Expo

4. MAINTENANCE SERVICES

- a. Recommendation for the Use of Facility

XIII. CLOSING STATEMENT/ADJOURNMENT

A. ACTING SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

a. Holiday Tournament - (Aviles)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves East Orange Campus High School Girls' Basketball team: Mr. Derrick Johnson, Head Coach to host the Girls Basketball Team Holiday Tournament with 6 Boys Basketball Teams and 6 Girls Basketball Teams on December 27th through December 30, 2016, not to exceed a total of \$300 to the District.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Acting Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

(Account Code: 17.000.270.0512.0010.5525)

b. EOCHS Football Training Camp - (Aviles, Hoges)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the East Orange Football team and coaches, Al-Majid Hutchins - Head coach; Eric Palmer, Reggie Johnson, Willie Miller, Bagley Goodwin, Brian Lasure and Terry Miles - Assistant Coaches administer East Orange Campus High School Football Training Camp from August 11th through August 15th, 2016. Student athletes will report to training camp for the preparation of the 2016-2017 football season. East Orange Campus High student-athletes will receive breakfast, lunch and dinner; coach-athlete interaction for teambuilding, athletic training such as conditioning, strength training, endurance and review last season's accomplishments and errors, not to exceed \$7,620 to the District.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Acting Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

(Account Code: 17.15.402.100.500.101.001.0000)

A. ACTING SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

c. SD Game Day- (Aviles, Hoges)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the SD Game Day, Athletic Training consultant to be hired to assist with injuries and trainer duties. The Athletic consultant trainer duties, take care of athletes that are injured, give reports to the Athletic Director and Nurse on the injuries and keep a log of the progress during practices and games for the Fall, Winter, and Spring seasons. Time frame will be from July 15, 2016 to June 1, 2017; 70 to 80 hours every two weeks, not to exceed \$60,000 to the District.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Acting Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

(Account Code: 17.15.402.100.500.101.001.0000)

d. Football Mini Camp – (Aviles, Hoges)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the East Orange School District’s athletic department to conduct a mini football camp to be held at East Orange Campus High School and/or Paul Robeson Stadium on July 5, 2016 – July 7, 2016 at no cost to the District.

e. ETA hand2hand Professional Development for Math Manipulatives- (Griffin, Fraser)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves ETA hand2hand to provide 2 days of professional development services to secondary math teachers and TA’s. The total cost will not exceed \$5,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Acting Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

(Account Code: 17.20.271.200.300.028.057.0000)

A. ACTING SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- f. ETA hand2hand Professional Development for Math Manipulatives – Teacher Stipend –
(Griffin, Fraser)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the attendance of up to 20 math teachers and/or TA's to participate in 2 days of professional development with ETA hand2hand during the summer. The total cost will not exceed \$8,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Acting Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

(Account Code: 17.20.271.200.100.028.057.9727)

- g. EdConnect Summit – Creating Formative/Summative Assessments – Teacher Stipend –
(Griffin, Fraser)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the attendance of up to 30 teachers to participate in 2 days of professional development with presenters of The Office of Teaching and Learning from the State Department of Education on July 5, 2016 and July 6, 2016. The total cost will not exceed \$12,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Acting Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

(Account Code: 17.20.271.200.100.028.057.9727)

- h. Chike Akua – (Griffin)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, Chike Akua of Teacher Transformation to provide Classroom Management Training during New Teacher Orientation on August 23-24, 2016 at a cost not to exceed \$9,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Acting Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

(Account Code: 17.20.271.200.300.028.057.0000)

A. ACTING SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- i. Project Lead The Way Curriculum for Middle and High Schools - (Griffin)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the adoption of Project Lead the Way - A STEM curriculum focusing on Engineering curriculum to enhance the current Career Pathway in Computer-Assisted Design courses. Project Lead the Way is a comprehensive approach to STEM - Engineering with project-based applied science activities for students at no cost to the District.

- j. Summer and School Year Curriculum Writing 2016-2017 (Amendment) - (Griffin)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the selection of teachers to assist with summer and school year curriculum writing projects. The projects will include updating curriculum, writing benchmark assessments aligned to the curriculum for progress monitoring. We are requesting additional hours for the following areas: Visual & Performing Arts increased from 10 to 20 hours; Science increased from 10 to 20 hours and Technology increased from 10 to 20 hours.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Acting Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

(Account Codes: 17.20.295.200.100.028.025.0000
 17.11.000.221.104.028.025.9730)

- k. Harassment, Intimidation and Bullying Monthly Incident Reporting - (Harvest)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, accepts the report of 7 incidents for June 2016 for the NJDOE monthly reporting of HIB.

XII. CONSIDERATION OF RESOLUTIONS

JUNE 28, 2016

A. ACTING SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

l. Field Trips

BE IT RESOLVED: “that the Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the following field trips.”

No.	Names(s)	Destination	Reason (include incentive & benefit)	Date(s)	Cost/Budgets SB - School Based/GB - Grant Based/ AB - Arts Based Budgets
1	Ms. I. Colson 40 students 4 staff members Tyson M/H School	Newark, NJ	To have the summer arts dance class perform at Military Park (Educational)	7/26/16	\$234.00 Transportation \$234.00 Total 17.11.000.270.517.000.000.9706 (SB)
DATE/CHANGES TO ADMINISTRATIVE AND/OR FIELD TRIP RESOLUTIONS					
	Mr. P. Mwangi 24 students 2 students Campus High School	Scotch Plains, NJ	To travel to the Rutgers Uni. to take the end of year course exam (Educational)	6/9/16	This resolution was Board approved at the 2/9/16 meeting. The original dates of trip were 5/16/16 and 6/2/16 but the dates had to be changed.
	Mr. O. Petty, Jr. 48 students 5 staff members Tyson M/H School	Allentown, PA	To perform at Dorney Park (Educational)	6/15/16	This resolution was Board approved at the 5/10/16 meeting. The original date of the trip was 6/8/16. Due to inclement weather, the date had to be changed.
					F/T Board Agenda 6/28/16

A. ACTING SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

a. Retirement

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following retirements."

1. Mr. Anthony Sampson - Custodian - Langston Hughes School
Effective February 1, 2017 (16 years of service)
(11.000.262.0100.000.000.0000)

b. Resignations

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resignations."

1. Ms. Amanda Adams - Teacher Tutor - Carver Institute
Effective June 30, 2016 (another position) (15 years of service)
(15.120.100.0101.000.305.005.0000)
2. Ms. Alyssa Glenn - Teacher of Pre-Kindergarten - Warwick Institute
Effective June 30, 2016 (no reason) (5 years of service)
(20.218.100.0101.000.028.026.9010)
3. Mr. Tyshaun Long - Teacher Assistant for Special Education (CSM) - Parks Academy
Effective June 30, 2016 (another position) (11 years 6 months of service)
(15.213.100.0106.000.311.011.0000)

c. Separation

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following separations."

1. Ms. Myesha Cobb - Per Diem Substitute Teacher - Substitute Department
Effective June 15, 2016 (employment disqualification)
(11.120.100.0101.000.000.000.0000)
2. Ms. Keisha Waters - Lunch Period Supervisory Aide - East Orange Campus High School
Effective November 1, 2015 (abandoned position)
(11.000.262.0100.000.000.000.0000)

d. Leaves of Absence

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following leaves of absence."

1. Ms. Saunja Butler - School Counselor - Carver Institute
Family Act LOA Effective February 23, 2016 to March 11, 2016
(15.000.218.0104.000.305.005.0000)
2. Ms. Rosalind Cook - Teacher Assistant for Special Ed (BD) - Warwick Institute
Family Act LOA Effective June 1, 2016 to June 30, 2016
(15.209.100.0106.000.309.009.0000)

A. ACTING SUPERINTENDENT OF SCHOOLS2. LABOR RELATIONS & EMPLOYMENT SERVICESd. Leaves of Absence (cont' d)

3. Ms. Jennifer Evans-Benson – Secretary (Assistant) – Warwick Institute
Family Act LOA Effective May 10, 2016 to May 20, 2016
Family Act LOA (Intermittent) Effective May 23, 2016 to June 30, 2016 (NTE 05 days)
(15.000.240.0105.000.309.009.0000)
4. Mr. John Ford – School Disciplinarian – East Orange STEM Academy High School
Health LOA Effective June 1, 2016 to June 30, 2016
(15.140.100.0101.000.102.002.0000)
5. Ms. Flore-Nadeige Lovett – Principal – Warwick Institute
Family Act LOA Effective May 17, 2016 to June 3, 2016
(15.000.240.0103.000.309.009.0000)
6. Mr. Walter Musgrave, Jr – Teacher (Theme) – Banneker Academy
Family Act LOA Effective May 18, 2016 to June 30, 2016
(15.120.100.0101.000.336.036.0000)
7. Ms. Donata Nicholas – Teacher of Science – East Orange STEM Academy High School
Family Act LOA (Intermittent) Effective April 20, 2016 to May 9, 2016 (NTE 07 days)
(15.140.100.0101.000.101.001.0000)
8. Ms. Diana Ospina – Teacher (Medical/ Allied Health Theme) – Bowser Elementary School
Family Act LOA Effective June 6, 2016 to June 30, 2016
(15.120.100.0101.000.304.004.0000)
9. Ms. Cynthia Patterson – Teacher of Grades 6-8 (SSd) – Truth Middle School
Family Act LOA Effective June 14, 2016 to June 30, 2016
(15.130.100.0101.000.216.016.0000)
10. Mr. Maxime Philemy – Teacher of French – East Orange STEM Academy High School
Family Act LOA Effective May 31, 2016 to June 30, 2016
(15.140.100.0101.000.102.002.0000)
11. Ms. Maria Rodriguez – Teacher Assistant for Special Ed (ICS) – Garvin School
Family Act LOA Effective February 26, 2016 to March 9, 2016
(15.213.100.0106.000.308.008.0000)
12. Ms. Kathy Shoulars – School Social Worker – Carver Institute
Family Act LOA Effective May 31, 2016 to June 30, 2016
(15.000.211.0100.000.305.005.0000)
13. Ms. Lauren Smith – Secretary/Bookkeeper – Fresh Start Academy High School
Family Act LOA Effective May 11, 2016 to June 6, 2016
(11.423.240.0105.000.029.029.0000)
14. Ms. Nicole Smith – Teacher of Kindergarten – Gibson Academy
Family Act and Bonding LOA Effective September 1, 2016 to October 3, 2016
(15.110.100.0101.000.337.037.9704)
15. Ms. Juanita Wallace – Teacher of Health/Physical Education – Campus High
Family Act and Bonding LOA Effective September 1, 2016 to December 1, 2016
Child Rearing LOA Effective December 2, 2016 to December 19, 2016
(15.140.100.0101.000.101.001.0000)

A. ACTING SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

e. Rescission of Leave of Absence

BE IT RESOLVED: "that the Board of Education, upon the recommendation of the Superintendent of Schools, rescinds the following leave of absence."

1. Ms. Omery Ferreira - Attendance Officer - Division of Operations
Family Act LOA (Intermittent) was approved at the October 13, 2015 Board Meeting
(11.000.211.0100.000.000.000.0000)

f. Transfers

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the transfers listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES 2.f."

g. Reclassifications

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reclassifications listed in HUMAN RESOURCE SERVICES SCHEDULE 2.g."

h. 2016-2017 Reappointment List

RESOLUTION #1

RESOLVED: That the teachers, school librarians, guidance personnel, psychological personnel, school nurses, administrators, and others named in the attached Reappointment List dated June 28, 2016, be and they are hereby reappointed at salaries stated therein. The term of the contract shall be for the school year beginning August 22, 2016 or September 1, 2016 and ending June 30, 2017 for ten (10) month employees and beginning July 1, 2016 and ending June 30, 2017 for twelve (12) month employees, or other periods of time indicated.

i. Approval of Job Description

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the job description effective June 29, 2016 listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES 2.h."

1. Athletic Equipment Trainer
2. Data Teacher Trainer
3. Football Videographer

j. Salary Adjustments

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following salary adjustments."

1. Ms. Marion Ash-Braswell - Teacher of Grades 6-8 (SSd) - Fresh Start Academy Middle School
(Original Hire Date: January 17, 1995)
From: \$85,589.00 p/a + \$1,250 Longevity
To: \$92,083.00 p/a + \$1,250 Longevity
Effective September 1, 2016 to June 30, 2017
(higher training level)
(11.423.100.0101.000.145.045.0000)

A. ACTING SUPERINTENDENT OF SCHOOLS2. LABOR RELATIONS & EMPLOYMENT SERVICESj. Salary Adjustments (cont'd)

2. Ms. Sharisse Lighten – Teacher of Grades 6-8 (Mth) – Fresh Start Academy Middle School
(Original Hire Date: September 1, 1995)
From: Level 4/BA Step 16 \$88,706.00 p/a + \$1,250 Longevity
To: Level 5/MA Step 16 \$95,420.00 p/a + \$1,250 Longevity
Effective September 1, 2016 to June 30, 2017
(higher training level)
(11.423.100.0101.000.145.045.0000)

3. Ms. Kenya Matthews-Liggins – Teacher of the Handicapped (BD) – Langston Hughes School
(Original Hire Date: October 9, 2002)
From: Level 5½/MA+15 Step 4 \$60,773.00 p/a
To: Level 6/MA+32 Step 4 \$67,673.00 p/a
Effective September 1, 2016 to June 30, 2017
(higher training level)
(15.209.100.0101.000.306.006.0000)

4. Ms. Thelma Ramsey – Principal – East Orange STEM Academy High School
(Original Hire Date: March 13, 2000)
From: Step 5 \$152,317.00 p/a
To: Step 5 \$152,317.00 p/a + \$750 Longevity
Effective July 5, 2016 to June 30, 2017
(correction of error)
(15.000.240.0103.000.102.002.0000)

5. Mr. Devon Reed – School Disciplinarian – East Orange Campus High School
(Original Hire Date: September 1, 2005)
From: Level 5½/MA+15 Step 12 \$75,073.00 p/a
To: Level 6/MA+32 Step 12 \$81,073.00 p/a
Effective September 1, 2016 to June 30, 2017
(higher training level)
(15.000.211.0100.000.101.001.0000)

k. Summer Staff Appointments

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2016-17 summer staff appointments listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES 2.k. All positions are dependent upon student enrollment and the availability of funds.”

l. Summer Staff Appointment Changes/Corrections/Rescissions – Various Locations– 2016-2017 SY

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the rescission of the co-curricular and extra-curricular appointments for the various locations listed DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES 2.l for the 2016-2017 school year.”

m. Approval of Extra-curricular and Co-curricular Appointments – Various Locations – 2015-2016 S/Y

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the co-curricular and extra-curricular appointments for the various locations listed DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES 2.m for the 2015-2016 school year.”

A. ACTING SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

n. Approval of Extra-curricular and Co-curricular Appointments – Various Locations – 2016-2017 S/Y

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the co-curricular and extra-curricular appointments for the various locations listed DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES 2.n for the 2015-2016 school year.”

o. Agenda Changes/Corrections

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following agenda changes/corrections.”

1. Ms. Carolyn Hayward-King – School Nurse – Costley Middle School
Change in Family Act LOA (Intermittent) Effective Dates and Days
From: November 30, 2015 to June 30, 2016 (NTE 10 days)
To: November 30, 2015 to May 25, 2016 (NTE 05 days)
2. Ms. Thelma Ramsey – Principal – STEM Academy
Change in Effective Date
From: July 1, 2016 to June 30, 2017
To: July 5, 2016 to June 30, 2017

p. Approval of Summer Extra Compensation Hours – 2016-17 School Year

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2016-17 school year proposed summer extra compensation allocation listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES 2.p.”

q. Reinstatement of Position

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reinstatement of the following position effective September 1, 2016:”

- (1) Attendance Officer
- (3) Teacher of Secondary English
- (3) Teacher of Secondary Social Studies

r. Abolishment of Position

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, as a result of the adoption of the 2016-2017 budget, abolishes the following position, effective June 30, 2016.”

- (1) Human Resource Manager

s. School Business Administrator/Board Secretary Contract Approval 2016-17 School Year

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2016-17 school year contract for Mr. Victor Demming, School Business Administrator/Board Secretary.”

