## EAST ORANGE BOARD OF EDUCATION 199 4<sup>th</sup> AVENUE EAST ORANGE, NEW JERSEY 07017

### **REGULAR PUBLIC MEETING**

East Orange Board of Education 199 4th Avenue, East Orange, NJ 07017 Tuesday, December 13, 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:

• November 14, 2016

## V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

- A. PRESENTATION
  - 1. Presentation of the June 30, 2016 Comprehensive Annual Financial Report Mr. Victor R. Demming, School Business Administrator and Mr. Dieter Lerch, Lerch Vinci & Higgins
- **B.** POLICY READING
  - **1.** BE IT RESOLVED: that the East Orange Board of Education present as second reading the following policies.

Policy No.	Description	New/Revised
2624	Grading System	Revised Policy & Regulation
5511	Dress and Grooming	Revised Policy
5513	Care of Property	Revised Policy & Regulation
5517	Pupil Identification Cards	Revised Policy
5520	Disorder and Demonstration	Revised Policy
5550	Disaffected Students	Revised Policy & Regulation
5560	Disruptive Students	Revised Policy & Regulation
5570	Sportsmanship	Revised Policy & Regulation
5700	Student Rights	Revised Policy
5701	Plagiarism	Revised Policy
5710	Student Grievance	Revised Policy & Regulation
5721	Independent Publications	Revised Policy & Regulation
5770	Student Right of Privacy	Revised Policy & Regulation
5810	Student Participation in School Governance	Revised Policy
5820	Student Government	Revised Policy
5830	Student Fund Raising	Revised Policy & Regulation

## V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

## A. POLICY READING

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

Policy No.	Description	New/Revised
2415.30	Title I – Educational Stability for Children in Foster Care	New Policy
3112	Abolishing Positions	Revised Policy
3134	Assignment or Additional Duties	Revised Policy
3143	Dismissal	Revised Policy
3146	Conduct of Reduction in Force	<b>Revised Policy &amp; Regulation</b>
3150	Discipline	Revised Policy
3152	Withholding an Increment	Revised Policy
3160	Physical Examination	Revised Policy & Regulation
3161	Examination for Cause	Revised Policy
4111	Creating Positions	Revised Policy
4130	Assignment and Transfer	Revised Policy
4140	Termination	Revised Policy
4145	Layoffs	Revised Policy
4150	Discipline	Revised Policy
4152	Freezing or Reducing Wages	Revised Policy
4160	Physical Examination	Revised Policy & Regulation
4161	Examination for Cause	Revised Policy
5841	Secret Societies	Revised Policy
5842	Equal Access of Student Organizations	Revised Policy
5850	Social Events and Class Trips	Revised Policy & Regulation
5880	Public Performances by Students	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

## A. SUPERINTENDENT OF SCHOOLS

## 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- a. The Jersey Explorer Children's Museum
- b. STEM Academy College/Career Day
- c. F.U.T.U.R.E Program
- d. Jersey Cares Volunteer Program Services
- e. After School Detention Programs
- f. B.R.I.C.K. Program
- g. 5th Grade Parent Application Night
- h. The Holiday Community Service Celebration
- i. After School Dance Arts Partnership-Ballet Hispanico Five Dance Master Classes
- j. HOT Skills to Develop 21st Century Learners After School Book Study PD
- k. Kindergarten Ball
- 1. Special Education Out of District Placements
- m. Amended EasyIEP Annual License
- n. Home Instruction
- o. Human Trafficking
- p. Student Recommendations for In-District Alternative Program Placement
- q. Community Service Presentations
- r. Off-Site District Meeting for Elementary Social Studies Leadership Team at Liberty Hall Museum
- s. Achieve 3000 District Visit
- t. CTE Business Consultant
- u. Artist in Residence for Shakespeare Study
- v. Instrumental Music Artist in Residence Jazz Trumpet
- w. J.S. Bach Ensemble Lecture and Performance
- x. HMH Big Ideas Textbook Purchase & Professional Development for Campus HS
- y. Graduation Appeals Scoring
- z. Teacher-Stipend Manipulatives Push
- aa. Cicely L. Tyson M/H School Set Design
- bb. Harassment, Intimidation and Bullying Monthly Incident
- cc. Field Trips

## A. <u>SUPERINTENDENT OF SCHOOLS</u>

## 2. LABOR RELATIONS & EMPLOYMENT SERVICES

- a. Retirements
- b. Resignations
- c. Separation
- d. Rescission of Leave of Absence
- e. Leaves of Absence
- f. Transfers
- g. Salary Adjustments
- h. Staff Appointments
- i. Extra-Curricular and Co-Curricular Appointments Various Locations 2016-2017 SY
- j. Miscellaneous Teaching Supply Payments Various Locations 2016-2017 SY
- k. Appointment of Per Diem Substitute Teachers 2016-2017 School Year
- 1. Agenda Changes/Corrections
- m. Appointments
- n. Suspensions
- o. Professional Conferences

## 3. **BUSINESS SERVICES**

- a. List of Bills (Ratify)
- b. List of Bills
- c. Appropriation Transfers
- d. Appropriation Transfers ECPA/Fund 15
- e. T-1 Request for Taxes from the City of East Orange
- f. Recommendation to Approve Fund Raising Requests
- g. Jets Fuel up to Play 60 Donation
- h. Petty Cash Fund
- i. Acceptance of the 2015-2016 School Year Audit Report/Audit Findings and Recommendations/Correction Plan for the 2015-2016 Annual Audit
- j. Request for Authorization to Participate in the Hunterdon County Educational Services Commission for 2016-2017
- k. A-148 Secretary's Report
- l. A-149 Treasurer's Report
- m. Budgetary Major Account/Fund Status Certificate
- n. Authorization of Public Sale of Land Located at 715 Park Avenue Owned by the East Orange Board of Education through a Public Sealed Bid Process – Revised
- o. Recommendation to Award Contract Extraordinary Unspecifiable Services Athletic Training
- p. Recommendation for Award of Contract
- q. Request for Authorization to Participate in the Educational Services Commission of Morris County for NJ Classroom Supplies SY 2016-2017
- r. Resolution to Approve the Revised Employment Contract for Dr. Kevin R. West, Superintendent of Schools

## 4. MAINTENANCE SERVICES

a. Recommendation for the Use of Facility

### XIII. CLOSING STATEMENT/ADJOURNMENT

### A. SUPERINTENDENT OF SCHOOLS

#### 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

a. <u>The Jersey Explorer Children's Museum</u> - (Heaphy)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Jersey Explorer Children's Museum Roscoe Puppet Show and Story-Time Program visit to Edward T. Bowser, Sr. School Pre-Kindergarten through Second grade classes on January 11, 12, 18 and 26, 2017 at no cost to the District.

b. <u>STEM Academy College/Career Day</u> - (Ramsey)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the attendance of Dr. Davis and Mr. Gass from Hertz, Mr. Holder from Verizon, Ms. Pouncel from Liberty Mutual and other guests to speak to the students at the STEM Academy for College/Career Day on Wednesday, May 17, 2017 with no cost to the District.

c. <u>F.U.T.U.R.E. Program</u> – (Lovett)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 4<sup>th</sup> and 5<sup>th</sup> grade female students at Dionne Warwick Institute for F.U.T.U.R.E. a female mentoring program beginning January 3, 2017 at no cost to the District.

d. Jersey Cares Volunteer Program Services - (Lovett)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Jersey Cares Volunteer Program Services, 494 Broad St., Suite 103, Newark, NJ 07102 to provide ongoing programs to the students, parents and staff at Dionne Warwick Institute at no cost to the District.

e. After School Detention Programs - (Lovett)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves a Before/After School Detention Program at Dionne Warwick Institute (5 days per week, 2:50 pm – 3:30 pm) for the entire 2016-2017 school year at no cost to the District.

f. <u>B.R.I.C.K.</u> – (Lovett)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 4<sup>th</sup> and 5<sup>th</sup> grade male students at Dionne Warwick Institute for B.R.I.C.K., a male mentoring program beginning January 3, 2017 at no cost to the District.

g. <u>5th Grade Parent Application Night</u> – (Moss-Hasan)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 5<sup>th</sup> grade Parent Application Night for students and their parents at Cicely L. Tyson Elementary School. The meeting will be held on December 15, 2016. There will be no cost to the District.

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

h. The Holiday Community Service Celebration - (Moss - Hasan)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Phi Beta Sigma Chi Sigma Chapter Annual Holiday Community Service Celebration to be held at Cicely Tyson Elementary School on Sunday, December 25, 2016. The time of the event will be from 11 am – 2 pm. There will no cost to the District.

i. <u>Afterschool Dance Arts Partnership - Ballet Hispanico Five Dance Master Classes</u> - (Champagne)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Ballet Hispanico, in partnership with Cicely L. Tyson, Community School of Performing and Fine Arts Dance Department under the direction of Ms. Bettina Peets, to provide specialized classical instruction afterschool for the Tyson High School Dance students in five (5) visits, one (1) per week, between January 9, 2017 and February 13, 2017 at a cost to the District not to exceed \$1,376.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.15.190.100.500.203.003.0000)

j. <u>HOT Skills to Develop 21<sup>st</sup> Century Learners – After School Book Study PD for Patrick F. Healy</u> <u>Middle School</u> – (Walker)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Patrick F. Healy After School Book Study on Higher Order Thinking Skills as mandated by our School Improvement Plan, to provide professional development stipends for teachers during the 2016-2017 school year at a cost not to exceed \$6,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.20.231.200.100.217.017.9727)

### A. SUPERINTENDENT OF SCHOOLS

#### 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

k. <u>Kindergarten Ball</u> – (Joseph)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 25 kindergarten students, Ms. Joseph and 6 staff members and parents to attend a spring dance to be held at Jackson Academy on December 20, 2016 at no cost to the District.

1. Special Education Out of District Placements - (Harvest, Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 5 Out of District Special Education students and contracts. Placements at a total cost of \$251,036.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 11.000.100.0562.028.031.0000 - Public 11.000.100.0564.028.031.0000 - Vocational 11.000.100.0565.028.031.0000 - County 11.000.100.0566.028.031.0000 - Private)

m. <u>Amended EasyIEP Annual License</u> – (Harvest, Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the amendment to License Agreement with the Public Consulting Group, Inc. for access to EasyIEP program services. Student information Systems Integration services will be provided at no additional cost to the District.

n. Special Education Home Instruction Students - (Harvest/Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 16 students to be given on Home Instruction Services.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 11.150.100.0500.000.028.031.)

o. <u>Human Trafficking</u> – (Watson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves a workshop by the New Jersey Division of Criminal Justice (NJDCJ) on Human Trafficking for all Educational Support Services Staff on Wednesday, January 18, 2017 from 8:30 am – 12:30 pm at no cost to the District.

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

p. <u>Student Recommendations for In-District Alternative Program Placement</u> - (Harvest, Watson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the recommendation for in-district alternative program placement for one student.

q. <u>Community Services Presentations</u> – (Watson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves presentations on mental health and behavioral services by Family Intervention Services, Family Connections, Prodigal Sons and Daughters Behavioral Healthcare Services, Partnership for Children of Essex and Mind Soother for all Educational Support Service staff on Wednesday, December 21, 2016 from 8:30 am – 12:30 pm at no cost to the District.

r. <u>Off-Site District Meeting for Elementary Social Studies Leadership at Liberty Hall Museum</u> – (Harvest/Myricks)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the off-site District Meeting for nine (9) elementary social studies teachers to attend Liberty Hall Museum in Union, NJ on Tuesday, January 10, 2017 from 12:30 to 3:00 pm with no cost to the District.

s. <u>Achieve3000 District Visit</u>- (Harvest, Salomon)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Achieve3000 to host a district visit on February 22, 2017 at no cost to the District.

t. <u>CTE Business Consultant</u> – (Harvest, Tyler)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Alonzo Perry, Jr. to provide consultation on academic content to the Business Management Advisory Team for district's Business Administration and Management (CTE) courses at a cost not to exceed \$5,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.20.361.200.390.028.026.0000)

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

u. <u>Artist in Residence for Shakespeare Study</u> – (Harvest, Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the hiring of Artist in Residence, Geoffrey Owens, to work with District High School students studying Shakespeare from November 12, 2016 – May 12, 2017. Cost to the District - \$1,200.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.11.000.221.320.000.000.9706)

v. Instrumental Music Artist in Residence - Jazz Trumpet - (Harvest, Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Wallace Roney as an Artist in Residence specializing in instruction in Jazz Trumpet technique, to provide 4 Master Classes for Tyson students and 2 side by side concerts with Tyson Instrumental Music students between January 9, 2017 and May 2, 2017. Cost to the District - \$1,500.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.11.000.221.320.000.000.9706)

w. <u>J.S. Bach Ensemble Lecture and Performance</u> - (Harvest, Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves a performance and musical discussion by the J.S. Bach Ensemble March 22, 2017 featuring Dr. Oscar Petty (Oboe), Rebecca Cypress (Director & Harpsichord) - \$550, Mark Moliterno (Baritone) - \$400, Lynette Bowring (Violin) - \$250, Thomas Purcell (Violin) - \$250, Jacob Shur (Violin) - \$250, Elizabeth Kalfayan (Cello) - \$250, and Dennis Masuzzo (Double Bass) - \$250. Engagement to include Vocal Workshop by Mr. Moliterno. Cost to the District as listed.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.11.000.221.320.000.000.9706)

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

### 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

x. <u>HMH Big Ideas Textbook Purchase & Professional Development for Campus High School</u> – (Harvest, Fraser)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the transition of the current textbooks at Campus High School from Carnegie Learning to Big Ideas for the Algebra I, Algebra II and Geometry courses. The purchase of the Big Ideas textbook, online program, and professional development will support the mathematics curriculum aligned to the Common Core State Standards (CCSS)/New Jersey Student Learning Standards (NJSLS). This purchase will include all textbooks, resources and 7 days of planned professional development to support the program at a total cost not to exceed \$191,379.35.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 18.11.190.100.640.000.0000 - \$154,406.65 - Textbooks 18.11.000.221.500.028.025.0000 - \$16,422.70 - Shipping & Handling 18.11.000.221.320.028.025.4336 - \$18,550.00 - Professional Development)

y. <u>Graduation Appeals Scoring</u> - (Harvest, Fraser, Vannoy)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the hiring of 8 Graduation Appeals scorers (4 mathematics, 4 ELA) for the 2016-2017 school year. Each teacher will be paid at the rate of \$34 per hour. ELA and Math will not exceed a total of 10 hours each per week per content area (not to exceed 20 hours in total per week for all scorers), and not to exceed 24 weeks at a total budgeted cost of \$20,400.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.11.000.221.110.028.025.0000)

### A. SUPERINTENDENT OF SCHOOLS

#### 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

z. <u>Teacher – Stipend Manipulatives Push</u> – (Harvest, Fraser)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 6 teachers to provide professional development workshops on the use of manipulative(s) and graphic organizers on 5 scheduled Mondays each from January to May. All 6 teachers will be paid 2 hours each for preparation at the rate of \$34 per hour and not to exceed \$2,040 in total.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.11.000.221.110.028.025.0000)

aa. Cicely L. Tyson M/H School Set Design Club - (Champagne)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Ronald Carson who currently works with the students on set design and students grades 9-12 for a Set Design Club at the Cicely L. Tyson Community Middle/High School of Fine and Performing Arts in accordance with standing union contracts not to exceed \$2,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the 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: 17.15.140.100.101.203.003.9727)

bb. <u>Harassment, Intimidation and Bullying Monthly Incident Reporting</u> - (Harvest)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Acting Superintendent of Schools, accepts the report of 10 incidents for November 2016 for the NJDOE monthly reporting of HIB.

## A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

## cc. Field Trips

**BE IT RESOLVED**: "that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following field trips."

No.			Reason (include incentive & benefit)		Cost/Budgets
	Names(s)	Destination		Date(s)	SB - School Based/GB - Grant Based/ AB - Arts Based Budgets
1	Ms. J. Crenshaw-Ellis 25 students 1 staff member 1 parent chaperone Tyson Elementary	East Orange, NJ	To attend a tree lighting ceremony at City Hall (Educational)	12/9/16	No cost to the district
2	Ms. A. Pruett 80 students 20 adults Bowser Elementary	Lyndhurst, NJ	To visit Medieval Times (Educational)	12/16/16	No cost to the district
3	Ms. F. McCoy-Leonard 4 students 1 staff member 3 parent chaperones Warwick Institute	Lyndhurst, NJ	To attend a NY Jets Game at Met Life Stadium (Educational)	12/17/16	No cost to the district
4	Ms. D. Dangler 70 students 3 staff members 10 parent chaperones Houston Academy	Newark, NJ	To perform at Newark Liberty Airport (Enrichment)	12/20/16	No cost to the district
5	Ms. C. Jones 25 students 16 staff members FSA Middle School	Philadelphia, PA	To visit the Franklin Institute (Educational)	12/21/16	\$1,092.00 Transportation <u>\$ 119.50</u> Admissions \$1,211.50 Total 17.11.423.270.512.145.045.0000 (SB) 17.11.423.100.800.145.045.0000 (SB)
6	Ms. C. Elias 75 students 8 staff members Costley Middle School	East Orange, NJ	To walk to Costley Middle School to perform at the Holiday Assembly (Educational)	12/23/16	No cost to the district
7	Ms. N. Hughes 40 students 4 staff members Tyson M/H School	Orange, NJ	To perform at the Christmas Eve Program for the Church of the Oranges (Educational)	12/24/16	\$338.00 \$338.00 Total 17.15.000.270.512.203.003.5523 (SB)
8	Ms. C. Jones 18 students 1 staff member 1 parent chaperone Houston Academy	Orange, NJ	To attend the Interpretive Forensic Competition (Educational)	1/6/17	<u>\$260.00</u> Transportation \$260.00 Total 17.15.000.270.512.307.007.5523 (SB)
9	Ms. B. Froehlich 12 students 2 staff members STEM Academy	Newark, NJ	To attend the Robotics Competition at NJIT (Educational)	1/7/17	<u>\$260.00</u> Transportation \$260.00 Total 17.15.000.270.512.102.002.5523 (SB)

# A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

## cc. Field Trips

No.			Reason (include incentive & benefit)		Cost/Budgets
	Names(s)	Destination	,	Date(s)	SB - School Based/GB - Grant Based/ AB - Arts Based Budgets
10	Ms. A. Muniz 30 students 2 staff members 1 parent chaperone Campus High School	Bridgewater, NJ	To attend the Garden State Championship Cheer Competition (Enrichment)	1/8/17	\$468.00 Transportation <u>\$250.00</u> Registration \$718.00 Total 17.15.190.100.610.101.001.6000 (SB) 17.15.000.270.512.101.001.5523 (SB)
11	Mr. J. Refinski 10 students 1 staff member STEM Academy	Newark, NJ	To attend the NJ Bar Foundation Annual Competition (Enrichment)	1/9/17 1/10/17	No cost to the district
12	Ms. A. Pruett 50 students per date 6 staff members Bowser Elementary	Princeton, NJ	To attend the Discover Drumthwacket Educational Program (Educational)	1/11/17 1/18/17	No cost to the district
13	Ms. I. Colson District 4th grd students TBD Elementary Schools	Montclair, NJ	To visit the Montclair Art Museum (Educational)	2/2017 Thru 4/2017	No cost to the district
14	Ms. A. Poole 45 students 5 staff members Tyson M/H School	Washington, DC	To visit the National Museum of African American History (Educational)	2/6/17	<u>\$2,548.00</u> Transportation \$2,548.00 Total 17.11.000.270.517.028.033.9713 (SB)
15	Ms. S. Wallace 76 students 6 staff members 1 parent chaperone Tyson Elementary	Morristown, NJ	To attend Morristown's Community Theater (Educational)	2/16/17	\$ 676.00 Transportation <u>\$ 616.00</u> Admissions \$1,292.00 Total 17.15.000.270.512.312.012.5523 (SB) 17.15.190.100.800.312.012.0000 (SB)
16	Mr. T. Doan 40 students 3 staff members 1 parent chaperone Tyson Elementary	Glassboro, NJ	To perform at the NJ Music Educators Association Concert Band Festival (Educational)	3/22/17	\$ 988.00 Transportation <u>\$ 150.00</u> Registration \$1,138.00 Total 17.11.000.221.580.000.000.9706 (AB) 17.11.000.270.517.000.000.9706 (AB)
17	Mr. O. Petty 49 students 5 staff members 1 parent chaperone Tyson M/H School	Atlanta, GA	To perform as part of the Heritage Music Festival (Educational)	3/22/17 Thru 3/27/17	\$19,540.00 Lodging \$ 9,264.00 Transportation/Airfare \$ 2,240.00 Meals <u>\$ 952.00</u> Other Expenses \$31,996.00 Total 17.11.000.221.890.000.000.9706 (AB) 17.11.000.270.517.000.000.9706 (AB) 17.15.000.270.512.203.003.5523 (SB)
18	Mr. R. Carlson 48 students 6 staff members Tyson M/H School	New York City, NY	To attend the Metropolitan Opera (Educational)	4/6/17	<ul> <li>\$ 962.00 Transportation</li> <li>\$1,350.00 Admissions</li> <li>\$2,160.00 Meals</li> <li>\$4,472.00 Total</li> <li>17.15.000.270.512.203.003.5523 (SB)</li> <li>17.15.190.100.800.203.003.0000 (SB)</li> </ul>

# A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

## cc. Field Trips

No.			Reason (include incentive & benefit)		Cost/Budgets
	Names(s)	Destination	,	Date(s)	SB - School Based/GB - Grant Based/ AB - Arts Based Budgets
19	Mr. T. Buonomo 42 students 4 staff members 4 parent chaperones Cochran Academy	Princeton, NJ	To visit Drumthwacket the official Governor's Residence of NJ (Educational)	4/26/17	No cost to the district
20	Ms. E. Standler 62 students 8 staff members 6 parent chaperones Tyson Elementary	Point Pleasant Beach, NJ	To visit the Jenkinson's Aquarium (Educational)	5/12/17	\$ 832.00 Transportation <u>\$ 436.00</u> Admissions \$1,268.00 Total 17.15.000.270.512.312.012.5523 (SB) 17.15.190.100.800.312.012.0000 (SB)
21	Ms. I. Colson District 5th grd students Staff members TBD Elementary Schools	Newark, NJ	To attend Alvin Ailey performances at the NJPAC (Educational)	5/12/17	\$ 5,990.00 Transportation <u>\$ 8,000.00</u> Admissions \$13,990.00 Total 17.11.000.221.890.000.000.9706 (AB) 17.11.000.270.517.000.000.9706 (AB)
22	Ms. J. DeAnna 80 students 5 staff members 8 parent chaperones Tyson Elementary	Monmouth Junction, NJ	To visit the VonThun Farm (Educational)	5/25/17	<ul> <li>\$ 728.00 Transportation</li> <li><u>\$ 616.00</u> Admissions</li> <li>\$1,344.00 Total</li> <li>17.15.000.270.512.312.012.5523 (SB)</li> <li>17.15.190.100.800.312.012.0000 (SB)</li> </ul>
23	Ms. J. Crenshaw-Ellis 30 students 1 staff member 3 parent chaperones Tyson Elementary	Newark, NJ	To attend and participate in a joint Choral Performance at the Prudential Center (Educational)	6/1/17	\$286.00 Transportation <u>\$ 95.00</u> Registration \$381.00 Total 17.15.000.270.512.312.012.5523 (SB) 17.15.190.100.800.312.012.0000 (SB)
24	Mr. N. Joanow 85 students 5 staff members 8 parent chaperones Tyson Elementary	Parsippany, NJ	To visit the Veterans Memorial Park (Educational)	6/2/17	\$ 728.00 Transportation <u>\$1,344.00</u> Admissions \$2,072.00 Total 17.15.000.270.512.312.012.5523 (SB) 17.15.190.100.800.312.012.0000 (SB)
25	Ms. S. Loucka 90 students 8 staff members STEM Academy	Point Pleasant Beach, NJ	To visit the Jenkinson's Boardwalk (Incentive)	6/8/17	\$1,248.00 <u>\$520.00</u> Substitute Salary \$1,768.00 Total 17.15.000.270.512.102.002.5523 (SB) 17.15.130.100.101.102.002.9729 (SB)
26	Ms. D. Reynoso 90 students 9 staff members STEM Academy	Haledon, NJ	To attend Senior Prom at The Tides (Reward)	6/15/17	No cost to the district
27	Ms. N. Elvie 45 students 5 staff members Campus High School	New York, NY	To visit the Mo Math Museum (Educational)	12/20/16	<ul> <li>\$ 468.00 Transportation</li> <li>\$1,050.00 Admissions</li> <li>\$ 520.00 Substitute Salary</li> <li>\$ 400.00 Registration</li> <li>\$2,438.00 Total</li> <li>17.15.140.100.101.101.001.9727 (SB)</li> <li>17.15.000.270.512.101.001.5539 (SB)</li> <li>17.15.190.100.610.101.001.6000 (SB)</li> </ul>

# A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

## cc. Field Trips

No.			Reason (include		Cost/Budgets
110.			incentive & benefit)		Cosy Duugets
	Names(s)	Destination	intentive & benefit)	Date(s)	SB - School Based/GB - Grant Based/ AB - Arts Based Budgets
28	Mr. R. Thomas 40 students 5 staff members Campus High School	Hillside, NJ	To visit the Community Food Bank (Educational & Enrichment)	12/21/16	\$312.00 Transportation <u>\$520.00</u> Substitute Salary \$832.00 Total 17.15.000.270.512.101.001.5523 (SB) 17.15.140.100.101.101.001.9727 (SB)
29	Ms. A. Evans 30 students 4 staff members 5 parent chaperones Campus High School	New York, NY	To attend a performance of the Color Purple (Educational)	1/4/17	\$ 832.00 Transportation <u>\$2,020.00</u> Admissions \$2,852.00 Total 17.15.000.218.500.101.001.0000 (SB) 17.15.000.270.512.101.001.5523 (SB)
30	Ms. M. Riddick 10 students 1 staff member 3 parent chaperones Campus High School	Union, NJ	To attend and participate in the NJDECA 2017 Central Region Gold Conference at Kean University (Educational & Enrichment)	1/6/17 (Snow date 1/10/17)	\$390.00 Transportation \$130.00 Substitute Salary \$130.00 Registration <u>\$ 40.00 Meals</u> \$690.00 Total 17.15.000.270.512.101.001.5523 (SB) 17.15.190.100.500.101.001.6000 (SB) 17.15.140.100.101.101.001.9727 (SB)
31	Ms. L. Gopal 10 students 1 staff member Campus High School	Paramus, NJ	To attend the North Jersey School Music Association Regional Choir Auditions (Educational)	1/7/17	\$364.00 Transportation <u>\$260.00</u> Substitute Salary \$624.00 Total 17.15.000.270.512.101.001.5523 (SB) 17.15.140.100.101.101.001.9727 (SB)
32	Mr. J. Ozello 25 students 2 staff members Campus High School	Newark, NJ	To participate in the NJ State Bar Association's Mock Trial Competition (Educational)	1/10/17 1/17/17 1/13/17 1/30/17	\$1,144.00 Transportation \$1,144.00 Total 17.15.000.270.512.101.001.5523 (SB)
33	Mr. A. Adisa 400 students 2 staff members per school All district schools	East Orange, NJ	To participate in the District STEM Fair 2017 (Educational)	6/1/17	\$3,213.60 Transportation <u>\$4,112.62</u> Other Expenses \$7,326.22 Total 17.11.000.270.517.028.033.9713 (SB) 17.11.000.221.500.028.025.5503 (SB) 17.11.000.221.600.028.025.0000 (SB) 17.11.000.221.600.028.025.0000 (SB)
			<b>FO FIELD TRIP RESOI</b>		
1	Ms. D. Evans 35 students 3 staff members Tyson M/H School	Union, NJ	To attend the Kean University College Tour (Educational)	12/7/16	This field trip was Board approved at the $10/11/16$ meeting. Due to a scheduling conflict, the date of the trip was changed from $10/25/16$ to 12/7/16.
2	Ms. D. Evans 30 students 3 staff members Tyson M/H School	New Brunswick, NJ	To attend Rutgers University College Tour (Educational)	TBD	This field trip was Board approved at the 10/11/16 meeting. Due to unforeseen circumstances, the rescheduled date of the trip is to be determined.