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

a. List of Bills (Ratify)

WHEREAS, N.J.S.A. 18A:19.3 and N.J.S.A. 18A:19-4 authorizes the School Business Administrator/ Board Secretary to make payments between board meetings for all claims that have been duly audited; and

WHEREAS, the School Business Administrator/ Board Secretary has reviewed the documentation supporting the attached list of bills;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, ratifies the payment of bills on the attached lists totaling \$2,961,410.44. (Attachment 3-a)

b. List of Bills

WHEREAS, N.J.S.A. 18A:19.1 and N.J.S.A. 18:6-31 provides for the Board of Education to authorize the payment of bills; and

WHEREAS, the School Business Administrator/ Board Secretary has reviewed the documentation supporting the attached list of bills;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, authorizes and approves the payment of bills on the attached lists for the Tuesday, June 28, 2016 board meeting in the amount of \$2,731,257.75. (Attachment 3-b)

c. Appropriation Transfers

WHEREAS, N.J.S.A. 18A requires that the Board of Education approve appropriation transfers; and

WHEREAS, Board of Education Policy #6422 delineates the process for transfer of funds between line items; and

WHEREAS, the Acting Superintendent has authorized the budget adjusted to reflect the appropriation transfers;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, does ratify the transfers approved by the Acting Superintendent of Schools. (Attachment 3-c)

d. Appropriation Transfers – ECPA/Fund 15

WHEREAS, the Department of Education has established procedures for the review and approval of budget transfer/revision for School Based Budgets; and

WHEREAS, these procedures require prior approval of the Principal and the School Leadership Council, Chairperson; and

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

d. Appropriation Transfers – ECPA/Fund 15 – (cont’d)

WHEREAS, the Acting Superintendent has authorized the budget adjusted to reflect the appropriation transfers;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, does approve the transfers and to authorize submission of transfer to State. (Attachment 3-d)

e. Acceptance a Donation

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the acceptance of \$1,550.96 donation to George Washington Carver Institute of Science and Technology from Life Touch Pictures. (Attachment 3-e)

f. Request for Authorization to Participate in the Hunterdon County Educational Services Commission for 2016-2017

WHEREAS, the Hunterdon County Educational Services Committee is the sponsoring Lead Educational Agency (“LEA”) responsible for the management of the Pricing Cooperative pursuant to NJSA 18A:18A-11 et seq. and NJAC 5:34-7.1 et seq; and

WHEREAS, Hunterdon County Educational Services Committee advertises for bids for various goods and services on an annual basis on behalf of the Pricing Cooperative, reviews the bids and makes recommendations for contract awards to the LEA; and

WHEREAS, upon recommendation by Hunterdon County Educational Services Commission adopts a resolution awarding the contracts to the various vendors; and

WHEREAS, the East Orange Board of Education has participated and seeks to continue its participation in the cooperative pursuant to NJSA 18A: 18A-11 et seq. and NJAC 5:34-7.1 et seq; and

WHEREAS, the bid package was developed and completed by Hunterdon County Educational Services Commission under Cooperative Purchasing and included in the package were specifications for the bid and

WHEREAS, all bids received were opened and publicly read aloud by the Hunterdon County Educational Services Commission on various contracts and awards were made by resolution;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the Hunterdon County Educational Services Commission as registered and approved by the Director of the Division of Local Government Services in the Department of Community Affairs;

BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Technology Installation & Integration Services* awarded to ePlus Technology, Inc. (Bid #2709)

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

- g. Request for Authorization to Participate in the Educational Services Commission of New Jersey for 2016-2017 SY

WHEREAS, the Educational Services Commission of New Jersey is the sponsoring Lead Educational Agency (“LEA”) responsible for the management of the Pricing Cooperative pursuant to NJSA 18A:18A-11 et seq. and NJAC 5:34-7.1 et seq; and

WHEREAS, the Educational Services Commission of New Jersey advertises for bids for various goods and services on an annual basis on behalf of the Pricing Cooperative, reviews the bids and makes recommendations for contract awards to the LEA; and

WHEREAS, upon recommendation by the Educational Services Commission of New Jersey adopts a resolution awarding the contracts to the various vendors; and

WHEREAS, the East Orange Board of Education has participated and seeks to continue its participation in the cooperative pursuant to NJSA 18A: 18A-11 et seq. and NJAC 5:34-7.1 et seq; and

WHEREAS, the bid package was developed and completed by the Educational Services Commission of New Jersey under Cooperative Purchasing and included in the package were specifications for the bid and

WHEREAS, all bids received were opened and publicly read aloud by the Educational Services Commission of New Jersey on various contracts and awards were made by resolution;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the Educational Services Commission of New Jersey as registered and approved by the Director of the Division of Local Government Services in the Department of Community Affairs;

BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Electrician - Job Order Contracting - All Regions* awarded to Facilities Solutions Group (Bid #2599), **has been extended to April 28, 2017;** and

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Fire Alarm Systems: Integrated Software Based Intelligence Life Safety* awarded to Open Systems Integrators, Inc. (Bid #2601), **has been extended to June 25, 2017;** and

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *HVAC - Job Order Contracting* awarded to various vendors listed below (Bid #2450), **has been extended to June 5, 2017;**

Gordian Group
Lighton Industries

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

- g. Request for Authorization to Participate in the Educational Services Commission of New Jersey for 2016-2017 SY - (cont'd)

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Plumbing - Job Order Contracting* awarded to Magic Touch (Bid #2609), **has been extended to June 4, 2017;**

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Printing Services* awarded to various vendors listed below (Bid #2624), **has been extended to August 31, 2017;**

Atlantic Envelope
Courier Printing
Dean's Graphics
Ridgewood Press
Graphi Color
Staples Contract & Commercial, Inc.

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Recycling Containers* awarded to T.M. Fitzgerald & Assoc. (Bid #2625), **has been extended to July 31, 2017;**

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *SMART Board Technology* awarded to various vendors listed below (Bid #2461), **has been extended to July 31, 2017;**

Keyboard Consultants
Sharp

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Apple Educational Products* awarded to Apple (Bid #2702)

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

- g. Request for Authorization to Participate in the Educational Services Commission of New Jersey for 2016-2017 SY - (cont'd)

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Athletic Equipment & Supplies* awarded to various vendors listed below (Bid #2703),

Aluminum Athletics Equipment Co
Efingers Sporting Goods Co
Guardian Gym Equipment
Metuchen Center Inc. dba Garden State Appareal
Patrac Peat Corp
Riddell - All American
Storr Tractor Co
Daktronic (Score Boards)
Degler-Whiting Inc. (Score Boards)
S & S Worldwide (Score Boards)

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Job Order Contracting - Repair and Maintenance - General Contracting* awarded to various vendors listed below (Bid #2704),

Ascend Construction Mgmt Inc.
Lighton Industries, Inc.

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Paving - Job Order Contracting - All Regions* awarded to various vendors listed below (Bid #2705),

Ascend Construction
Murray Paving & Concrete, LLC

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Playground Equipment, Site Furnishings, Outdoor Circuit Training Equipment and Related Products* awarded to Marturano Recreation (Bid #2706)

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Truck Maintenance and Repair Services* awarded to various vendors listed below (Bid #2707),

Bellmawr Truck Repair Co
Ken's Body Works, Inc.

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

- g. Request for Authorization to Participate in the Educational Services Commission of New Jersey for 2016-2017 SY - (cont'd)

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Water Testing Services* awarded to various vendors listed below (Bid #2708),

TTI Environmental Inc.
Omega Environmental Services, Inc.

- h. Recommendation for Award of Bid – Work Uniforms for Various Departments

WHEREAS, pursuant to the Public School contract Law and New Jersey Statutes, Title 18A-18A-37, the bid for uniforms and work shoes for various departments (men & women) was advertised by the East Orange School District on April 28, 2016; and

WHEREAS, the bid package was completed by the District’s Acting Purchasing Agent, and included in the package were specifications for the bid that was developed by the Custodial Supervisor & Maintenance Supervisor and reviewed by the District’s Acting Purchasing Agent, and

WHEREAS, all bid proposals received were opened and publicly read aloud by the District’s Acting Purchasing Agent on May 11, 2016; and

WHEREAS, the Board received the following two (2) responses:

1. American Wear Inc., 261 No. 18th St., East Orange. NJ 07017
2. Cover Stitches, 568 54th Street, West New York, NJ 0709

WHEREAS, the responses were reviewed by the Acting Purchasing Agent and resulted in a recommendation to award a contract to Cover Stitches, for Work Uniforms for Various Departments for a period of twelve (12) months; and

WHEREAS, funds will be made available from account number 17.11.000.262.610.018.070.6000 with no services or supplies to be ordered until purchase orders are encumbered, authorized and released by the District’s Acting Purchasing Agent; and

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, awards a contract to Cover Stitches, in accordance with their bid for the purchase of uniforms and work shoes (men & women) for various departments within the District. The contract will be for a period of 12 months and will commence as of July 1, 2016. (Bid No. 2687) (Attachment 3-h)

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

i. Transfer of Current Year Surplus to Maintenance Reserve

WHEREAS, NJSA 18A:21-2, NJSA 18A:7G-31, and NJSA 18A:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end; and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution; and

WHEREAS, the East Orange Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into a Maintenance Reserve account at year end; and

WHEREAS, the East Orange Board of Education has determined that (an amount not to exceed) up to \$2,000,000 is available for such purpose of transfer;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

j. Transfer of Current Year Surplus to Emergency Reserve

WHEREAS, NJSA 18A:21-2, NJSA 18A:7G-31, and NJSA 18A:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end; and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the East Orange Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into an Emergency Reserve account at year end; and

WHEREAS, the East Orange Board of Education has determined that (an amount not to exceed) up to \$1,000,000 is available for such purpose of transfer;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

k. Transfer of Current Year Surplus to Capital Reserve

WHEREAS, NJSA 18A:21-2, NJSA 18A:7G-31, and NJSA 18A:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the East Orange Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into an Capital Reserve account at year end, and

WHEREAS, the East Orange Board of Education has determined that (an amount not to exceed) up to \$2,000,000 is available for such purpose of transfer;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

l. Transfer of Current Year Surplus to Legal Reserve

WHEREAS, NJSA 18A:21-2, NJSA 18A:7G-31, and NJSA 18A:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the East Orange Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into a Legal Reserve account at year end, and

WHEREAS, the East Orange Board of Education has determined that (an amount not to exceed) up to \$1,000,000 is available for such purpose of transfer;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

m. Transfer of Current Year Surplus to Tuition Reserve

WHEREAS, NJSA 18A:21-2, NJSA 18A:7G-31, and NJSA 18A:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the East Orange Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into a Legal Reserve account at year end, and

WHEREAS, the East Orange Board of Education has determined that (an amount not to exceed) up to \$1,000,000 is available for such purpose of transfer;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

n. Application for 2016 Safety Grant Program

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation upon the Superintendent of Schools, hereby approves the submission of a grant application for the 2016 Safety Grant Program through the New Jersey Schools Insurance Group for the purposes described in the application in the amount of \$17,509.00 for the period July 1, 2016 through June 30, 2017.

o. Approval of Contract - Food Service Management

WHEREAS, the Public Schools Contract Law 18A:18A-41.1, stipulates that a board of education may enter into an agreement for the services of food service management company which meets federal standards and procurement requirements pursuant to 7 C.F.R. Parts 240.8 and 210.9a; and

WHEREAS, the East Orange Board of Education advertised and received Request for Proposals (RFP) on May 25, 2016 for Food Service Management for the 2016-17 school year; and

WHEREAS, Sodexo Management, Inc. guarantees that the District shall receive an annual return of Six Hundred Thousand Four Hundred Sixty Eight Dollars (\$600,468.00) for the 2016-2017 school year; and

A. ACTING SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

o. Approval of Contract - Food Service Management – Cont’d

WHEREAS, if the annual financial return for the Food Service Program falls short of the aforementioned amount, Sodexo shall pay the difference to the District in an amount not to exceed one hundred percent (100%) of Sodexo’s annual Management Fee of \$301,633.00 and General Support Services Allowance of \$229,815.00 (“Sodexo’s Share”). Sodexo reserves the right to recover any such reimbursement made during the current contract year from that year’s surplus on a monthly basis; and

WHEREAS, any annual deficit greater than Sodexo’s share shall be borne by District; and

WHEREAS, pursuant to N.J.S.A 19:44A-20.26 (P.L.2005, c. 271, s.2) the aforementioned entity has submitted the required Political Contribution Disclosure Form and Stockholder Disclosure Certification, of which they both are on file;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve a contract for the provision of Food Service Management to Sodexo Management. Inc. for the 2016-2017 school year at for their annual Management Fee of \$301,633.00 and General Support Services Allowance of \$229,815.00;

BE IT FURTHER RESOLVED, the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, accepts the guarantee loss subsidy submitted by Sodexo Management, Inc.

p. Mandatory Direct Deposit for East Orange School District Employees

WHEREAS, in accordance to a bill signed into law by Gov. Chris Christie (P.L. 2013, c.28), local school districts can participate in a mandatory direct deposit; and

WHEREAS, the East Orange School District will provide direct deposit of net pay for all employees of the municipality in a specific banking institution based on information provided by the employee; and

WHEREAS, under the statute, the East Orange School District will make available for employees access to pay information via the District’s Employee Portal;

NOW, THEREFORE, BE IT RESOLVED, that effective July 1, 2016 it is mandatory that all employees of the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, hereby permit the East Orange School District to implement a mandatory direct deposit for all employees.

q. 2016 Police/Security Expo

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves six (6) employees from the Security Department to attend the 2016 Police/Security Expo in Atlantic City on June 28th and June 29th, 2016 at no cost to the district. Employees in attendance: Phillip Reed, Kimberly Scott, Eric Hayden, Anthony Cox, Fred Womack and Isaiah Jackson.

A. ACTING SUPERINTENDENT OF SCHOOLS

4. MAINTENANCE SERVICES

a. Recommendation for the Use of Facility

WHEREAS, N.J.S.A. 18A:20-20; 34 permits the use of school property for various purposes; and

WHEREAS, District Policy/Regulation #7510 states that all requests for the Use of Facility need board approval; and

WHEREAS, the following organizations have submitted their requests and have been supported by administration and the maintenance committee

No.	Organization	Schedule Title	School/Location	Event Date
1	B.O.Y. Inc. EO Rams	Football Games	Robeson Stadium	Sept. 10, 2016 (Sat) Sept. 17, 2016 (Sat) Oct. 9, 2016 (Sun) Oct. 16, 2016 (Sun) Oct. 23, 2016 (Sun)
2	Promoting Progress for Youth	Youth Football Games	Robeson Stadium	Sept. 3, 2016 (Sat) Sept. 11, 2016 (Sun) Sept. 18, 2016 (Sun) Oct. 23, 2016 (Sun) Oct. 30, 2016 (Sun) Nov. 12, 2016 (Sat) Nov. 19, 2016 (Sat)
3	Montclair Alunmae Chptr. of Delta Sigma Theta Sorority, Inc.	Enrichment program	Healy- Auditorium	Oct. 1, 2016 - May 6, 2017 (Sat)
4	Seasons of Learning	Afterschool Program	Warwick - All purpose Room and Media Cntr.	Sept. 6, 2016 - June 22, 2017 (Mon-Fri)

NOW THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, grant permission for the Use of Facilities to the organizations listed above as long as each organization submit all documents required in accordance to the District’s Policy and Regulation#7510.

ADJOURNMENT

POLICY COVER PAGE



ADMINISTRATION - POLICY
1140/page 1 of 2
Affirmative Action Program
Dec. 10

1140 **AFFIRMATIVE ACTION PROGRAM**

The Board of Education shall adopt and implement written educational equality and equity policies in accordance with the provisions of N.J.A.C. 6A:7 - Managing for Equality and Equity in Education.

The Board's affirmative action program shall recognize and value the diversity of persons and groups within society and promote the acceptance of persons of diverse, backgrounds regardless of race, creed, color, national origin, vestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status. The affirmative action program will also promote equal educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon race, creed, color, national origin, ancestry; age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status in the policies, programs, and practices of the Board of Education.

The Board shall inform the school community it serves of these policies in a manner including, but not limited to, the district's customary methods of information dissemination. The Board shall develop a Comprehensive Equity Plan once every three years, which shall identify and correct all discriminatory and inequitable educational and hiring policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.