### A. SUPERINTENDENT OF SCHOOLS

### 2. LABOR RELATIONS & EMPLOYMENT SERVICES

a. <u>Retirements</u>

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

- Mr. Willie Danzy Painter (Head) Division of Maintenance Services Effective January 1, 2017 (40 years, 6 months of service) (11.000.261.0100.000.000.0000)
- Ms. Carressa Long-Golden Custodian (Night) Truth Middle School Effective January 1, 2017 (35 years, of service) (11.000.262.0100.000.000.0000)
- 3. Ms. Helen Mininson Teacher Tutor Cochran Academy Effective July 1, 2017 (27 years, 6 months of service) (15.120.100.0101.000.338.038.0000)
- 4. Mr. Henry Nabutete Teacher of ESL Banneker Academy Effective July 1, 2017 (33 years, 8 months of service) (15.240.100.0101.000.336.036.0000)
- Ms. Sharman Nittoli Teacher of Music (voc) Bowser Elementary School Effective July 1, 2017 (14 years of service) (15.120.100.0101.000.304.004.0000)
- b. <u>Resignations</u>

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

- 1. Ms. Britney Brewton School Social Worker Jackson Academy Effective December 30, 2016 (no reason) (4 months of service) (15.000.211.0100.000.314.014.0000)
- Mr. Richard Cella Teacher of Science East Orange STEM Academy High School Effective January 15, 2017 (personal reasons) (3 years, 4 months of service) (15.140.100.0101.000.102.002.0000)
- Ms. Dorothy Hayes Teacher of the Handicapped (LD) Houston Academy Effective January 14, 2017 (home duties) (19 years, 4 months of service) (15.204.100.0101.000.307.007.0000)
- Mr. Michael Haynes-Crawford Teacher Assistant for Special Ed (LD) Tyson Elementary Effective January 2, 2017 (another position) (2 years, of service) (15.204.100.0106.000.312.012.0000)
- Mr. Ezra Naughton Teacher Assistant for Special Ed (CSM) East Orange Campus High School Effective November 30, 2016 (no reason) (2 years, 1 month of service) (15.213.100.0106.000.101.001.0000)
- Mr. Frankie Singletary Security Monitor East Orange STEM Academy High School Effective December 2, 2016 (no reason) (4 years, 1 month of service) (15.000.266.0100.000.102.002.0000)
- Ms. Tanya Wilson Lunch Period Supervisory Aide Bowser Elementary School Effective October 14, 2016 (no reason) (9 months of service) (11.000.262.0100.000.000.0000)

### A. SUPERINTENDENT OF SCHOOLS

### 2. LABOR RELATIONS & EMPLOYMENT SERVICES

c. <u>Separation</u>

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

- Mr. Roger Graham Hourly Custodian Division of Maintenance Services Effective December 14, 2016 (abandoned position) (11.000.262.0100.000.000.0000)
- d. 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."

- Ms. Janet Jacobs Media Specialist Langston Hughes School Family Act LOA (Intermittent) was approved at the November 14, 2016 Board Meeting (15.000.222.0100.000.306.006.0000)
- e. 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."

- Ms. Derrick Barrett Security Monitor Campus High Family Act LOA Effective November 30, 2016 to December 12, 2016 (15.000.266.0100.000.101.001.0000)
- Mr. Samir Bengherifa Teacher of Mathematics Tyson 6-12 Family Act LOA (Intermittent) Effective November 20, 2016 to June 30, 2017 (NTE 20 days) (15.130.100.0101.000.203.003.0000)
- Mr. Kurt Blanc Painter Division of Maintenance Services Family Act and Bonding LOA Effective November 1, 2016 to January 13, 2017 (11.000.261.0100.000.000.0000)
- Ms. Mabel Boah Teacher of Grades 6-8 (Sci) Costley Middle School Family Act LOA Effective October 5, 2016 to January 11, 2017 Health LOA Effective January 12, 2017 to March 1, 2017 (15.130.100.0101.000.215.015.0000)
- Ms. Chiffon Brown Teacher of Pre-Kindergarten Banneker Academy Family Act LOA Effective November 1, 2016 to November 9, 2016 (20.218.100.0101.000.028.026.9010)
- Ms. Trisha Butts Teacher Assistant for Kindergarten Bowser Elementary School Educational LOA (without pay) Effective January 5, 2017 to April 28, 2017 (15.190.100.0106.000.304.004.9704)
- Ms. Brenda Bynum Teacher Assistant for Special Ed (LD) Ecolè Toussaint Louverture Family Act LOA (Intermittent) Effective November 11, 2016 to June 30, 2017 (NTE 10 days) (15.204.100.0106.000.310.010.0000)
- Mr. Richard Cella Teacher of Science East Orange STEM Academy High School Administrative LOA Effective December 12, 2016 to January 13, 2017 (15.140.100.0101.000.102.002.0000)

#### A. <u>SUPERINTENDENT OF SCHOOLS</u>

- e. Leaves of Absence (cont'd)
  - 9. Ms. Patricia Ciccone Teacher Tutor Garvin School Family Act LOA Effective October 20, 2016 to December 23, 2016 (15.120.100.0101.000.308.008.0000)
  - Ms. Claudette Clement School Nurse Department of Early Childhood Family Act LOA (Intermittent) Effective September 23, 2016 to June 30, 2017 (NTE 20 days) (20.218.200.0104.000.028.026.9027)
  - 11. Ms. Iqua Colson Supervisor of Visual and Performing Arts Division of Curriculum Services Family Act LOA (Intermittent) Effective August 16, 2016 to June 30, 2017 (NTE 20 days) (11.000.221.0104.000.000.0000)
  - Mr. Julius David Teacher of Social Studies Campus High Family Act and Bonding LOA Effective November 21, 2016 to December 2, 2016 (15.140.100.0101.000.101.001000)
  - Ms. Norma Diaz CTE Teacher (Business) Campus High Family Act LOA Effective October 24, 2016 to December 2, 2016 (15.140.100.0101.000.101.0000)
  - 14. Ms. Gayle Ellison-Banks Teacher Tutor Langston Hughes School Family Welfare LOA (without pay) Effective November 15, 2016 to November 28, 2016 (15.120.100.0101.000.306.0060000)
  - Ms. Gissel Feliz Teacher Assistant for Special Ed (ESL) Healy Middle School Family Welfare LOA (without pay) Effective November 21, 2016 to January 17, 2017 (15.240.100.0106.000.217.017.0000)
  - 16. Ms. Althea George Teacher of Elementary Carver Institute Health LOA Effective November 9, 2016 to December 9, 2016 (15.120.100.0101.000.305.005.0000)
  - Ms. Edith Guillaume Teacher of Mathematics Campus High Family Act LOA Effective October 31, 2016 to November 4, 2016 (15.140.100.0101.000.101.001000)
  - Ms. Nicole Harper Teacher of Elementary Carver Institute Family Act LOA (Intermittent) Effective October 14, 2016 to June 30, 2017 (NTE 20 days) (15.120.100.0101.000.305.005.0000)
  - Ms. Iraida Hernandez Teacher of Bilingual/Bicultural Ed Bowser Elementary School Family Act LOA Effective September 12, 2016 to October 28, 2016
     Family Act LOA (Intermittent) Effective October 31, 2016 to June 30, 2017 (NTE 25 days) (15.240.100.0101.000.304.004.0000)
  - 20. Mr. Martin Hubany Co-Teacher Costley Middle School Health LOA Effective September 26, 2016 to December 9, 2016 (15.130.100.0101.000.215.015.0000)
  - 21. Mr. Boaz Ibarasa Teacher of the Handicapped (LD) Campus High Family Act LOA Effective October 11, 2016 to January 3, 2017 (15.204.100.0101.000.101.001000)

#### A. <u>SUPERINTENDENT OF SCHOOLS</u>

- e. Leaves of Absence (cont'd)
  - 22. Mr. Nicholas Joanow Teacher of Elementary Tyson Elementary Family Act and Bonding LOA Effective February 23, 2017 to March 8, 2017 (15.120.100.0101.000.312.012.0000)
  - 23. Ms. Olivia Johnstone Teacher of Grades 6-8 (SSd) Tyson 6-12 Family Act LOA Effective November 7, 2016 to November 29, 2016 (15.130.100.0101.000.203.003.0000)
  - 24. Ms. Daille Kettrell Teacher of Music (Voc) Warwick Institute Family Act LOA Effective November 4, 2016 to November 21, 2016 (15.120.100.0101.000.309.009000 – 84.0000%) (20.218.100.0101.000.028.026.9011 – 16.0000%)
  - 25. Ms. Darlene Kuc School Nurse Jackson Academy Family Act LOA (Intermittent) Effective September 21, 2016 to June 30, 2017 (NTE 20 days) (15.000.213.0100.000.314.014.0000)
  - Ms. Eileen Lesko-Eckert Teacher of Business/Technology East Orange STEM Academy High Family Act LOA (Intermittent) Effective November 10, 2016 to June 30, 2017 (NTE 15 days) (15.140.100.0101.000.102.002.0000)
  - 27. Ms. Roberta Leveson School Counselor Truth Middle School Family Act LOA Effective December 7, 2016 to January 7, 2017 (15.000.218.0104.000.216.016.0000)
  - 28. Ms. Connie Liristis-Wilson Data Coach Costley Middle School Family Act LOA Effective November 29, 2016 to February 27, 2017 (20.231.200.0100.000.215.015.0000)
  - 29. Mr. Bahron Lucas Attendance Officer Division of Operations Family Act and Bonding LOA Effective October 28, 2016 to November 7, 2016 (11.000.211.0100.000.000.0000)
  - Mr. Nicholas Masia Math Coach Costley Middle School Family Act LOA (Intermittent) Effective October 26, 2016 to June 30, 2017 (NTE 10 days) (15.000.221.0104.000.215.015.0000)
  - 31. Ms. Tiana McCargo Teacher of Elementary Bowser Elementary School Family Act and Bonding LOA Effective January 3, 2017 to April 3, 2017 Child Rearing LOA (without pay) Effective April 4, 2017 to June 30, 2017 (15.120.100.0101.000.304.004.0000)
  - 32. Ms. Alicia Messina-Egan Teacher of the Handicapped (ICS) Bowser Elementary School Family Act LOA (Intermittent) Effective October 31, 2016 to June 30, 2017 (NTE 22 days) (15.213.100.0101.000.304.004.0000)
  - Mr. David Moore Security Monitor Fresh Start Academy High School Family Act LOA (Intermittent) Effective October 23, 2016 to June 30, 2017 (NTE 20 days) (11.000.266.0100.000.000.0000)
  - Ms. Shernett Ossai Teacher of English Tyson 6-12 Family Act LOA (Intermittent) Effective November 23, 2016 to June 30, 2017 (NTE 15 days) (15.140.100.0101.000.203.003.0000)

#### A. <u>SUPERINTENDENT OF SCHOOLS</u>

- e. Leaves of Absence (cont'd)
  - Ms. Sonika Palmer Teacher Assistant for Special Ed (ICS) Cochran Academy Family Act LOA Effective January 24, 2017 to February 3, 2017 (15.213.100.0106.000.338.038.0000)
  - 36. Ms. Wendy Patterson Secretary Tyson 6-12 Family Act LOA (Intermittent) Effective December 1, 2016 to June 30, 2017 (NTE 20 days) (15.000.211.0100.000.203.003.0000)
  - Ms. Carol Reid School Nurse Department of Early Childhood Family Act LOA (Intermittent) Effective November 15, 2016 to June 30, 2017 (NTE 10 days) (20.218.200.0104.000.028.026.9027)
  - Mr. Anthony Sampson Custodian (Night) Langston Hughes School Family Welfare LOA (without pay) Effective December 5, 2016 to December 16, 2016 (11.000.262.0100.000.000.0000)
  - Ms. Kimberly Scott Inventory Control Division of Business Services Family Act LOA Effective December 12, 2016 to January 16, 2017 (11.000.262.0100.000.000.0000)
  - 40. Ms. Denise Skakel CST Social Worker Department of Special Education Family Act LOA (Intermittent) Effective November 30, 2016 to June 30, 2017 (NTE 20 days) (11.000.219.0104.000.000.0000)
  - Ms. Christina Smith Teacher Assistant for Special Ed (BD) Houston Academy Family Act and Bonding LOA Effective March 20, 2017 to June 20, 2017 Child Rearing LOA (without pay) Effective June 21, 2017 to June 30, 2017 (15.209.100.0106.000.307.007.0000)
  - 42. Ms. Clarice Smith-Jarvis Teacher of Kindergarten Cochran Academy Educational LOA (without pay) Effective January 23, 2017 to May 15, 2017 (15.110.100.0101.000.338.038.9704)
  - 43. Ms. Erica Sterling School Counselor Costley Middle School Family Act LOA Effective November 21, 2016 to December 23, 2016 (15.000.218.0104.000.215.015.0000)
  - Ms. Bonnie Taylor Teacher of Business/Technology East Orange STEM Academy High School Family Act LOA Effective November 14, 2016 to February 16, 2017 Family Welfare LOA (without pay) Effective February 17, 2017 to June 30, 2017 (15.140.100.0101.000.102.002.0000)
  - Mr. Alton Vaughn Teacher of Grades 6-8 (Mth) Tyson 6-12 Family Act LOA (Intermittent) Effective October 20, 2016 to June 30, 2017 (NTE 30 days) (15.130.100.0101.000.203.003.0000)
  - Ms. Tiffany Wiley-Grant Teacher of Social Studies Tyson 6-12 Child Rearing LOA (without pay) Effective November 29, 2016 to February 15, 2017 (15.130.100.0101.000.203.003.0000)
  - Mr. Jimmy Williams School Disciplinarian Fresh Start Academy Middle School Family Act LOA Effective September 29, 2016 to January 4, 2017 (11.423.100.0101.000.145.045.0000)

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 2. LABOR RELATIONS & EMPLOYMENT SERVICES

- e. Leaves of Absence (cont'd)
  - Mr. Danovan Willis Teacher Assistant for Pre-Kindergarten Wahlstrom Academy Educational LOA (without pay) Effective January 23, 2017 to June 22, 2017 (20.218.100.0106.000.028.026.9013)
  - Ms. Shakeira Willis-Porter Teacher of Elementary Ecolè Toussaint Louverture Family Act and Bonding LOA Effective December 1, 2016 to March 15, 2017 Child Rearing LOA (without pay) Effective March 16, 2017 to June 30, 2017 (15.120.100.0101.000.310.010.0000)
  - 50. Ms. Jacquetta Winters Teacher of Elementary Jackson Academy Family Act LOA (Intermittent) Effective November 4, 2016 to June 30, 2017 (NTE 20 days) (15.120.100.0101.000.314.014.0000)
  - 51. Ms. Nadine Wright-Arbubaker Teacher Assistant for Special Ed (LD) Jackson Academy Family Act LOA (Intermittent) Effective October 11, 2016 to June 30, 2017 (NTE 20 days) (15.204.100.0106.000.314.014.0000)
- 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 Schedule 2.f."

g. 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. Kerdishia Artis – Teacher Assistant for Kindergarten – Wahlstrom Academy (Original Hire Date: November 9, 2016)

From: Step 1 \$26,007.00 p/a To: Step 3 \$26,557.00 p/a Effective November 9, 2016 to June 30, 2017 (higher training level) (15.190.100.0106.000.339.039.9704)

- 2. Ms. Jacquelyn Banks Teacher Tutor Parks Academy (Original Hire Date: November 6, 1996)
  - From: Level 4/BA Step 16 \$88,706.00 p/a + \$750 Longevity To: Level 4/BA Step 16 \$88,706.00 p/a + \$1,250 Longevity Effective November 7, 2016 to June 30, 2017 (20 years longevity stipend) (15.120.100.0101.000.311.011.0000)
- 3. Ms. Ashley Battle Teacher of Art Banneker Academy (Original Hire Date: December 5, 2014)
  - From: Level 5/MA Step 1 \$57,573.00 p/a
  - To: Level 5½/MA+15 Step 1 \$59,073.00 p/a Effective February 1, 2017 to June 30, 2017 (higher training level) (15.120.100.0101.000.336.036.0000)

#### A. <u>SUPERINTENDENT OF SCHOOLS</u>

- g. Salary Adjustments (cont'd)
  - 4. Mr. James Lemon Teacher of Drama Tyson 6-12 (Original Hire Date: November 23, 1996)
    - From: Level 4/BAH Step 9½ \$58,723.00 p/a + \$750 Longevity To: Level 4/BA Step 9½ \$58,723.00 p/a + \$1,250 Longevity Effective November 23, 2016 to June 30, 2017 (20 years longevity stipend) (15.130.100.0101.000.203.003.0000)
  - 5. Mr. Robert Peak Teacher of Science Campus High (Original Hire Date: March 22, 2010)
    - From: Level 51/2/MA+15 Step 3 \$60,173.00 p/a
      - To: Level 6/MA+32 Step 3 \$67,073.00 p/a Effective February 1, 2016 to June 30, 2016 (higher training level) &
    - From: Level 51/2/MA+15 Step 3 \$60,173.00 p/a
      - To: Level 6/MA+32 Step 3 \$67,073.00 p/a Effective September 1, 2016 to June 30, 2017 (higher training level) (15.140.100.0101.000.101.001.0000)
  - Ms. Junita Pullins Teacher Assistant for Special Education (ICS) East Orange Campus High School (Original Hire Date: December 5, 2016)
    - From: Step 1 \$26,007.00 p/a To: Step 3 \$26,557.00 p/a Effective December 5, 2016 to June 30, 2017 (higher training level) (15.213.100.0106.000.101.001.0000)
  - 7. Ms. Lilian Ratemo Teacher of the Handicapped (LD) Houston Academy (Original Hire Date: September 11, 2006)
    - From: Level 5/MA Step 11 \$69,573.00 p/a
      - To: Level 5½/MA+15 Step 11 \$71,073.00 p/a Effective February 1, 2017 to June 30, 2017 (higher training level) (15.204.100.0101.000.307.007.0000)
  - 8. Mr. Todd St. Laurent Teacher of Grades 6-8 (Sci) Costley Middle School (Original Hire Date: January 3, 2017)
    - From: Level 4/BA Step 1 \$51,873.00 p/a
      - To: Level 5<sup>1</sup>/<sub>2</sub>/MA+15 Step 13 \$83,114.00 p/a Effective January 3, 2017 to June 30, 2017 (higher training level & verified prior experience) (15.130.100.0101.000.215.015.0000)
  - 9. Ms. Cindy Taveras Teacher of Grades 6-8 (Sci) Healy Middle School (Original Hire Date: October 13, 2016)
    - From: Level 4/BA Step 1 \$51,873.00 p/a
      - To: Level 5/MA Step 1 \$57,573.00 p/a Effective October 13, 2016 to June 30, 2017 (higher training level) (15.130.100.0101.000.217.017.0000)

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

### 2. LABOR RELATIONS & EMPLOYMENT SERVICES

- g. <u>Salary Adjustments</u> (cont'd)
  - Ms. Michele Tiller CST Social Worker Department of Special Education (Original Hire Date: November 4, 1996)
    - From: Level 6/MA+32 Step 16 \$103,265.00 p/a + \$750 Longevity
      - To: Level 6/MA+32 Step 16 \$103,265.00 p/a + \$1,250 Longevity Effective November 4, 2016 to June 30, 2017 (20 years longevity stipend) (11.000.219.0104.000.000.0000)

#### h. Staff Appointments

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2016-17 staff appointments listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.h."

#### i. 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 Schedule 2.i for the 2016-2017 school year."

#### j. <u>Miscellaneous Teaching Supply Payments - Various Locations -2016-17</u> 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 miscellaneous teaching supply payments (\$54.50) for teachers at the various locations listed in HUMAN RESOURCE SERVICES SCHEDULE 2.j."

### k. Appointment of Per Diem Substitute Teachers - 2016-17 School Year

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of per diem substitute teachers listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.k for the 2016-17 school year at a rate of \$75 p/d and \$130 p/d."

### I. 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. Cyr	nthia Bohri – Teacher Assistant for Special Ed (1:1) – Tyson 6-12
	Ch	ange in Family Act LOA Effective Dates
	From:	September 23, 2016 to November 4, 2016
	To:	September 23, 2016 to November 9, 2016
2.	Ms. Jan	et Jacobs – Media Specialist – Langston Hughes School
		ange in Family Act LOA Effective Dates
	From:	September 26, 2016 to November 11, 2016
	To:	September 26, 2016 to December 23, 2016
3.	Ms. Me	lissa Jones – Teacher of Social Studies – East Orange STEM Academy High School
	Cha	ange in Family Act LOA Effective Dates
	From:	October 17, 2016 to November 28, 2016
	To:	October 17, 2016 to December 6, 2016
		22

#### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 2. LABOR RELATIONS & EMPLOYMENT SERVICES

- 1. <u>Agenda Changes/Corrections</u> (cont'd)
  - Ms. Doris Sares Testing Coordinator East Orange STEM Academy High School <u>Change in Family Act LOA (Intermittent) Days</u> From: September 1, 2016 to June 30, 2017 (NTE 15 days)
    - To: September 1, 2016 to June 30, 2017 (NTE 30 days)
  - 5. Dr. Rita Wenger Teacher of Grades 6-8 (Mth) Healy Middle School <u>Change in Family Act LOA Effective Dates</u> From: October 10, 2016 to October 14, 2016 To: September 29, 2016 to October 5, 2016 <u>Change in Family Act LOA (Intermittent) Effective Dates</u> From: October 1, 2016 to June 30, 2017 (NTE 10 days) To: October 6, 2016 to December 31, 2016 (NTE 10 days)

#### m. Appointments

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

- Ms. Haneefah Barner Teacher Assistant for Special Education (1:1) Garvin School Salary \$26,007.00 p/a Step 1 Effective December 14, 2016 to June 30, 2017 (11.000.217.0100.000.000.0000) (replacement)
- Ms. Cathy Battle Accounts Payable Clerk Division of Business Services Salary \$38,148.00 p/a Group 4 Step 1 Effective December 14, 2016 to June 30, 2017 (11.000.251.0100.000.000.0000) (replacement)
- Ms. Taryn Ciulla Teacher of Elementary Tyson Elementary Salary \$51,873.00 p/a Level 4/BA Step 1 Effective December 14, 2016 to June 30, 2017 (15.120.100.0101.000.312.012.0000) (replacement)
- Ms. Ariana Fernandez Teacher Assistant for Special Education (LD) Tyson Elementary Salary \$26,007.00 p/a Step 1 Effective December 14, 2016 to June 30, 2017 (15.204.100.0106.000.312.012.0000) (replacement)
- Ms. Jasmine Hanks Teacher Assistant for Kindergarten Warwick Institute Salary \$26,557.00 p/a Step 3 Effective December 14, 2016 to June 30, 2017 (15.190.100.0106.000.309.009.9704) (replacement)
- Mr. Michael Harris Teacher Assistant for Special Education (LD) Healy Middle School Salary \$26,007.00 p/a Step 1 Effective September 01, 2016 to June 30, 2017 (15.204.100.0106.000.217.017.0000)
- Ms. Shyla Jackson Lunch Period Supervisory Aide Tyson Elementary Salary \$8.75 p/h Step 1 Effective December 14, 2016 to June 30, 2017 (11.000.262.0100.000.000.0000) (replacement)
- Ms. Nazmoon Khan Teacher of Grades 6-8 (Mth) Healy Middle School Salary \$52,473.00 p/a Level 4/BA Step 2 Effective December 14, 2016 to June 30, 2017 (15.130.100.0101.000.217.017.0000) (replacement)
- Ms. Kathy Lathrop-Magro Teacher of English East Orange Campus High School Salary \$51,873.00 p/a Level 4/BA Step 1 Effective December 14, 2016 to June 30, 2017 (15.140.100.0101.000.101.0000) (replacement)

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 2. LABOR RELATIONS & EMPLOYMENT SERVICES

- m. Appointments (cont'd)
  - 10. Ms. Kiana Scott Security Hourly Department of Security Salary \$17.11 p/h Step 1 Effective December 14, 2016 to June 30, 2017 (11.000.266.0100.000.000.0000) (replacement)
  - Ms. Lydia Veira Lunch Period Supervisory Aide Bowser Elementary School Salary \$8.75 p/h Step 1 Effective December 14, 2016 to June 30, 2017 (11.000.262.0100.000.000.0000) (replacement)
  - Ms. Alcillena Wilson Teacher Tutor Langston Hughes School Salary \$51,873.00 p/a Level 4/BA Step 1 Effective December 14, 2016 to June 30, 2017 (15.120.100.0101.000.306.0060000) (replacement)
- n. Suspensions

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

- AY Effective December 1, 2016 December 7, 2016 (w/o pay)
- SG Effective December 13, 2016 (w/o pay)

## A. SUPERINTENDENT OF SCHOOLS

## 2. LABOR RELATIONS & EMPLOYMENT SERVICES

## o. <u>Professional Conferences</u>

**BE IT RESOLVED:** "that the Board of Education, upon the recommendation of the Superintendent of Schools, approves staff attendance/participation in the following professional conferences, workshops, seminars or trainings with the requirements, that staff turn-key as required by administration those issues addressed at the approved professional development events which have relevance to improving instruction and/or the operation of the school district."

	Name(s)	Destination	Reason	Date(s)	Cost
1.	Gloria Watson Flore Nadeige-Lovett (2) School Counselors Educational Support Services	Asbury Park, NJ	Asbury Park School District School Counseling Services Visit/Observation	TBD	\$80.00         Travel Expenses           \$80.00         Total Est. Cost           17.11.000.218.580.028.046.0000
2.	April Hendricks Bonnie Triolo <i>Ecolé Toussaint Louverture</i>	Bloomfield, NJ	Westbridge Academy: CEU Workshop	12/9/2016	NO COST TO THE DISTRICT
3.	Jessica Pierresaint Labor Relations & Employment Services	Edison, NJ	Business Writing for Results	12/14/2016	\$149.00         Registration Fee           \$149.00         Total Est. Cost           17.11.000.230.580.028.021.0000
4.	Debra Boone Wanda Davis <i>Campus High</i>	Monroe Township, NJ	Achieve 3000 School of Future New Jersey Leadership Conference	12/14/2016	NO COST TO THE DISTRICT
5.	Monique Riddick Campus High	Various Locations	Monthly New Jersey Marketing Education Association Central Region Meetings	12/15/2016, 1/19/2017, 2/16/2017, 3/16/2017, 4/20/2017 & 5/18/2017	\$910.00         Registration Fee           \$910.00         Total Est. Cost           17.15.140.100.101.101.001.9727
6.	Belinda Boone Cochran Academy	Montclair, NJ	Complex Compassion and Subtle sympathy: Making & Savoring Mindful Moments in the Classroom	12/16/2016	NO COST TO THE DISTRICT
7.	Jennifer Bazilio Cochran Academy	Union, NJ	Kean University Diversity Council 2017 Educator's Conference	1/24/2017	NO COST TO THE DISTRICT
8.	Tracy Smith Division of Operations	Upper Montclair, NJ	New Jersey Educational Computing Cooperative 2016-17 Meetings	12/16/17, 2/24/2017, 3/17/2017, 4/28/2017, 5/19/2017 & 6/9/2017	NO COST TO THE DISTRICT

# A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 2. LABOR RELATIONS & EMPLOYMENT SERVICES

	Name(s)	Destination	Reason	Date(s)	Cost
9.	Matthew Barone Campus High	West Orange, NJ	Tech Tools you can use Tomorrow to Increase your Student's Learning	1/6/2017	\$245.00         Registration Fee           \$130.00         Substitute's Salary           \$375.00         Total Est. Cost           17.20.231.200.100.101.001.9727         17.15.140.100.101.101.001.9727
10.	Gloria Watson Education Support	Monroe Township, NJ	Reducing Racial Disparities in Discipline through Transformative Action for Equity	1/9/2017	\$149.00         Registration Fee           \$34.18         Transportation Costs           \$183.18         Total Est. Cost           17.11.000.218.580.028.046.0000
11.	Nadine Elvie Laurie Derco David Derco Dimitri Dewes Nerissa Tull Karen Williams Kwaku Amo Philip Fouad Fatimah Belal <i>Campus High</i>	New Brunswick, NJ	<ul> <li>Association of Mathematics:</li> <li>1. A visual approach to Algebra Formative</li> <li>2. Assessment, productive struggle and student discourse</li> </ul>	1/12/2017 & 4/14/2017	\$2,610.00         Registration           \$2,080.00         Substitute's Salary           \$4,690.00         Total Est. Cost           17.20.231.200.100.101.001.9727         17.15.140.100.101.101.001.9727
12.	Nadine Elvie Caroline Salters Kui Yange Campus High	New Brunswick, NJ	Association of Mathematics: 1. Pre-Calculus 2. Calculus the real thing	1/17/2017 & 3/17/2017	\$990.00         Registration           \$520.00         Substitute's Salary           \$1,510.00         Total Est. Cost           17.20.231.200.100.101.001.9727         17.15.140.100.101.101.001.9727
13.	Nadine Elvie Daniel Ndiba Oldy Jean-Marc Edith Guillaume Peter Oeri <i>Campus High</i>	New Brunswick, NJ	Association of Mathematics: 1. A visual approach to Geometry 2. Writing PARCC-like questions	1/19/2017 & 2/22/2017	\$1,450.00 Registration \$1,040.00 Substitute's Salary <b>\$2,490.00 Total Est. Cost</b> 17.20.231.200.100.101.001.9727 17.15.140.100.101.101.001.9727
14.	Sherri Taylor Darlene Shultz Carolyn Lofton-Simpson Early Childhood Dept.	Monroe, NJ	New Jersey ASCD – Early Childhood Summit	1/23/2017	\$400.00         Registration Fee           \$400.00         Total Est. Cost           17.20.218.200.329.028.026.9033
15.	Nadine Elvie Abdul Conteh Sudha Chetlur Vinu Patel Foshee Adanou Fritz Aly Esobe Ogbemudia <i>Campus High</i>	New Brunswick, NJ	<ul> <li>Association of Mathematics:</li> <li>1. Differentiating Math Instruction</li> <li>2. Making Connections with the Real World</li> </ul>	1/24/2017 & 2/23/2017	\$2,030.00         Registration           \$1,560.00         Substitute's Salary           \$3,590.00         Total Est. Cost           17.20.231.200.100.101.001.9727         17.15.140.100.101.101.001.9727
16.	Tahirih Caban Truth Middle	Edison, NJ	Become a Power User: Microsoft Excel	1/25/2017	\$139.00 Registration <b>\$139.00 Total Est. Cost</b> 17.15.000.223.580.216.016.0000
17.	Sharonda Allen Campus High	Trenton, NJ	School Choice Summit	1/26/2017	\$130.00         Substitute's Salary           \$130.00         Total Est. Cost           17.20.231.200.100.101.001.9727

# A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 2. LABOR RELATIONS & EMPLOYMENT SERVICES

	Name(s)	Destination	Reason	Date(s)	Cost
18.	Mr. Chidi Iromuanya Dr. Asha Parayanthal <i>Campus High</i>	Piscataway, NJ	BER- Next Generation Science Standards, Practical Strategies and Best New Tools	1/26/2017	\$298.00         Registration Fee           \$130.00         Substitute's Salary           \$428.00         Total Est. Cost           17.15.000.222.300.101.001.0000         17.15.140.100.101.101.001.9727
19.	Thomas Tamburin <i>Campus High</i>	West Orange, NJ	BER-Makerspaces: Creating, Motivating, Engaging Work Spaces for you Library	1/26/2017	\$245.00         Registration Fee           \$245.00         Total Est. Cost           17.15.000.222.300.101.001.0000
20.	Florencendie Oscar Dawn Nichol Rania Hassan STEM Academy	Monroe, NJ	BER- Next Generation Science Standards, Practical Strategies and Best New tools	1/26/2017	\$735.00         Registration Fee           \$390.00         Substitute's Salary           \$1,125.00         Total Est. Cost           17.15.190.100.500.102.002.0000         \$1,125.000
21.	Damien Phoenix Tamilo Gourdine <i>Campus High</i>	Monroe, NJ	Using Data to Create a Sense of Urgency for Immediate Action	1/26/2017	\$298.00         Registration           \$298.00         Total Est. Cost
22.	Vaughn Miller Curtis Frazier Dion Bailey <i>Business Services</i>	Atlantic City, NJ	NJ Association of School Administrators Techspo 2016	1/26-27/2017	17.15.000.240.500.101.001.6661         \$243.00       Mileage and Tolls         \$369.00       Lodging and Gratuities         \$144.00       Meals and Gratuities         \$1,275.00       Registration Fees         \$2,031.00       Total Est. Cost         16.11.000.251.580.028.020.0000
23.	Melaine Cruz Educational Support Services & Parent Relations	Lyndhurst, NJ	Human Trafficking in you Schools: The Ugly Truth	1/27/2017	NO COST TO THE DISTRICT
24.	Mr. Chidi Iromuanya Dr. Asha Parayanthal <i>Campus High</i>	Monroe, NJ	NJPSA Redesigning Science Labs held at Foundation of Educational Administration Foundation Center	1/27/2017	\$130.00         Substitute Salary           \$298.00         Registration Fee           \$428.00         Total Est. Cost           17.15.000.222.300.101.001.0000         17.15.140.100.101.101.001.9727
25.	Omar Little <i>Campus High</i>	Newark, NJ	BER- Making the best use of Google Tools and APPS to enhance Content Learning (Grades 6-12)	1/30/2017	\$130.00 Substitute Salary \$245.00 Registration Fee \$375.00 Total Est. Cost 17.15.000.222.300.101.001.0000 17.15.140.100.101.101.001.9727
26.	Wanda Davis Dr. Asha Parayanthal <i>Campus High</i>	Monroe, NJ	NJPSA Collaborative Inquiry: Putting Learning back held at Foundation of Educational Administration Foundation Center	2/3/2017 & 3/6/2017	\$750.00         Registration Fee           \$750.00         Total Est. Cost           17.15.000.223.580.307.007.0000         17.15.000.222.300.101.001.0000
27.	Michael Baldwin Campus High	New Brunswick, NJ	Using the Response to Intervention Model for Disruptive and Difficult Student Behaviors	2/7/2017	\$245.00         Registration Fee           \$245.00         Total Est. Cost           17.15.000.222.300.101.001.0000

# A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 2. LABOR RELATIONS & EMPLOYMENT SERVICES

	Name(s)	Destination	Reason	Date(s)	Cost
28.	Roberto Ruiz Jacqueline Delatour <i>Tyson Middle/High</i>	New York City, NY	Strengthening World Language Education: Standards for Success	2/9-10/2017	\$520.00 Substitute Salary \$590.00 Registration Fee \$1110.00 Total Est. Cost 17.15.000.240.580.203.003.0000
29.	Jessica Pierresaint Deliris Lorenzo Kareemah Williams Labor Relations & Employment Services	Edison, NJ	The Women's Conference	2/10/2017	\$447.00 Registration Fee \$69.81 Mileage and Tolls or Transportation Costs \$555.00 Total Est. Cost 17.11.000.230.580.028.021.0000
30.	Wanda Davis Devon Reed <i>Campus High</i>	New Brunswick, NJ	BER- Motivation, Mindset, Grit: Practical, Proven Strategies to Increase Learning	2/14/2017	\$490.00 Registration Fee <b>\$490.00 Total Est. Cost</b> 17.15.000.222.300.101.001.0000
31.	Damien Phoenix Campus High	Monroe Township, NJ	NJPSA workshop: Time Management	2/16/2017	NO COST TO THE DISTRICT
32.	Nadine Elvie Kui Yang Edith Guillaume <i>Campus High</i>	Robbinsville, NJ	College Board AP Workshop	2/17/2017	\$260.00         Substitute Salary           \$570.00         Registration Fee           \$830.00         Total Est. Cost           17.15.140.100.101.101.001.9727         17.20.231.200.100.101.001.9727
33.	Marissa McKenzie Labor Relations & Employment Services	Edison, NJ	How to deal with Unacceptable Employee Behavior	2/23/2017	<ul> <li>\$199.00 Registration Fee</li> <li>\$18.98 Mileage and Tolls or Transportation Costs</li> <li>\$217.98.00 Total Est. Cost</li> </ul>
34.	Jagriti Khurana Asha Parayanthal <i>Campus High</i>	Monroe, NJ	NJPSA: Differentiated Instruction Theory into practice	2/27/2017	\$130.00 Substitute Salary \$298.00 Registration Fee <b>\$428.00 Total Est. Cost</b> 17.15.140.100.101.101.001.9727 17.20.231.200.100.101.001.9727
35.	James Ozello Campus High	Iselin, NJ	2017 School Law Conference	2/28/2017	\$220.00 Registration Fee <b>\$220.00 Total Est. Cost</b> 17.15.000.222.300.101.001.0000
36.	Matilde Ramos Fernande Fortun <i>Campus High</i>	West Orange, NJ	BER- 101 Best strategies for Teaching World Languages	3/6/2017	\$130.00         Substitute Salary           \$490.00         Registration Fee           \$620.00         Total Est. Cost           17.15.000.222.300.101.001.0000         17.15.140.100.101.101.001.9727
37.	Chidi Iromuanya Devon Reed <i>Campus High</i>	West Orange, NJ	BER- Effectively Dealing with Disruptive Students	3/6/2017	\$130.00 Substitute Salary \$490.00 Registration Fee <b>\$620.00 Total Est. Cost</b> 17.15.000.222.300.101.001.0000 17.15.140.100.101.101.001.9727

# A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 2. LABOR RELATIONS & EMPLOYMENT SERVICES

	Name(s)	Destination	Reason	Date(s)	Cost
38.	Debbie Hoges Labor Relations & Employment Services	Edison, NJ	Worker's Comp	3/8/2017	\$23.27         Mileage and Tolls or Transportation Cost           \$299.00         Registration Fee           \$322.27         Total Est. Cost           17.11.000.230.580.028.021.0000
39.	Renee Richardson Fresh Start Middle	Dallas, TX	23 <sup>rd</sup> Annual Conference on Alternative Education	3/8-10/2017	<ul> <li>\$500.00 Mileage and Tolls or Transportation Costs</li> <li>\$721.02 Lodging and Gratuities</li> <li>\$256.00 Meals and Gratuities</li> <li>\$350.00 Registration Fee</li> <li>\$100.00 Other Expenses</li> <li>\$1,927.02 Total Est. Cost</li> <li>\$17.11.423.240.500.145.045.0000</li> </ul>
40.	Stephen Webb Fresh Start High	Dallas, TX	23 <sup>rd</sup> Annual Conference on Alternative Education	3/8-10/2017	<ul> <li>\$500.00 Mileage and Tolls or Transportation Costs</li> <li>\$721.02 Lodging and Gratuities</li> <li>\$256.00 Meals and Gratuities</li> <li>\$350.00 Registration Fee</li> <li>\$100.00 Other Expenses</li> <li>\$1,927.02 Total Est. Cost</li> <li>17.11.423.240.500.145.045.0000</li> </ul>
41.	Leslie Shults Parks Academy	Monroe Township, NJ	Reinventing your Struggling School: Fight for your school	3/13/2017	\$149.00 Registration Fee <b>\$149.00 Total Est. Cost</b> 15.15.000.240.580.311.011.00000
42.	Arlette Buckham-Reid Cynthia Richarson-Bennett Vanessa Ming Maureen Sullivan Jackson Academy	New Brunswick, NJ	Teasing and Bullying Training 2017	3/23/2017	NO COST TO THE DISTRICT
43.	Cassandra Rodriguez Labor Relations & Employment Services	Princeton, NJ	Management Skills for Secretaries, Admin. Assistants & Support Staff	3/23/2017	\$199.00         Registration Fee           \$199.00         Total Est. Cost           17.11.000.230.580.028.021.0000
44.	Akeem Adisa David Mwangi Howard Howson <i>Division of Curriculum</i>	Los Angeles, CA	National Conference on Science Education	3/29/2017 – 4/3/2017	<ul> <li>\$480.00 Substitute Salary</li> <li>\$1,437.60 Mileage and Tolls or Transportation Costs</li> <li>\$4772.61 Lodging and Gratuities</li> <li>\$900.00 Meals and Gratuities</li> <li>\$1,095.00 Registration Fee</li> <li>\$8,685.00 Total Est. Cost</li> <li>17.20.271.200.500.028.057.0000</li> <li>17.11.000.221.580.028.025.0000</li> </ul>

# A. <u>SUPERINTENDENT OF SCHOOLS</u>

# 2. <u>LABOR RELATIONS & EMPLOYMENT SERVICES</u>

	Name(s)	Destination	Reason	Date(s)	Cost
45.	Jayliyla Faser Nadine Elvie Jennifer Fernandes <i>Division of Curriculum</i>	San Antonio, TX	NCTM Annual Meeting and Exposition	4/5-8/2017	<ul> <li>\$810.00 Mileage and Tolls or Transportation Costs</li> <li>\$1,000.00 Lodging and Gratuities</li> <li>\$200.00 Meals and Gratuities</li> <li>\$385.00 Registration Fee</li> <li>\$2,395.00 Total Est. Cost</li> <li>17.11.000.221.580.028.025.0000</li> </ul>
46.	Almond Hill Labor Relations and Employment Services	Saddlebrook, NJ	Human Resources for Anyone with Newly Assigned HR Responsibilities	4/20/2017	\$23.27Millage and Tolls or Transportation Costs\$149.00Registration Fee\$172.27Total Est. Cost17.11.000.230.580.028.021.0000
47.	Deliris Lorenzo Labor Relations and Employment Services	Edison, NJ	Managing Priorities and Projects Seminar	5/2/2017	<ul> <li>\$23.27 Mileage and Tolls or Transportation Cost</li> <li>\$149.00 Registration Fee</li> <li>\$172.27 Total Est. Cost</li> <li>17.11.000.230.580.028.021.0000</li> </ul>
48.	Jacqueline Nisenson Therese Bialkin Dana Sprague <i>Division of Curriculum</i>	Nashville, TN	ICLE Model Schools Conference	6/25-29/2017	<ul> <li>\$1,361.70 Mileage and Tolls or Transportation Costs</li> <li>\$3,441.42 Lodging and Gratuities</li> <li>\$750.00 Meals and Gratuities</li> <li>\$2,460.00 Registration Fee</li> <li>\$404.13 Other Expenses</li> <li>\$8,417.25 Total Est. Cost</li> <li>17.20.271.200.500.028.057.0000</li> </ul>

#### A. <u>SUPERINTENDENT OF SCHOOLS</u>

## 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 Interim Superintendent of Schools, ratifies the payment of bills on the attached lists totaling \$4,159,454.23 (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 Interim Superintendent of Schools, authorizes and approves the payment of bills on the attached lists for the Tuesday, December 13, 2016 board meeting in the amount of  $\frac{$4,175,320.14}{4}$  (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 Interim 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 Interim 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. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

d. <u>Appropriation Transfers – ECPA/Fund 15</u> – (cont'd)

WHEREAS, the Interim 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.

e. T-1 Request for Taxes from the City of East Orange

WHEREAS, N.J.S.A. Title 40 provides for a board of education in a Type I School District to requisition Tax-Levy monies from the municipality in an amount estimated to represent the balance of its projected cash flow needs; and

WHEREAS, the Secretary of the Board has determined this amount to be <u>\$1,754,837.58</u> for the month of December 2016;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Interim Superintendent of Schools, authorize and direct the Board Secretary to execute and serve the T-1 Request for Tax-Levy monies from the City of East Orange. (Attachment 3-e)

f. <u>Recommendation to Approve Fund Raising Requests</u>

WHEREAS, in accordance with Policy #2430 - Extracurricular Activities, fund-raising activities of extracurricular groups must be approved by the Board upon review by the Interim Superintendent; and

WHEREAS, the Interim Superintendent of Schools has reviewed and supported the attached requests for Fund Raising Activities;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Interim Superintendent of Schools, approve the Fund Raising Requests on the attached list. (Attachment 3-f)

g. Jets Fuel up to Play 60 Donation

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of Superintendent of Schools, approves the acceptance of \$2500.00-15,000.00 donation to Dionne Warwick Institute of Economics and Entrepreneurship from the NJ Department of Agriculture (NJDA) Jets Pay 60. (Attachment 3-g)

h. Petty Cash Fund

RESOLVED: that the East Orange Board of Education of the City of East Orange hereby authorizes the establishment of the below listed petty cash accounts in the amount as set forth below with the responsibilities and signatories as set forth below, and that any receipt being reimbursed cannot exceed \$50.00:

School	Amount	Signatory
Office of the Superintendent of Schools	\$500.00	Dr. Kevin R. West

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

i. <u>Acceptance of the 2015-2016 School Year Audit Report/Audit Findings and</u> <u>Recommendations/ Correction Plan for the 2015-2016 Annual Audit</u>

WHEREAS, the East Orange Board of Education has received the audit; reviewed the recommendations contained in the Management Report on Administrative Findings-Financial, Compliance and Performance Reporting Audit Report for the period July 1, 2015 through June 30, 2016 as prepared by its Auditor of Record, Lerch, Vinci & Higgins; and

WHEREAS, the East Orange Board of Education has reviewed the findings and responses to these recommendations;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent, does hereby;

- 1. Authorize the Board Secretary to enter said discussion in the minutes of this meeting;
- 2. Approve and authorize the implementation of the Corrective Action Plan that addresses all of the audit Findings and Recommendation in the Management Report on Administrative Findings-Financial, Compliance and Performance for the Fiscal Year ended June 30, 2016 presented by the Auditor of Record, Lerch, Vinci & Higgins

BE IT FURTHER RESOLVED that the East Orange Board of Education authorizes the Superintendent of Schools and the School Business Administrator to cause two (2) certified copies of said Corrective Action Plan to be filed with the County Superintendent of Schools and the State Department of Education.

j. <u>Request for Authorization to Participate in the Hunterdon County Educational Services</u> <u>Commission for 2016-2017</u>

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

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

### j. <u>Request for Authorization to Participate in the Hunterdon County Educational Services</u> <u>Commission for 2016-2017 – Cont'd</u>

WHEREAS, all bids received were opened and publicly read aloud by the Hunterdon County Educational Services Commission on various contacts 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 *Water Testing Services* awarded to various vendors listed below (Bid #2727)

PARS Environmental Inc	
Haks Engineers, Architects & Land Surveyors	

BE IT FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Maintenance & Repair Work (various trades)* awarded to various vendors listed below (Bid #2728), <u>has been extended to November 1, 2017</u>

HVAC – Core Mechanical		
ELECTRICAL – Tatbit Co.		
PLUMBING - Magic Touch Construction		
BOILER INSPECTION/CLEANING & REPAIR		
- Manhattan Welding		
PAINTING SERVICES - KBD		
GENERAL CONSTRUCTION REPAIRS &		
CARPENTRY – KBD		
TREE TRIMMING, PRUNING & REMOVAL –		
Greenscape Tree Services		
PEST CONTROL - Tri-County Termite		

BE IT FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Fuel Oil* awarded to Allied Oil (Bid #2633), *has been extended to October 7*, 2017

### k. A-148 Secretary's Report

WHEREAS, pursuant to N.J.S.A. 18A-17-9, the Secretary of the Board of Education shall report to the Board at each regular meeting but no more than once each month, the amount of total appropriations and the cash receipts of each account, and the amount for which warrants have been drawn against each account and the amount of orders and contractual obligations incurred and chargeable against each account since the date of the last report; and

### A. SUPERINTENDENT OF SCHOOLS

### 3. **BUSINESS SERVICES**

### k. A-148 Secretary's Report - Cont'd

WHEREAS, the Commissioner has prescribed that such reporting take place on Form A-148;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Interim Superintendent of Schools, accept and adopt the A-148 and for it to become part of the official minutes of this meeting: (Attachment 3-k)

Period Ending	Appropriation Balance	Cash Balance	
October 31, 2016	\$40,746,435.90	\$31,507,853.12	

1. <u>A-149 Treasurer's Report</u>

WHEREAS, pursuant to N.J.S.A. 18-A:17-31 et seq. boards of education are required to have the appointed position of Treasurer of School Monies; and

WHEREAS, the Treasurer shall serve in trust to receive and hold all school monies belonging to the district; and

WHEREAS, the Treasurer shall report to the Board of Education on a monthly basis on the Form A-149, which is prescribed by the Commissioner of Education;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, for the period ending October 31, 2016 upon the recommendation of the Interim Superintendent of Schools, adopt the A-149 and cause it to become a part of the official minutes of this meeting: (Attachment 3-I)

Period Ending	Cash Balance
October 31, 2016	\$31,507,853.12

### m. Budgetary Major Account/Fund Status Certificate

BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Interim Superintendent of Schools, and pursuant to N.J.A.C. 6A:23-2.12(c)4, certify that, after a review of the Secretary's Reports, and the A-149 Treasurer's Reports, and upon consultation with appropriate district officials, to the best of the Board of Education's knowledge, no major account or fund has been over expended in violation of N.J.A.C.6A:23-2.12(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (NO ATTACHMENT REQIRED)

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

## n. <u>Authorization of Public Sale of Land Located at 715 Park Avenue Owned By the East Orange</u> <u>Board Of Education through a Public Sealed Bid Process - REVISED</u>

WHEREAS, the East Orange Board of Education (the "Board") is the owner of certain real property and improvements thereon located at 715 Park Avenue, Block 802, Lot 22 ( the "Property") within the City of East Orange. The Property, which was formerly used by the Board as the Administration Building, is no longer needed for public purposes; and

WHEREAS, the Property ceases to be suitable, necessary or convenient for the use by the Board;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the City of East Orange that the Property, which is not needed for public purposes, shall be offered for public sale to the highest bidder, through a sealed bid process; and

BE IT FURTHER RESOLVED that the Board reserves the right to reject all bids; and

BE IT FURTHER RESOLVED that the successful bidder, in addition to the amount of the bid shall pay the sum of \$9,600.00 to cover legal fees, search fees, appraisal fees and the cost of advertising; and

BE IT FURTHER RESOLVED that the Property shall be sold at a public sale by the Board Secretary/School Business Administrator or his designee, said sale to be held at 12:00 p.m. on January 19, 2017, at the East Orange Board of Education's Administration Building, 199 Fourth Avenue, East Orange, New Jersey, after public advertisement in the Star Ledger for one insertion, to be not earlier than seven (7) days prior to the sale; and

BE IT FURTHER RESOLVED, that interested bidders shall submit sealed written bids which must be received by the Board Secretary/School Business Administrator on January 19, 2017, said sealed bids must meet or exceed the minimum price of One Million, Four Hundred Sixty Thousand Dollars (\$1,460,000.00) by this Resolution and said sealed bid must be accompanied by the \$9,600.00 fee and a sum equal to ten percent (10%) of the bid in the form of a cashier's or certified check; and

BE IT FURTHER RESOLVED that the \$9,600.00 fee described earlier in this Resolution and a sum equal to ten percent (10%) of the purchase price shall be deposited with the bid, with all deposits of unsuccessful bidders to be returned and the deposit of the successful bidder to become non-refundable after 30 days, and that the balance shall be paid not later than thirty (30) days after the date of the confirmation of sale by the Board subject to reasonable extensions that can be granted at the sole discretion of the Board; and

## A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

n. <u>Authorization of Public Sale of Land Located at 715 Park Avenue Owned by the East Orange</u> <u>Board Of Education through a Public Sealed Bid Process - REVISED</u> (cont'd)

BE IT FURTHER RESOVLED that the purchaser of the property takes the property subject to any and all liens for improvements currently on the Property. The Board makes no representations or warranties regarding the Property and the purchaser takes the property as is; and

BE IT FURTHER RESOLVED that the sale of the Property is subject to the final approval and confirmation by the East Orange Board of Education and the Board reserves the right to reject any and all bids at the Board's sole discretion.