The Board shall assess the district's needs for achieving equality and equity in educational programs based on an analysis of student performance data such as: National Assessment of Educational Progress and State assessment results, Pre-Kindergarten through grade twelve promotion/retention data, Pre-Kindergarten through grade twelve completion rates; re-examination and re-evaluation of classification and placement of students in special education programs if there is an over representation within certain groups; staffing practices; student demographic and behavioral data; quality of program data; and stakeholder satisfaction data prior to developing the Comprehensive Equity Plan. The purpose of the needs assessment is to identify and eliminate discriminatory practices and other barriers in achieving equality and equity in educational programs.

The Board shall annually designate a member of its staff as the Affirmative Action Officer and form an Affirmative Action Team, of whom the Affirmative Action Officer is a member, to coordinate and implement the requirements of N.J.A.C. 6A:7 — Managing For Equality And Equity in Education. The Board shall assure that all stakeholders know who the Affirmative Action Officer is and how to access him or her.



Policy Alerts

East Orange Board of Education

ADMINISTRATION - POLICY
1140/page 2 of 2
Affirmative Action Program

The Affirmative Action Officer **shall** have a New Jersey standard certification with an administrative, instructional, or educational services endorsement, pursuant to N.J.A.C. 6A:9B et seq. The Affirmative Action Officer shall: coordinate the required professional development training for certificated and non-certificated staff pursuant to N.J.A.C. 6A:7-1.6; notify all students and employees of district grievance procedures for handling discrimination complaints; and ensure the district grievance procedures, which include investigative responsibilities and reporting information, are followed.

The Affirmative Action Team shall: develop the Comprehensive Equity Plan pursuant to N.J.A.C. 6A:7-1.4(c); oversee the implementation of the district's Comprehensive Equity Plan pursuant to N.J.A.C. 6A:7-1.4(c); collaborate with the Affirmative Action Officer on coordination of the required professional development training for certificated and non-certificated staff pursuant to N.J.A.C. 6A:7-1.5; monitor the implementation of the Comprehensive Equity Plan; and conduct the annual district internal monitoring to ensure continuing compliance with State and Federal statutes governing educational equality and equity, pursuant to N.J.A.C. 6A:7-1.4(d).

The Board shall provide professional development training to all certificated and non-certificated school staff members on a continuing basis to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status. All new certificated and non-certificated staff members shall be provided with professional development training on educational equality and equity issues within the first year of employment. Parents and other community members shall be invited to participate *in* the professional development training.

The Commissioner or his/her designee shall provide technical assistance to local school districts for the development of policy guidelines, procedures, and in-service training for Affirmative Action Officers so as to aid in the elimination of prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status.

N.J.A.C. 6A:7-1.4; 6A:7-1.5; 6A:7-1.6

Adopted: February 8, 2011

Adopted:



1523 COMPREHENSIVE EQUITY PLAN

The Board of Education shall submit a Comprehensive Equity Plan based on an assessment of the district's needs for achieving equity in educational programs that includes a cohesive set of policies, programs, and practices that ensure high expectations and positive achievement patterns and equal access to education opportunity for all learners, including students and teachers.

The Board's obligation to be accountable for the requirements in N.J.A.C.6A:7 is not precluded or alleviated by any rule or regulation of any organization, club, athletic association, or other league or group.

The Comprehensive Equity Plan shall include the following:

1. **An assessment of the school district's needs for achieving equity in educational programs. The assessment shall include staffing practices, quality-of-program data, stakeholder-satisfaction data, and student assessment and behavioral data disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant, date of enrollment, student suspension, expulsion, Child Study Team referrals, preschool through grade twelve promotion/retention data, preschool through grade twelve completion rates, and re-examination and re-evaluation of classification and placement of students in special education programs if there is overrepresentation within a certain group;**
2. A description of how other Federal, State, and district policies, programs, and practices are aligned to the Comprehensive Equity Plan;
3. **Progress targets for closing the achievement gap;**
4. Professional development targets regarding the knowledge and skills needed to provide a thorough and efficient education as defined by the Core Curriculum Content Standards; differentiated instruction and formative assessments aligned to Core Curriculum Content Standards; and high expectations for teaching and learning; and
5. Annual targets addressing district needs in equity in school and classroom practices that are aligned to professional development targets.

The Comprehensive Equity Plan shall be **written** every three years and the Board of Education shall initiate the Comprehensive Equity Plan within sixty days of its approval and shall implement the plan in accordance with the timelines approved by the New Jersey Department of Education.



Policy Alerts

East Orange Board of Education

ADMINISTRATION - POLICY
1523 page 2 of 2
Comprehensive Equity Plan

In the event the Board of Education does not implement the Comprehensive Equity Plan within one hundred eighty days of its approval date, or fails to report its progress annually sanctions deemed to be appropriate by the Commissioner of Education or his/her designee shall be imposed, and may include action to suspend, terminate, or refuse to award continued Federal or State financial assistance, pursuant to N.J.S.A. 18A:55-2.

N.J.A.C. 6A:7-1.9

Adopted: 5 November 2008

Adopted: 8 February 2011

Adopted:



ADMINISTRATION - POLICY

1530/page 1 of 2

Equal Employment Opportunities

1530 EQUAL EMPLOYMENT OPPORTUNITIES

The Board of Education shall, in accordance with law, guarantee equal employment opportunity throughout the district.

The Board shall ensure all persons shall have equal and bias free access to all categories of employment and equal pay for equal work in this district without regard to the candidate's race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, socioeconomic status, or disability, pursuant to N.J.A.C. 6A:7-1.1. The school district's employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division of Civil Rights.

The Board will use equitable practices that prevent imbalance and isolation based on race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation gender, **gender identity or expression**, socioeconomic status, or disability among the district's certificated and non-certificated staff and within every category of employment, including administration. Promotions and transfers will be monitored to ensure non-discrimination.

The Board shall not assign, transfer, promote or retain staff, or fail to assign, transfer, promote or retain staff, on the sole basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability or socioeconomic status, pursuant to N.J.A.C. 6A:7-1.1.

The Board will target-underutilized groups in every category of employment. The Board will provide among the faculty of each school role models of diverse racial and cultural backgrounds.

The Board shall not enter into a contract with a person, agency, or organization discriminates in employment practices or in the provision of benefits or services, on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation gender, **gender identity or expression**, socioeconomic status, or disability, either in employment practices or in the provision of benefits or services to students or employees, pursuant to N.J.A.C. 6A:7-1.1.

The Superintendent shall promulgate a complaint procedure for the adjudication of disputes alleging violation of the law prohibiting discrimination in employment or this policy.

The Board shall not discriminate against any person for that person's exercise of rights under the laws prohibiting discrimination in employment or this policy.



Policy Alerts

East Orange Board of Education

ADMINISTRATION - POLICY
1530/page 2 of 2
Equal Employment Opportunities

N.J.S.A. 18A:6-5; 6-6; 18A:28-10; 18A:29-2

N.J.A.C. 6A:7-1.1 et seq. 6A:7-1.8

Cross reference: Policy Guide Numbers 1510, 1550 and Regulation Guide Nos. 1530

Adopted: 5 November 2008

Adopted: 8 February 2011

Adopted:

DRAFT



Policy Alerts

East Orange Board of Education

ADMINISTRATION - REGULATION
R 1530/page 1 of 4
Equal Employment Opportunity
Complaint Procedure
M

R 1530 **EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE**

A. Purpose and Application

1. The purpose of this procedure is to give any district employee or candidate for employment the opportunity to appeal an alleged denial of equal employment opportunity in violation of state and federal laws and Policy No. 1530, guaranteeing “equal access to all categories of employment without regard to the candidate’s race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, socioeconomic status, or disability.”
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and should be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual employees.

B. Definitions

1. “Board of Education” means the Board of Education of the East Orange School District.
2. “Complaint” means an alleged discriminatory act or practice.
3. “Complainant” means a staff member who alleges a discriminatory act or practice.
4. “Day” means a working or calendar day as identified.
5. “Discriminatory act or practice” means denial of equal employment opportunity in violation of state and federal laws and Policy No. 1530.
6. “School district” means the East Orange School District.



Policy Alerts

East Orange Board of Education

ADMINISTRATION - REGULATION
R 1530/page 2 of 4
Equal Employment Opportunity
Complaint Procedure

C. Procedure

1. A complainant who believes that he/she has been harmed or adversely affected by a discriminatory practice or act prohibited by law and/or policy shall discuss the matter with his/her immediate supervisor in an attempt to resolve the matter informally.
2. If the matter is not resolved to the satisfaction of the complainant within thirty working days, the complainant may submit a written complaint to the Affirmative Action Officer. The complaint will include:
 - a. The complainant's name and address,
 - b. The specific act or practice that the complainant complains of,
 - c. The school employee, if any, responsible for the allegedly discriminatory act,
 - d. The results of discussions conducted in accordance with paragraph C1, and
 - e. The reasons why those results are not satisfactory.
3. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the written complaint. A copy of the complaint and the response will be forwarded to the Superintendent.
4. The response of the Affirmative Action Officer may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have acted discriminatorily.
5. On his/her timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with a discriminatory act and any other person with knowledge of the act complained of.



Policy Alerts

East Orange Board of Education

ADMINISTRATION - REGULATION

R 1530/page 3 of 4

Equal Employment Opportunity Complaint Procedure

6. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties.
7. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
 - a. The original complaint,
 - b. The response to the complaint,
 - c. The Superintendent's decision,
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented, and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
8. A copy of the appeal to the Board must be given to the staff member, if any, charged with a discriminatory act.
9. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
10. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
11. The complainant will be informed of his/her right to appeal the Board's decision to the:
 - a. Commissioner of Education
Division of Controversies and Disputes
New Jersey State Department of Education
P.O. Box 500
Trenton, New Jersey 08625
Telephone: (609) 292-5705 or the



Policy Alerts

East Orange Board of Education

ADMINISTRATION - REGULATION
R 1530/page 4 of 4
Equal Employment Opportunity
Complaint Procedure

b. New Jersey Division on Civil Rights
Trenton Regional Office
Office of the Attorney General
140 East Front Street – 6th Floor
Trenton, New Jersey 08625-0090
Telephone: (609) 292-4605

D. Record

1. The records of any complaint processed in accordance with this procedure shall be maintained in a file kept by the Affirmative Action Officer.
2. A copy of the decision rendered at the highest level of appeal will be kept in the employee's personnel file.

Issued: 5 November 2008

Issued: 8 February 2011

Issued:



ADMINISTRATION - POLICY

1550/page 1 of 2

Affirmative Action Program for Employment and Contract
Practices/Employment Practices Plan

M

1550 **AFFIRMATIVE ACTION PROGRAM FOR EMPLOYMENT AND CONTRACT PRACTICES/EMPLOYMENT PRACTICES PLAN**

The Board of Education shall, in accordance with State statutes and administrative code and Federal law and regulations, strive to overcome the effects of any previous patterns of discrimination in district employment practices and shall systematically monitor district procedures to ensure continuing compliance with anti-discrimination laws and regulations.

The Board shall ensure all persons regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status shall have equal and bias-free access to all categories of employment in the public educational system of New Jersey pursuant to N.J.A.C. 6A:7-1.1.

The Board will not enter into any contract with a person, agency, or organization that discriminates on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status, either in employment practices or in the provision of benefits or services to students or employees.

The Board shall not assign, transfer, promote or retain staff, or fail to assign, transfer, promote or retain staff, on the sole basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status.

The Board shall ensure equal pay for equal work among members of the district's staff, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status, pursuant to N.J.A.C. 6A:7-1.1.

An administrator designated annually shall serve as Affirmative Action Officer and shall coordinate all activities designed to implement this policy. It will be the responsibility of the Affirmative Action Officer to:

1. Study job descriptions, job qualifications, and salary guides for discriminatory practices;
2. Compare the characteristics of persons in the district's hiring region who possess skills required by the district to the characteristics of district employees;
3. Develop methods to search out sources of candidates for employment;



Policy Alerts

East Orange Board of Education

ADMINISTRATION - POLICY
1550/page 2 of 2
Affirmative Action Program for
Employment and Contract Practices

4. Recommend methods of recruitment that will encourage minority and female applicants;
5. Review recruiting advertisements and application forms;
6. Compare data on the promotion and discharge of women and minorities to district-wide data on promotion and discharge of employees; and
7. Recommend programs that will encourage greater job opportunities for women and members of minority groups.

N.J.A.C. 6A:7-1.1 et. seq.: 6A:7-1.8

Adopted: 5 November 2008

Adopted: 8 February 2011

Adopted:



Policy Alerts

East Orange Board of Education

ADMINISTRATION - REGULATION

R 1550/page 1 of 4

Affirmative Action Program for Employment and
Contract Practices/Employment Practices

Plan Complaint Procedure

M

R 1550 **AFFIRMATIVE ACTION PROGRAM FOR EMPLOYMENT AND
CONTRACT PRACTICES/EMPLOYMENT PRACTICES PLAN
COMPLAINT PROCEDURE**

A. Purpose and Application

1. The purpose of this procedure is to give any district employee or candidate for district employment the opportunity to appeal an alleged violation of the district's Affirmative Action Plan for employment and contract practices, as set forth in Policy No. 1550 or in a plan formally adopted by the Board of Education and approved by the Commissioner.
2. No qualified handicapped person, shall, on the basis of handicap, be subjected to discrimination in employment and the Board will take positive steps to employ and advance in employment qualified handicapped persons in programs and activities.
3. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and should be implemented in an informal manner.
4. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
5. All participants in the procedure will respect the confidentiality that this district accords to information about individual teaching staff members.

B. Definitions

1. "Board of Education" means the Board of Education of the East Orange School District.
2. "Complaint" means an alleged violation of the district's Affirmative Action Plan or Policy.
3. "Complainant" means a teaching staff member who alleges a violation of the district's Affirmative Action Plan or Policy No. 1550.



Policy Alerts

East Orange Board of Education

ADMINISTRATION - REGULATION

R 1550/page 2 of 4

Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure

4. "Day" means a working or calendar day as identified.
5. "School district" means the East Orange School District.
6. "Violation" means the failure of a district official or employee to take the positive steps outlined in Policy No. 1550 or the duly approved Affirmative Action Plan to remove impermissible bias or preference from all aspects of district employment practices and/or to correct the results of past discrimination.

C. Procedure

1. A complainant who believes that he/she has been harmed or adversely affected by a failure to enforce the district's Affirmative Action Plan for employment and contract practices shall discuss the matter with his/her immediate supervisor in an attempt to resolve the matter informally.
2. If the matter is not resolved to the satisfaction of the complainant within thirty working days, the complainant may submit a written complaint to the Affirmative Action Officer. The complaint will include:
 - a. The complainant's name and address,
 - b. The specific failure to act that the complainant complains of,
 - c. The school officer or employee, if any, responsible for the alleged violation of the Affirmative Action Plan,
 - d. The results of discussions conducted in accordance with paragraph C1, and
 - e. The reasons why those results are not satisfactory.
3. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than fifteen working days after receipt of the written complaint. A copy of the complaint and the response will be forwarded to the Superintendent.



Policy Alerts

East Orange Board of Education

ADMINISTRATION - REGULATION

R 1550/page 3 of 4

Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure

4. The response of the Affirmative Action Officer may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have violated the Affirmative Action Plan.
5. On his/her timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than fifteen working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with violation of the Affirmative Action Plan and any other person with knowledge of the violation complained of.
6. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties and to the Board of Education.
7. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal will include:
 - a. The original complaint,
 - b. The response to the complaint,
 - c. The Superintendent's decision,
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented, and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
8. A copy of the appeal to the Board must be given to the staff member, if any, charged with a violation of the Affirmative Action Plan.



Policy Alerts

East Orange Board of Education

ADMINISTRATION - REGULATION

R 1550/page 4 of 4

Affirmative Action Program for Employment and Contract Practices/Employment Practices Plan Complaint Procedure

9. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
 10. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
 11. The complainant will be informed of his/her right to appeal the Board's decision to the:
 - a. Commissioner of Education
Division of Controversies and Disputes
New Jersey State Department of Education
P.O. Box 500
Trenton, New Jersey 08625-0500
Telephone: (877) 900-6960 or the
 - b. New Jersey Division on Civil Rights
Trenton Regional Office
Office of the Attorney General
140 East Front Street – 6th Floor
Trenton, New Jersey 08625-0090
Telephone: (609) 292-4605
- D. Record
1. The records of any complaint processed in accordance with this procedure shall be kept in a file maintained by the Affirmative Action Officer.
 2. A copy of the decision rendered at its highest level of appeal will be kept in the complainant's personnel file.