## o. <u>Recommendation to Award Contract – Extraordinary Unspecifiable Services – Athletic</u> <u>Training</u>

WHEREAS, pursuant to NJSA Title 18A: 18A-5, exceptions to requirement for advertising, the need for athletic training was considered an emergency affecting the health or safety of students and staff; and

WHEREAS, the Athletic Director was notified of this that an emergency existed at Campus High for Athletic Training as confirmed by the Board Attorney; and

WHEREAS, the Athletic Director has received all supporting documentation concerning the potential life safety situation;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the award of contract for EUS to SD GameDay in an amount of \$60,000.

## p. Recommendation for Award of Contract

WHEREAS, pursuant to the New Jersey Statues 18A:18A-10 and the Public School Contract Law, any Board of Education, without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, may purchase any materials, supplies, goods, services or equipment pursuant to a contract or contracts for such material, supplies goods, services or equipment entered into on behalf of the State by the Division of Purchase and Property, and

WHEREAS, it is beneficial for the East Orange Board of Education to purchase through the State Division of Purchase and Property with various vendors; and

WHEREAS, the East Orange School District wishes to purchase Managed Services, Maintenance Services, Professional Services, Deployment Services, Consulting/Advisory Services, Architectural Design Services, Statement of Work Services, Partner Services, Training Deployment Services from Computer Design Integration, State Contract # A87720 in the amount of \$266,786.00.

#### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

p. <u>Recommendation for Award of Contract</u> (cont'd)

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education upon the recommendation of the Superintendent of Schools, approve the purchase of Services from Computer Design Integration, State Contract# A-87720 in the amount of \$266,786.00. (Attachment)

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u>

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

WHEREAS, Educational Data Services, Inc. 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 Educational Data Services, Inc., the Educational Services Commission of Morris County 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 completed by Educational Data Services, Inc. under Cooperative Purchasing and included in the package were specifications for the bid that were developed by the Educational Data Services, Inc.; and

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

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 Morris County as registered and approved by the Director of the Division of Local Government Services in the Department of Community Affairs; effective December 1, 2016 thru November 30, 2017;

BE IT FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Air Conditioning Units Service and Repair* awarded to various vendors noted below (Bid #2539), *has been extended to December* 1, 2017

MBT Contracting	
Zone Air System	

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

## 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (cont'd)

BE IT FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Air Duct Cleaning* awarded to various vendors noted below (Bid #2540), <u>has been extended to December 1, 2017</u>;

Induct Industries
Royal Emergency Disaster
Recovery Inc

BE IT FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Asbestos Abatement and Removal* awarded to various vendors noted below (Bid #2541), *has been extended to December 1, 2017*;

Academy Construction GL Group Inc.

BE IT FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Automatic Temperature Controls Service and Repair* awarded to various vendors noted below (Bid #2542), *has been extended to December 1, 2017* 

Jersey State Controls Pennetta Industrial Automation

BE IT FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Boiler Inspection, Cleaning, and Repair* awarded to various vendors noted below (Bid #2427), *has been extended to December* 1, 2017

Combustion Service Corp	
United Welding & Plumbing	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Boiler Repair* (*Emergency Callout*) awarded to various vendors noted below (Bid #2543), <u>has been</u> <u>extended to December 1, 2017</u>

United Welding & Plumbing
Mechanical Preservation Assoc.

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 *Burglar Alarm System Inspection and Repair* awarded to various vendors noted below (Bid #2544), *has been extended to December 1, 2017* 

Alarm and Communication
Technologies
Effective Alarm Systems
Haig's Service Corp.

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Carpet Cleaning and Extraction* awarded to various vendors noted below (Bid #2545), <u>has been extended to December 1, 2017</u>

Royal Emergency Disaster	
Recovery	
Commercial Interiors Direct	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Carpet Mat Service and Replacement* awarded to American Pad-Ex of New York, Inc. (Bid #2432), *has been extended to December 1, 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 *Cesspool, Septic Tank, Waste Line, Sewer Jet Repair* awarded to various vendors noted below (Bid #2547), *has been extended to December* 1, 2017

Public Sewer Service dba Bogush
Inc.
MBT Contracting, 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 *Clock District Sound Systems (Indoor/Outdoor) and Intercom* awarded to various vendors noted below (Bid #2548), *has been extended to December 1, 2017* 

Sal Electric Co.
Alarm and Communication
Technologies, Inc.

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 *Custodial/Janitorial Equipment Inspection, Service* awarded to various vendors noted below (Bid #2549), *has been extended to December 1, 2017* 

Scoles Floorshine Industries Bio-Shine, 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 *Disaster Remediation* awarded to various vendors noted below (Bid #2550), <u>has been extended to</u> <u>December 1, 2017</u>

GL Group Inc	
Academy Construction	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Dust Mop Service and Replacement* awarded to American Pad-Ex of New York, Inc. (Bid #2357), <u>has</u> <u>been extended to December 1, 2017</u>

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Fencing Repair and Replacement* awarded to various vendors noted below (Bid #2553), <u>has been</u> <u>extended to December 1, 2017</u>

Absolute Fence Service	
MBT Contracting, 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 *Fire Alarm System Inspection and Repair* awarded to various vendors noted below (Bid #2554), *has been extended to December 1, 2017* 

Haig's Service Corp.
Alarm and Communication Tech.

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

## 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 *Fire Extinguisher Inspection/Testing/Recharging and Fire* awarded to various vendors noted below (Bid #2555), *has been extended to December* 1, 2017

Campbell Fire Protectiong	
Allied Fire & Safety Equip	

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 Smoke Detector Testing and Replacement* awarded to various vendors noted below (Bid #2556), *has been extended to December* **1**, **2017** 

Allied Fire & Safety Equip	
Effective Alarm Systems	

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 Sprinkler System Inspection and Repair* awarded to various vendors noted below (Bid #2557), *has been extended to December* 1, 2017

Kistler O'Brien Fire Protection Allied Fire & Safety Equip

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Floor Tile Repair and Replacement* awarded to various vendors noted below (Bid #2558), <u>has been</u> <u>extended to December 1, 2017</u>

Direct Flooring	
RIS Construction	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *General Construction Repairs and Carpentry* awarded to various vendors noted below (Bid #2560), *has been extended to December 1, 2017* 

RIS Construction	
GL Group Inc.	

## A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 *Graffiti Removal and Power Cleaning* awarded to various vendors noted below (Bid #2561), <u>has been</u> <u>extended to December 1, 2017</u>

Royal Emergency Disaster
Recovery
GL Group, 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 *HVAC Service and Repair* awarded to various vendors noted below (Bid #2562), <u>has been extended</u> <u>to December 1, 2017</u>

MBT Contracting	
J. Valentine Plumbing Heating &	
Cooling	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *IP Integration Service* awarded to Promedia Technology Service, Inc. (Bid #2371), <u>has been</u> <u>extended to December 1, 2017</u>

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Landscape Maintenance* awarded to various vendors noted below (Bid #2563), <u>has been extended to</u> <u>December 1, 2017</u>

The Landtek Group	
Lincoln Landscaping	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Locker Repair and Replacement* awarded to various vendors noted below (Bid #2564), <u>has been</u> <u>extended to December 1, 2017</u>

The Locker Man Inc	
Premier Business Solutions	

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 *Locksmith Services* awarded to various vendors noted below (Bid #2374), <u>has been extended to</u> <u>December 1, 2017</u>

Shaw's Lock Service	
R.D. Sales Door and Hardware	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Macadam* (*Repaving*) *Service and Repair* awarded to various vendors noted below (Bid #2565), <u>has</u> <u>been extended to December 1, 2017</u>

JAK Construction/Diamond
Construction
Crossroads Pavement
Maintenance

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Masonry, Concrete Curbs, and Sidewalks Service and Repair* awarded to various vendors noted below (Bid #2566), <u>has been extended to December 1, 2017</u>

Cifelli & Son General	
Construction	
D&L Paving Contractors	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Moving and Storage* awarded to various vendors noted below (Bid #2730), <u>has been extended to</u> <u>December 1, 2017</u>

GL Group Inc	
Northeastern Interior Services	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Outdoor Track – Tennis Court Inspection, Service and Repair* awarded to various vendors noted below (Bid #2568), <u>has been extended to December 1, 2017</u>

American Tennis Courts, Inc. The Landtek Group

### A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 *Painting* awarded to various vendors noted below (Bid #2569), *has been extended to December* 1, 2017

RIS Construction	
GL Group 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 *Playground Equipment Inspection, Service and Repair* awarded to various vendors noted below (Bid #2381), *has been extended to December 1, 2017* 

Safety Down Under, Inc. Guardian Gym Equipment

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* (*Commercial and Industrial*) awarded to various vendors noted below (Bid #2382), <u>has been</u> <u>extended to December 1, 2017</u>

MBT Contracting	
J. Valente Plumbing Heating &	
Cooling	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Refrigeration Equipment Maintenance, Inspection, and Repair* awarded to various vendors noted below (Bid #2572), *has been extended to December 1, 2017* 

MBT Contracting
Marlee Contractors

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Audio Visual Equipment Maintenance and Repair* awarded to various vendors noted below (Bid #2573), *has been extended to December* 1, 2017

Boises	
Total Video Products	

## A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 *Roof Repairs and Replacement* awarded to various vendors noted below (Bid #2574), <u>has been</u> <u>extended to December 1, 2017</u>

MK Lions	
MAK Group	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Scoreboard/Bleachers and Gymnasium Equipment Inspection* awarded to various vendors noted below (Bid #2390), *has been extended to December 1, 2017* 

Guardian Gym Equipment Tri-State Folding Partitions

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Security Services* awarded to various vendors noted below (Bid #2575), <u>has been extended to</u> <u>December 1, 2017</u>

US Security Associates Steve Olimpio Detective Agency

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Stage Curtains and Draperies* awarded to various vendors noted below (Bid #2576), <u>has been extended to December 1, 2017</u>

Ackerson Drapery & Decorator	
Commercial Interiors Direct	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Venetian Blind Repair and Replacement* awarded to various vendors noted below (Bid #2578), <u>has been extended to December 1, 2017</u>

Ackerson Drapery & Decorator
Commercial Interiors Direct, Inc.

## A. <u>SUPERINTENDENT OF SCHOOLS</u>

#### 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 *Welding* awarded to various vendors noted below (Bid #2579), *has been extended to December* 1, 2017

GL Group
United Welding & Plumbing

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for **Wet Mop Service and Replacement** awarded to American Pad-Ex of New York, Inc. (Bid #2400), <u>has</u> <u>been extended to December 1, 2017</u>

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for *Window Shade Repair and Replacement* awarded to various vendors noted below (Bid #2581), <u>has</u> <u>been extended to December 1, 2017</u>

Ackerson Drapery & Decorator	
Commercial Interiors Direct	

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for **Chemical Remediation Services** awarded to Clean Harbors Environmental Services. (Bid #2582), <u>has been extended to December 1, 2017</u>

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 Reconditioning** awarded to Kranos Corp. dba Schutt Sports (Bid #2408), <u>has been extended to</u> <u>December 1, 2017</u>

FURTHER RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes participation in the contract for **Folding Door Repair and Replacement** awarded to various vendors listed below (Bid #2729),

KBD Construction
Guardian Gym Equipment

## A. <u>SUPERINTENDENT OF SCHOOLS</u>

### 3. **BUSINESS SERVICES**

q. <u>Request for Authorization to Participate in the Educational Services Commission of Morris</u> <u>County for NJ Classroom Supplies SY 2016-2017</u> (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 **Moving and Storage** awarded to various vendors listed below (Bid #2730),

GL Group
Northeastern Interior Service

r. <u>Resolution to Approve the Revised Employment Contract for Dr. Kevin R. West,</u> <u>Superintendent of Schools</u>

WHEREAS, the employment contract for Dr. Kevin R. West is attached delineating the salary of \$177,500 [established in accordance with the formula determined by the New Jersey Department of Education]; and

WHEREAS, the employment contract for Dr. Kevin R. West was submitted, reviewed and approved by the Essex County Executive Superintendent of Schools.

NOW, THEREFORE, BE IT RESOLVED, the Board of Education of the City of East Orange hereby approves the employment contract for Dr. Kevin R. West as Superintendent of Schools from December 1, 2016 through June 30, 2020, as approved and stipulated by the Essex County Executive Superintendent of Schools.

## A. SUPERINTENDENT OF SCHOOLS

## 4. MAINTENANCE SERVICES

## a. <u>Recommendation for the Use of Facility</u>

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	EO RECREATION	CHEER COMPETITION	EO CAMPUS GYM	DECEMBER 17, 2016 (SAT)
2	COALITION OF CARIBBEAN AMERICAN COMMISION	CAMFEST CARIBBEAN FESTIVAL	ROBESON STADIUM	JUNE 10 & 11, 2017 (SAT & SUN)
3	PROMOTING PROGRESS FOR YOUTH	BASKETBALL CAMP	STEM GYM	JANUARY 1, 2017 – JUNE 19, 2017 (SAT)
4	EO RECREATION	RECREATIONAL PROGRAMS	GARVIN GYM	JANUARY 3, 2017 – JUNE 19, 2017 (MON- FRI)
5	THREE STAGES LEARNING CENTER	TRICKY TRAY	STEM GYM	DECEMBER 16, 2017 (FRI)
6	CITY OF EO OFFICE OF THE MAYOR	STATE OF THE CITY ADDRESS	TYSON HIGH 800 SEAT THEATER	JANUARY 24, 2017 (TUES)
7	UNDEFINED SUCCESS	WORKSHOP AND MEETINGS FOR YOUTH	EO CAMPUS ALL PURPOSE ROOM	JANUARY 14, 2017 – MAY 20, 2017 (SAT)
8	EO RECREATION	REC SMART PROGRAMS	TYSON HIGH GYM	JUNE 26, 2017 - AUGUST 4, 2017 (MON-FRI)
9	EO RECREATION	CHEER CAMP	HUGHES GYM & CAFÉ	JUNE 26, 2017 – AUGUST 4, 2017 (MON-FRI)
10	ZETA PHI BETA GOZ	HEALTH FAIR EXPO	HUGHES GYM	JANUARY 28, 2017 (SAT)
11	EO RECREATION	CHEER CAMP	WAHLSTROM CAFÉ & GYM	JUNE 26, 2017 – AUGUST 4, 2017 (MON-FRI)

## A. ACTING SUPERINTENDENT OF SCHOOLS

## 4. MAINTENANCE SERVICES

## a. <u>Recommendation for the Use of Facility</u>

No.	Organization	Schedule Title	School/Location	Event Date
12	EO RECREATION	CHEER CAMP	WAHLSTROM CAFÉ & GYM	JUNE 26, 2017 – AUGUST 4, 2017 (MON-FRI)
13	NORTH JERSEY ALUMNAE DELTA SIGMA THETA SORORITY	INFORMATIONAL MEETING SORORTIY RUSH	EO CAMPUS AUDITORIUM	JANUARY 8, 2017 (SUN)
14	COMETS TRACK CLUB	TRACK PRACTICE	BOWSER HALLWAY	DECEMBER 5, 2016 – FEBRUARY 23, 2017 (MON, WED, FRI)
15	EO RECREATION	REC PROGRAM	PARKS ACADEMY GYM & CAFÉ	DECEMBER 1, 2016 – JUNE 23, 2017 (MON- FRI)
16	GREEN'S SCHOOL OF MARTIAL ARTS	MARTIAL ARTS CELEBRATION	HUGHES CAFÉ & GYM	DECEMBER 3, 2016 (SAT)
17	GREEN'S SCHOOL OF MARTIAL ARTS	MARTIAL ARTS TOURNAMENT	EO CAMPUS GYM	FEBRUARY 19, 2017 (SUN) RAIN DATE: 3/5/17
18	GREEN'S SCHOOL OF MARTIAL ARTS	BOXING & KARATE EVENT	STEM GYM	FEBRUARY 26, 2017 (SUN)
19	ROBESON CLASSIC	MEDIA DAY	ROBESON STADIUM	APRIL 30, 2017 (SUN)
20	ROBESON CLASSIC	GAME DAY	ROBESON STADIUM	JUNE 15, 2017 (THURS)

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



East Orange Board of Education

PROGRAM - POLICY 2415.30/page 1 of 5 Title I – Educational Stability for Children in Foster Care Nov 16 **M** 

## 2415.30 <u>TITLE I – EDUCATIONAL STABILITY FOR</u> CHILDREN IN FOSTER CARE

The Federal Every Student Succeeds Act (ESSA), which reauthorized the Elementary and Secondary Education Act (ESEA), initiated protections for children in foster care that further enhanced the requirements of the Fostering Connections to Success and Increasing Adoptions Act of 2008 (Fostering Connections Act). These provisions require school districts to work with child welfare agencies to ensure the educational stability of children in foster care. New Jersey statutes support and implement Federal legislation and require New Jersey's child welfare agencies and school districts to collaborate and to keep children placed in foster care in the same school when their living placements change if remaining in that school is in the child's best interest. The educational stability of children in foster care is the joint responsibility of both the educational and child welfare systems.

<u>A designated staff member from the Office of Student Support Services</u> shall be designated as the Board of Education's point of contact person for all matters related to the educational stability for children in foster care. The point of contact person for the school district shall not be the same person designated as the school district liaison for the education of homeless children.

For the purpose of this Policy, "child welfare agency" shall be the New Jersey Department of Children and Families.

For the purpose of this Policy, "foster care" means twenty-four hour substitute care for children placed away from their parents and for whom the child welfare agency has placement and care responsibility. This includes, but is not limited to, placements in foster family homes, foster homes of relatives, group homes, emergency shelters, residential facilities, child care institutions, and pre-adoptive homes.

For the purpose of this Policy, "school of origin" is the school district in which the child is enrolled at the time of placement in foster care or the school district of residence as per N.J.S.A. 30:4C-26 and N.J.S.A. 18A:7B-12.

A child in foster care shall remain in his/her school of origin if it is determined to be in the best interest of the child for the duration of time in foster care.



## East Orange Board of Education

PROGRAM - POLICY 2415.30/page 2 of 5 Title I – Educational Stability for Children in Foster Care

If a student attending the school district in accordance with the provisions of N.J.S.A. 18A:38-1 et seq. is placed in foster care, the school district contact person will collaborate with child welfare agencies to determine whether it is in the child's best interest to remain in the school district taking into consideration all factors relating to the child's best interest. These factors shall include the appropriateness of the current educational setting and proximity of placement (ESEA Section 1111(g)(1)(E)(i)). These factors may include, but are not limited to:

- **1. Preferences of the child;**
- 2. Preferences of the child's parent(s) or educational decision maker(s);
- 3. The child's attachment to the school, including meaningful relationships with staff and peers;
- 4. The proximity of the resource family home to the child's present school;
- 5. The age and grade level of the child as it relates to the other best-interest factors;
- 6. The needs of the child, including social adjustment and well-being;
- 7. The child's performance, continuity of education, and engagement in the school the child presently attends;
- 8. The child's special education programming if the child is classified;
- 9. The point of time in the school year;
- 10. The child's permanency goal and likelihood of reunification;
- **11.** The anticipated duration of the placement;
- 12. Placement of the child's sibling(s);
- 13. Influence of the school climate on the child, including safety;
- 14. The availability and quality of the services in the school to meet the child's educational and socioemotional needs;
- 15. History of school transfers and how they have impacted the child;



## East Orange Board of Education

PROGRAM - POLICY 2415.30/page 3 of 5 Title I – Educational Stability for Children in Foster Care

- 16. How the length of the commute would impact the child, based on the child's developmental stage;
- 17. Whether the child is a student with a disability under the Individuals with Disabilities Act (IDEA) who is receiving special education and related services or a student with a disability under Section 504 who is receiving special education or related aids and services and, if so, the availability of those required services in a school other than the school of origin; and
- 18. Whether the child is an English language learner (ELL) and is receiving language services, and, if so, the availability of those required services in a school other than the school of origin, consistent with Title VI and the Equal Educational Opportunities Act of 1974 (EEOA).

The school district's contact person will discuss these factors and will make every effort to gather meaningful input and participation from the relevant parties, including appropriate school personnel, in the best-interest determination.

Eligible students with disabilities retain their right to receive a free appropriate public education in the least restrictive environment. When making a best-interest determination regarding the educational placement of a student with a disability under IDEA and Section 504, the Board must ensure that all required special education and related services are provided in the least restrictive placement where the child's unique needs, as described in the student's Individualized Education Program (IEP) or Section 504 Plan, can be met. The school district will identify and assess all potential ELL students and provide all ELL students, including ELL students in foster care, with a language assistance program that is educationally sound and proven successful. When a best-interest determination is made for an ELL student in foster care, the Board of Education will comply with its obligations under Title VI and the EEOA.

To the extent feasible, a child shall remain in his/her school of origin until a final bestinterest determination is made. The child welfare agency will notify the school district of origin of the child's school placement after collaboration with the Board of Education's point of contact person and after the child's best-interest determination has been made. If a change of school is recommended by the child welfare agency, the new school shall immediately contact the school of origin to obtain relevant academic and other records of the foster care child. The financial responsibility for the payment of tuition for a foster care child placed outside the school district of origin and attending school outside the school district of origin shall be determined by the Commissioner of Education in accordance with N.J.S.A. 18:7B-12 – Determination of District of Residence.



## East Orange Board of Education

PROGRAM - POLICY 2415.30/page 4 of 5 Title I – Educational Stability for Children in Foster Care

A foster care child who has been placed in this district and exits foster care during the school year <u>will not</u> be permitted to continue in this school district for the remainder of the school year.

In the event there is a disagreement regarding school placement for a child in foster care, the school district will comply with the legal requirements for resolving the dispute. A parent can appeal a best-interest determination whenever the child changes schools.

Children placed in foster care outside the school district of origin, attending a school in that district, will be provided transportation to and from school in accordance with N.J.A.C. 6A:27-6.1 et seq. and the Transportation Policy of that district. The district of origin is financially responsible for transportation costs to and from school.

Children placed in foster care outside the school district of origin, but remaining in a school within the school district of origin, shall receive transportation to and from school on a "cost-efficient" manner and in accordance with Section 475(4) (A) of the Social Security Act for the duration of the time the child is in foster care. The district of origin is financially responsible for transportation costs to and from school.

The cost of transportation shall not be considered when determining the best interest of the child.

Section 475(4)(A) of the Social Security Act provides guidance on "cost-effective" transportation as it relates to the cost of reasonable travel for foster care children placed outside the school district of origin to their school of origin indicating: the child may be dropped off at a bus stop just within the school district of origin to be transported to a school in the district of origin; the school district may offer a public transportation option; the foster care parents or other families may be willing to drive the child to school in the school district of origin; the school district may utilize pre-existing bus routes or stops close to the out-of-district foster care placement that cross school district boundaries; or the foster care child may be eligible for transportation under other Federal or State requirements.

In the event there is a disagreement regarding transportation for a child in foster care, the school district will comply with the New Jersey Department of Education requirements for resolving the dispute. The Board of Education shall provide or arrange for adequate and appropriate transportation for foster care children while any disputes are being resolved.



## **East Orange Board of Education**

PROGRAM - POLICY 2415.30/page 5 of 5 Title I – Educational Stability for Children in Foster Care

In all cases regarding student data and records, the Board of Education will comply with all statutory requirements to protect student privacy, including Family Education Rights and Privacy Act (FERPA), and all other privacy requirements under Federal laws, State statutes, and administrative codes.

N.J.S.A. 18A:7B-12 N.J.S.A. 30:4C-26

United States Departments of Education and Health and Human Services – Non-Regulatory Guidance - Ensuring Educational Stability for Children in Foster Care – June 23, 2016

**Adopted:** 



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - POLICY 3112/page 1 of 1 Abolishing Positions

## 3112 ABOLISHING POSITIONS

The Board of Education will provide the professional staff necessary for the economical and efficient implementation of the educational program of the district. The Board reserves the right to abolish positions and reduce district staff commensurately whenever reasons of economy, reorganization of the school district, reduction in the number of students, or other good cause so warrant. The Superintendent shall continually review the efficiency and effectiveness of the district organization and recommend to the Board the abolishment of positions and the reallocation of duties and positions.

N.J.S.A. 18A:28-1; 18A:28-9 et seq.



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - POLICY 3134/page 1 of 1 Assignment of Additional Duties

## 3134 ASSIGNMENT OF ADDITIONAL DUTIES

The professional responsibilities of teaching staff members include such extra duties as may be assigned by the Board of Education. The Board will appoint teaching staff members to extra duty positions including, but not necessarily limited to, account treasurer, co-curricular activity advisor, athletic coach, and chaperone.

A teaching staff member who requests appointment to an extra duty position may be given preference over other candidates for the position.

Any teaching staff member appointed to an extra duty position is expected to serve unless excused for extenuating circumstances. A member's refusal to serve or resignation from extra duty service without permission may constitute an act of insubordination subject to discipline.

A teaching staff member can accrue no tenure or seniority rights in an extra duty position and is not entitled to reappointment to an extra duty position.

Performance in an extra duty position will be considered in a teacher staff member's evaluation, in determining whether to renew a nontenured member.

The Superintendent will inform the Board of extra duty positions required for the implementation of the district's program, post notice of vacancies in those positions, and recommend appointments to those positions.

N.J.S.A. 18A:27-4



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - POLICY 3143/page 1 of 1 Dismissal

## 3143 DISMISSAL

The Board of Education will enter a contract with each nontenured teaching staff member providing, in part, for the termination of employment by either party on proper notice in accordance with Board Policy No. 3124.

The Board may dismiss a nontenured teaching staff member when dismissal is in the best interest of the school district. Termination notice will be duly given in writing and will state the reason therefore.

However, the Board reserves the right to terminate a nontenured employee without notice when sufficient cause warrants.

The Board will determine whether to permit an employee to continue to perform services during the period between the giving of notice and the date of termination.

N.J.S.A. 18A:6-30; 18A:6-30.1; 18A:27-9



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - POLICY 3146/page 1 of 1 Conduct of Reduction in Force

## 3146 **CONDUCT OF REDUCTION IN FORCE**

When teaching staff member positions have been abolished, in accordance with Board Policy No. 3112, the Board of Education will transfer and/or dismiss affected teaching staff members as required by law.

No tenured teaching staff member will be transferred or dismissed in a reduction in force affecting a category of employment in which a nontenured teaching staff member is employed. When two or more nontenured teaching staff members are employed within the category affected by a reduction in force, the nontenured teaching staff member(s) shall be retained in that category who has demonstrated greater competence.

Tenure and seniority entitlements will govern the transfer and dismissal of tenured teaching staff members affected by a reduction in force, except that, when two or more tenured teaching staff members within the same employment category affected by a reduction in force possess an identical seniority entitlement to that category, the teaching staff member(s) shall be retained in that category who has demonstrated greater competence.

The Superintendent shall collect and maintain the information requisite to the calculation of each tenured teaching staff member's seniority status. The Superintendent shall develop and maintain district seniority lists and shall recommend dismissals and transfers in a reduction in force in accordance with those lists. No seniority list shall be a public document or published in the absence of a reduction in force or reemployment from a preferred eligible list.

Teaching staff members affected by a reduction in force will be informed of their seniority status and of the effect of the reduction in force on their employment, as promptly as possible after the Board's action to abolish positions. Wherever possible, the Board will give sixty days notice of a pending dismissal. If notice cannot be given a full sixty days before the end of the employee's service, salary in lieu of notice will be given for the remaining notice period beyond the end of service.

N.J.S.A. 18A:28-1; 18A:28-9 et seq. N.J.A.C. 6A:32-5.1



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - REGULATION R 3146/page 1 of 2 Conduct of Reduction in Force

## R 3146 CONDUCT OF REDUCTION IN FORCE

## A. Seniority Lists

In order to determine the teaching staff member(s) affected by a reduction in force, a seniority list will be prepared for each seniority category. The **Division of Labor Relations and Employment Services** will

- 1. Determine the category or categories of employment in which each teaching staff member has served by reference to positions held and qualifying certification.
- 2. Determine whether the member has earned tenure in the district and in the position in which the category falls, in accordance with N.J.S.A. 18A:28-6. Tenure is earned in the positions of Assistant Superintendent, School Business Administrator, Principal, Assistant Principal, Vice Principal, supervisor, educational services personnel, school nurse, and teacher.
- 3. Calculate length of service in each category within a tenure position in which the employee has earned tenure.
  - a. Length of service may be expressed in calendar months and days or in calendar years and portions of years, to two decimal places.
  - b. Length of service commences from the day on which the employee began service in the category and ends with the end of the current school year or, in the case of previously riffed employees, the day on which the employee's district service was terminated.
- 4. Deduct from time of service in the category any periods of unpaid absence taken for any purpose other than study or research, except that the first thirty days, consecutive and aggregate, of such unpaid absence taken within any one school year will not be deducted.
- 5. Add periods of prior active military service, to a maximum of four years, to the member's length of service in the first category of district employment. Each full year of military service equals one year of seniority; a fraction of a year, ten months or longer, equals one year of seniority for a ten month employee.
- 6. Enter the total amount of service for the member's initial category of employment.



## East Orange Board of Education

TEACHING STAFF MEMBERS - REGULATION R 3146/page 2 of 2 Conduct of Reduction in Force

- 7. If the member has been transferred to a second category or successive categories, calculate the service time of each category in accordance with A1 through A4 and enter separately.
  - a. Service in succeeding categories is included in the member's seniority in each earlier category.
  - b. Each seniority list must clearly indicate the category or categories in which the member has earned seniority and the total accrued time in each.
- B. RIF Procedures
  - 1. Determine the category or categories of employment to be reduced in number in a reduction in force.
  - 2. Transfer or dismiss nontenured teaching staff members in the reduced category, in accordance with Policy No. 3146.
  - 3. If no nontenured member remains in the category, the least senior tenured member shall be transferred to a previous seniority category in the same tenure position over a nontenured member or a less senior member in that category.
  - 4. If there are no positions within his/her seniority categories in the same tenure position to which the member may be transferred, the member shall be transferred to a position outside his/her seniority categories but within the same tenure position, provided the member is appropriately certified for the position and the position is held by a nontenured employee.
  - 5. If there are no positions to which he/she can be transferred by right of seniority or tenure in the same tenure position, the member shall revert in reverse chronological order to each seniority category and tenure position in which he/she was previously employed in the district, in accordance with the procedure set forth in B3 through B4 above.
  - 6. When there are no positions which the tenured member affected by a reduction in staff can claim over other tenured employees by superior seniority or over nontenured employees by tenure, he/she shall be dismissed, shall receive sixty days' notice of such dismissal or pay in lieu thereof, and shall be placed on a preferred eligible list for each category in which he/she was employed by the district.

Issued: 3 December 2008 Issued:



## East Orange Board of Education

TEACHING STAFF MEMBERS - POLICY 3150/page 1 of 1 Discipline

## 3150 DISCIPLINE

The Board of Education directs all teaching staff members to observe statutes of the State of New Jersey, rules of the State Board of Education, policies of this Board, and duly promulgated administrative rules and regulations governing staff conduct. Violations of those statutes, rules, policies and regulations will be subject to discipline.

The Superintendent **or his/her designee** shall deal with disciplinary matters on a case by case basis. Discipline measures will include verbal and written warnings as appropriate and will provide, wherever possible, for progressive penalties for repeated violations. Penalties may include suspension, withholding one or more increments, and dismissal.

In the event disciplinary action is contemplated, notice will be given to the teaching staff member in ordinary and concise language of the specific acts and omissions upon which the disciplinary action is based; the text of the statute, policy, or rule that the member is alleged to have violated; and the penalty that **is being recommended or ultimately** may be imposed.

N.J.S.A. 18A:25-7; 18A:27-4 N.J.S.A. 34:13A-1 et seq.; 34:19-1



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - POLICY 3152/page 1 of 1 Withholding an Increment

## 3152 WITHHOLDING AN INCREMENT

Advancements on the salary guide, including annual employment and adjustment increments, are not automatically granted and must be earned by satisfactory performance. Advancements require favorable evaluations of the employee's performance of assigned duties, a satisfactory attendance record, and adherence to the rules of this district and high standards of professional conduct.

The Board of Education may determine, by recorded roll call majority vote of the full membership and at any time prior to the commencement of the school year or contract year in which the employee's salary will vest, to withhold any or all of the increments indicated by the salary guide or by Board policy. In no case will the Board withhold a portion of an increment.

The Board shall, within ten days of its formal action to withhold an increment, give written notice to the affected employee of both the action and the reason or reasons for which it was taken.

The purpose of the Board in withholding increments is to improve the educational program and encourage the highest possible professional performance of its employees. Accordingly, all reasonable efforts will be made to inform employees of any deficiencies that may result in the withholding of an increment and to assist them in the correction of those deficiencies.

An increment withheld may be restored only by action of the Board. Nothing in this policy shall limit the right of a successor Board to restore an employee from whom an increment or increments have been withheld to that place on the salary guide he/she would have achieved had the increment or increments not been withheld.

N.J.S.A. 18A:25-7; 18A:29-14 N.J.A.C. 6A:3-4.1



**East Orange Board of Education** 

TEACHING STAFF MEMBERS - POLICY 3160/page 1 of 2 Physical Examination M

## 3160 PHYSICAL EXAMINATION

The Board of Education requires each newly employed teaching staff member undergo a physical examination. The physical examination shall include, but is not limited to, a health history to include past serious illnesses and injuries; current health problems; allergies; and a record of immunizations. The physical examination shall also include a health screening to include height and weight; blood pressure; pulse and respiratory rate; vision screening; hearing screening; and Mantoux test for tuberculosis.

A teaching staff member may provide health status information, including medications, which may be of value to medical personnel in the event of an emergency requiring treatment. The staff member may also choose to share with the Principal and, if desired, with the certified school nurse, information regarding current health status to assure ready access in a medical emergency. School employee physicals, examinations and/or annual medical updates do not require screening or disclosure of HIV status.

The physical examinations required by this policy shall be limited to those assessments or information necessary to determine the individual's physical and mental fitness to perform with reasonable accommodation in the position he/she seeks or currently holds and to detect any health risks to students or other employees.

Physical examinations required by this policy may be conducted by a physician or institution designated by the Board or, at the employee's election, by a physician or institution designated by the employee and approved by the Board. The cost of any such examination conducted by the physician or institution designated by the Board shall be borne by the Board. The cost of any such examination conducted by the physician or institution chosen by the employee and approved by the physician or institution chosen by the employee and approved by the Board shall be borne by the employee and approved by the Board shall be borne by the employee.

All staff members' medical and health records, including computerized records, will be secured and will be stored and maintained separately from other personnel files. The information contained in medical records will be kept confidential. Only the staff member **and** the Superintendent **or his/her designee** shall have access to medical information regarding an individual employee. The section of the medical record that contains the health history may be shared with the staff member's Building Principal and the school nurse **only upon written** consent of the staff member.



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - POLICY 3160/page 2 of 2 Physical Examination

Additional individual psychiatric or physical examinations of any staff member may be required by the Board whenever, in the judgment of the Board, a staff member shows evidence of deviation from normal physical or mental health. Any additional individual examinations will be pursuant to the requirements of N.J.A.C. 6A:32-6.3. Additional examinations and/or certifications may be required to verify fitness in accordance with Policy No. 3161 or disability in accordance with Policy Nos. 3425 and 3435.

42 U.S.C.A. 12101 N.J.S.A. 18A:16-2 et seq. N.J.A.C. 6A:32-6.1: 6A:32-6.2; 6A:32-6.3



## East Orange Board of Education

TEACHING STAFF MEMBERS - REGULATION R 3160/page 1 of 4 Physical Examination M

## R 3160 PHYSICAL EXAMINATION

## A. Definitions

- 1. "Employee assurance statement" means a statement signed by the employee certifying that information supplied by the employee is true to the best of the employee's knowledge.
- 2. "Employee" or "staff member" means the holder of any full-time or part-time position of employment.
- 3. "Health history" means the record of a person's past health events obtained in writing, completed by the individual or their physician.
- 4. "Health screening" means the testing of people, using one or more diagnostic tools, to determine the presence or precursors of a particular disease.
- 5. "Medical evaluation" means the examination of the body by the school medical inspector or by any physician licensed to practice medicine.
- 6. "Physical examination" means the assessment of an individual's health.
- 7. "Psychiatric examination" means an examination for the purpose of diagnosis and treatment of mental disorders.
- B. Employees' Initial Physical Examination

Each newly employed teaching staff member shall be required to undergo a physical examination. The physical examination shall include, but is not limited a health history, health screenings, and medical evaluation.

- 1. A health history shall be completed by the employee or by his/her physician which shall include the employee's:
  - a. Past serious illnesses and injuries;
  - b. Current health problems;



## East Orange Board of Education

TEACHING STAFF MEMBERS - REGULATION R 3160/page 2 of 4 Physical Examination

- c. Allergies; and
- d. Record of immunizations.
- 2. The employee shall submit to health screenings which shall include his/her:
  - a. Height and weight;
  - b. Blood pressure;
  - c. Pulse and respiration rate;
  - d. Vision screening;
  - e. Hearing screening.

c.

3. Health screening shall also include a Mantoux test for the presence of tuberculosis.

a. A newly employed member will be exempt from the Mantoux test if he/she presents satisfactory documentation of a test administered in any place within the six month previous to the member's initial employment in this district.

b. Procedures for the administration of the Mantoux test, interpretation of reactions, follow-up procedures, and reporting shall be conducted in accordance with the guidelines issued by the State Department of Health and titled School Tuberculin Testing in New Jersey.

If the results of the Mantoux test so indicate, the employee shall be referred for a chest X-ray and medical evaluation to determine the presence of tuberculosis at the employee's expense. The employee shall submit the report of the X-ray and evaluation to the **Division of Labor Relations and Employment Services**. If the **Division of Labor Relations and Employment Services** does not receive the report within four weeks of the referral or is unwilling to accept the findings of the report, he/she may direct the employee to submit to a chest X-ray examination at Board expense, the results of which will be reported directly to the **Division of Labor Relations and Employment Services**.



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - REGULATION R 3160/page 3 of 4 Physical Examination

- d. An employee who presents a physician's or nurse practitioner's documentation, acceptable to the **Division of Labor Relations and Employment Services**, showing significant tuberculin reaction and a subsequent negative chest X-ray will be exempt from the Mantoux test.
- 4. A medical evaluation that shall be limited to those assessments or information necessary to determine the employee's physical and mental fitness to perform with reasonable accommodation in the position which the employee seeks or currently holds and to detect any health risks to students and other employees. The employee's medical evaluation shall include, but not be limited to, a record of immunizations. Guidance regarding immunizations for adults may be found in "Adult Immunization: Recommendations of the Immunization Practices Advisory Committee (ACIP)", available from the Immunization Program, Centers for Disease Control, Public Health, U.S. Department of Health and Human Services, Atlanta GA 30333.
- 5. A teaching staff member **may** provide health status information, including medications, which may be of value to medical personnel **in the event of an emergency requiring treatment**. The staff member may also choose to share with the Principal and, if desired, with the certified school nurse, information regarding current health status to assure ready access in a medical emergency.
- C. Health Records
  - 1. All employee medical records, including computerized records, shall be secured, and shall be stored and maintained separate from other personnel files.
  - 2. Only the employee **and** the Superintendent **or his/her designee** shall have access to the medical information in that individual's file.
  - 3. The portion of the employee's medical record containing a health history may be shared with the Principal and the school nurse **only with written** consent of the employee, as provided in B.5.above.
- D. Employees' Physical Examination and Medical Updates

School employee physical, examinations and/or annual medical updates shall not require disclosure of HIV status.

- E. Candidates Records
  - 1. All records regarding pre-employment physicals and drug tests will be maintained in separate medical files and treated as confidential medical records. These records will be:



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - REGULATION R 3160/page 4 of 4 Physical Examination

- a. Kept separate from a candidate's personnel file;
- b. Kept in a locked cabinet in a central school district location; and
- c. Accessible only to the Superintendent or **his/her** designee.
- 2. The records of a candidate's physical examination will be submitted to the **Division of Labor Relations and Employment Services**, who will determine the candidate's physical and mental fitness to function with reasonable accommodation in the position for which he/she has made application. That determination will be made a part of the candidate's application.
- 3. A candidate's medical records will be maintained separately from his/her application and will be kept confidential in accordance with paragraph D.
  - a. If and when the candidate is employed by this district, the records will be kept in the person's medical file.
  - b. If the candidate is not employed by this district within three years, the records will be destroyed.



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - POLICY 3161/page 1 of 2 Examination for Cause

## 3161 EXAMINATION FOR CAUSE

The Board of Education may, in accordance with law, require the psychiatric or physical examination of any teaching staff member who shows evidence of deviation from normal physical or mental health.

The Superintendent shall recommend to the Board the examination of any teaching staff member whose physical or mental conditions so departs from normal health as to adversely affect the performance of the member's duties. Any such recommendation must be accompanied by competent evidence. If the Board determines that deviation from normal health has been demonstrated, it may require that the member submit to a physical or mental examination.

A requirement for physical or mental examination shall be made known to the employee by written notice setting forth the nature of the examination required, the reasons for the requirement, and a statement offering the member the opportunity to appear before the Board to explain or refute those reasons, provided any such hearing is requested in writing within five working days of the receipt of the notice.

A teaching staff member who fails to request an appearance before the Board within the time permitted or, having appeared before the Board, fails to persuade the Board that he/she should not be required to submit to the required examination shall be ordered to submit to an appropriate examination by a physician or institution designated by the Board and at the Board's expense.

The teaching staff member may, at his/her option, submit names of physicians or institutions to the Board for consideration to complete the appropriate examination(s). The Board is not required to designate a physician or institution submitted for consideration by the teaching staff member, but the Board will not act unreasonably in withholding its approval of a physician or institution submitted by a teaching staff member. The cost of the examination will be borne by the Board if the Board designates a physician or institution from the names submitted from the teaching staff member.

If the teaching staff member's request is denied, or if the teaching staff member does not request the Board to consider a physician or institution, the staff member may elect to submit to an appropriate examination conducted by a physician or institution of the teaching staff member's own choosing and at his/her expense, provided the physician or institution so chosen is approved by the Board, pursuant to N.J.S.A. 18A:16-3, and is authorized and directed by the member to report the results of the examination to the Board.



## **East Orange Board of Education**

TEACHING STAFF MEMBERS - POLICY 3161/page 2 of 2 Examination for Cause

If the results of the examination show mental abnormality or communicable disease, the teaching staff member shall be placed on sick leave and compensated in accordance with his/her sick leave entitlement, if any, until proof of recovery, satisfactory to the Board, is furnished. No leave of absence granted under this policy shall exceed the term of the contract of a nontenured teaching staff member or a period of two years in the case of a tenured teaching staff member.

A teaching staff member who refuses to submit to the examination required by the Board and has exhausted the hearing procedures established by law and this policy shall be subject to discipline, which may include the certification of tenure charges to the Commissioner of Education.

42 U.S.C.A. 12101 N.J.S.A. 18A:6-10; 18A:16-2; 18A:16-4; 18A:25-7; 18A:28-5; 18A:30-1 et seq. N.J.A.C. 6A:32-6.3



### **East Orange Board of Education**

SUPPORT STAFF MEMBERS - POLICY 4111/page 1 of 1 Creating Positions

### 4111 CREATING POSITIONS

The Board of Education recognizes its authority to establish support staff positions that, when filled by qualified employees, will assist the district in the achievement of educational goals set by the Board.

The Board will create new positions as required, approve a job title appropriate to the position, and determine the number of persons required to staff adequately each such position.

The Superintendent shall recommend to the Board such new positions or additional staffing in existing positions as may be required by student enrollments and the operational needs of the district.

N.J.S.A. 18A:16-1; 18A:17-24; 18A:28-1



### East Orange Board of Education

SUPPORT STAFF MEMBERS - POLICY 4130/page 1 of 1 Assignment and Transfer

### 4130 ASSIGNMENT AND TRANSFER

The Superintendent shall make support staff assignments and transfers in the manner best calculated, in his/her judgment, to enhance the educational program.

Procedures for assignment and transfers shall comply with provisions of current negotiated agreements and State and federal law. Discrimination in assignment, transfer, and promotion shall not be tolerated.

Particular attention shall be paid to ensuring that there shall be equivalence of staff among the schools.

N.J.S.A. 34:13A-1 et seq. N.J.S.A. 18A:27-4.1



## **East Orange Board of Education**

SUPPORT STAFF MEMBERS - POLICY 4140/page 1 of 1 Termination

#### 4140 TERMINATION

The Board of Education will enter a contract with each non-tenured support staff member providing, in part, for the termination of employment by either party. The Board may terminate the employment of an employee for incompetence, immorality, unfitness for service, insubordination, reduction in force, or other good cause. Any notification of termination for cause will include a full statement of the reasons for the dismissal on notice duly given a nonprobationary employee.

The Board may terminate an employment contract with a non-tenured support staff member only upon the recommendation of the Superintendent and by a recorded roll call majority vote of the full membership of the Board. The Board will not withhold its approval for arbitrary and capricious reasons. N.J.S.A. 18A:27-4.1.

The Board may temporarily suspend an employee with or without pay and without notice when his/her continued services may be inimical to the interests of students.

N.J.S.A. 18A:6-10; 18A:17-2; 18A:17-3; 18A: 27-4.1



### East Orange Board of Education

SUPPORT STAFF MEMBERS - POLICY 4145/page 1 of 1 Layoffs

#### 4145 **LAYOFFS**

The Board of Education shall provide the support staff necessary for the operation of the district in a manner that is efficient and economical.

The Board reserves the right to abolish support staff positions and reduce district staff commensurately whenever reasons of economy, reorganization of the school district, reduction in the number of students, or other good cause so warrant. The Superintendent shall continually review the efficiency and effectiveness of district organization and recommend to the Board the creation and abolishment of support staff positions and the reallocation of duties and positions.

When two or more employees are employed in the same classification of employment in which a position is abolished, the employee shall be reemployed who has demonstrated greater competence.

When, as the result of the abolishment of a position, an employee is demoted in position, the employee shall receive the salary of the position to which he/she has been assigned.

N.J.S.A. 18A:6-10; 18A:17-4



### East Orange Board of Education

SUPPORT STAFF MEMBERS - POLICY 4150/page 1 of 1 Discipline

#### 4150 DISCIPLINE

The Board of Education directs all support staff members to observe statutes, rules of the State Board of Education, policies of this Board, and duly promulgated administrative rules and regulations governing staff conduct. Violations of those statutes, rules, policies, and regulations will be subject to discipline.

The immediate supervisor, in consultation with the Director for **Division of Labor Relations and Employment Services**, shall deal with disciplinary matters on a case by case basis. Discipline will include, as appropriate, verbal and written warnings, transfer, suspension, freezing wages, and dismissal; discipline will provide, wherever possible, for progressive penalties for repeated violations.

In the event disciplinary action is contemplated, notice will be given to the employee in ordinary and concise language of the specific acts and omissions upon which the disciplinary action is based; the text of the statute, policy, rule, or regulation that the employee is alleged to have violated; and the penalty that **is being recommended and/or may be ultimately** imposed.

N.J.S.A. 18A:25-7; 18A:27-4 N.J.S.A. 34-13A-1 et seq.; 34:19-1



### **East Orange Board of Education**

SUPPORT STAFF MEMBERS - POLICY 4152/page 1 of 1 Freezing or Reducing Wages

### 4152 FREEZING OR REDUCING WAGES

The Board of Education recognizes that any advancement on a salary **guide**, including annual increments and raises, is not automatic but rests within the discretion of the Board.

Advancement on any salary **guide** shall require favorable reports covering the employee's competence and thoroughness in the performance of assigned duties as well as the employee's record of attendance and compliance with district regulations.

The Superintendent shall base a recommendation for wage freeze on evaluations of the employee's performance and conduct. The Superintendent must also show to the satisfaction of the Board that the standards by which an employee has been evaluated are not exceptional or unusual and are expected of all employees in a similar classification.

N.J.S.A. 18A:29-14



East Orange Board of Education

SUPPORT STAFF MEMBERS - POLICY 4160/page 1 of 2 Physical Examination M

#### 4160 PHYSICAL EXAMINATION

The Board of Education requires each newly employed support staff member undergo a physical examination. The physical examination shall include, but is not limited to, a health history to include past serious illnesses and injuries; current health problems; allergies; and a record of immunizations. The physical examination shall also include a health screening to include height and weight; blood pressure; pulse and respiratory rate; vision screening; hearing screening; and Mantoux test for tuberculosis.

A support staff member may provide health status information, including medications, which may be of value to medical personnel in the event of an emergency requiring treatment. The staff member may also choose to share with the Principal and, if desired, with the certified school nurse, information regarding current health status to assure ready access in a medical emergency. School employee physicals, examinations and/or annual medical updates do not require screening or disclosure of HIV status.

The physical examinations required by this policy shall be limited to those assessments or information necessary to determine the individual's physical and mental fitness to perform with reasonable accommodation in the position he/she seeks or currently holds and to detect any health risks to students or other employees.

Physical examinations required by this policy may be conducted by a physician or institution designated by the Board or, at the employee's election, by a physician or institution designated by the employee and approved by the Board. The cost of any such examination conducted by the physician or institution designated by the Board shall be borne by the Board. The cost of any such examination conducted by the physician or institution designated by the physician or institution designated by the goard shall be borne by the employee and approved by the physician or institution chosen by the employee and approved by the Board shall be borne by the employee.

All staff members' medical and health records, including computerized records, will be secured and will be stored and maintained separately from other personnel files. The information contained in medical records will be kept confidential. Only the staff member **and** Superintendent **or his/her designee** shall have access to medical information regarding an individual employee. The section of the medical record that contains the health history may be shared with the staff member's Building Principal and the school nurse **only upon written** consent of the staff member.



### **East Orange Board of Education**

SUPPORT STAFF MEMBERS - POLICY 4160/page 2 of 2 Physical Examination

Additional individual psychiatric or physical examinations of any staff member may be required by the Board whenever, in the judgment of the Board, a staff member shows evidence of deviation from normal physical or mental health. Any additional individual examinations will be pursuant to the requirements of N.J.A.C. 6A:32-6.3. Additional examinations and/or certifications may be required to verify fitness in accordance with Policy No. 3161 or disability in accordance with Policy Nos. 3425 and 3435.

42 U.S.C.A. 12101 N.J.S.A. 18A:16-2 et seq. N.J.A.C. 6A:32-6.1; 6A:32-6.2; 6A:32-6.3



## East Orange Board of Education

SUPPORT STAFF MEMBERS - REGULATION R 4160/page 1 of 4 Physical Examination M

#### R 4160 PHYSICAL EXAMINATION

### A. Definitions

- 1. "Employee assurance statement" means a statement signed by the employee certifying that information supplied by the employee is true to the best of the employee's knowledge.
- 2. "Employee" or "staff member" means the holder of any full-time or part-time position of employment.
- 3. "Health history" means the record of a person's past health events obtained in writing, completed by the individual or their physician.
- 4. "Health screening" means the testing of people, using one or more diagnostic tools, to determine the presence or precursors of a particular disease.
- 5. "Medical evaluation" means the examination of the body by the school medical inspector or by any physician licensed to practice medicine.
- 6. "Physical examination" means the assessment of an individual's health.
- 7. "Psychiatric examination" means an examination for the purpose of diagnosis and treatment of mental disorders.
- B. Employees' Initial Physical Examination

Each newly employed support staff member shall be required to undergo a physical examination. The physical examination shall include, but is not limited to a health history, health screenings, and medical evaluation.

- 1. A health history shall be completed by the employee or by his/her physician which shall include the employee's:
  - a. Past serious illnesses and injuries;
  - b. Current health problems;
  - c. Allergies; and
  - d. Record of immunizations.



## East Orange Board of Education

SUPPORT STAFF MEMBERS - REGULATION R 4160/page 2 of 4 Physical Examination

- 2. The employee shall submit to health screenings which shall include his/her:
  - a. Height and weight;
  - b. Blood pressure;
  - c. Pulse and respiration rate;
  - d. Vision screening; and
  - e. Hearing screening.
- 3. Health screening shall also include the conduct of a Mantoux test for the presence of tuberculosis infection.
  - a. A newly employed member will be exempt from the Mantoux test if he/she presents satisfactory documentation of a test **administered** in **any place within six months previous to the member's initial employment in this district.**
  - b. Procedures for the administration of the Mantoux test, interpretation of reactions, follow-up procedures, and reporting shall be conducted in accordance with the guidelines issued by the State Department of Health and titled School Tuberculin Testing in New Jersey.
  - c. If the results of the Mantoux test so indicate, the employee shall be referred for a chest X-ray and medical evaluation to determine the presence of tuberculosis at the employee's expense. The employee shall submit the report of the X-ray and evaluation to the **Division of Labor Relations and Employment Services**. If the school medical inspector does not receive the report within four weeks of the referral or is unwilling to accept the findings of the report, he/she may direct the employee to submit to a chest X-ray examination at Board expense, the results of which will be reported directly to the **Division of Labor Relations and Employment Services**.
  - d. An employee who presents a physician's or nurse practitioner's documentation, acceptable to the **Division of Labor Relations and Employment Services**, showing significant tuberculin reaction and a subsequent negative chest X-ray will be exempt from the Mantoux test.