Issued: 5 November 2008

Issued: 8 February 2011

Issued:



2200 CURRICULUM CONTENT

The Board of Education will provide the instruction and services mandated by law and rules as necessary for the implementation of a thorough and efficient system of free public education and such other instruction and services as the Board deems appropriate for the thorough and efficient education of the students of this district. The Board shall annually approve all programs and courses that comprise the district's curriculum and shall approve any subsequent changes in the curriculum in accordance with **Policy 2220**.

For purposes of this policy "curriculum" means planned learning opportunities designed to assist students toward the achievement of the intended outcomes of instruction.

The curriculum will be reviewed by the Superintendent and approved annually by the Board. In accordance with law, the curriculum shall, as a minimum, include the curricular mandates of N.J.S.A. 18A - Education and N.J.A.C. 6 and 6A - Education and all of the New Jersey Core Curriculum Content Standards and Cumulative Progress Indicators and the courses required by Policy No. 5460 and N.J.A.C. 6A:8-5 for high school graduation.

The Superintendent is responsible for implementing the curriculum approved by the Board.

The Board directs the curriculum be consistent with the educational goals and objectives of this district, the New Jersey Core Curriculum Content Standards and responsive to identified student needs. The Superintendent shall, in consultation with teaching staff members, assure the effective articulation of curriculum across all grade levels and among the schools of this district.

The curriculum shall provide programs in accordance with Board policies and the New Jersey Core Curriculum Content Standards, including but not limited to:

1. Preparation of all students for employment or post-secondary study upon graduation from high school;
2. Instruction in workplace readiness skills, visual and performing arts, comprehensive health and physical education, language arts literacy, mathematics, science, social studies (including instruction on the Constitution of the United States, United States history, Community Civics, and the geography, history and civics of New Jersey, and World Languages;
3. Continuous access to sufficient programs and services of a library/media facility, classroom collection, or both, to support the educational program of all students in accordance with **Policy 2530**;



Policy Alerts

East Orange Board of Education

PROGRAM - POLICY
2200/page 2 of 2
Curriculum Content

4. Guidance and counseling to assist in career and academic planning for all students, in accordance with **Policy 2411**;
5. A continuum of educational programs and services for all children with disabilities, in accordance with Policy and Regulation **2460**;
6. Bilingual education, English as a Second Language, and English language services for students of limited English language proficiency, when the number of such students so necessitates, in accordance with **Policy 2423**;
7. Programs and services for students at risk who require remedial assistance in accordance with **Policies** 2414, 2415, and 5460;
8. Equal educational opportunity for all students in accordance with **Policies** 2260, 5750 and 5755;
9. Career awareness and exploration as required, and vocational education as appropriate;
10. Educational opportunities for students with exceptional abilities, in accordance with **Policy 2464**;
11. Instruction in accident and fire prevention;
12. A substance abuse prevention program;
13. A program for family life education; and
14. Programs that encourage the active involvement of representatives from the community, business, industry, labor and higher education in the development of educational programs aligned with the standards.

N.J.S.A. 18A:6-2; 18A:6-3; 18A:35-1 et seq.
N.J.A.C. 6A:8-1.1 et seq.; 6A:14 et seq.
New Jersey Core Curriculum Content Standards

Adopted: 3 June 2009

Adopted:



R 2200 CURRICULUM CONTENT

Courses of study and instructional materials and programs shall be designed to eliminate discrimination and promote understanding and mutual respect between children **regardless** of different races, colors, creeds, **age, marital status, affectional or** sexual orientations, **gender, gender identity or expression, ancestry**, national origins, **socioeconomic** status, and/or **disability**.

In order to eliminate possible bias in the curriculum, staff shall use the following criteria:

- A. When instructional material contains stereotypes or discriminatory statements, staff should help students identify the stereotypes or discriminatory statement(s) and discuss with students the consequences of repeated stereotyping and discriminatory statements.
- B. If a particular instructional material is highly objectionable, staff should not use it, such material should be brought to the attention of the Building Principal so that the Affirmative Action Officer can evaluate the objectionable material. Alternatively, the teacher might discuss the questionable material instead of eliminating it, depending on the makeup and maturity of the class and the purposes of the instruction.
- C. Another recommended technique for handling materials that contain biases or stereotypes is to offset it by using unbiased supplementary materials.
- D. Community involvement when developing instructional programs and attendant materials shall be encouraged.

Issued: 3 June 2009

Issued:



2260 AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND CLASSROOM PRACTICES

The Board of Education shall provide equal and bias-free access for all students to all school facilities, courses, programs, activities, and services regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status, by:

1. Ensuring equal and barrier-free access to all school and classroom facilities;
2. Attaining minority representation within each school, which approximates the district's overall minority representation. Exact apportionment is not required; however, the ultimate goal is reasonable plan achieving the greatest degree of racial balance, which *is* feasible and consistent with sound educational values and procedures;
3. Utilizing a State approved English language proficiency measure on an annual basis for determining the special needs **of English language learners and their** progress in learning English pursuant to N.J.A. C. 6A:15-1.3:9**(b)**;
4. Utilizing bias-free multiple measures for determining the special needs of students with disabilities, pursuant to N.J.A. C. 6A:14-3.4;
5. Ensuring that support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all students;
and
6. Ensuring that a student is not discriminated against because of a medical condition. A student shall not be excluded from any education program or activity because of a long-term medical condition unless a physician certifies that such exclusion is necessary. If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction without prejudice or penalty.

The Board of Education shall ensure that the district's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and address the elimination of discrimination by narrowing the achievement gap, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status, by:



Policy Alerts

East Orange Board of Education

PROGRAM - POLICY

2260/page 2 of 3

Affirmative Action Program for School
And Classroom Practices

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status;
2. Ensuring courses shall not be offered separately on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status;
 - a. Portions of classes which deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions for male and female students, provided that the course content for such separately conducted sessions is the same.
3. Reducing or preventing the under representation of minority, female, and male students in all classes and programs including gifted and talented, accelerated, and advanced classes;
4. Ensuring that schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and those students understand the basic tenet of multiculturalism;
5. Ensuring that African American history, as well as the history of other cultures, is infused into the curriculum and taught as part of the history of the United States, pursuant to N.J.S.A. 18A:35-1 and the New Jersey Core Curriculum Content Standards; and
6. Ensuring that instruction on the Holocaust and other acts of genocide is included in the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A.18A:35-28.

The Board of Education shall ensure all students have access to adequate and appropriate counseling services, When informing students about possible careers, professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status. The district will not use tests, guidance, or counseling materials which are biased or stereotyped on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status.



Policy Alerts

East Orange Board of Education

PROGRAM - POLICY

2260/page 3 of 3

Affirmative Action Program for School
And Classroom Practices

The Board of Education shall ensure that the districts physical education program and its athletic programs are equitable, co-educational, and do not discriminate on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, **gender identity or expression**, religion, disability, or socioeconomic status, as follows:

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable;
2. A school within the school district may choose to operate separate teams for both genders in one or more sports or single teams open competitively to members of both genders, so long as the athletic program as a whole provides equal opportunities for students of both genders to participate in sports at comparable levels of difficulty and competency; and
3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

N.J.S.A. 18A:36-20

N.J.A.C. 6A:7-1.7

Adopted: 3 June 2009

Adopted: 8 February 2011

Adopted:



R 2260 **AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND
CLASSROOM PRACTICES COMPLAINT PROCEDURE**

A. Purpose and Application

1. The purpose of this procedure is to give any student or the parent(s) or legal guardian(s) of a student the opportunity to appeal an alleged violation of the district's Comprehensive Equity Plan for school and classroom practices, as set forth in **Policy 2260**.
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and will be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual students.

B. Definitions

1. "Affirmative Action Officer" means the district official responsible for the coordination of activities relating to compliance with the Affirmative Action Plan.
2. "Board of Education" means the Board of Education of the East Orange School District.
3. "Complainant" means a student or parent(s) or legal guardian(s) who believes that he/she has been harmed or adversely affected by a failure to enforce the district's Affirmative Action Plan.
4. "Complaint" means an unresolved problem concerning the interpretation or application by an officer or employee of this school district of law and regulations regarding the Affirmative Action Plan.
5. "Comprehensive Equity Plan" means the Affirmative Action Plan for school and classroom practices adopted by the Board.



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION

R 2260/page 2 of 4

Affirmative Action Program for School and Classroom
Practices Complaint Procedure

6. "Day" means a working or calendar day as identified.
 7. "Student" means an individual enrolled in any formal educational program provided by the school district.
 8. "School district" means the East Orange School District.
 9. "Violation" means the failure of a district official or employee to take the positive steps outlined in **Policy 2260** and/or included in the Affirmative Action Plan.
- C. Procedure
1. A complainant shall discuss his/her complaint with the staff member most closely involved in an attempt to resolve the matter informally.
 2. If the matter is not resolved to the satisfaction of the complainant within thirty working days, the complainant may submit a written complaint to the Affirmative Action Officer. The complaint will include:
 - a. The student's name and, in the complaint of a person acting on behalf of the student, the name and address of the complainant,
 - b. The specific failure to act that the complainant complains of,
 - c. The school employee, if any, responsible for the alleged violation of the Affirmative Action Plan,
 - d. The results of discussions conducted in accordance with paragraph C1, and
 - e. The reasons why those results are not satisfactory.
 3. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the written complaint. A copy of the complaint and the response will be forwarded to the Superintendent.



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION

R 2260/page 3 of 4

Affirmative Action Program for School and Classroom
Practices Complaint Procedure

4. The response of the Affirmative Action Officer may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have violated the Affirmative Action Plan.
5. On his/her timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with violation of the Affirmative Action Plan and any other person with knowledge of the violation complained of.
6. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties and to the Board.
7. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
 - a. The original complaint,
 - b. The response to the complaint,
 - c. The Superintendent's decision,
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented, and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
8. A copy of the appeal to the Board must be given to the staff member, if any, charged with a violation of the Affirmative Action Plan.



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION

R 2260/page 4 of 4

Affirmative Action Program for School and Classroom
Practices Complaint Procedure

9. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
 10. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
 11. The complainant will be informed of his/her right to appeal the Board's decision to the Commissioner of Education or to the New Jersey Division on Civil Rights.
- D. Record

The records of any complaint processed in accordance with this procedure shall be maintained in a file separate from the student's cumulative file. A notation shall be made in the student's file of the presence of the record in the separate file.

Issued: 3 June 2009

Issued: 8 February 2011

Issued:



2411 GUIDANCE COUNSELING

The Board of Education requires that a planned program of guidance and counseling be an integral part of the educational program of the schools to assist students in making and implementing informed educational and occupational choices including academic, career and personal/social development.

A program of guidance and counseling, including developmental career guidance and exploration, shall be offered to all students in this school district and shall be conducted entirely by teaching staff members certified as guidance personnel.

The Superintendent is directed to implement a guidance program that carries out the purposes of this policy and:

1. Involves teaching staff members at all appropriate levels;
2. Honors the individuality of each student;
3. Is integrated with the total educational program;
4. Is coordinated with available resources of the community;
5. Provides for cooperation of school staff with **parent** and shares **parents'** concern for the development of their children;
6. Provides for the means of sharing information among appropriate staff members in the student's interest;
7. Is available equitably to all students and prohibits biased counseling and the use of materials that discriminate among students on the basis of their race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation **gender, gender identity or expression, socioeconomic status** or disability; and
8. Establishes a referral system that utilizes all the aid the schools and community offer, guards the privacy of the student, and monitors the efficacy of such referrals.

N.J.A.C. 6A:19-1.2; 6A:8-2.2

N.J.A.C. 6A:7-1.7; 6A:8-3.2

Adopted: 3 June 2009

Adopted:



R 2411 **GUIDANCE COUNSELING**

A. Counseling Services

1. The purpose of guidance and counseling services is to assist students in self-examination, self-evaluation, and analysis of alternatives so that each student can benefit most fully from his/her education and life experiences.
2. Counseling services will include:
 - a. Career awareness and exploration, and academic planning through consideration of personal interests, past and potential performance, and present opportunities,
 - b. Personal/social development including adjustment to situational problems, understanding of the consequences of personal behavior, and referral to assistance where appropriate, and
 - c. Crisis counseling to assist students undergoing extreme emotional reactions that disrupt immediate functioning, including post-crisis planning and referral for treatment as necessary.
3. All counseling services shall be free of bias on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation **gender, gender identity or expression, socioeconomic status** or disability.

B. Career Awareness and Exploration

In fulfillment of the New Jersey Core Curriculum Content Standards, the school district shall provide a comprehensive program of guidance and counseling to facilitate career awareness and exploration for all students which shall be designed to:

1. Assist students in making informed educational and occupational choices;
2. Encourage students to maintain portfolios consisting of accomplishments related to the Cross Content Workplace Readiness Standards;
3. Develop student competency in self-management, educational and occupational exploration and career planning;



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION

R 2411/page 2 of 3

Guidance Counseling

4. Make students aware of the relationship among personal qualities, education, training and the world of work; and
 5. Acquaint students with the relationship between achieving academic standards and the attainment of career goals.
- C. Consulting Services
1. The purpose of consulting services is the improvement of the instructional program and the delivery of educational services by the collaboration of those staff members responsible for the instructional program and the development of individual students.
 2. Consulting services will include:
 - a. Identification of the needs of students,
 - b. Identification, evaluation, and program implementation of students with special needs,
 - c. Development and implementation of preventive and supportive programs to address such problems as student attendance, violence, and suicide,
 - d. Alerting professional staff to the purposes, functions, and availability of guidance and counseling services,
 - e. Encouragement of cooperation among teaching staff members and parent in resolving individual student problems and addressing student needs,
 - f. Establishment and maintenance of fruitful relationships with state and local agencies for the purpose of professional referral and the sharing of experiences,
 - g. Cooperation with business and industry to facilitate student job placement and vocational training, and
 - h. Maintenance of a library of occupational and educational information.



D. Evaluation

The program of guidance and counseling will be reviewed annually to determine its strengths and weaknesses. The following information may be gathered and analyzed in that review:

1. Annual record of graduate placements in post-secondary situations;
2. Assessments of past graduates as to the effectiveness of guidance services received in the high school;
3. Results of surveys of parent and staff evaluations of guidance services;
4. Analysis of the efficacy of outside referrals;
5. Assessments by persons not employed in the school district and expert in the field of guidance and counseling; and
6. The personal evaluations of the guidance and counseling staff members to identify weaknesses in the administration of the program.

Issued: 3 June 2009

Issued:



2423 BILINGUAL AND ESL EDUCATION

The Board of Education will provide programs of bilingual education, English as a second language (ESL), and English language services for **English Language Learners (ELLs)** as required by law and rules of the State Board of Education. **ELLs** are those students whose native language is other than English and who have **varying degrees of English language proficiency in any one of the domains of** speaking, reading, writing, or **listening and is synonymous with limited** English **speaking ability pursuant to N.J.S.A. 18:35-15 to 26.**

Identification of **ELLs**

The Board will conduct a screening process to determine the native language of each **ELL** at the time of enrollment in the school district. A census shall be maintained of all **identified students** whose native language is other than English. The English language proficiency of each student whose native language is not English shall be determined by a screening process that includes the administration of a New Jersey Department of Education approved English language proficiency test, an assessment of the student's level of reading in English, a review of the student's previous academic performance **including their performance on** standardized tests in English, and a review of the input of teaching staff members responsible for the educational program **for ELLs.**

Program Implementation

The district shall provide the following program:

1. An English language services program **to improve the English language proficiency of ELLs** whenever there are **at least** one but fewer than ten **ELLs** enrolled **in** the district. English language services shall be **provided in** addition to the regular school program;
2. An ESL program **that provides at least one period of ESL instruction based on student proficiency** whenever there are ten or more **ELLs** enrolled **in the school** district; and
3. A bilingual **education** program whenever there are twenty or more **ELLs** in any one language classification **enrolled in the school district pursuant to N.J.S.A. 18A:35-18.** Where the age range, grade span, and/or geographical location of eligible students makes a full-time bilingual program impractical, the Board may **annually** offer instructional program an. alternative, provided a waiver for the alternative program has been requested and approval has been granted by the Department of Education. The Board may establish a program in bilingual education for any language classification with fewer than twenty students.