## East Orange Board of Education

SUPPORT STAFF MEMBERS - REGULATION R 4160/page 3 of 4 Physical Examination

- 4. A medical evaluation that shall be limited to those assessments or information necessary to determine the employee's physical and mental fitness to perform with reasonable accommodation in the position which the employee seeks or currently holds and to detect any health risks to students and other employees. The employee's medical evaluation shall include, but not be limited to, a record of immunizations. Guidance regarding immunizations for adults may be found in "Adult Immunization: Recommendations of the Immunization Practices Advisory Committee (ACIP)", available from the Immunization Program, Centers for Disease Control, Public Health, U.S. Department of Health and Human Services, Atlanta GA 30333.
- 5. A support staff member **may** provide health status information, including medications, which may be of value to medical personnel **in the event of an emergency requiring treatment**. The staff member may also choose to share with the Principal and, if desired, with the certified school nurse, information regarding current health status to assure ready access in a medical emergency.
- C. Health Records
  - 1. All employee medical records, including computerized records, shall be secured, and shall be stored and maintained separate from other personnel files.
  - 2. Only the employee **and** Superintendent **or his/her designee** shall have access to the medical information in that individual's file.
  - 3. The portion of the employee's medical record containing a health history may be shared with the Principal and the school nurse **only upon written** consent of the employee, as provided in paragraph B.5. above.
- D. Examination of School Bus Drivers
  - 1. School bus drivers employed by this district are subject to Policy No. 4160 and this regulation generally.
  - 2. School bus drivers employed by a contractor supplying transportation services to this district shall be tested for tuberculosis in accordance with paragraph B3 of this regulation.
- E. Employees' Physical Examination and Medical Updates

School employee physicals, examinations and/or annual medical updates shall not require disclosure of HIV status.



## **East Orange Board of Education**

SUPPORT STAFF MEMBERS - REGULATION R 4160/page 4 of 4 Physical Examination

### F. Candidates Records

- 1. All records regarding pre-employment physicals and drug tests will be maintained in separate medical files and treated as confidential medical records. These records will be:
  - a. Kept separate from a candidate's personnel file;
  - b. Kept in a locked cabinet in a central school district location; and
  - c. Accessible only to the Superintendent or **his/her** designee.
- 2. The records of a candidate's physical examination will be submitted to the **Division of Labor Relations and Employment Services**, who will determine the candidate's physical and mental fitness to function with reasonable accommodation in the position for which he/she has made application. That determination will be made a part of the candidate's application.
- 3. A candidate's medical records will be maintained separately from his/her application and will be kept confidential in accordance with paragraph D.
  - a. If and when the candidate is employed by this district, the records will be kept in the person's medical file.
  - b. If the candidate is not employed by this district within three years the records will be destroyed.



### **East Orange Board of Education**

SUPPORT STAFF MEMBERS - POLICY 4161/page 1 of 2 Examination for Cause

#### 4161 EXAMINATION FOR CAUSE

The Board of Education may, in accordance with law, require the psychiatric or physical examination of any support staff member who shows evidence of deviation from normal physical or mental health.

The Superintendent shall recommend to the Board the examination of any support staff member whose physical or mental condition so departs from normal health as to adversely affect the performance of the member's duties. Any such recommendation must be accompanied by competent evidence. If the Board determines that deviation from normal health has been demonstrated, it may require that the member submit to a physical or mental examination.

A requirement for physical or mental examination shall be made known to the employee by written notice setting forth the nature of the examination required, the reasons for the requirement, and a statement offering the member the opportunity to appear before the Board to explain or refute those reasons, provided any such hearing is requested in writing within five working days of the receipt of the notice.

A support staff member who fails to request an appearance before the Board within the time permitted or, having appeared before the Board, fails to persuade the Board that he/she should not be required to submit to the required examination shall be ordered to submit to an appropriate examination by a physician or institution designated by the Board and at the Board's expense.

The support staff member may, at his/her option, submit names of physicians or institutions to the Board for consideration to complete the appropriate examination(s). The Board is not required to designate a physician or institution submitted for consideration by the support staff member, but the Board will not act unreasonably in withholding its approval of a physician or institution submitted by a support staff member. The cost of the examination will be borne by the Board if the Board designates a physician or institution from the names submitted from the support staff member.

If the support staff member's request is denied, or if the support staff member does not request the Board to consider a physician or institution, the staff member may elect to submit to an appropriate examination conducted by a physician or institution of the support staff member's own choosing and at his/her expense, provided the physician or institution so chosen is approved by the Board, pursuant to N.J.S.A. 18A:16-3, and is authorized and directed by the member to report the results of the examination to the Board.



## East Orange Board of Education

SUPPORT STAFF MEMBERS - POLICY 4161/page 2 of 2 Examination for Cause

If the results of the examination show mental abnormality or communicable disease, the support staff member shall be placed on sick leave and compensated in accordance with his/her sick leave entitlement, if any, until proof of recovery, satisfactory to the Board, is furnished. No leave of absence granted under this policy shall exceed the term of the contract of a nontenured support staff member or a period of two years in the case of a tenured support staff member.

A support staff member who refuses to submit to the examination required by the Board and has exhausted the hearing procedures established by law and this policy shall be subject to discipline, which may include the certification of tenure charges to the Commissioner of Education.

42 U.S.C.A. 12101 N.J.S.A. 18A:6-10; 18A:16-2; 18A:16-4; 18A:30-1 et seq. N.J.A.C. 6A:32-6.3



East Orange Board of Education

STUDENTS - POLICY 5841/page 1 of 1 Secret Societies

#### 5841 SECRET SOCIETIES

The Board of Education affirms the legislative prohibition of student organizations with closed membership practices as hostile to the democratic ideals of public education.

No social organization of students will be granted the use of school facilities or permitted the use of the name of the school or this school district unless that organization has first been approved by the Superintendent and/or designee. The application for such approval will set forth the purposes, constitution, and bylaws of the organization; its membership qualifications; and the process by which a person becomes a member.

No organization will be approved if its purposes conflict with the authority and goals of this Board or the best interests of the students of this district; if membership is drawn from outside the currently enrolled student body; if membership qualifications are based on considerations of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or sex, social or economic status, disability or political beliefs, or any other consideration not appropriate to the purpose of the organization; or if any qualifying student who applies may be denied membership.

Nothing in this policy shall prevent or otherwise deny participation in constitutionally protected prayer consistent with protections of the First Amendment of the United States Constitution.

A student who seeks to form or is a member of a fraternity, sorority, or other secret organization formed in whole or in part of students enrolled in this district may be disciplined by this Board. The Board reserves the right to require that any student attest as to his/her membership in a secret organization.

N.J.S.A. 18A:42-5; 18A:42-6

Adopted: 12 January 2010 Adopted:



### East Orange Board of Education

STUDENTS - POLICY 5842/page 1 of 2 Equal Access of Student Organizations

#### 5842 EQUAL ACCESS OF STUDENT ORGANIZATIONS

The Board of Education will permit the use of school facilities by student-initiated organizations for non-curricular student activities. A student-initiated organization, regardless of the size of the group, will not be denied an opportunity to meet and use school facilities on the basis of the religious, political, philosophical, or other content of the speech at their meeting.

An application for permission to meet on school premises shall be made to the Building Principal and/or designee, who shall grant permission provided that he/she determines that:

- 1. The activity has been initiated by students;
- 2. Attendance at the meeting is voluntary;
- 3. No agent or employee of the district will promote, lead, or participate in the meeting;
- 4. The meeting is for a lawful purpose;
- 5. The meeting does not materially and substantially interfere with the orderly conduct of instructional activities in the school;
- 6. Nonschool persons do not direct, conduct, control, or regularly attend the activity; and
- 7. The activity is adequately supervised by appropriately certified school district staff.

A student-initiated group granted permission to meet on school premises shall be subject to the same rules and regulations that govern the meetings of student organizations sponsored by this Board, except as provided by this policy. Participation in a student-initiated meeting must be available to all students who wish to attend and cannot be denied on the basis of a student's race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or sex, social or economic status, or disability. The Board will not permit the organization of a fraternity, sorority, or secret society. A student-initiated meeting may be attended by no more than two outside resource persons.

Access to school facilities by student organizations will be provided within the governing principles of the First Amendment of the Constitution of the United States.



## **East Orange Board of Education**

STUDENTS - POLICY 5842/page 2 of 2 Equal Access of Student Organizations

An appropriately certified staff member shall be assigned to attend a student-initiated meeting in a custodial capacity and shall not participate in the activity while serving in this custodial capacity. No teaching staff member shall be compelled to attend a student-initiated meeting if the content of the speech at the meeting is contrary to his/her beliefs.

The Building Principal may take such actions as may be necessary to maintain order and discipline on school premises and to protect the safety and well-being of students and staff members.

20 U.S.C.A. 1701 et seq.

United State Department of Education - Guidance on Constitutionally Protected Prayer in Public Elementary and Secondary Schools

Adopted: 12 January 2010 Adopted:



### East Orange Board of Education

STUDENTS - POLICY 5850/page 1 of 2 Social Events and Class Trips

#### 5850 SOCIAL EVENTS AND CLASS TRIPS

The Board of Education recognizes the value of social events and class trips that will enhance and enrich the school experience for the students of this district.

For purposes of this policy, a "social event" is a party, celebration, or dance organized for the participation of students, and "class trips" are trips taken by students who share a particular interest in an activity, or students who are enrolled in a particular subject area, course or class. Social events and class trips are not related or are only indirectly related to the curriculum.

The Board will make school facilities available and assign staff members as appropriate for the conduct of social events on school premises that have been approved by the Building Principal and/or designee and for social events and class trips away from school premises that have been approved by the Building Principal and the East Orange Board of Education. A social event or class trip may be considered to have been approved by this Board only when the Board has duly assigned one or more chaperones to supervise participating students. The Board will assume no responsibility for a student social event or trip that has not been approved in accordance with this policy.

The Board will not approve a social event or class trip that has the effect of reducing the school year for participating students to fewer than one hundred eighty days.

The Board reserves the right to cancel any scheduled trip.

Social events or class trips are not part of the thorough and efficient system of education provided by the Board. Participation in them is therefore not a right and may be denied to any student without the due process of notice and an opportunity to be heard. A student who demonstrates disregard for school rules may summarily be denied participation in social events and class trips.

Students who participate in approved social events and class trips are subject to district rules for student conduct and must submit to the authority of assigned chaperones. Infractions of the rules will be subject to discipline in the same manner as are infractions of rules during the regular school program.

A student who possesses or consumes alcohol or drugs in the course of an approved social event or class trip will be deemed to have placed all other participating students at risk and will be disciplined in strict accordance with policy # 5530.

The Board will not permit persons not enrolled in this district to participate in social events, except for the Senior Prom.



## East Orange Board of Education

STUDENTS - POLICY 5850/page 2 of 2 Social Events and Class Trips

The Superintendent will develop regulations governing the conduct and safety of all participants in social events and class trips and will distribute them to student and adult participants.

Adopted: 12 January 2010 Adopted:



## East Orange Board of Education

STUDENTS - REGULATION R 5850/page 1 of 4 Social Events and Class Trips

### R 5850 SOCIAL EVENTS AND CLASS TRIPS

### A. Approval

- 1. Requests for approval of a social event or class trip must be submitted in writing to the Building Principal not less than forty-five (45) working days before the activity is scheduled to occur. Class trips must also be submitted to the Board of Education for approval at least 45 days before the activity.
- 2. Each request must include:
  - a. The name of the sponsoring organization,
  - b. The name of an adult representative of the organization who will assume responsibility for the activity (such as a club's faculty advisor),
  - c. The date on which the activity is to occur,
  - d. For a social event, the place in which it is to occur (if on school premises, the specific room or facility; if off school premises, the specific location with directions and a telephone number),
  - e. For a class trip, the proposed itinerary, with specific locations of any proposed stops, including telephone numbers, and the planned means of transportation,
  - f. The group of students who will participate in the activity and the anticipated number of students,
  - g. The cost of the activity and the manner in which costs will be assessed or funds will be raised,
  - h. If appropriate, the insurance coverage for the activity, and
  - i. The number and names, to the extent they are known, of the chaperones appointed to the activity.
- 3. The Building Principal will consult the school calendar to determine whether the proposed activity will interfere with the instructional program or a social event or class trip given earlier approval. He/She will grant or deny the request within fifteen working days of its receipt.



## East Orange Board of Education

STUDENTS - REGULATION R 5850/page 2 of 4 Social Events and Class Trips

- 4. The Building Principal will appoint a teaching staff member as responsible adult for each approved activity. In the absence of formal appointment, the adult designated on the request for approval will serve as responsible adult.
- B. Student Participation
  - 1. Social events and class trips are not directly related to the curriculum and students are permitted to participate only in accordance with Policy No. 5850. Students on suspension are not eligible for participation.
  - 2. No minor student may participate in a social event or class trip that extends beyond the school day or takes place away from school premises without the written, signed permission of the student's parent(s). Permission slips will be distributed by the sponsoring organization not less than ten working days before the scheduled activity and signed slips will be delivered to the teacher no later than the day of the activity. Permission slips must include the following information:
    - a. The nature of the activity,
    - b. The date, time, and location of the activity,
    - c. The name of the sponsoring organization and the responsible adult,
    - d. The fee, if any, charged to the student for participation, and
    - e. Such information about the activity as may be necessary for the parent to evaluate the risk to his/her child (such as exposure to potential allergens).
- C. Student Conduct
  - 1. Students who elect to participate in social events and class trips and their guests are subject to district rules for student conduct, including rules for conduct on buses. Infractions of rules will be subject to discipline in the same manner as are infractions of rules during the regular school program. Students shall obey the approved chaperones; disobedience to a chaperone will be tantamount to disobedience of a certified staff member.
  - 2. The school dress code will apply to all social events and class trips unless expressly waived by the Building Principal.



### East Orange Board of Education

STUDENTS - REGULATION R 5850/page 3 of 4 Social Events and Class Trips

- 3. Students who violate rules of conduct in the course of a class trip away from school may be denied the opportunity to participate in future field trips unless a parent/guardian accompanies him/her.
- 4. Students who elect to attend a social event or class trip are expected to participate; students who attend merely to loiter on the perimeter of the activity (such as outside the facility or in parked cars or the like) will be dismissed from the school premises.
- 5. The possession, use, and/or distribution of alcohol and/or drugs by any person and the presence of any person under the influence of alcohol or drugs are absolutely prohibited at any school sponsored social event or class trip, regardless of the location of the activity. Violators of this rule will be disciplined in strict accordance with Policy No. 5530.
- D. Chaperones
  - 1. Each social event and class trip must be properly chaperoned by responsible adults under the supervision of at least one certified staff member.
  - 2. The organization sponsoring the activity is responsible for appointing and securing proper chaperonage, subject to the approval of the Building Principal.
  - 3. Chaperones who are not district employees serve as volunteers subject to Policy No. 9180 and will not be compensated by the Board for their services. The expenses incurred by chaperones in the course of the activity will be the responsibility of the sponsoring organization.
  - 4. Chaperones should:
    - a. Arrive promptly at scheduled activity and, if possible, well in advance of the student participants;
    - Acquaint themselves with school rules of conduct and with the distinctions between minor and serious rule infractions (minor infractions are punishable by reprimands, conferences, and/or detention; serious rule infractions may involve the imposition of suspension);
    - c. Circulate freely among the participants in order to detect any infractions of rules;
    - d. Frequently check lavatories, entrances, hallways and the like;



## East Orange Board of Education

STUDENTS - REGULATION R 5850/page 4 of 4 Social Events and Class Trips

- e. Correct students who engage in minor infractions of rules;
- f. Report to a certified staff member any serious infraction of rules that may require school discipline or the dismissal of a student from the activity;
- g. Report immediately to a certified staff member any person who may be under the influence of alcohol or drugs so that the teaching staff member can implement Regulation No. 5530; and
- h. Report immediately to a certified staff member or police officer any person who may have alcohol, drugs, contraband, or a weapon in his/her possession.
- E. Post-activity Requirements
  - 1. The sponsoring organization is responsible for cleaning up any decorations and debris caused by the activity and left on school premises.
  - 2. The responsible adult will submit to the Building Principal a brief but reasonably detailed report of the activity, including the names of chaperones. The report should include a description of any event that resulted in a student's dismissal from the activity.
  - 3. Any funds collected will be deposited in the Student Activities Fund and accounted for in accordance with Policy No. 6660.

Issued: 12 January 2010 **Issued:** 



### East Orange Board of Education

STUDENTS - POLICY 5880/page 1 of 2 Public Performances by Students

#### 5880 PUBLIC PERFORMANCES BY STUDENTS

The Board of Education recognizes the value to students and to the community of the demonstration of student talents and skills in performances of student organizations in public events. The Board endorses such performances when they contribute to the instructional program, do not interfere with scheduled school activities, and do not exploit or endanger participating students.

Public performances of student organizations must be approved in advance by the Building Principal and/or designee. The members of a student organization invited to perform shall be polled for their willingness to perform. No student may be compelled to participate in an elective public performance or penalized for his/her failure to participate. Approval for a public performance will not be granted unless the staff advisor determines that the number of students who agree to participate is sufficient to represent the school fairly.

When public performances are scheduled as a regular part of a course of study taken for credit, students shall be informed in advance of their obligation to participate; they will be excused from participation only in accordance with Board policy on student attendance.

No student, student organization, or employee of this Board shall receive compensation for the performance in public of students organized for a school activity.

School groups may, with the permission of the Superintendent, participate in local public events which may be classified as:

- 1. Educational events in which the schools serve as hosts;
- 2. Community functions organized in the interest of the schools;
- 3. Noncommercial occasions of community, county, state or national interest of sufficient breadth to enlist collaboration general sympathy and cooperation;
- 4. Patriotic events, such as Veteran's Day, Memorial Day, etc.;
- 5. Charity benefit activities, provided such activity has been specifically approved in advance by the Superintendent;
- 6. Programs sponsored by established character building agencies, or programs sponsored jointly by the school system and mass communication media where the time or spaces given to the programs are of a public nature.



## **East Orange Board of Education**

STUDENTS - POLICY 5880/page 2 of 2 Public Performances by Students

School groups may not participate in events that may be classified as:

- 1. Events that are for the purpose of private gain or primarily for the advertising of any commercial project or product;
- 2. Events that are for the furtherance of any politically partisan interest. In questionable cases, the matter shall be approved by the board;
- 3. Events that are primarily for the furtherance of any sectarian concern;
- 4. Events that cause an undue amount of interference with the regular school program or that cause an excessive amount of absence due to rehearsal or preparation.

N.J.S.A. 18A:42-2 School orchestra not to compete with civilian musicians; exceptions

Adopted: 12 January 2010 Adopted:



### **East Orange Board of Education**

PROGRAM - POLICY 2624/page 1 of 2 Grading System

#### 2624 GRADING SYSTEM

The Board of Education recognizes that a system of measuring, recording, and reporting the achievements of individual students is important to the continuing process of learning. The Board, therefore, directs the instructional program of this school district include a system of grading that measures progress toward the New Jersey Core Curriculum Content Standards and the educational goals of the district.

Students shall be informed at the outset of any course of study of the behaviors and achievements that are expected of them and shall be kept informed of their progress during the course of study. As a rule, grading should reward students for positive efforts and minimize failure, and students should be encouraged to evaluate their own achievements.

The Superintendent shall develop and continually review in consultation with teaching staff members, parent(s), and students, a grading program appropriate to the course of study and maturity of students. The final decision on any contested grade will be the responsibility of the Building Principal. A student classified as disabled will be graded in accordance with his/her Individualized Educational Program (IEP) or the Section 504 Plan.

Evaluation of Individual Student Performance

The Superintendent, in consultation with the teaching staff, shall develop a marking system to be used uniformly in the same grade level throughout the schools. The system should be clear, easily understood by parent(s) and students, and able to be applied with consistency of interpretation. Computation of grade-point average and rank in class shall be uniform throughout the district. Evaluation and grading symbols shall be attended to appraise the student's progress toward established goals, and shall be a factor in promotion/graduation decisions.

The Board of Education encourages the certified staff, under the direction of the Superintendent, to employ a comprehensive approach to the use of appraisal and evaluative techniques in monitoring student progress, including, but not limited to, recognized standardized achievement testing programs, written and oral teacher-made tests, performance observation, parent(s) interviews, formal and informal evaluation techniques, use of cumulative student records, and medical examinations.

The Superintendent shall have the right to review disputed grades and with Board approval to adjust them.



## East Orange Board of Education

PROGRAM - POLICY 2624/page 2 of 2 Grading System

### Testing

In addition to testing procedures established in Board policy, the school district shall establish and maintain a general testing program to:

- 1. Measure the needs and progress of individual students;
- 2. Measure the achievement of grade levels;
- 3. Allow comparison of district students with national or other norms; and
- 4. Aid in evaluation of programs.

The district testing program shall embody at least the tests required by State law. The administration shall continually scrutinize the applicability and effectiveness of tests being used in the district.

School personnel shall not use tests, procedures, or other guidance and counseling materials which are differentiated or stereotyped on the basis of race, color, creed, religion, sex, ancestry, national origin, or social or economic status.

Any requests for surveys, student observations, or student questionnaires must be forwarded through the Principal's office to the Superintendent's office for approval before any survey or observation can be conducted.

Individual results of standardized tests, including intelligence tests, shall be made available to parent(s) upon their request, but shall be considered confidential information to be available only to authorized persons. School and district test results shall be discussed in a public meeting.

Determining Class Rank

The Superintendent shall develop procedures for determining class ranking which take into account:

- 1. Records of transfer students; and
- 2. Honors and advanced courses.

Adopted: 3 June 2009 Adopted:



## East Orange Board of Education

PROGRAM - REGULATION R 2624/page 1 of 7 Grading System

### R 2624 GRADING SYSTEM

### A. Purpose of Grading

- 1. The purpose of grading is to assist students in the process of learning; all grading systems will be subject to continual review and revision to that end.
- 2. Grades acknowledge a student's demonstrated proficiency in the New Jersey Core Curriculum Content Standards and locally established learning goals and objectives:
  - a. Active participation in and attention to daily lessons,
  - b. Frequent contribution to discussions,
  - c. Prompt, thorough, accurate, and neat preparation of assignments,
  - d. Thorough preparation and performance on tests and assessments,
  - e. Display of an eagerness to learn and an inquisitive approach to lessons,
  - f. Attention to the need for proper materials,
  - g. Cooperation with the teacher's efforts, and
  - h. Willingness to work to the best of his/her ability and to do more than the minimum expected.
- B. Preparation for Grading
  - 1. Each student must be informed of the behavior and achievements expected of him/her at the outset of each course of study or unit of study.
  - 2. Each student must be kept informed of his/her progress during the course of a unit of study. Students who so request are entitled to see the grades resulting from their performance during the grading period.
  - 3. Each method of grading shall be appropriate to the course of study and the maturity and abilities of the students.
  - 4. Students should be encouraged to evaluate their own achievements.



## East Orange Board of Education

PROGRAM - REGULATION R 2624/page 2 of 7 Grading System

- 5. The process of review and revision will involve teaching staff members, parent(s) and as appropriate, students.
- C. Grading Periods
  - 1. Grades will be awarded at the end of four marking periods in each school year.
  - 2. Students will be given notice of their mid-term grades at mid-point of each marking period.
  - 3. Students will be given a final grade in each subject at the end of the school year.
  - 4. Grades will be recorded on report cards for parent(s) notification in accordance with Policy No. 5420 and Regulation No. 5420.
- D. Basis for Grading

The teacher responsible for assigning a grade should take into consideration the student's:

- 1. Completion of written assignments prepared in the classroom or elsewhere;
- 2. Oral contributions in class, including discussion responses, observations, panel participation, presentations, initiation of topics;
- 3. Performance on oral and written tests and quizzes;
- 4. Research into standard references and other background materials;
- 5. Oral and written reports on materials read by the student;
- 6. Laboratory work;
- 7. Term papers;
- 8. Special oral or written reports;
- 9. Other evidences of the student's constructive efforts and achievements in learning; and
- 10. For the final grade, the student's attendance record, in accordance with Policy Nos. 5200, 5410, and 5460.



East Orange Board of Education

PROGRAM - REGULATION R 2624/page 3 of 7 Grading System

### E. Meaning of Grades

- 1. The following grades will be given in each academic subject at the end of each marking period:
  - a. A grade of A indicates superior performance. It may be given to a student whose achievement is significantly above grade level; whose work achieves a quality and quantity that consistently excels; and who demonstrates a high degree of initiative, application, and purpose.
  - b. A grade of B indicates above average performance. It should be given to a student whose achievement is above grade level; whose work frequently excels; and who generally demonstrates strength in the subject.
  - c. A grade of C indicates average performance. It should be given to a student whose achievements in most areas of the subject are average; whose work is acceptable; and who demonstrates a satisfactory degree of proficiency.
  - d. A grade of D indicates below average performance. It should be given to a student whose achievement in the subject is barely passing; whose work is the minimum acceptable for credit; and who demonstrates only weak proficiencies in the subject.
  - e. A grade of F indicates failing performance and that no credit can be given for the subject. It should be given to a student who has not met the minimum requirements of the course; who has demonstrated an inability or unwillingness to master the basic elements of the course; or who has failed to meet the minimum attendance standards necessary to pass a course of study.
  - f. Letter grades may or may not be modified by plus or minus signs.
- 2. The following grading scales and indicators shall be used:

### Kindergarten

- 4 = Exceeds the Standard (90 100%)
- 3 = Meets the Standard (70 89%)
- 2 = Progressing Towards the Standard (60 69%)
- 1 = Below the Standard (59% and Below)



## East Orange Board of Education

PROGRAM - REGULATION R 2624/page 4 of 7 Grading System

Elementary Grades 1 – 5

- A = 100 90 (Excellent)
- B = 89 80 (**Good**)
- C = 79 70 (Average)
- D = 69 60 (Below Average)
- F = **59** and below **(Failure)**

Secondary Grades 6 - 12

Scholarship

- A = Excellent
- B = Good
- C = Average
- D = Below Average
- F = Failure
- I = Incomplete
- M = Medical
- 3. A "pass" or "fail" grade may be given in a particular course of study.
- 4. A grade of "Incomplete" will be given to those students unable to complete the work assigned to the course for reasons beyond the student's control, such as the student's disability.



## East Orange Board of Education

PROGRAM - REGULATION R 2624/page 5 of 7 Grading System

- a. A teacher who submits a grade of incomplete will accompany the grade with a reasonable estimate of the amount of time the student will require to complete the work necessary for the granting of credit.
- b. Except as may be required by unusual circumstances, make up work should be completed within two weeks of the end of the marking period or, if the student is disabled at the end of the marking period, two weeks after the student's return to school.
- c. The student's completed work will be graded and the teacher will submit a grade, which will replace the incomplete grade on the student's transcript.
- d. A student who does not complete the work within the period allowed will receive a grade of F in the subject.
- 5. Final grades, year-end or semester-end, will be calculated by assigning a numerical value to each marking period grade and dividing the sum of those values by the number of marking periods.
- F. Citizenship Grades

A student's academic letter grade may be accompanied by the number code to one of the following citizenship grades, which expresses the student's effort and attitude.