All teachers in these programs shall be appropriately certified in accordance with the requirements as outlined in N.J.A.C. 6A:15-1.9. Every student participating in a bilingual, ESL, or English language services program shall be entitled to continue such participation for a period of three years **pursuant to N.J.S.A. 18A:35-19**.

Bilingual **English as a Second Language**, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry

Students enrolled in a bilingual, ESL, or English language services program shall be assessed annually **using** a New Jersey Department of Education approved English language proficiency test to determine their progress in achieving English language proficiency goals and readiness for exiting the program. **ELLs** enrolled in a bilingual, ESL, or English language services program shall be placed in a monolingual English program when they have demonstrated to function successfully in the English-only program. **The process to determine the readiness or inability of the individual student to function successfully in the English-only program** shall be initiated by the student's level of English proficiency as measured by a New Jersey Department of Education established standard on the English language proficiency test. **The** readiness of the student shall be further assessed on the basis of multiple indicators **that** shall **include**, at a minimum: classroom performance; the student's reading level in English; the judgment of the teaching staff member or members responsible for the educational program of the **student**; and performance on achievement tests in English.

In accordance with provisions of N.J.S.A. 18A:35-22.1, a parent may remove a student who is enrolled in a bilingual education program at any time; except that during the first three years of a student's participation in a bilingual education program, **the** parent may only remove the student at the end of each school year. If during the first three years of a student's participation in a bilingual education program, a parent wishes to remove the student prior to the end of each school year, the removal must be approved by the Executive County Superintendent of Schools. The parent may appeal the Executive County Superintendent's decision to the Commissioner of Education.

Newly exited students who are not progressing in the main stream English program may be considered for re-enter to bilingual and ESL programs in accordance with the provisions of N.J.A.C. 6A:15-1.10(e) 1 through (e) 5.

When the review process **for exiting a student from a bilingual, ESL, or English language services program has been** completed, the student's parent shall be informed by mail of the placement determination. A parent or teaching staff member who disagrees with the proposed placement may appeal the decision in writing to the Superintendent of Schools, who will provide a written explanation for the decision within **seven** working days. The complainant may appeal this decision in writing to the Board **within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision**. The Board will review the appeal and respond in writing **to the parent** within forty-five calendar days **of the Board's**



Policy Alerts

East Orange Board of Education

PROGRAM - POLICY
2423/page 3 of 3
Bilingual and ESL Education

receipt of the parent's written appeal to the Board. A complainant not satisfied with the Board's **determination of the appeal** may appeal to the Commissioner of Education.

Parental Involvement

The parent of **ELLs** will be notified, in accordance with the provisions of N.J.A.C. 6A:15-1.13, that their child has been identified as eligible for enrollment in a bilingual, ESL or English language services program. Notice shall be in writing **and in the language in which the parent(s)** possesses a primary speaking ability, and in English. The notice must also include **a statement** that the parents have the option of declining **their child's** enrollment **in a bilingual program, and shall be given an opportunity to do so** if they **choose**.

The district will notify the parent of the **ELLs** by mail **within** thirty days **of the child's identification**.

Parent(s) shall receive progress reports **of students enrolled in bilingual, ESL, or English language services programs** in the same manner and frequency as **progress reports are those sent to parents or legal guardians of other students enrolled in the district**.

The Superintendent or designee will provide for the maximum practical involvement of parent(s) of ELLs in the development and review of program **objectives and dissemination of information to and from the district Boards of Education and communities served by the bilingual, ESL, or English language services education programs. A school district that implements a bilingual education program shall establish a parent advisory committee on bilingual education of which the majority membership will be parent of ELLs.**

Graduation

ELLs will qualify for graduation from high school in accordance with N.J.A.C. 6A:8-5.1(a) and **Policy 5460**.

Program Plan

The Superintendent shall prepare and submit a plan for a bilingual ESL, or English language services program every three years for approval to the Board and the New Jersey Department of Education for approval in accordance with the provisions of N.J.A.C. 6A:15-1.6.

N.J.S.A. 18A:35-15 through 18A:35-25 et seq.
N.J.A.C. 6A:15-1.1 et seq.

Adopted: 3 June 2009
Adopted: 14 September 2010
Adopted: 8 February 2011
Adopted:



R 2423 **BILINGUAL AND ESL EDUCATION**

A. Definitions

1. “Bilingual education program” means a full-time program of instruction in all courses or subjects **that** a student is required by law or rule to receive are given in the native language of **English language learners (ELLs) enrolled in the program** and also in English; in the aural comprehension, **speaking, reading** and writing of **English**, and in the history and culture of the country, territory, **or geographic area that is the** native land of the parents of **ELLs enrolled** in the program, and in the history and culture of the United States.
2. “Bilingual part-time component” means an alternative program in which students are assigned to mainstream English classes, but are scheduled daily for their developmental reading and mathematics instruction with a certified bilingual teacher.
3. “Bilingual resource program” means an alternative program in which students receive daily instruction from a certified bilingual teacher in identified subjects and with specified assignments on an individual basis.
4. “Bilingual tutorial program” means a program alternative in which students are provided one period of instruction from a certified bilingual teacher in a content area required for graduation and a second period of tutoring in other required content areas.
5. “Dual language bilingual education program” means a full time program of instruction in elementary and secondary schools **that** provide structured English language instruction and instruction in a second language in all content areas for **ELLs** and native English speaking students enrolled in the program.
6. “Educational needs” means the particular educational requirements of **ELLs**, the fulfillment of which will provide them with equal educational opportunities.
7. “English as a second language (ESL) program” means a daily development second language program of **at least one period** of instruction based on student language proficiency which teaches aural comprehension, speaking, reading, and writing in English using second language teaching techniques, and incorporates the cultural aspects of the student’s experiences in their ESL instruction. A period is the time allocated in the school schedule for instruction in core subjects.



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 2 of 11
Bilingual and ESL Education

8. **"English language development standards" means the 2012 Amplification of the English Language Development Standards, Kindergarten - Grade 12, incorporated herein by reference, as amended and supplemented, developed by the World-Class Instructional Design and Assessment (WIDA) Consortium. They are the standards and language competencies ELLs in preschool programs and elementary and secondary schools need to become fully proficient in English and to have unrestricted access to grade-appropriate instruction in challenging academic subjects. The standards are published by the Board of Regents of the University of Wisconsin System, on behalf of the WIDA Consortium (www.wida.us) and are available for review at <http://www.wida.us/standards/eld.aspx>.**
9. **"English language learner" or "ELL" means a student whose native language is other than English. The term refers to students with varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability as used in N.J.S.A. 18A:35-15 to 26.**
10. "English language proficiency test" means a test **that** measures English language skills in the areas of aural comprehension, speaking, reading and writing.
11. "English language services" means services designed to improve the English language skills of **ELLs**. These services, provided in school districts with less than ten **ELLs**, are in addition to the regular school program and **are designed to develop** aural comprehension, speaking, reading and writing skills in English.
12. "Exit criteria" means the criteria **that** must be applied before a student may be exited from a bilingual, ESL, or English language services education program.
13. "High-intensity ESL program" means a program alternative in which students receive two or more class periods a day of ESL instruction. One period is the standard ESL class and the other period is a tutorial or ESL reading class.
14. "Instructional program alternative" means a part-time program of instruction that may be established by a Board of Education in consultation with and approval of the New Jersey Department of Education. All students in an instructional program alternative receive English as a second language.
15. "Native language" means the language first acquired by the student, the language most often spoken by the student, or the language most often spoken in the student's home, regardless of the language spoken by the student.



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 3 of 11
Bilingual and ESL Education

16. "Parent(s)" **for the purposes of Policy and Regulation 2423** means the natural parent(s) or the legal guardian(s), foster parent(s), surrogate parent(s), or person acting in the place of a parent with whom the student legally resides. **When** parents are separated or divorced, parent means the person(s) who has legal custody of the student, provided such parental rights have not been terminated by a court of appropriate jurisdiction.
 17. "Review process" **means** the process established by the Board of Education to assess **ELLs** for exit from a bilingual, ESL, or English language services program.
 18. "Sheltered English instruction" **means** an instructional approach used to make academic instruction in English understandable to **ELLs**. Sheltered English classes are taught by regular classroom teachers who have received training on strategies to make subject area content comprehensible for **ELLs**.
- B. Identification of Eligible English **Language Learners (ELLs)**
1. The Supervisor of Bilingual/ESL will determine the native language of each **ELL** at the time of enrollment of the student in the school district. The Supervisor of Bilingual/ESL will:
 - a. Maintain a census indicating all students identified whose native language is other than English; and
 - b. **Develop a screening process, initiated by a home-language survey, to determine which students in Kindergarten to grade twelve, of those whose native language is other than English, must be tested to determine English language proficiency. The screening shall be conducted by a bilingual/ESL or other certified teacher, and shall be designed to distinguish students who are proficient English speakers and need no further testing.**
 2. The district shall determine the English language proficiency of all students from Kindergarten to grade twelve, who are not screened out **and** whose native language is other than English by **administering** a Department of Education approved English language proficiency test, assessing the level of reading in English, reviewing the previous academic performance of students as well as standardized tests in English and reviewing the input of teaching staff members responsible for the educational program for **ELLs**.



Students who do not meet the New Jersey Department of Education standard on a Department-approved language proficiency test and who have at least one other indicator **shall be considered ELLs**. The Supervisor of Bilingual/ESL shall also use age appropriate assessment methodologies to identify limited English proficient preschool students in order to determine their individual language development needs.

C. Bilingual Programs for English **Language Learners (ELLs)**

1. All Kindergarten through grade **twelve ELLs** enrolled in the district **pursuant to N.J.S.A. 18A:7F-46** will **be provided with all** required courses and support services outlined in a. through g. below to prepare **ELLs** to meet the Core Curriculum Content Standards for high school graduation. This may include tutoring, after-school programs, summer programs, and remedial services as needed by **ELLs**. The district shall also provide appropriate instructional programs to eligible pre-school **ELLs** based on need according to the New Jersey Preschool **Program Implementation Guidelines, 2015**. **The guidelines provide developmentally appropriate recommendations** for good practice and are intended for **school** districts that provide preschool programs.
 - a. **The Board of Education shall establish** English language services designed to improve **the** English language proficiency of **ELLs** whenever there are **at least** one, but fewer than ten **ELLs** enrolled **in the school** district. English language services shall be **provided** in addition to the regular school program.
 - b. **The Board of Education shall establish** an ESL program that provides **at least one** periods of ESL instruction based on student language proficiency whenever there are ten or more **ELLs** enrolled **in** the district.
 - (1) **An** ESL curriculum that addresses the WIDA English **language development** standards shall be developed and adopted by the Board to address the instructional needs of **ELLs**.
 - (2) The ESL curriculum will be cross referenced to the district's bilingual education and content area curricula to ensure that ESL instruction is correlated to all the content areas taught.
 - c. **The Board of Education shall establish a** bilingual education program whenever there are twenty or more **ELLs** in any one language classification enrolled in the **school** district pursuant to N.J.S.A. 18A:35-18. The bilingual education program shall:



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 5 of 11
Bilingual and ESL Education

- (1) Be designed to prepare **ELLs** to acquire sufficient English skills and content knowledge to meet the Core Curriculum Content Standards. All **ELLs** participating in the bilingual programs **shall** also receive ESL instruction;
 - (2) Include a curriculum that addresses the Core Curriculum Content Standards, the WIDA English **language development** standards, and the use of two languages. The bilingual education curriculum shall be adopted by the Board; and
 - (3) Include a full range of required courses and activities offered on the same basis and under the same rules that apply to all students within the **school** district.
- d. **ELLs shall** be provided **with** equitable instructional opportunities to participate in all non-academic courses necessary to meet the Core Curriculum Standards, including comprehensive health and physical education, the visual and performing arts and career awareness programs. **The** instructional opportunities shall be designed to assist **ELLs** to fully comprehend all subject matter and demonstrate their mastery of the content matter.
- e. The **Board of Education** shall offer sufficient courses and other relevant supplemental instructional opportunities in grades nine through twelve to enable **ELLs** to meet the Core Curriculum Content Standards for graduation. When sufficient numbers of students are not available to form a bilingual class in a subject area, **the Board shall develop** plans in consultation with and approved by the New Jersey Department of Education to meet the needs of the students.
- f. **The Board of Education shall design** additional programs and services to meet the special needs of eligible **ELLs** and will include, but not be limited to: remedial instruction through Title I programs; special education; school-to-work programs; computer training; and gifted and talented education services.
- g. The Board **of Education** may establish dual language bilingual education programs in **its** schools and may make provisions for the coordination of instruction and services with the **school** district's **world** languages program. **Dual-language bilingual education programs** shall also enroll students whose primary language is English and shall be designed to help students achieve proficiency in English and in a second language while mastering subject matter skills. **To the extent necessary,** instruction shall be in all courses or subjects of study **that allow**



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 6 of 11
Bilingual and ESL Education

students to meet all grade promotion and graduation standards. Where possible, classes **in dual-language bilingual programs shall** be comprised of approximately equal numbers of **ELLs** and of **students** whose native language is English.

2. The Board **of Education** may establish a program in bilingual education for any language classification with fewer than twenty students.

D. Waiver Process **Provided by Statute**

The school district may request a waiver from **N.J.A.C. 6A:15-1.4(d)** to establish **annually** an instructional program alternative with the approval of the Department of Education when there are twenty or more students eligible for bilingual education program in Kindergarten through grade twelve, and the **school** district is able to demonstrate **that it would be impractical to provide a full-time bilingual program** due to age range, grade span and/or geographic location of eligible students.

1. **Instructional program alternative** shall be developed in consultation with and approved annually by the Department of Education after review of student enrollment and achievement data. All bilingual instructional program alternatives shall be designed to assist **ELLs** to develop sufficient English skills and subject matter skills to meet the Core Curriculum Content Standards.
2. The instructional program alternatives **that shall** be established include, but not limited to: **the** bilingual part-time component; **the** bilingual resource program; **the** bilingual tutorial program; **the** sheltered English instruction program; **the** high-intensity ESL program.
3. In the event the district implements program alternatives, the district shall annually submit student enrollment and achievement data that demonstrate the continued need for these programs.

E. Department of Education Approval of Bilingual, ESL /or English Language Services Programs

1. **Each school district providing a** bilingual **program**, ESL **program**, and/or English Language Services shall submit **a plan every three years** to the New Jersey Department of Education for approval. **At its discretion, the Department of Education may request modifications, as appropriate. Plans submitted by the school districts for approval shall include information on the following:**



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 7 of 11
Bilingual and ESL Education

- a. Identification of students;
 - b. Program description;
 - c. Number of certified staff hired for the program;
 - d. Bilingual and ESL curriculum development;
 - e. Evaluation design;
 - f. Review process for exit; and
 - g. A budget for bilingual and ESL programs **or** English language services.
2. **The Department of Education will establish procedures for monitoring and evaluation of school district bilingual/ESL programs by means of its district and school accountability process.**
- F. Supportive Services
1. Students enrolled in bilingual, ESL and/or English language services programs shall have full access to educational services available to other students in the **school** district.
 2. To the extent that it is administratively feasible supportive services to **ELLs**, such as counseling, tutoring, and career guidance, should be provided by bilingual personnel who are familiar with and knowledgeable of the unique needs and background of **the ELLs** students and their parents.
- G. In-service Training
1. **A plan shall be developed for** in-service training for bilingual, ESL and mainstream teachers; **administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teachers of ELLs. The plan shall** include instructional strategies **and appropriate assessments** to help **ELLs** meet the Core Curriculum Content Standards and the WIDA English language **development** standards. All ESL and bilingual teachers **shall** receive training in the use of the ESL curriculum
 2. The Professional Development Plan of the **school** district shall include the needs of bilingual and ESL teachers, **which** shall be addressed through in-service training.