Grades 1 – 5

Effort

- **E1** Works cooperatively and independently and completes all assignments
- **E2** Puts forth average effort
- **E3 D**oes not apply him/herself

Conduct

- **C1** Respects others; displays self-control; follows rules and routines
- **C2** Requires some corrective plan
- C3 Violates class/school rules



## East Orange Board of Education

PROGRAM - REGULATION R 2624/page 6 of 7 Grading System

### Grades 6 – 12

#### **Teacher Comments**

- 1 Display courtesy and respect
- 2 Attends to teacher directions
- 3 Completes tasks to the best of his/her ability
- 4 Participates in class discussions
- 5 Willingly does more work than required
- 6 Works well independently
- 7 Comes to class prepared with books/materials
- 8 Is on time for class
- 9 Attends class on daily basis
- 10 Is cooperative with school personnel and peers
- 11 Has a positive attitude and is eager to learn

#### Needs

- 12 Needs to be prepared/come to class on time
- 13 Needs to be more regular in class attendance
- 14 Needs to be improve behavior/less disruptive
- 15 Needs to study thoroughly for tests/quizzes
- 16 Needs to make up all missed work promptly
- 17 Needs to improve class attitude/inattentive
- 18 Needs to improve upon classroom participation
- 19 Needs to complete assigned homework on time
- 20 Needs to apply him/herself lacks seriousness
- 21 Contact guidance for parental conference
- 22 Is in danger of failing the course for the year

#### G. Grade Validation

In order that he/she may justify a grade, each teacher is directed to retain in his/her possession the following records to validate grades awarded to students. The records should be kept for a minimum of six years after the end of the school year in which the grades were awarded.

- 1. The daily attendance and tardiness record;
- 2. All grades earned for classroom activities such as quizzes, tests, reports, and class recitations;



## East Orange Board of Education

PROGRAM - REGULATION R 2624/page 7 of 7 Grading System

- 3. All grades earned for activities conducted elsewhere, such as homework assignments and term papers;
- 4. Any notation regarding the meaning of each grade and its relation to the type of activity or material covered;
- 5. Any notation of discussions with the student on a grade or the student's cumulative grade average;
- 6. Any referrals for guidance, discipline, and the like; and
- 7. Any notations recording communications between the teacher and the parent(s), the Principal, or other teaching staff members.
- H. Appeal
  - 1. Each teacher is responsible for the determination of the grade a student receives for participation in the teacher's course of study.
  - 2. Each teacher may be required to furnish reasons, supported by evidence (see paragraph E above) to substantiate any grade earned.
  - 3. If a grade is challenged by a student or a parent(s), the teacher will convene a conference and will explain the grading system and the reasons for the final grade.
  - 4. If the parent(s) or student is not satisfied by the teacher's explanations, he/she may appeal the grade to the Principal, who will consult with the teacher and the student in an attempt to resolve the dispute. The Principal will give every reasonable deference to the teacher's professional judgment.
  - 5. If the Principal determines that the grade should be changed, he/she will alter the grade on all records and indicate by whose authority the grade has been changed.
  - 6. No reprisals will be taken in any form against a teacher who remains determined in his/her belief that the grade originally given is fair and correct.
  - 7. The Superintendent may hear an appeal from the Principal's determination. Only in the most extraordinary circumstances will the Superintendent alter a grade determined at the school building level.

Issued: 3 June 2009 Issued:



## East Orange Board of Education

STUDENTS - POLICY 5511/page 1 of 3 Dress and Grooming

### 5511 DRESS AND GROOMING

The purpose of these guidelines is to provide a healthy environment in the schools conducive to academic purposes; to help foster the goals and objectives of the educational system; to help implement a thorough and efficient system of public education; to assist in promoting self-discipline in the classroom; to maintain order; to help secure the safety of the students in the system, and to promote respect for authority and self.

- A. General Rules
  - 1. Personal grooming should be done at home or in the appropriate areas.
  - 2. Students should maintain a clean and well-groomed appearance at all times in school and at school sponsored events.
  - 3. Students are expected to avoid dress and grooming that is likely to create a material and substantial disruption to the school environment.
  - 4. Dress or grooming that jeopardizes the health or safety of a student or of other students or is injurious to school property will not be tolerated.
  - 5. Students who publicly represent the school, district, or any school related organization at an activity away from the school district are required to dress in full accordance with the reasonable expectations of the school district or its representative. Students unwilling to comply with this requirement will disqualify themselves from participation.
  - 6. Students will not be permitted to attend a school-related function, such as a field trip, after-school activity, etc., unless they are attired and groomed in accordance with the school district dress code and the reasonable expectation of the school district or its representative.
- B. Prohibited Clothing and Articles
  - 1. Attire must not be tight fitting, sheer, brief, low cut, or revealing, above or below the waist as to be embarrassing or indecent. Clothing must not be distracting or provocative (lack of undergarments, see through clothing, bare midriffs, clothing designed as undergarments, tank tops, halters, miniskirts, and sleeveless undershirts, etc.).
  - 2. Clothing which is soiled, torn, defaced or ripped.
  - 3. All dresses, shorts and skirts must be no shorter than two inches above the knee.



### East Orange Board of Education

STUDENTS - POLICY 5511/page 2 of 3 Dress and Grooming

- 4. Facial jewelry or excessive piercing that may be dangerous to the student or cause disruption to the educational program is prohibited.
- 5. Graphics that are suggestively obscene or offensive on any garments or patches are prohibited (i.e., alcohol, drugs, obscenities or words with double meanings).
- 6. Attire must not be destructive to school property.
- 7. Student's dress must not present a threat, implied or expressed, to the safety or physical well-being of the student or others.
- 8. Student must wear safe and proper footwear on school property.
- 9. Outdoor jackets, coats, or hats are not to be worn in the school building except when entering or leaving the building. (With teacher/building administrator approval, jackets may be worn in the classroom; if the room is cold, etc.)
- 10. Sunglasses, glazed, or tinted glasses are not to be worn during school hours, unless a medical note indicating the need to wear such glasses indoors has been accepted by the school nurse or school physician.
- 11. Headwear or hair rollers must not be worn in the building (exceptions regarding the headwear prohibition may be made for religious or medical reasons by the building administrator).
- 12. See-through blouses, halters, bare midriffs and sleeveless undershirts are not acceptable for wear as outer garments.
- 13. Tight and/or revealing clothing (Spandex, bike pants), are not acceptable.
- 14. Students shall not have in their possession in school articles which are distracting, inappropriate, indecent, unhealthy, or hazardous, i.e., personal pagers (beepers), portable audio or video devices or radios. (An exception may be made by the Principal or administrator of the school on an individual basis.)
- 15. Clothing, apparel, hairstyles, tattoos, and/or accessories which indicate affiliation with any gang associated with criminal activity are prohibited.
- 16. Clothing, tattoos, or accessories containing profanity, sexual references, or innuendoes, or expressing racial, religious, or ethnic bias are prohibited.



### East Orange Board of Education

STUDENTS - POLICY 5511/page 3 of 3 Dress and Grooming

Procedures for Implementing Code Violations

- 1. The building administrator or his/her designee will rule on all violations and take appropriate action, which the student has recourse to appeal to the School Leadership Committee at a later date.
- 2. The Student Leadership Committee will be charged with the responsibility of requesting a dress code revision.

#### Enforcement

- 1. The building administrator may waive application of the dress code for special school activity days.
- 2. Students not conforming to the dress code shall be disciplined, by the Principal, in accordance with the Board policies.
- 3. A student whose dress or grooming has been found by the building administrator or designee to violate the student dress code may appeal the determination to the Superintendent.

Severability

This dress code shall be deemed to be severable. If any section is found to be void or unreasonable by a forum of competent jurisdiction, only that section shall be deemed deleted.

#### Distribution

A copy of this dress code shall be distributed to all students by publication in the student handbook or by mailing to their homes.

N.J.S.A. 18A:11-1; 18A:11-7; 18A:11-8; 18A:11-9



**East Orange Board of Education** 

STUDENTS - POLICY 5513/page 1 of 1 Care of School Property M

#### 5513 CARE OF SCHOOL PROPERTY

The Board of Education believes that the schools should help students learn to respect property and to develop feelings of pride in community institutions. The Board charges each student enrolled in this district with responsibility for the proper care of school property and the school supplies and equipment entrusted to his/her use.

Students who cause damage to school property will be subject to disciplinary measures. The Board authorizes the imposition of a fine for the loss, damage, or defacement of a textbook.

A student who demonstrates chronic and/or serious disregard for property may be referred to the Intervention & Referral for Student Services Committee and the Child Study Team.

The Superintendent shall develop rules for the safekeeping and accounting of textbooks and prepare a schedule of fines for lost and damaged textbooks.

N.J.S.A. 18A:34-2; 18A:37-3 N.J.A.C. 6A:23-6.6



### East Orange Board of Education

STUDENTS - REGULATION R 5513/page 1 of 3 Care of School Property M

#### R 5513 CARE OF SCHOOL PROPERTY

- A. Teachers' Responsibilities
  - 1. Teachers will exercise judgment in the entrustment of school property to students.
  - 2. Teachers will impress upon all students the importance of the proper care of school property and instruct students in the proper use of school facilities, equipment, instructional materials, and textbooks.
  - 3. Teachers will keep an accurate inventory of textbooks and other materials assigned to their classrooms.
- B. General Rules Governing the Use of School Property
  - 1. Students shall not deface the school building, furnishings, or equipment in any manner.
  - 2. Students shall not use school furnishings or equipment for purposes other than those for which the furnishing or equipment was designed and intended.
  - 3. Students will care for school textbooks in accordance with D.
- C. Distribution and Collection of Textbooks and Materials
  - 1. The following information will be entered each time a book is issued to a student:
    - a. The name of the student to whom the book is issued,
    - b. The date on which the book is issued to the student,
    - c. The condition of the book when it is issued, and
    - d. The condition of the book when it is returned.
  - 2. Each classroom teacher will keep a permanent record of the textbooks used in his/her classroom. The record will include all the information listed in C2 and C3.



East Orange Board of Education

STUDENTS - REGULATION R 5513/page 2 of 3 Care of School Property

- **3**. A lost textbook must be promptly reported to the teacher who issued the book. A replacement textbook will be issued immediately.
- **4**. Textbooks will be collected and inspected before the end of the school year or marking period, as appropriate. Once inspected, a textbook will be returned to inventory until it is again distributed to a student.
- **5**. Students must remove covers, loose papers, and markings before returning any textbook.
- 6. Fines will be assessed for lost and damaged textbooks in accordance with E.
- D. Care of Textbooks by Students
  - 1. Students shall take care not to lose or misplace a textbook or expose a textbook to conditions or circumstances likely to destroy, damage, or degrade it.
  - 2. All textbooks that will be taken home by students must be protected with an appropriate cover to be supplied by the student.
  - 3. Students should not:
    - a. Use pens, pencils, or other implements to mark a place in a textbook;
    - b. Use a textbook to file bulky papers and notes;
    - c. Write in textbooks; or
    - d. Soil textbooks beyond normal use.
- E. Fines and Penalties
  - 1. Fines will be assessed as determined by the Superintendent and/or designee.
  - 2. The teacher will inspect each textbook returned and will assess a fine for each lost or damaged book. The teacher will prepare a form that includes:
    - a. The name and number of the textbook damaged or lost;
    - b. The name of the student;



### East Orange Board of Education

STUDENTS - REGULATION R 5513/page 3 of 3 Care of School Property

- c. The loss or damage to the textbook; and
- d. The amount of the fine.
- 3. In setting fines the teacher may take into account verified extenuating circumstances.
- 4. The student will take the form to the Main office and make payment of the fine assessed. The Main office will sign the form when payment is made.
- 5. Teachers will not collect fines.
- 6. Copies of the form will be distributed as required.
- 7. A student who finds their lost textbook will be reimbursed any fine paid for the lost textbook but will be assessed a fine for any damage done to the book.
- 8. If fines are unpaid, the district shall request payment from the parent(s).



### East Orange Board of Education

STUDENTS - POLICY 5517/page 1 of 1 Student Identification Cards

#### 5517 STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building security measures are important for the safety and welfare of all students, staff, parents and community members in school buildings. In recognizing this important responsibility, the Board requires all **high school** students to carry school district issued identification cards at all times while in school. A student must present the card to any school staff member upon request. Students who fail to have the card in their possession or to produce it when asked to do so may be disciplined.

The school district issued Identification Card will be issued to all students in all **high** school buildings, and may be presented for:

- 1. Identification at school district activities on school district property other than the school attended by the student;
- 2. Admission to school dances and other school-related activities;
- 3. Identification for library media services to include library book, periodical and other resource check-out;
- 4. Entrance for Scholastic Aptitude Tests, State Standardized Tests and other testing programs administered on school district property;
- 5. Identification for transportation services offered by the district including the use of activity and/or late buses;
- 6. Identification for admission to certain school-related and school district sponsored functions; and
- 7. Other purposes and activities as determined by the Building Principal.

Students will be issued one card every year. A replacement fee will be charged, at the cost equal to the reproduction cost, for all lost identification cards.



**East Orange Board of Education** 

STUDENTS - POLICY 5520/page 1 of 1 Disorder and Demonstration

#### 5520 DISORDER AND DEMONSTRATION

The Board of Education is responsible for providing a thorough and efficient system of education for students in this district and is authorized to preserve order so that the system may function properly. Students will not be disturbed in the exercise of their constitutionally guaranteed rights to assemble peaceably and to express ideas and opinions, privately or publicly, provided that their activities do not infringe on the rights of others and do not interfere with the operation of the educational program.

The Board will not permit the conduct on school premises of any willful activity engaged in by an individual acting alone or by a group of individuals that interferes with the orderly operation of the educational program or offends the rights of others. The Board specifically prohibits any assembly or expression that materially disrupts instruction; is obscene, slanderous, or grossly prejudicial; advocates the use of dangerous or harmful materials; advocates the use of force or the violation of law or school rules; or advertises goods or services for unauthorized commercial gain.

Disorderly students will be disciplined in accordance with law and Board Policy No. 5600; staff members who assist students in disorderly conduct may be subject to disciplinary measures.

The Board directs all staff members to attempt to resolve student conflict and dissent by reason and arbitration. Students who express dissent should be made aware of the lawful procedures available to them for the resolution of their grievances.

The Superintendent shall establish procedures for the prompt resolution of any disorder that occurs on school premises. The Building Principal shall be responsible for the identification and resolution of disorders in any school building and may summon law enforcement officers as necessary.

N.J.S.A. 2C:12-3; 2C:33-1; 2C:33-2; 2C:33-8 N.J.S.A. 18A:6-1; 18A:37-1; 18A:37-2



East Orange Board of Education

STUDENTS - POLICY 5550/page 1 of 1 Disaffected Students M

#### 5550 DISAFFECTED STUDENTS

The Board of Education believes that the educational needs of all students should be served. The Board will make every reasonable effort to identify and serve disaffected students whose learning is impeded by environmental circumstances, the student's attitude, or an inappropriate instructional program.

For the purposes of this policy, "disaffected student" means the student who has instructional needs that are not being met by the regular instructional program and who is performing well below his/her social or academic capacity.

Disaffected students may include students unable to function properly within a traditional school program; students of average or above average intelligence and ability who achieve below their potential; students unable to establish occupational or future goals; students with a pattern of behavior problems, including problems with attendance and tardiness; students who lack motivation, direction, and decision making ability; students who possess a poor selfimage; students suffering stressful family settings; students hostile toward adults and authority figures; students in difficulty with community and law enforcement agencies; and students lacking interest in school and avoiding involvement in school activities.

Teaching staff members shall be alert to students experiencing difficulty in their classes. Any such student who does not appear to be disabled may be referred to the Intervention **and** Referral **Services (I&RS)**.

A disaffected student who may have disabilities shall be referred to the Child Study Team for evaluation in accordance with Policy No. 2460.

N.J.A.C. 6A:16-7.1 et seq. N.J.A.C. 6A:14-1.1 et seq.



### East Orange Board of Education

STUDENTS - REGULATION R 5550/page 1 of 3 Disaffected Students M

#### R 5550 **DISAFFECTED STUDENTS**

- A. Grades Kindergarten through 6
  - 1. Each student's work habits, behavior, products, and records will be continually monitored for signs of disaffection by teaching staff members responsible for the student's instructional program. Such signs of disaffection might include, but need not be limited to, the student's:
    - a. Working below potential,
    - b. Depressed standard test scores,
    - c. Excessive absenteeism or truancy,
    - d. Change in personality or work habits,
    - e. Marked irritability, lassitude, or hypersensitivity.
  - 2. The teacher or other professional staff member who observes signs that a student may be disaffected will confer with the Principal. If it is determined that concern about the student's welfare is warranted, the student's parent(s) will be called in and made aware of the problems, and steps to deal with the student's disabling attitude will be proposed.
  - 3. Once a student is identified as disaffected, steps to offset the effects of disaffection may be initiated. Such steps may include:
    - a. A meeting with the learning disabilities teacher consultant to help teachers shape classroom strategies that might reduce disaffection,
    - b. Building on the student's strengths to help bolster his/her sense of self-worth,
    - c. Providing instructional alternatives to stimulate the student's interest by utilizing such devices as calculators, computers, educational games, and teaching machines,
    - d. Assigning the student to another teacher,
    - e. Transferring the student to another school in the district,
    - f. Referral to the I&RS Team,



### East Orange Board of Education

STUDENTS - REGULATION R 5550/page 2 of 3 Disaffected Students

- g. Referring the student to the Child Study Team.
- B. Grades 7 and 8
  - 1. A disaffected student in the middle school may be identified by one or more of the following signs:
    - a. Argumentative behavior and truculence,
    - b. Willful disregard of school rules and lack of concern for others,
    - c. Disrespect for authority figures,
    - d. Excessive absenteeism or truancy,
    - e. Acting-out and/or aggressive behavior, and
    - f. Working below his/her potential.
  - 2. The teacher or other professional staff member who observes signs that a student may be disaffected will confer with the Principal. If it is determined that concern about the student's welfare is warranted, the student's parent(s) will be called in and made aware of the problems, and steps to deal with the student's disabling attitude will be proposed.
  - 3. Once a student is identified as disaffected, the following steps will be taken:
    - a. The student will be referred to the school guidance office for counseling where:
      - (1) The parent(s) may be asked to seek outside support services; and/or
      - (2) The teaching staff members responsible for the student may be asked to observe the student, formally monitor his/her progress, and report regularly to the guidance counselor.
    - b. The student's schedule may be modified as necessary,
    - c. The learning disabilities teacher-consultant may be consulted,
    - d. Referral to the Intervention & Referral Services Committee (I&RS),



### East Orange Board of Education

STUDENTS - REGULATION R 5550/page 3 of 3 Disaffected Students

- e. The student may be referred to the Child Study Team.
- C. Grades 9 12
  - 1. The disaffected high school student may be identified by the following signs:
    - a. A drop in school performance,
    - b. Decreased attentiveness and disinterest in school work,
    - c. Marked irritability, lassitude, and hypersensitivity,
    - d. Evidence of class cutting, excessive absence, and/or truancy,
    - e. An inability to articulate occupational or educational goals, and
    - f. Hostility towards authority figures.
  - 2. The teaching staff member who observes a disaffected student will alert the guidance counselor to a possible problem.
  - 3. The guidance counselor will confer with the student's teacher, review the student's record, and meet with the student and his/her parent(s).
  - 4. A remedial program will be recommended by the counselor and approved by the Principal. If such a program cannot be defined, the student shall be referred to the I&RS Team **or** Child Study Team.

Issued: 12 January 2010 Issued:



### East Orange Board of Education

STUDENTS - POLICY 5560/page 1 of 1 Disruptive Students M

#### 5560 DISRUPTIVE STUDENTS

The Board of Education believes that the students of this district are entitled to an education free from undue disruption. Students who willfully disrupt the educational program shall be subject to the discipline procedures of this district. Every reasonable effort shall be made to determine and remediate the cause or causes of a chronically disruptive student's unacceptable conduct.

For the purposes of this policy, "disruptive student" means the student who has difficulty establishing good relationships with peers and adult authority figures and who exhibits a pattern of conduct which is in defiance of school rules or regulations and which hinders academic success for other students as well as for himself or herself.

Disruptive students may be disciplined in accordance with Policy No. 5600.

A disruptive student who does not appear to be disabled may be referred to the Intervention **and** Referral Services Committee in accordance with Policy No. 2417.

A disruptive student who may have disabilities shall be referred to the Child Study Team for evaluation in accordance with Policy and Regulation Nos. 2460 et seq.

The Superintendent shall report regularly to the Board the incidence of acts of violence and vandalism in the school district and shall prepare a remedial plan whenever the report shows a significant increase in the number of such acts.

N.J.S.A. 18A:17-46 et seq.; 18A:37-1 et seq. N.J.A.C. 6A:14-1.1 et seq.



### East Orange Board of Education

STUDENTS - REGULATION R 5560/page 1 of 3 Disruptive Students

#### R 5560 DISRUPTIVE STUDENTS

- A. Grades Kindergarten through 6
  - 1. Any of the following signs may indicate a disruptive student in the elementary grades:
    - a. Unsatisfactory grades in citizenship or work habits,
    - b. A worsening negative attitude,
    - c. Disobedience and willful disregard of rules,
    - d. Lack of concern for the rights of others,
    - e. Argumentative behavior and truculence,
    - f. Disregard for authority, or
    - g. Fighting with classmates.
  - 2. Any of the following steps may be followed, singly or in combination, to deal with the elementary student who has been identified as disruptive:
    - a. After-school detention
    - b. Use of behavior modification as well as other techniques designed to change disruptive classroom displays,
    - c. Intervention by the Principal,
    - d. Parent-teacher conference,
    - e. Suspension, in accordance with Policy No. 5610,
    - f. Referral to the I&RS Team,
    - g. Referral to the Child Study Team.
- B. Grades 7 and 8
  - 1. Any of the following signs may indicate a disruptive student in the middle school:



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STUDENTS - REGULATION R 5560/page 2 of 3 Disruptive Students

- a. Argumentative behavior and truculence,
- b. Willful disregard of school rules and lack of concern for others,
- c. Disrespect for authority figures,
- d. Excessive absence or truancy,
- e. Acting-out and/or aggressive behavior, or
- f. Difficulty with community or law enforcement agencies.
- 2. Any of the following steps may be used singly or in combination to deal with the disruptive student in the middle school:
  - a. Detention after school during which time the student may be admonished about his/her conduct in the classroom,
  - b. Referral to the school's guidance counselor for counseling,
  - c. Conference among the teacher, guidance counselor, and parent(s),
  - d. Referral to the Administration when the student is constantly disruptive or causes major infractions of the school rules,
  - e. In-school suspension during which the student is placed under the supervision of a teacher, isolated from the mainstream, and assigned school work to complete,
  - f. Home suspension, in accordance with Policy No. 5610, when other alternatives fail to curb the student's disruptiveness,
  - g. Referral to the I&RS Team,
  - h. Referral to the Child Study Team,
  - i. Referral to the Director of Student Support Services for appropriate placement.
- C. Grades 9 12
  - 1. Any of the following signs may indicate a disruptive student in the high school:



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STUDENTS - REGULATION R 5560/page 3 of 3 Disruptive Students

- a. Argumentative behavior and truculence,
- b. Willful disregard of school rules and lack of concern for others,
- c. Disrespect for authority figures,
- d. Excessive absence or truancy,
- e. Acting-out and/or aggressive behavior, and
- f. Difficulty with community or law enforcement agencies.
- 2. Any of the following steps may be used singly or in combination to deal with the disruptive student in high school:
  - a. Detention after school during which time the student may be admonished about his/her conduct in the classroom,
  - b. Referral to the guidance counselor for counseling,
  - c. Conference among the teacher, guidance counselor, and parent(s),
  - d. Referral to the Administration when the student is constantly disruptive or causes major infractions of the school rules,
  - e. In-school suspension during which the student is placed under the supervision of a teacher, isolated from the mainstream, and assigned school work to complete,
  - f. Suspension from school, in accordance with Policy No. 5610, when other alternatives fail to curb the student's disruptiveness,
  - g. Referral to the I&RS Team,
  - h. Referral to the Child Study Team,
  - i. Referral to the Director of Student Support Services for appropriate placement.

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### East Orange Board of Education

STUDENTS - POLICY 5570/page 1 of 2 Sportsmanship

#### 5570 SPORTSMANSHIP

The Board of Education requires that all individuals involved in or attending the athletic and intramural programs sponsored by the Board exhibit sportsmanship when representing the school at any athletic event. Sportsmanship is defined as abiding by the rules of the contest as defined or accepted by the participating teams and the gracious acceptance of victory or defeat. In exhibiting sportsmanship all participants shall:

- 1. Understand and follow the rules of the contest;
- 2. Recognize skilled performance of others regardless of affiliation;
- 3. Display respect for all individuals participating in the athletic event;
- 4. Treat opponents in an empathetic manner; and
- 5. Congratulate opponents in victory or defeat.

Failure to exhibit good sportsmanship shall include, but not be limited to the following conduct:

- 1. Any person who strikes or physically abuses an official, coach, player or spectator;
- 2. Any person who intentionally incites participants or spectators to abusive action;
- 3. Any person who uses obscene gestures or unduly provocative language or action towards officials, coaches, opponents or spectators;
- 4. Any school or athletic staff member who is publicly critical of a game official or opposing coaches and/or players;
- 5. Any person who engages in conduct which exhibits bias based on race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or sex, social or economic status, or disability; and
- 6. Schools or school organizations engaging in pre-event activities of an intimidating nature, e.g. use of fog machines, blaring sirens, unusual sound effects or lighting, or similar activities.
- 7. Any violation of the rules of the New Jersey State Interscholastic Athletic Association.



## East Orange Board of Education

STUDENTS - POLICY 5570/page 2 of 2 Sportsmanship

Failure to exhibit good sportsmanship may result in the Board denying the opportunity for any individual to participate in the athletic program or attend athletic events.

NJSIAA Guidelines



### East Orange Board of Education

STUDENTS - REGULATION R 5570/page 1 of 1 Sportsmanship

#### R 5570 SPORTSMANSHIP

Individuals who violate Policy No. 5570, Sportsmanship shall be subject to the following disciplinary actions to be imposed by the Principal or designee.