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 8 of 11
Bilingual and ESL Education

H. Certification of Staff

All teachers in these programs will hold the following certifications:

1. Bilingual Classes - a valid New Jersey instructional certificate with an endorsement for the appropriate grade level and/or content area, as well as an endorsement in bilingual education **pursuant to N.J.S.A. 18A:6-38 et. seq. and 18A:35-15 to 26.**
 2. ESL Classes - a valid New Jersey instructional certificate in **ESL pursuant to N.J.S.A. 18A:6-38 et.seq. and N.J.A.C. 6A:9B-10.5.**
 3. English Language Services - a valid New Jersey instructional certificate.
- I. Bilingual, **English as a Second Language**, and English Language Services Program Enrollment, Assessment, Exit and Re-entry
1. All **ELLs** from Kindergarten through grade **twelve** shall be enrolled in the bilingual, ESL or English language services program **established by the Board of Education as prescribed in N.J.A.C. 6A:15-1.4(b) through (e) and 1.5(a), and P.L. 1995, c. 59 and c. 327.**
 2. Students enrolled in **three** bilingual, ESL, or English language services program shall be assessed annually **using** with a Department of Education approved English language proficiency test to determine their progress in achieving English language proficiency goals and readiness or exiting the program.
 3. **ELLs** enrolled in **the bilingual, ESL or English language services program** shall be placed in a monolingual English program when they have demonstrated readiness to function successfully in an English only program. **The process to determine the readiness or inability of the individual student to function successfully in the English-only program** shall be initiated by the student's level of English proficiency as measured by a Department of Education established standard on an English language proficiency test. **The readiness of the student shall be further assessed on the basis of multiple indicators that shall include, at a minimum: classroom performance; the student's reading level in English; the judgment of the teaching staff member or members responsible for the educational program of the student; and performance on achievement tests in English.**
 4. A parent may remove a student who is enrolled in a bilingual education program pursuant to provisions in N.J.S.A. 18A:35-22.1.



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 9 of 11
Bilingual and ESL Education

5. Newly exited students who are not progressing in the mainstream English program may be considered for re-entry into bilingual and ESL programs as follows:
 - a. After a minimum of one-half of an academic year and within two years of exit, the mainstream English classroom teacher may recommend retesting **with the approval of the Principal**.
 - b. A waiver of the minimum time limitation may be approved by the Executive County Superintendent upon the request of the Superintendent if the student is experiencing extreme difficulty in adjusting to the mainstream program.
 - c. The recommendation for retesting **shall** be based on the teacher's judgment that the student is experiencing difficulties due to problems in using English as evidenced by the student's inability to communicate effectively with peers and adults; understand directions given by the teacher and/or comprehend basic verbal and written materials.
 - d. The student shall be tested using a different form of the test or a different language proficiency test than the one used to exit the students.
 - e. If the student scores below the State established standard on the language proficiency test, the student shall be reenrolled in the bilingual or ESL program.
 6. When the review process for exiting a student from a bilingual, ESL or English language services program has been completed, **the district shall notify by mail** the student's parent of **placement determination**. If the parent or teaching staff member disagrees with the placement he/she may appeal the **placement** decision in writing to the Superintendent of Schools, who will provide a written explanation for the decision within **seven** working days **of the written appeal**. The complainant may appeal the Superintendent's decision in writing to the Board **of Education within seven calendar days of receiving the Superintendent's written explanation of the decision**. The Board will review the appeal and respond in writing **to the parent within** forty-five calendar days **of the Board's receipt of the parent's written appeal to the Board**. Upon exhausting an appeal to the Board, the complainant may appeal to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3
- J. Graduation Requirements for English **Language Learners**
- All **ELLs** must satisfy requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a)



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 10 of 11
Bilingual and ESL Education

K. Location of Programs

All bilingual, ESL and English language services programs shall be conducted within classrooms within the regular school buildings of the **school** district **pursuant to** N.J.S.A. 18A:35-20.

L. Notification

1. The Supervisor of Bilingual/ESL will notify **by mail** the parent of **ELLs** that their child has been identified as eligible for enrollment in a bilingual, ESL and/or English language service program. **The district shall issue the notification within thirty days of the child's identification. Notice shall include a statement that the parents may decline their child's enrollment in a bilingual program, and they shall be given an opportunity to do so if they choose. The notice shall be in writing and in the language in which the parent(s) possesses a primary speaking ability, and in English, and shall include the following information:**
 - a. **Why** the student **the student was identified as an ELL;**
 - b. **Why** the student needs to be placed in a language instructional educational program that will help him or her develop and attain English proficiency and meet State academic standards;
 - c. **The student's level of English proficiency, how the level of English proficiency was assessed, and the student's academic level;**
 - d. **The method of instruction the school district will use to serve the student, including a description of other instruction methods available and how those methods differ in content, instructional goals, and the use of English and a native language, if applicable;**
 - e. **How** the program will meet the **student's** specific needs in attaining English and meeting State standards;
 - f. The **program's exit** requirements, the expected rate of transition into a classroom not tailored for **ELLs**, and in the case of high school students, the expected rate of graduation; **and**
 - g. **How** the instructional program will meet the objectives of **the** individualized education program of a student with a disability;



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATION
R 2423/page 11 of 11
Bilingual and ESL Education

2. **The school district shall send progress reports** parent of students enrolled in a bilingual, ESL, or English language services program in the same manner and frequency as progress reports are sent to parent of other students enrolled in the school district.
3. Progress reports shall be written in English and in the native language of the parent of students enrolled in the bilingual **and** ESL program unless **the school district** can demonstrate and document in the three-year plan **required in N.J.A.C. 6A:15-1.6(a)** that **the** requirement would place an unreasonable burden on the district.
4. The **school** district shall notify the parent when **a** student meet the exit criteria and **is** placed in a monolingual English program. The notice shall be in English and in the language in which the parent possess a primary speaking ability.

M. Joint Programs

With the approval of the Executive County Superintendent of Schools, on a case by case basis, **a school district may join with another Board of Education** to provide bilingual, ESL or English language services programs.

N. Parental Involvement

1. The Supervisor of Bilingual/ESL will provide **the** maximum practicable involvement of parent of **ELLs** in the development and review of program objectives and dissemination of information to and from the **district** Board of Education and communities served by the bilingual, ESL or English language services education program.
2. The Supervisor of Bilingual/ESL may establish a parent advisory committee on bilingual education on which the majority will be parents or legal guardians of **ELLs**.

Issued: 14 September 2010

Issued: 8 February 2011

Issued:



2610 EDUCATIONAL PROGRAM EVALUATION

The Board of Education directs the Superintendent to develop and implement a systematic plan for the continuous evaluation of the educational program against the educational goals established by this Board. To this end, the Superintendent shall employ such tests and methods as may be indicated by sound professional judgment. Wherever possible, the assessment program shall follow evaluation procedures set forth in the course guides.

The Superintendent shall maintain a calendar of assessment activities and shall make periodic evaluation reports to the Board during the school year. Findings of the assessment program may be used to evaluate the progress of students and the effectiveness of staff members. The Board will annually make available to the public the collective progress of students toward the goals of the district.

The Board will annually, prior to the end of the school year and in conjunction with appropriate members of the administrative staff, conduct a review of the educational progress of the district, assess district and student needs, and establish long range and short range objectives for the educational program. The Board's annual report will be submitted to the Commissioner of Education as required.

The Superintendent shall annually recommend improvements in the educational program based on the Board's evaluation of the district's program. The Board reserves the right to employ experts from outside the school district to serve in the evaluation process.

N.J.S.A. 18A:7A-11

N.J.A.C. 6A:8-4.1 et seq.

Adopted: 3 June 2009

Adopted:



2622 **STUDENT ASSESSMENT**

The Commissioner of Education shall implement a system and related schedule of Statewide assessments to evaluate student achievement of the Core Curriculum Content Standards in accordance with the provisions of N.J.A.C. 6A:8-4.1 et seq. The Board of Education is required to administer the applicable Statewide assessments according to the schedule prescribed by the Commissioner.

State assessments provide parents with important information about their child's progress; detailed diagnostic information about each individual student's performance that educators, parents, and students can utilize to enhance foundational knowledge and student achievement; and include item analysis which will clarify a student's level of knowledge and understanding of a particular subject or area of a subject. The data derived from State assessments will be utilized by teachers and administrators to pinpoint areas of difficulty and customize instruction accordingly. Such data can be accessed and utilized as a student progresses to successive school levels.

The New Jersey Department of Education, pursuant to State law and regulations, requires all students to take State assessments as scheduled. There is no provision for a student to opt-out of Statewide assessments. If a student is absent on a testing date, the student will be expected to take the missed test on another school day. Parents and students will be informed of all scheduled testing dates, including make-up testing dates for students who missed the initial testing date.

Statewide Assessment System

The Superintendent of Schools shall develop and annually present to the Board for its approval an assessment program that complies with the rules of the State Board of Education.

Test Administration Procedures and Security Measures

All Statewide assessments shall be administered in accordance with the Department of Education's required test administration procedures and security measures. Any breach of such procedures or measures shall be immediately reported to the Superintendent or designee.

Documentation of Student Achievement

The Department of Education shall provide the Superintendent with documentation of student achievement after administration of each test in accordance with the provisions of N.J.A.C. 6A:8-4.2. The Board shall maintain an accurate record of each student's performance on Statewide assessments in accordance with N.J.A.C. 6A:8-4.2.



Policy Alerts

East Orange Board of Education

PROGRAM - POLICY
2622/page 2 of 2
Student Assessments

Information regarding individual student test scores shall only be released in accordance with Federal and State law.

Accountability

The Superintendent shall report preliminary and final results of annual assessments to the Board of Education as required by the New Jersey Department of Education. The Board will provide parents, students, and citizens with results of annual assessments according to N.J.A.C. 6A:8-4.3. The Board shall provide appropriate instruction to improve skills and knowledge for students performing below established levels of student proficiency in any content area either on Statewide or local assessments. All students are expected to demonstrate the knowledge and skills of the Core Curriculum Content Standards as measured by the Statewide assessment system.

Public Reporting

In accordance with the requirements of N.J.A.C. 6A:8-4.5, the Department of Education shall report annually to the State Board of Education and the public on the progress of all students and student subgroups in meeting the Core Curriculum Content Standards as measured by the Statewide assessment system. In public reporting of school and district performance data, the Department of Education shall not compromise the confidentiality of individual students.

Parental Notification

Parents shall be informed of the district assessment system and of any special tests that are to be administered to their children.

Student Accommodations/Modifications

The Board shall provide appropriate accommodations or modifications to the Statewide assessment system as specified by the Department of Education for English Language Learners (ELLs) and students with disabilities as defined in N.J.A.C. 6A:14-1.3 or eligible under Section 504 of the Rehabilitation Act as determined by the Individualized Educational Plan (IEP) or 504 Team in accordance with N.J.A.C. 6A:8-4.1(d)1.

N.J.S.A. 18A:7C-1

N.J.A.C. 6A:8-4.1 et seq.; 6A:8-5.1; 6A:14-1.1 et seq.; 6A:14-3.7;
6A:14-4.10

Adopted: 3 June 2009

Adopted: 11 September 2012

Adopted: 14 April 2015

Adopted:



PROGRAM - REGULATIONS

R2622/page 1 of 2
Student Assessments
Feb 15

R2622 STUDENT ASSESSMENTS

The New Jersey Department of Education, pursuant to State law and regulations, requires all students to take State assessments as scheduled. There is no provision for a student to opt-out of Statewide assessments. Therefore, the Board requires all students to take Statewide assessments and the Board cannot grant permission to a parent for their child to opt-out of required Statewide assessments. The procedures outlined below shall be followed in the event a parent refuses to have their child participate in a Statewide assessment.

A. Written Notice from Parent

1. A parent who refuses to have their child participate in a Statewide assessment shall submit a letter to the school Principal stating their child will not participate in a Statewide assessment.
2. The parent shall indicate in the letter the testing date(s) and the specific Statewide assessment(s) their child will not be taking.
3. The letter shall be submitted to the Principal at least five school days before the scheduled testing date.
4. The letter shall be maintained with the student's academic records.

B. Testing Date

1. A student whose parent has provided prior written notice informing the Principal their child will not be participating in a Statewide assessment will be required to report to the testing location on the date of the assessment.
2. The student will be removed from the testing location to an area in the building such as a study hall, media center, or other location in the school where the student can be supervised by a school district staff member.
3. A student not participating in a Statewide assessment will be provided an alternative educational activity during the testing time.



Policy Alerts

East Orange Board of Education

PROGRAM - REGULATIONS

R2622/page 2 of 2

Student Assessments

C. Attendance Recording

1. A student, whose parent has provided prior written notice informing the Principal their child will not participate in a Statewide assessment, who reports to school on the testing date shall be recorded as present in school.
2. A student, whose parent has provided prior written notice informing the Principal their child will not participate in a Statewide assessment, who does not report to school on the testing date shall be recorded as absent. This absence shall be recorded as an unexcused absence.

D. School District Response

1. There shall be no disciplinary consequence imposed upon a student who does not participate in a Statewide assessment in accordance with the provisions outlined in this procedure.
2. A student who does not participate in a Statewide assessment(s) will not receive any credit for the Statewide assessment(s).

Issued: 14 April 2015

Issued:



STUDENTS - POLICY
5750/page 1 of 2
Equal Educational Opportunity
M

5750 EQUAL EDUCATIONAL OPPORTUNITY

The Board of Education directs that all students enrolled in the schools of this district shall be afforded equal educational opportunities in strict accordance with law. No student shall be denied access to or benefit from any educational program or activity or from a co-curricular or athletic activity on the basis of the student's race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, **gender, gender identity or expression, socioeconomic** status, or disability. The Board shall assure that all students are free from harassment, sexual or otherwise.

The Board directs the Superintendent to allocate faculty, administrators, support staff members, curriculum materials, and instructional equipment supplies among and between the schools and classes of this district in a manner that ensures equivalency of educational opportunity throughout this district. The school district's curricula in the following areas will eliminate discrimination, promote mutual acceptance and respect among students, and enable students to interact effectively with others, regardless of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, **gender, gender identity or expression, socioeconomic** status, or disability:

1. School climate/learning environment;
2. Courses of study, including Physical Education;
3. Instructional materials and strategies;
4. Library materials;
5. Software audio-visual materials, other forms of technology;
6. Guidance and counseling;
7. Extra-curricular programs and activities;
8. Testing and other assessments.

The school district's curricula will include Multi-cultural Education content and practices, instruction on African-American History in the teaching of U.S. History and instruction on the Holocaust and **genocide**.



Policy Alerts

East Orange Board of Education

STUDENTS - POLICY
5750/page 2 of 2
Equal Educational Opportunity

Affirmative action shall be taken to ensure that students are protected from the effects of discrimination, in accordance with **Policy 2260**. Students who experience less than equal educational opportunities or experience discrimination shall use the procedure established by **Regulation 5750** to report and appeal any harassment or discriminatory practice.

The conduct of teaching staff members shall exemplify the highest principles of equality and democracy. Conduct and attitudes that display discrimination are contrary to the policies of this Board and, further, are destructive to the self-esteem that this Board wishes to encourage in all students. A teaching staff member's act of derision or enmity, in any form, against a person or persons on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation **gender, gender identity or expression, socioeconomic** status, or disability shall be considered to be conduct unbecoming to a professional staff member of this district and shall be subject to appropriate discipline.

The Superintendent shall develop and promulgate a procedure by which a student or parent may appeal Board policy, district practice, or the act or omission of any district employee that allegedly violates this policy.

42 U.S.C.A. 12101
N.J.S.A. 10:5-1
N.J.S.A. 18A:4A-1, et seq.; 18A:6-5 et seq.; 18A:36-20
N.J.A.C. 6A:7-1.1 et seq.; 6A:14-1.2

Adopted: 12 January 2010
Adopted:



Policy Alerts

East Orange Board of Education

STUDENTS - REGULATION

R 5750/page 1 of 3

Equal Educational Opportunity Complaint Procedure

M

R 5750 EQUAL EDUCATIONAL OPPORTUNITY COMPLAINT PROCEDURE

A. Purpose and Application

1. The purpose of this procedure is to give any student or the parent of a student the opportunity to appeal an allegedly discriminatory practice in the program of this district or an alleged denial of equal educational opportunity.
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and should be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual students.

B. Definitions

1. "Board of Education" means the Board of Education of the East Orange School District.
2. "Complaint" means an unresolved problem concerning the interpretation or application by an officer or employee of the school district relating to compliance with law, regulations, or policies regarding equal educational opportunities.
3. "Complainant" means a student or a parent of a student who alleges a complaint.
4. "Day" means a working or calendar day as identified.
5. "Student" means an individual enrolled in any formal educational program provided by the school district.
6. "School district" means the East Orange School District.

C. Procedure

1. A complainant shall discuss his/her complaint with the staff member most closely involved, in an attempt to resolve the matter informally.



Policy Alerts

East Orange Board of Education

STUDENTS - REGULATION

R 5750/page 2 of 3

Equal Educational Opportunity Complaint Procedure

2. If the matter is not resolved to the satisfaction of the complainant within thirty working days, the complainant may submit a written complaint to the Building Principal. The complaint will include:
 - a. The student's name and, in the complaint of a person acting on behalf of the student, the name and address of the complainant;
 - b. The specific act or practice that the complainant complains of;
 - c. The school employee, student, or third party, if any, responsible for the allegedly discriminatory act;
 - d. The results of discussions conducted in accordance with paragraph C1; and
 - e. The reasons why those results are not satisfactory.
3. The Building Principal will investigate the matter informally and will respond to the complainant in writing no later than ten working days after receipt of the written complaint. A copy of the complaint and the response will be forwarded to the Superintendent.
4. The response of the Building Principal may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have acted discriminatorily.
5. On his/her timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with a discriminatory act and any other person with knowledge of the act complained of.
6. The Superintendent will render a written decision in the matter no later than ten working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties and to the Board of Education.



Policy Alerts

East Orange Board of Education

STUDENTS - REGULATION

R 5750/page 3 of 3

Equal Educational Opportunity Complaint Procedure

7. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal will include:
 - a. The original complaint,
 - b. The response to the complaint,
 - c. The Superintendent's decision,
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented, and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
 8. A copy of the appeal to the Board must be given to the staff member, if any, charged with a discriminatory act.
 9. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
 10. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
 11. The complainant will be informed of his/her right to appeal the Board's decision to the Commissioner of Education or to the New Jersey Division on Civil Rights.
- D. Record

The records of any complaint processed in accordance with this procedure shall be maintained in a file separate from the student's cumulative file. A notation shall be made in the student's file of the existence of the record in the separate file.

Issued: 12 January 2010

Issued:



STUDENTS - POLICY

5755/page 1 of 2

Equity in Educational Programs and Services

M

5755 **EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES**

Equity In Student Access

It is the policy of the Board of Education to ensure equal and bias-free access to all school facilities, courses, programs, activities, and services, regardless of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation **gender, gender identity or expression, socioeconomic** status, or disability.

The school district administration will ensure: that all students will have equal and barrier-free access to all school and classroom facilities, that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses and that minority and male students are not over-represented in detentions, suspensions, expulsions, dropouts, or special needs classifications. Support services will be available to all students and that all limited English-proficient students and students with disabilities will have equal and bias-free access to all school programs and activities. The school district will ensure equal and bias-free access for all students to computers, computer classes, vocational education classes, and technologically-advanced instructional assistance, regardless of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation **gender, gender identity or expression, socioeconomic** status, or disability.

The Board of Education will refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments. The school district administration will assign students to ensure that the racial/national origin composition of each school's enrollment reflects the composition of the district-wide enrollment and so that school and classroom enrollments are not identifiable on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation **gender, gender identity or expression, socioeconomic** status, or disability.

Students will not be separated or isolated by race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation **gender, gender identity or expression, socioeconomic** status, or disability within schools, courses, classes, programs, or extracurricular activities. Bias-free multiple measures for determining the special needs of language-minority students and students with disabilities will be utilized. Pregnant students will be permitted to remain in the regular school program and activities and if not permitted to attend school by her doctor, the student will be provided equivalent instruction.

Equity in Guidance Programs and **Support** Services



Policy Alerts

East Orange Board of Education

STUDENTS - POLICY

5755/page 2 of 2

Equity in Educational Programs and Services

The school district will ensure the guidance program **and support services** provides access to adequate and appropriate counseling services for **all students, including, but not limited to**, minority students, limited English-proficient students, non-college bound students, and students with disabilities. A full range of possible career, professional, and/or vocational choices will be presented to all students.

Equity in Physical Education

All school district physical education programs will be co-educational **with any exceptions to be in accordance with Federal and State laws and regulations.**

Equity in Athletic Programs

The school district's athletic program will provide equitable opportunities for female and male students to participate in athletics and equitable support for cheerleading programs and comparable facilities for male and female teams. The athletic program will have relatively equal numbers of varsity and sub-varsity teams for male and female teams and equitable scheduling of night games, practice times, and numbers of games for male and female teams.

Appeal Procedure

Any student or their parent may appeal school practices involving equity through the procedure established in **Regulation 5750.**

N.J.A.C. 6:4-1 et seq.

Title IX of the Education Amendments of 1972 (revised 10/25/06)

N.J.A.C. 6A:7-1.1 et. seq.

Adopted: 12 January 2010

Adopted:

BUSINESS SERVICES

RESOLUTIONS

a.

A/P Summary Check Register

FPREG01A

<u>Bank</u>	<u>Check No</u>	<u>Amount</u>	<u>Date</u>	<u>Vendor</u>	<u>Type</u>
10	12018924	303.67	06/15/16	26549 JENABU C. WILLIAMS	C
10	12018925	1,000.00	06/15/16	16128 LANCE T. WIGFALL	C
10	12018926	995.00	06/15/16	7324 SHAW'S LOCK SERVICE, INC	C

Total Bank No 10 2,298.67

Total Hand Checks	.00
Total Computer Checks	2,298.67
Total ACH Checks	.00
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Hand Voids	.00
Total ACH Voids	.00
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total: 2,298.67

Batch Yr	Batch No	Amount
16	001866	2,298.67

EAST ORANGE BOARD OF EDUCATION

A/P Summary Check Register *Replacement* FPFEG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12018927	12,352.05	06/17/16	32853 NEPTUNE TOWNSHIP BOARD OF EDUCATION	C
10	12018928	194,421.79	06/17/16	1395 WESTBRIDGE ACADEMY, INC.	C
Total Bank No 10		206,773.84			

Total Hand Checks	.00
Total Computer Checks	206,773.84
Total ACH Checks	.00
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Hand Voids	.00
Total ACH Voids	.00
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total: 206,773.84

Batch Yr	Batch No	Amount
16	001897	206,773.84

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12019097	517,687.61	06/21/16	29823 BENECARD SERVICES	C
10	12019098	62,340.09	06/21/16	29831 DELTA DENTAL OF NJ	C
10	12019099	2,142,738.11	06/21/16	5780 STATE OF NEW JERSEY	C
10	12019100	23,266.12	06/21/16	5780 STATE OF NEW JERSEY	C
Total Bank No 10		2,746,031.93			

Total Hand Checks	.00
Total Computer Checks	2,746,031.93
Total ACH Checks	.00
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Hand Voids	.00
Total ACH Voids	.00
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total: 2,746,031.93

Batch Yr	Batch No	Amount
16	001917	2,746,031.93

A/P Summary Check Register

FPREG01A

<u>Bank</u>	<u>Check No</u>	<u>Amount</u>	<u>Date</u>	<u>Vendor</u>	<u>Type</u>
10	12019101	6,306.00	06/23/16	10669 ZADIE'S OF THE ORANGES	C
Total Bank No 10		6,306.00			

Total Hand Checks	.00
Total Computer Checks	6,306.00
Total ACH Checks	.00
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Hand Voids	.00
Total ACH Voids	.00
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total: 6,306.00

Batch Yr	Batch No	Amount
16	001934	6,306.00

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12018929	442.00	06/28/16	27928 SHAINA REID	C
10	12018930	25,768.18	06/28/16	1271 1ST CEREBRAL PALSY OF NJ	C
10	12018931	2,999.50	06/28/16	29629 A DAY AT A TIME	C
10	12018932	3,166.00	06/28/16	18104 AETNA LIFE INSURANCE COMPANY	C
10	12018933	13,680.00	06/28/16	7811 AIRWATCH, LLC	C
10	12018934	348.00	06/28/16	386 AMERICAN TUTOR, INC.	C
10	12018935	42,743.00	06/28/16	341 AMERICAN WEAR, INC.	C
10	12018936	635.00	06/28/16	443 ANDERSON AQUARIUMS	C
10	12018937	12,857.55	06/28/16	452 APPLE COMPUTER, INC	C
10	12018938	4,229.70	06/28/16	450 APPLE COMPUTER, INC.	C
10	12018939	333.62	06/28/16	626 ARCTIC FALLS SPRING WATER INC	C
10	12018940	9,692.28	06/28/16	11320 ASCD	C
10	12018941	57.45	06/28/16	55 AT&T	C
10	12018942	971.00	06/28/16	8576 AUTOMATED LOGIC CONTRACTING SERVICE	C
10	12018943	656.12	06/28/16	621 B&H PHOTO-VIDEO	C
10	12018944	500.00	06/28/16	145 PRINCIPAL KAFELE CONSULTING, LLC	C
10	12018945	970.18	06/28/16	663 BAUDVILLE INC	C
10	12018946	1,260.00	06/28/16	16063 BELLA ITALIA RESTAURANT	C
10	12018947	6,392.00	06/28/16	739 BERGEN COUNTY SPECIAL SERVICES	C
10	12018948	5,310.00	06/28/16	21830 BOGUSH INC. DBA PUBLIC SEWER SERVICE	C
10	12018949	588.00	06/28/16	7341 BRIAN TIDWELL	C
10	12018950	1,596.00	06/28/16	955 BRONX ZOO GROUP SALES DEPT.	C
10	12018951	700.00	06/28/16	955 WILDLIFE CONSERVATION SOCIETY	C
10	12018952	1,210.00	06/28/16	15229 CAMPBELL FIRE PROTECTION, INC.	C
10	12018953	2,875.00	06/28/16	27650 CAPE MAY COUNTY SPECIAL SERVICES SCHOOL	C
10	12018954	275.00	06/28/16	7874 CAROL BLOWE	C
10	12018955	371.31	06/28/16	8223 CAROL REID	C
10	12018956	735.07	06/28/16	1187 CAROLINA BIOLOGICAL SUPPLY CO.	C
10	12018957	100.00	06/28/16	1211 CASCADE SCHOOL SUPPLIES INC.	C
10	12018958	10,200.00	06/28/16	1221 CATHOLIC CHARITIES OF THE ARCHDIOCESE OF	C
10	12018959	821.20	06/28/16	1012 CDW GOVERNMENT, INC.	C
10	12018960	131,591.50	06/28/16	1637 CEREBRAL PALSY OF NORTH JERSEY	C
10	12018961	3,988.00	06/28/16	773 CHANNING-BETE CO., INC.	C
10	12018962	30,794.68	06/28/16	1473 CITY OF EAST ORANGE POLICE DEPARTMENT	C
10	12018963	1,809.29	06/28/16	1461 CLASSROOM DIRECT/SCHOOL SPECIALTY	C
10	12018964	479.20	06/28/16	8225 CLAUDETTE CLEMENT	C
10	12018965	5,792.75	06/28/16	29688 COMCAST SPOTLIGHT	C
10	12018966	14,536.29	06/28/16	507 CONNECTIONS PERSONNEL INC.	C
10	12018967	8,720.00	06/28/16	1597 CROSSROADS PAVEMENT MAINTENANCE, LLC	C
10	12018968	558.75	06/28/16	2033 DEBORAH HARVEST	C
10	12018969	62,850.40	06/28/16	2105 DERON SCHOOL OF NEW JERSEY	C
10	12018970	58,320.83	06/28/16	16845 DIRECT ENERGY BUSINESS	C
10	12018971	3,500.00	06/28/16	2806 DR. DONALD MERACHNIK, PHD.	C
10	12018972	550.00	06/28/16	3733 DR. ROBERT W. WOODS-SPEECH & HEAR. ASSOC	C
10	12018973	1,666.67	06/28/16	11436 E & G EXTERMINATORS, INC.	C
10	12018974	5,000.00	06/28/16	2419 EDUCATION INC.	C
10	12018975	85.00	06/28/16	2273 EDUCATIONAL INFORMATION & RESOURCE	C
10	12018976	12,124.40	06/28/16	2408 EFINGER SPORTING GOODS	C
10	12018977	4,230.00	06/28/16	29602 EMMIS OPERATING COMPANY	C
10	12018978	135,361.90	06/28/16	2523 ESSEX COUNTY VOCATIONAL SCHOOLS	C
10	12018979	84,212.78	06/28/16	2516 ESSEX REGIONAL EDUCATIONAL SERVICES COMM	C
10	12018980	1,812.50	06/28/16	5649 EXCEPTIONAL SECURITY SOLUTIONS, LLC	C
10	12018981	1,150.50	06/28/16	2589 FAIRVIEW LAKE YMCA CAMPS	C
10	12018982	2,774.00	06/28/16	10065 FESTIVALS OF MUSIC, INC.	C
10	12018983	4,931.42	06/28/16	12211 FILEBANK, INC.	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12018984	80.97	06/28/16	2858 GAS ARC DIV. AWISCO NY CORP	C
10	12018985	349.86	06/28/16	2954 GLOUCESTER COUNTY SPECIAL SERVICES SCHOO	C
10	12018986	1,028.48	06/28/16	3063 GRAND RENTAL STATION	C
10	12018987	1,670.00	06/28/16	2933 GREEN MEADOWS CULTURAL EVENTS, INC.	C
10	12018988	560.00	06/28/16	2934 GREEN MEADOWS FARM	C
10	12018989	519.10	06/28/16	3185 HARRIET COLEMAN	C
10	12018990	886.00	06/28/16	3301 HARVARD MEDICAL SCHOOL	C
10	12018991	169.50	06/28/16	3345 HECHT TRAILERS	C
10	12018992	915.12	06/28/16	787 HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	C
10	12018993	15,701.69	06/28/16	7862 IN-LINE AIR CONDITIONING CO., INC.	C
10	12018994	416.53	06/28/16	27880 INGRIDE B. LAYNE	C
10	12018995	14,900.00	06/28/16	25020 INTERNATIONAL INST. FOR RESTORATIVE	C
10	12018996	2,093.00	06/28/16	9830 INTREPID MUSEUM FOUNDATION	C
10	12018997	352.00	06/28/16	5056 JENKINSON'S PAVILION	C
10	12018998	1,200.00	06/28/16	24589 JERRY BRYANT	C
10	12018999	480.70	06/28/16	17728 JOHNSTONE SUPPLY	C
10	12019000	500.00	06/28/16	11614 LEROY W. JOHNSON III	C
10	12019001	7,747.75	06/28/16	4289 LERRO ENTERPRISES, INC.	C
10	12019002	1,199.76	06/28/16	4290 LESLIE SHULTS	C
10	12019003	6,724.20	06/28/16	1411 LEGACY TREATMENT SERVICES	C
10	12019004	1,875.00	06/28/16	4528 MARY ELLEN LAUGHLIN	C
10	12019005	1,090.05	06/28/16	4729 MEDIEVAL TIMES MEADOWLANDS CASTLE, INC.	C
10	12019006	79.30	06/28/16	4330 MELBA LIGGINS	C
10	12019007	2,688.24	06/28/16	8420 MELISSA JONES	C
10	12019008	5,143.00	06/28/16	8421 MELISSA KADEN	C
10	12019009	90.00	06/28/16	2955 MILLICENT GODFREY	C
10	12019010	164.84	06/28/16	4889 MONTCLAIR FLORISTS	C
10	12019011	12,249.80	06/28/16	16942 MORRIS SCHOOL DISTRICT	C
10	12019012	17,397.60	06/28/16	4926 MORRIS-UNION JOINTURE COMM. BOARD OF EDU	C
10	12019013	900.00	06/28/16	5673 MOSES B. PHILLIPS	C
10	12019014	22,400.00	06/28/16	4957 MT.CARNEI GUILD/CATH.COMM.SERV	C
10	12019015	367.00	06/28/16	22144 NANCY DEAN	C
10	12019016	1,790.00	06/28/16	9695 NAVIANCE, INC	C
10	12019017	8,809.15	06/28/16	22853 NEPTUNE TOWNSHIP BOARD OF EDUCATION	C
10	12019018	4,480.00	06/28/16	5271 NEUROSCIENCE ASSOC.,MD.,PA	C
10	12019019	1,750.00	06/28/16	5322 NEW JERSEY ASSOCIATION OF SCHOOL ADMINIS	C
10	12019020	41,744.43	06/28/16	3767 NEW JERSEY CITY UNIVERSITY	C
10	12019021	900.00	06/28/16	5364 NEW JERSEY SEA GRANT CONSORTIUM	C
10	12019022	7,826.00	06/28/16	5029 NJ TRANSIT BULK TICKET SALES	C
10	12019023	3,600.00	06/28/16	5389 NJPAC ARTS ED DEPT.	C
10	12019024	1,699.32	06/28/16	30287 NORMA D. DIAZ	C
10	12019025	18,996.73	06/28/16	1619 NORTHWEST ESSEX COMMUNITY HEALTHCARE NET	C
10	12019026	3,781.00	06/28/16	5566 OPEN SYSTEMS INTEGRATORS,INC	C
10	12019027	241.40	06/28/16	5595 ORIENTAL TRADING	C
10	12019028	762.50	06/28/16	5622 PABCO INDUSTRIES, LLC	C
10	12019029	486.00	06/28/16	5659 PAPER DIRECT, INC.	C
10	12019030	4,833.67	06/28/16	5693 PASSAIC COUNTY ELKS CEREBRAL PALSY CTR.	C
10	12019031	3,953.88	06/28/16	5727 PASSAIC CTY TECHNICAL INST.	C
10	12019032	195.00	06/28/16	4993 PHOTOGRAPHIC IMAGES-M. PAKA KHAN	C
10	12019033	80.11	06/28/16	2042 READYREFRESH	C
10	12019034	285.47	06/28/16	5982 PROM NITE (TRADE: TAYMARK)	C
10	12019035	8,119.51	06/28/16	5983 PROMEDIA TECHNOLOGY SERVICES, INC.	C
10	12019036	9,062.00	06/28/16	2446 PSAT/COLLEGE BOARD	C
10	12019037	412,770.30	06/28/16	6008 PSE & G	C
10	12019038	1,040.00	06/28/16	6055 QUIVER FARM PROJECTS, INC.	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12019039	350.00	06/28/16	26360 R.D. SALES DOOR AND HARDWARE LLC	C
10	12019040	300.64	06/28/16	2645 RACQUEL C. FERGUSON	C
10	12019041	64.68	06/28/16	6092 REBECCA LINN	C
10	12019042	7,705.00	06/28/16	28681 RECOGNITION DEPOT LLC DBA K & K	C
10	12019043	37,685.75	06/28/16	26557 RIS CONSTRUCTION CORP.	C
10	12019044	169.00	06/28/16	6074 ROSEMANIE SAINT ELIEN	C
10	12019045	272.00	06/28/16	6347 RUPP'S FLOWER & FRUIT SHOP	C
10	12019046	350.00	06/28/16	6355 RUTGERS-THE STATE UNIVERSITY	C
10	12019047	910.00	06/28/16	1795 SAL ELECTRIC COMPANY	C
10	12019048	9,900.00	06/28/16	6532 SCHILLINGER EDUCATIONAL CONSULTANTS	C
10	12019049	9,300.00	06/28/16	6495 SCHOLASTIC INC	C
10	12019050	219.60	06/28/16	6510 SCHOOL HEALTH CORP.	C
10	12019051	3,179.58	06/28/16	6539 SCHOOL SPECIALTY INC.	C
10	12019052	19,080.00	06/28/16	28550 SD GAMEDAY LLC	C
10	12019053	425.20	06/28/16	353 SHERRI TAYLOR	C
10	12019054	1,499.50	06/28/16	6422 SIX FLAGS GREAT ADVENTURE	C
10	12019055	900.00	06/28/16	6688 SPORT-N-GAMES FUNPLEX DBA STAFFORD FEC P	C
10	12019056	398.00	06/28/16	6766 STANDARDS SOLUTIONS LLC	C
10	12019057	158.00	06/28/16	12661 STAPLES	C
10	12019058	1,100.00	06/28/16	11460 STARLIGHT HOME CARE AGENCY, INC.	C
10	12019059	1,067.05	06/28/16	17701 STEWART BUSINESS SYSTEMS	C
10	12019060	25.00	06/28/16	6831 SUMMIT HEARING AID CENTER	C
10	12019061	57,313.47	06/28/16	22080 TEQUIPMENT, IN.	C
10	12019062	8,027.49	06/28/16	1412 THE CHILDREN'S INSTITUTE	C
10	12019063	798.00	06/28/16	5414 THE NEWARK MUSEUM ASSOCIATION	C
10	12019064	150.35	06/28/16	6785 NJ ADVANCE MEDIA	C
10	12019065	5,927.45	06/28/16	20168 THE WATSON INSTITUTE	C
10	12019066	551.20	06/28/16	7542 THEATREWORKS USA	C
10	12019067	11,841.20	06/28/16	27804 THERAPEUTIC OUTREACH INC.	C
10	12019068	7,266.00	06/28/16	24090 TIFFIN HOLDING, INC	C
10	12019069	547.50	06/28/16	7076 TRANE	C
10	12019070	1,831.12	06/28/16	28525 TRANSOURCE SERVICES CORP.	C
10	12019071	875.00	06/28/16	7125 TRI-STATE FOLDING PARTITIONS INC.	C
10	12019072	966.98	06/28/16	7066 TRIPLE T SPORTS LLC	C
10	12019073	1,948.70	06/28/16	2412 TRIUMPH LEARNING LLC	C
10	12019074	1,465.00	06/28/16	7037 TTI ENVIRONMENTAL, INC.	C
10	12019075	2,277.00	06/28/16	8061 TURTLE BACK ZOO DBA/ESSEX COUNTY PARKS	C
10	12019076	10,567.50	06/28/16	7174 UNION CTY EDUC SERV COMM	C
10	12019077	209.77	06/28/16	7235 UNITED PARCEL SERVICE	C
10	12019078	11,234.59	06/28/16	14796 VERIZON BUSINESS	C
10	12019079	74.84	06/28/16	7288 VERIZON SELECT SERVICES INC.	C
10	12019080	26,571.97	06/28/16	2540 W.B. MASON INC.	C
10	12019081	2,553.00	06/28/16	7390 WASHINGTON ACADEMY, INC	C
10	12019082	48.84	06/28/16	7524 WORRALL COMMUNITY NEWSPAPERS	C
10	12019083	3,133.11	06/28/16	7549 XEROX CORP	C
10	12019084	91,622.94	06/28/16	7570 YOUTH CONSULTATION SERVICE	C
10	12019085	895.00	06/28/16	29050 ZOLNIER GRADUATE SUPPLY	C
10	12019086	375.27	06/28/16	13390 ALEXIS BOLIVAR	C
10	12019087	306.05	06/28/16	1732 ANGELIQUE IRIARTE	C
10	12019088	326.19	06/28/16	4363 CAROLYN LOFTON-SIMPSON	C
10	12019089	347.63	06/28/16	404 CYNTHIA BROOKS-COPELAND	C
10	12019090	294.03	06/28/16	3183 ELISA CASTILLO	C
10	12019091	230.13	06/28/16	975 FAHEEM LATEEF	C
10	12019092	440.71	06/28/16	7129 JAMILIA AQUIL	C
10	12019093	186.18	06/28/16	4221 LASHAWN JOHNSON	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12019094	18,687.88	06/28/16	10669 ZADIE'S OF THE ORANGES	C
10	12019102	4,491.40	06/28/16	330 ANACONDA SPORTS, INC.	C
10	12019103	946.99	06/28/16	442 ANDERSON'S SCHOOL SPIRIT	C
10	12019104	442.00	06/28/16	28398 ANDREA WRIGHT-EVANS	C
10	12019105	59.00	06/28/16	11320 ASCD	C
10	12019106	12,094.00	06/28/16	525 ATRA JANITORIAL SUPPLY CO., INC	C
10	12019107	442.00	06/28/16	23833 BEVERLY GADSDEN	C
10	12019108	16,377.20	06/28/16	644 BIO-SHINE, INC.	C
10	12019109	6,402.00	06/28/16	6146 CATAPULT LEARNING, LLC	C
10	12019110	100.00	06/28/16	30201 CHARLENE POWELL	C
10	12019111	884.00	06/28/16	24481 CHRISTINA E. DAICE	C
10	12019112	398.00	06/28/16	1538 CLETA J. MC LEOD	C
10	12019113	442.00	06/28/16	24830 CORETTA HUMPHREY	C
10	12019114	442.00	06/28/16	22934 DAPAQUE TERRELL	C
10	12019115	43,465.31	06/28/16	21814 DECOTIIS, FITZPATRICK & COLE, LLP	C
10	12019116	11.11	06/28/16	2204 DRAMATIC PUBLISHING CO	C
10	12019117	6,828.00	06/28/16	2523 ESSEX COUNTY VOCATIONAL SCHOOLS	C
10	12019118	18,014.40	06/28/16	2516 ESSEX REGIONAL EDUCATIONAL SERVICES COMM	C
10	12019119	6,339.60	06/28/16	2662 FERNANDE FORTUN	C
10	12019120	1,697.00	06/28/16	10065 FESTIVALS OF MUSIC, INC.	C
10	12019121	687.88	06/28/16	12211 FILEBANK, INC.	C
10	12019122	481.81	06/28/16	3000 GRAINGER	C
10	12019123	8,372.45	06/28/16	3063 GRAND RENTAL STATION	C
10	12019124	900.00	06/28/16	8311 HISPANIC FLAMENCO BALLET	C
10	12019125	91.00	06/28/16	5056 JENKINSON'S PAVILION	C
10	12019126	1,497.08	06/28/16	3664 JERRY'S ARTIST OUTLET - ESSEX GREEN	C
10	12019127	135.00	06/28/16	7950 JOSEPH COLADARCI	C
10	12019128	5,867.42	06/28/16	6877 JOSTENS	C
10	12019129	1,540.00	06/28/16	3862 JOSTENS INC.	C
10	12019130	884.00	06/28/16	22810 KAMILIAH GLOVER	C
10	12019131	108.52	06/28/16	7994 KORI WASHINGTON	C
10	12019132	354.54	06/28/16	4185 LAKESHORE LEARNING MATERIALS	C
10	12019133	3,161.95	06/28/16	16128 LANCE T. WIGFALL	C
10	12019134	2,818.76	06/28/16	4289 LERRO ENTERPRISES, INC.	C
10	12019135	5,670.00	06/28/16	28541 LSP SECURITY SYSTEMS	C
10	12019136	199.00	06/28/16	5996 PESI	C
10	12019137	442.00	06/28/16	28533 MELINDA PRICE-ARCENEUX	C
10	12019138	240.00	06/28/16	9164 NJ SOCIAL WORK EDUCATION RESEARCH AND	C
10	12019139	1,000.00	06/28/16	5375 NEW JERSEY CENTER FOR TEACHING&LEARNING	C
10	12019140	442.00	06/28/16	18309 NIKITA SHELL	C
10	12019141	478.00	06/28/16	5388 NJPAC TICKET SERVICES SCHOOLTME SERIES	C
10	12019142	1,670.00	06/28/16	5067 NSBA REGISTRAR	C
10	12019143	346.00	06/28/16	5571 OLSEN'S FLORIST	C
10	12019144	14,318.00	06/28/16	5566 OPEN SYSTEMS INTEGRATORS, INC	C
10	12019145	1,830.40	06/28/16	5134 PAPER MILL PLAYHOUSE	C
10	12019146	133.30	06/28/16	4932 PAULETTE RANEY SALOMON	C
10	12019147	2,989.17	06/28/16	5775 PEARSON CLINICAL ASSESSMENTS ORDERING DE	C
10	12019148	24,000.00	06/28/16	5901 PITNEY BOWES	C
10	12019149	243.48	06/28/16	5863 PITNEY BOWES INC.	C
10	12019150	322.82	06/28/16	2042 READYREFRESH	C
10	12019151	4,000.00	06/28/16	5905 POSTMASTER - NEWARK	C
10	12019152	6,032.71	06/28/16	5963 PRO-ED	C
10	12019153	300.00	06/28/16	6055 QUIVER FARM PROJECTS, INC.	C
10	12019154	354.50	06/28/16	6085 RAHWAY BUSINESS MACHINES	C
10	12019155	972.00	06/28/16	6157 RAMAPO COLLEGE FOUNDATION	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12019156	1,625.00	06/28/16	6347 RUPP'S FLOWER & FRUIT SHOP	C
10	12019157	2,320.00	06/28/16	6361 RUTGERS THE STATE UNIV. K-12 WORKSHOP	C
10	12019158	25,275.38	06/28/16	21849 SCARINCI & HOLLENBECK , LLC	C
10	12019159	923.28	06/28/16	6539 SCHOOL SPECIALTY INC.	C
10	12019160	884.00	06/28/16	14125 SERENA LIVINGSTON	C
10	12019161	442.00	06/28/16	17841 SHAWNESE M. ELLIS	C
10	12019162	1,256.75	06/28/16	5656 SMART SOURCE LLC	C
10	12019163	100,089.20	06/28/16	6429 SODEXO CATERING FOR E.O.B.O.E FOOD SERVI	C
10	12019164	33,200.00	06/28/16	7598 SOUTHERN REGIONAL EDUCATION BD	C
10	12019165	9,114.90	06/28/16	6688 SPORT-N-GAMES FUNPLEX DBA STAFFORD FEC P	C
10	12019166	243.20	06/28/16	12661 STAPLES	C
10	12019167	609.19	06/28/16	1721 STAPLES ADVANTAGE	C
10	12019168	654.00	06/28/16	6809 STERLING HILL MINING MUSEUM, INC.	C
10	12019169	954.98	06/28/16	6805 STOBBS PRINTING CO.	C
10	12019170	442.00	06/28/16	24775 SYLVIA COLLYMORE	C
10	12019171	709.23	06/28/16	7142 TANNER NORTH JERSEY, INC. FURNITURE & EQ	C
10	12019172	442.00	06/28/16	18040 TARAH JN-LOUIS	C
10	12019173	985.00	06/28/16	6980 TECH SQUAD	C
10	12019174	497.00	06/28/16	6994 TELE-MEASUREMENTS, INC.	C
10	12019175	6,297.30	06/28/16	22080 TEQUIPMENT, IN.	C
10	12019176	1,264.92	06/28/16	6548 TRACY SMITH	C
10	12019177	3,830.00	06/28/16	5345 TREASURER-STATE OF NEW JERSEY	C
10	12019178	1,798.00	06/28/16	7174 UNION CTY EDUC SERV COMM	C
10	12019179	61.77	06/28/16	7235 UNITED PARCEL SERVICE	C
10	12019180	2,745.74	06/28/16	2540 W.B. MASON INC.	C
10	12019181	3,080.00	06/28/16	7358 WELCH ALLYN, INC.	C
10	12019182	531.85	06/28/16	7401 WESTERN PSYCHOLOGICAL SERVICES	C
10	12019183	1,824.23	06/28/16	19500 XEROX FINANCIAL SERVICES	C
10	12019184	50.75	06/28/16	1587 COMCAST	C
10	12019185	815.76	06/28/16	787 HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	C
10	12019186	2,298.50	06/28/16	6980 TECH SQUAD	C
Total Bank No 10		2,171,446.80			
30	12000101	556,604.43	06/28/16	6428 SODEXO, INC. - BUSINESS OFFICE	C
Total Bank No 30		556,604.43			

Total Hand Checks	.00
Total Computer Checks	2,728,051.23
Total ACH Checks	.00
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Hand Voids	.00
Total ACH Voids	.00
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total: 2,728,051.23

Batch Yr	Batch No	Amount
16	001836	90,210.73
16	001840	328,308.67
16	001847	86,551.16
16	001884	291,779.28
16	001889	41,720.98
16	001892	299,054.58

A/P Summary Check Register

FPREG01A

<u>Bank</u>	<u>Check No</u>	<u>Amount</u>	<u>Date</u>	<u>Vendor</u>	<u>Type</u>
				16	001898 265,361.69
				16	001902 64,468.15
				16	001903 64,442.26
				16	001904 21,194.07
				16	001907 200,329.50
				16	001927 111,223.90
				16	001931 3,830.00
				16	001940 556,604.43
				16	001941 24,394.79
				16	001947 40,469.71
				16	001949 117,171.53
				16	001953 117,770.79
				16	001962 3,165.01

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12019095	365.78	06/28/16	20230 TERRELL PROCTOR	C
10	12019096	2,840.74	06/28/16	7037 TTI ENVIRONMENTAL, INC.	C
Total Bank No 10		3,206.52			

Total Hand Checks	.00
Total Computer Checks	3,206.52
Total ACH Checks	.00
Total Other Checks	.00
Total Electronic Checks	.00
Total Computer Voids	.00
Total Hand Voids	.00
Total ACH Voids	.00
Total Other Voids	.00
Total Electronic Voids	.00

Grand Total: 3,206.52

Batch Yr	Batch No	Amount
15	002493	3,206.52