- A. Violations shall be dealt with in the following manner:
  - 1. First Offense warning by the Principal or designee.
  - 2. Second Offense short term suspension from the athletic or intramural program duration to be determined by the Principal or designee, but not to exceed ten school days.
  - 3. Third Offense long term suspension up to one school year from the athletic or intramural program.
  - 4. Fourth Offense permanent expulsion from participation in the athletic or intramural program by the Principal or designee.
- B. The determination of the Principal or designee may be appealed to the Superintendent who shall make a determination within ten working days.
- C. A determination by the Superintendent resulting in a long term suspension or expulsion from the athletic or intramural program may be appealed to the Board which may hold a hearing on the matter and render a determination of the matter within thirty calendar days.

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### East Orange Board of Education

STUDENTS - POLICY 5700/page 1 of 1 Student Rights

#### 5700 STUDENT RIGHTS

The Board of Education recognizes that students possess both the right to a free public education and the rights of citizenship. In granting students the educational opportunities to which they are entitled, the Board shall provide them with the nurture, counsel, and custodial care appropriate to students' ages and maturity. At the same time, the Board will respect the right of each student to equal treatment and equal access to the educational program, the due process of law, freedom of expression and association, and the privacy of his/her own thoughts.

Attendant on the rights guaranteed to each student are certain responsibilities, which include respect for the rights of others, obedience to properly constituted school authority, and compliance with the policies and regulations of this district.

As students differ in age and maturity, so they differ in the ability to assume both the rights and the concomitant responsibilities of citizenship. Accordingly, the exercise of each right will be granted with due regard for the degree of responsibility possessed by the student and the student's need for continuing guidance and control.

A student who has reached the age of majority and is emancipated possesses the full rights of an adult and may issue authorizations previously delegated to his/her parent(s). The adult student is fully responsible for his/her educational performance, attendance, compliance with district regulations, and care of school property. The parent(s) of each adult student will be informed of the rights of the student and will continue to be informed of the student's progress in school.

N.J.S.A. 9:17B-1 N.J.S.A. 18A:36-20



### East Orange Board of Education

STUDENTS - POLICY 5701/page 1 of 2 Plagiarism

#### 5701 PLAGIARISM

- A. Students are expected to be honest in all of their academic work. This means that they will not engage in any of the following acts:
  - 1. Cheating on examinations, including but not limited to, the non-authorized use of books or notes, the use of crib sheets, copying from other students" papers, exchanging information with other students orally, in writing, or by signals, obtaining copies of the examination illegally and other similar activities.
  - 2. Plagiarism is not permitted in term papers, themes, essays, reports, images, take-home examinations, and other academic work. Plagiarism is defined as stealing or use without acknowledgment of the ideas, words, formulas, textual materials, on line services, computer programs, etc. of another person, or in any way presenting the work of another person as one's own.
  - 3. Falsifications, including forging signatures, altering answers after they have been graded, the insertion of answers after the fact, the erasure of grader's markings, and other acts that allow for falsely taking credit.
- B. A student found guilty of academic dishonesty may be subjected to a full range of penalties including, but not limited to, reprimand and loss of credit for all of the work that is plagiarized.
- C. A teacher who believes that a student has been academically dishonest in his/her class should resolve the matter in the following manner:
  - 1. Reprimand the student orally and/or in writing. The teacher is also authorized to withhold credit in the work tainted by the academic dishonesty.
  - 2. If warranted, the teacher shall file a written complaint against the student with the Principal, requesting a more stringent form of discipline. The complaint must describe in detail the academic dishonesty that is alleged to have taken place, and must request that the matter be reviewed by the Principal.
  - 3. The Principal will determine if further discipline of the student is appropriate, and will determine the nature of the discipline on a case-by-case basis.



## East Orange Board of Education

STUDENTS - POLICY 5701/page 2 of 2 Plagiarism

4. If the student is not in agreement with the disciplinary action of the teacher, he/she may appeal the action to the Principal. If the student is dissatisfied with the Principal's disposition of the case, he/she may grieve the action in accordance with Policy No. 5710, Student Grievance.



### **East Orange Board of Education**

STUDENTS - POLICY 5710/page 1 of 1 Student Grievance

#### 5710 STUDENT GRIEVANCE

Official avenues for the expression and correction of grievances are to be available in the East Orange School District. Each school shall establish procedures for the consideration of student problems and for processing student complaints and appeals. These procedures should be developed through the cooperative efforts of students, faculty, and administrators and shall be included in the Student/Parent Handbook. The Superintendent shall establish and maintain procedures for appeals beyond the decision of the Principal. Procedures implementing this policy shall be made known to students, and staff, parent, and students who wish to use them will be assured of access to the appropriate personnel within a reasonable period of time.



### **East Orange Board of Education**

STUDENTS - REGULATION R 5710/page 1 of 4 Student Grievance Procedures

#### R 5710 STUDENT GRIEVANCE PROCEDURES

The primary purpose of these procedures is to clarify channels of communication available to students when they have grievances about certain actions, policies or procedures of the school district, and to provide ways for students to present suggestions for the improvement of the system.

- 1. Suggestions
  - a. Student suggestions should be of a constructive nature and contribute toward the realization of the educational goals of the district, in contrast to grievances.
  - b. Staff members should be open to the opinions of students and reminded that it is the desire of most students to contribute toward the betterment of their school.
  - c. Students shall be encouraged to approach the appropriate staff member directly and offer suggestions. If advisable, and if the suggestion cannot be dealt with at that level, the staff member may relay the suggestion to a member of the administration.
  - d. If he/she so wishes, a student may submit his/her suggestion in writing to the Principal of his/her school, who shall consult with the appropriate staff member.
  - e. The Principal may decide to call a conference of the persons involved or appoint a committee of students and staff to investigate the matter and make recommendations to the administration.
  - f. If the student feels his/her suggestion has not received a satisfactory hearing, the student may forward it in writing to the Superintendent.
  - g. In all cases, the student shall be informed of the disposition of his/her suggestion. When the student's suggestion has been offered in writing, the response shall be made in writing.
- 2. Grievances

It shall be the basic intent of the student grievance procedure to encourage students to discuss their grievance(s) informally with the faculty member against whom the grievance is directed prior to utilizing the more formal grievance procedure outlined below. It is expected that the majority of



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STUDENTS - REGULATION R 5710/page 2 of 4 Student Grievance Procedures

grievances will be settled in this manner. If not, the following procedure shall apply.

Student grievances generally involve one of three categories: academic matters, disciplinary action, and student social, physical or operational conditions.

a. Academic

If a student (or group of students) feels he/she is not being treated fairly with respect to academic matter such as scheduling, examinations, marks, etc., and if the student cannot resolve the question himself/herself with the faculty member involved, the student may ask his/her parent(s) to come to school to attempt to resolve the matter.

- (1) If a teacher is involved, the parent(s) shall arrange a conference with the teacher through the guidance office or through the Principal.
- (2) If the decision is still unsatisfactory to the parent(s), he/she together with the student may appeal within five school days in writing to the Principal.
- (3) If the Principal's decision is still unsatisfactory to the parent(s), the parent(s) together with the student may appeal step-by-step to the:
  - (a) Superintendent's designee;
  - (b) Superintendent;
  - (c) Board of Education;
  - (d) State Board of Education.
- (4) Whenever an appeal is made at or beyond the Principal's level, it shall be made in writing within ten school days of notification of a decision unsatisfactory to a parent(s).



### **East Orange Board of Education**

STUDENTS - REGULATION R 5710/page 3 of 4 Student Grievance Procedures

(5) An attorney may represent the student and his/her parent(s) at any point beyond the appeal to the Principal, provided prior notification is made to the school authorities.

#### b. Disciplinary

If a student (or a group of students) feels that disciplinary action applied to him/her is unfair, the student may file a written request with the Principal, requesting a review of the action.

- (1) If the decision is unsatisfactory to the student, he/she may ask his/her parent(s) to come to school to attempt to resolve the matter directly with the Principal.
- (2) If the Principal's decision is still unsatisfactory to the parent(s), the parent(s) may follow the steps of appeal designated above.
- c. Social, Physical or Operational

If a student (or group of students) feels that a particular social, physical or operational condition in the school should be modified or provided, he/she may contact the student council through his/her representative to student council or through the school Principal.

- (1) The student's suggestion or complaint shall be in writing. He/she may request or be requested to attend a student council meeting to present the problem in person. Any matter shall be discussed and appropriate action taken by the student council.
- (2) If the action taken so requires, the student council may refer the matter in writing to the Principal for his/her consideration and/or decision.
- (3) If the matter is felt by the student council not to have been satisfactorily resolved, the student council may refer the item, in writing, to the Superintendent's designee for a decision or recommendation by the Superintendent. At this step, the Principal may be asked to present his/her summary of the question in writing. The Superintendent's designee's reply shall be in writing.



### East Orange Board of Education

STUDENTS - REGULATION R 5710/page 4 of 4 Student Grievance Procedures

- (4) If the student council is still dissatisfied, an appeal may be made within 10 school days, in writing, to the Superintendent of Schools. The Superintendent's decision shall be in writing.
- (5) If the student council is still dissatisfied, a further appeal may be made within ten school days, in writing, to the Board of Education. The Board's decision which shall be in writing, shall be final except in those matters where State law permits appeal to a higher authority. At any point in the discussion and/or appeals, either the student council or the school authorities may draw on parent(s) or staff members for advice and suggestions for resolution of the problem.
- (6) If the student (or group of students) does not feel that appropriate action has been taken by the student council, the student may follow the steps or appeal designated above.

A time interval shall be applied to each step in this grievance procedure. At the school, a time limit of ten school days will be applied to each step in the grievance procedure. At higher levels, appropriate time intervals shall be applied to each step in this grievance procedure.

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### East Orange Board of Education

STUDENTS - POLICY 5721/page 1 of 1 Independent Publications

#### 5721 INDEPENDENT PUBLICATIONS

The Board of Education respects the right of students to express themselves in written word or picture, or video image or computer generated illustrations, and to distribute printed materials as part of that expression; at the same time, the Board recognizes that the exercise of that right is limited by the rights of other members of the school community.

For the purposes of this policy, "printed materials" include any written or printed cards, letters, circulars, books, pamphlets, notices, newspapers, and similar materials but do not include any publication that is sponsored by this Board.

Certain printed materials are not protected by a student's right of free expression because they violate the rights of others. The Board may identify and prohibit the distribution on school premises of printed materials that are grossly prejudicial to an ethnic, national, religious, or racial group or to either gender; libel any person or persons; seek to establish the supremacy of a particular religious denomination, sect, or point of view over any other; advocate the use or advertise the availability of any substance or material that constitutes a direct and substantial danger to the health of students; contain obscenity or material otherwise deemed to be harmful to impressionable students; incite violence, advocate the use of force, or urge the violation of law or school regulations; advertise goods or services for the benefit of profit-making organizations; fail to identify the student responsible for distribution and the agent responsible for reproduction; solicit funds for non-school organizations when such solicitations have not been approved by the Board; or promote, favor, or oppose any candidate for election to the Board or the adoption of any bond issue, proposal, or questions submitted at any election.

The Board requires that the distribution of printed material take place only at the places and during the times established by rule in order not to disrupt the orderly operation of the educational program.

N.J.S.A. 2C:34-3 N.J.S.A. 18A:42-4



STUDENTS - REGULATION R 5721/page 1 of 2 Distribution of Independent Publications

#### R 5721 DISTRIBUTION OF INDEPENDENT PUBLICATIONS

#### A. Definition

"Independent publications" are written or printed cards, letters, circulars, books, pamphlets, notices, newspapers, and other documents prepared and distributed by students, independent of any curricular or co-curricular activity sponsored by the Board of Education.

#### B. Distribution

- 1. Independent publications may be distributed on school premises only by the students enrolled in that school.
- 2. Distribution may be conducted during periods of time when the activity will not interrupt the instructional program or interfere with an exercise necessary for student safety, such as a fire drill.
- 3. Distribution may be conducted in places in which the activity will not obstruct the passage of persons, cause a safety hazard, or interfere with the orderly operation of the school.
- 4. The Principal will establish, in consultation with recognized student organizations, rules setting specific times and places for the distribution of independent publications on the school premises.

#### C. Littering

- 1. Distribution will be conducted in a manner that reduces the possibility of litter.
- 2. Students who distribute independent publications are responsible for policing the area in which the distribution takes place and assuring that all litter is promptly removed.
- D. Enforcement
  - 1. The Principal will enforce these regulations and will determine whether distribution violates the standards set forth in paragraph B2 and paragraph B3.



## East Orange Board of Education

STUDENTS - REGULATION R 5721/page 2 of 2 Distribution of Independent Publications

2. A decision of the Principal may be appealed to the Superintendent.

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East Orange Board of Education

STUDENTS - POLICY 5770/page 1 of 2 Student Right of Privacy

#### 5770 STUDENT RIGHT OF PRIVACY

The Board of Education recognizes that a student's right of privacy may not be violated by unreasonable search and seizure and directs that no student be searched without reason or in an unreasonable manner.

Teaching staff members are charged with the responsibility of maintaining order and discipline in the schools and of safeguarding the safety and well-being of the students in their care. In the discharge of that responsibility, a teaching staff member may search or request the search of the person or property of a student as authorized by this policy, with or without the student's consent, whenever he/she has reasonable grounds to suspect that the search is required to discover evidence of a violation of law or of school rules. The extent of the search will be governed by the seriousness of the alleged infraction, the student's age, and the student's disciplinary history. Except in exigent circumstances, an intrusive search of a student's person or intimate personal belongings shall be conducted by a person of the student's gender.

The Board acknowledges the need for the in-school storage of students' possessions and shall provide storage places, including desks and lockers, for that purpose. Where locks are provided for such storage places, students may lock them against incursion by other students. In no storage place provided by the Board shall students have such an expectation of privacy as to prevent examination by a school official. Students shall be notified in writing at the beginning of each school year that inspections of their lockers, desks, and other storage facilities on school district property may be conducted. The school Principal or designee is directed to conduct, without further notice, the regular inspection of such facilities provided to students for the storage of property.

Except as required by exigent circumstances, a request for the search of a student or a student's private possessions will be directed to the Building Principal or designee who shall, whenever feasible, first request the freely offered consent of the student to the inspection.

The Superintendent shall be notified of the proposed search of a student's person or intimate personal belongings.

Whenever possible, a search will be conducted by the Principal in the presence of the student, the student's parent(s) or a representative of the parent(s), and a teaching staff member other than the Principal. Under no circumstances shall any student be subjected to a strip search or a body cavity search.

A search prompted by the reasonable belief that the circumstances are exigent and pose an immediate threat, will be conducted by any teaching staff member with as much speed and dispatch as may be required to protect persons and property.



### East Orange Board of Education

STUDENTS - POLICY 5770/page 2 of 2 Student Right of Privacy

The Principal shall conduct a student search on the request of a law enforcement officer only on presentation of a duly authorized search warrant or on the voluntary and knowing consent of the student or when the Principal has independent grounds to suspect the presence of an incriminating object. All incidents/activities involving law enforcement shall be in accordance with the Uniform Memorandum of Agreement.

The Principal shall be responsible for the prompt recording in writing of each student search, including the reasons for the search; information received that established the need for the search and the name of the informant, if any; the persons present when the search was conducted; any substances or objects found; and the disposition made of them. The Principal shall be responsible for the custody, control, and disposition of any illegal or dangerous substance or object taken from a student.

N.J.S.A. 18A:36-19.2, 18A:37-6



**East Orange Board of Education** 

STUDENTS - POLICY 5810/page 1 of 1 Student Participation in School Governance

#### 5810 STUDENT PARTICIPATION IN SCHOOL GOVERNANCE

The Board of Education believes that students should be encouraged to participate appropriately in the governance of various school activities. As institutions fundamental to the operation of a democratic society, the schools should strive to exemplify the democratic ideal of citizen participation in decision making.

The Board directs that students be invited to participate, as appropriate to the students' ages and interests, in deliberations and decisions regarding student conduct and the disciplinary code, curriculum planning, co-curriculum planning, grading systems, safety programs, the selection of resource materials, and the scheduling of the school day. Student participation should fairly represent the interests of the entire student body, and participants should be duly elected representatives of student organizations.



### East Orange Board of Education

STUDENTS - POLICY 5820/page 1 of 1 Student Government

#### 5820 STUDENT GOVERNMENT

The Board of Education recognizes the importance of offering students the opportunity to participate in representative self-government and to develop leadership skills. Students shall have the right to organize, conduct meetings, elect officers and representatives, and petition the Board of Education.

The Board recognizes the Student Council as the official voice of the student body for students in elementary, middle, and high school, provided the constitution and bylaws of that organization have been duly approved by the students it represents and by the Board and provided that all students have equal access to their student government and an equal opportunity to vote and hold office.

The Board shall appoint a qualified teaching staff member to serve as advisor to student government activities.

The Board directs that decisions made and actions duly taken by the official student government, in accordance with and within the scope of its constitution and bylaws, may not be voided or vetoed by any staff member.



### East Orange Board of Education

STUDENTS - POLICY 5830/page 1 of 1 Student Fund Raising

#### 5830 STUDENTS FUND RAISING

The solicitation of donations and contributions from students shall be restricted to those organizations recognized by the Board of Education as outlined in the fund raising regulations as prepared by the office of the Superintendent.

However, this ruling shall not apply to **the sale of tickets for plays, athletic games, and other class-sponsored events which must be approved by the Principal**.

All selling campaigns through which student organizations seek to raise funds must be approved in advance by the Superintendent or his/her designee except those activities in support of field trips which require Board approval.

Any organization desiring to distribute flyers or other materials to students in connection with fund drives may do so only with the approval of the Superintendent or designee.

Any fundraising in the form of a raffle, bingo, 50/50, Tricky Tray, Casino night, Armchair race or other such "legalized games of chance" must be approved by The Legalized Games of Chance Commission (LGCCC).



### East Orange Board of Education

STUDENTS - REGULATION R 5830/page 1 of 3 Students Fund Raising

#### R 5830 STUDENTS FUND RAISING

Use of Private Funds, Donated Materials, or Free Services by Public Schools

Private industry, private organizations, citizen groups, and individual parents and citizen groups are donating time, money, expertise, and materials to augment the education provided by public funds. This behavior has existed in private schools all along but direct contributions to public school while not new, are much more evident today than in the recent past.

For that reason, some guidelines are needed to regulate the acceptance, possible procurement, and expenditure or use of such donations, contributions or funds.

A. District-wide Solution - This refers to:

Recognition of any outside organization or charity such as: United Way, Black United Fund, United Nations Children's Fund, Red Cross, Chamber of Commerce, Kiwanis or other civic institutions wishing to involve the total district in a fund drive or similar function.

- 1. Any outside organization requesting the use of students as collectors, sellers of goods, or performers for the purpose of fund raising, require Superintendent's approval and all activities must follow Board Policy.
- 2. Any requests from civic institutions or outside organizations which involve such activities as patriotic functions, contests, exhibits, sales of products to and by students, sending promotional materials home with students, graduation prizes, fund raising, and free teaching materials must be approved by the Superintendent or designee to insure that on balance, such activities promote student interests without advancing the special interests of any particular group, or creating an excessive drain on the students' educational time on task. Activities must follow Board Policy.
- 3. The Superintendent will notify Principals, in writing, if an organization has been granted approval for fund raising in district buildings.
- B. Donations to the School District (Schools)
  - 1. Acceptance of any gifts donated to a school district by any organization must be accepted by the Board.
  - 2. Proper approval by the Superintendent of Schools and the Board shall be obtained before any school group or organization enters into any contract and/or agreement for goods or services.

# Policy/Regulations



### East Orange Board of Education

STUDENTS - REGULATION R 5830/page 2 of 3 Students Fund Raising

- 3. Parent groups (PTA/PTO) shall work with the Principal to identify school needs which the group may wish to augment with funds or through the direct purchase of items or services. The Principal shall notify the Superintendent of those plans before any transfers of goods or services are made or before beginning any fund raising activity in support of securing the item or service.
- 4. Care needs to be taken to insure the educational value of the gift/donation, including the possible future expense to the Board for maintenance, service contracts, insurance, storage and operating expenses relates to the gift/donation.
- C. Solicitation on School Property

Any outside organization or staff member wishing to solicit funds on school property must receive permission to do so from the Superintendent of Schools. The only exceptions shall be PTA/PTO organizations. Permission to solicit funds will be granted only to those organizations or individuals whose purposes are consistent with, the goals of this district and the interests of the community. Solicitation must take place at such times and places and in such a manner which does not interfere with the orderly operation of the schools. The Board disclaims all responsibility for the protection of, or accounting for, such funds.

D. Distribution of Miscellaneous Advertising Materials

All materials or activities proposed by outside sources for student or staff use or participation on a district-wide basis shall be reviewed by the Superintendent or designee on the basis of their educational value in the total school program and benefit to students and no such approval shall have the primary purpose of advancing the name product or special interest of the proposing group.

- 1. No materials may be used or circulated in the schools of this district which are deemed to be primarily advertising materials, with the following exceptions:
  - a. Imprinted materials solicited by teachers as being suitable for a project or purpose of their class.
  - b. Flyers of direct educational and cultural interest, and of any essentially non-commercial nature.
  - c. PTA/PTO literature approved by the Principal.

# Policy/Regulations



### **East Orange Board of Education**

STUDENTS - REGULATION R 5830/page 3 of 3 Students Fund Raising

- 2. Outside speakers representing commercial organizations will be welcome only when the commercial aspect is limited to naming the organization represented and the subject matter advances the educational aims of the district.
- 3. No staff member or student representing an outside organization may distribute or post literature on that organization's behalf on district property either during or after school hours, without the permission of the Superintendent or his/her designee, with the exception of PTA/PTO organizations which are bound by their by-laws regarding the use of school property.

Issued: 12 January 2010 Issued:

## **BUSINESS SERVICES**

# RESOLUTIONS

Report Date 11/15/16 10:30 AM

#### EAST ORANGE BOARD OF EDUCATION

Page No 1

			A/P	Summa	ty Check	Register	FPREG01A
Bank Che	ck No An	nount	Date	Vendor			Type
10 120	20446 1	65.00	11/15/16	<b>2</b> 56	NJLM		c
otal Bank No	10 1	65.00					
					Total	Manual Checks	.00
					Total	Computer Checks	165.00
					Total	ACH Checks	.00
					Total	Other Checks	.00
					Total	Electronic Checks	.00
					Total	Computer Voids	.00
					Total	Manual Voids	.00
					Total	ACH Voids	.00
					Total	Other Voids	.00
					Total	Electronic Voids	.00
		Gr	and Total				165.00
		Nu	mber of Chec	ka			1

Batch Yr	Batch No	Amount
17	000539	165.00

Report D	ate 11,	16/16	12:33	PM
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			A/P	Summa	ary Check Register	FPREG01A
Bank	Check No	Amount	Date	Vendor	<u> </u>	Туре
10	12020447	200.00	11/16/16	2505	ESSEX COUNTY ASBO	с
Total Ba	nk No 10	200.00				
					Total Manual Checks	.00
					Total Computer Checks	200.00
					Total ACH Chacks	-00
					Total Other Checks	.00
					Total Electronic Checks	.00
					Total Computer Voids	.00
					Total Manual Voide	.00
					Total ACH Voids	.00
					Total Other Voids	.00
					Total Electronic Voids	.00
		G	rand Total			200.00
		N	umber of Chec	ks		1

Batch Yr	Batch No	Amount
17	000556	200.00

Report	Date	11/	17/	16	11:48	AM
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Page No 1	
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			A/P	Summa	ry Check Register	FPREG01A
Bank	Check No	Amount	Date	Vendor	·	Туре
10	12020448	501,076.26	11/17/16	29823	BENECARD SERVICES	c
10	12020449	61,590.41	11/17/16	29831	DELTA DENTAL OF NJ	с
10	12020450	2,042,985.75	11/17/16	5780	STATE OF NEW JERSEY	с
10	12020451	23,714.51	11/17/16	5780	STATE OF NEW JERSEY	c
Total Ba	nk No 10	2,629,365.93				
					Total Manual Checks	.00
					Total Computer Checks	2,629,366.93
					Total ACH Checks	.00
					Total Other Checks	.00
					Total Blectronic Checks	.00
					Total Computer Voids	.00
					Total Manual Voids	.00
					Total ACH Voids	.00
					Total Other Voids	.00
					Total Electronic Voids	.00
		G	rand Total			2,629,366.93
		20	unber of Chac	:ka		4

Batch Yr	Batch No	Amount
17	000565	2,629,366.93

	<b></b>		A/P	Summa	ry Check Register	FPREGOIA
Bank	Check No	Amount	Date	Vendor		Type
10	12020452	5,450.63	11/18/16	27561	CAPITOL CREDIT	c
Fotal Ba	nk No 10	5,450.63				
					Total Manual Checks	.00
					Total Computer Checks	5,450.63
					Total ACH Checks	.00
					Total Other Checks	.00
					Total Electronic Checks	.00
					Total Computer Voids	.00
					Total Manual Voids	.00
					Total ACH Voids	.00
					Total Other Voids	.00
					Total Electronic Voids	.00
		G	rand Total			5,450.63
		Я	unber of Chec	:ks		1

Batch Yr	Batch No	Asount
17	000582	5,450.63

Replacement

Report Date 11/23/16 10:00 AM

#### EAST ORANGE BOARD OF EDUCATION

Page No 1

	A/P Summary Check Register	FPREGOIA
Bank Check No	Amount Date Vendor	Туре
10 12020453	5,450.63 11/23/16 27561 JCD INDUSTRIES LLC	с
otal Bank No 10	5,450.63	
	Total Manual Che	cka .00
	Total Computer (	hecks 5,450.63
	Total ACH Chacks	.00
	Total Other Chec	dan .00
	Total Blactronic	Chacks .00
	Total Computer V	oids .00
	Total Manual Voi	da .00
	Total ACH Voids	.00
	Total Other Void	ls .00
	Total Electronic	Voida .00
	Grand Total	5,450.63
	Number of Checks	1

Batch Yr	Batch No	Amount
17	000603	5,450.63

Report	Date	-11/	29/	16	01:29	PM
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	A	/P Summary Check Register	FPREG01A
Bank Check No	Amount Date	Vendor	Type
10 12020454	1,903.74 11/29/16	20435 CRAYOLA EXPERIENCE	c
Total Bank No 10	1,903.74		
		Total Manual Checks	.00
		Total Computer Checks	1,903.74
		Total ACH Checks	.00
		Total Other Checks	.00
		Total Electronic Checks	.00
		Total Computer Voids	.00
		Total Manual Voids	.00
		Total ACH Voids	.00
		Total Other Voids	.00
		Total Electronic Voids	.00
	Grand Total		1,903.74
	Number of C	becks	1

Batch Yr	Batch No	Amount
17	000622	1,903.74

9:58 AM EAST	ORANGE BOARD OF EDUCATION	Page No 1
Α/	P Summary Check Register	FPREG01A
Amount Date	Vendor	Туре
589,149.33 11/30/16	13218 PNC EQUIPMENT FINANCE, LLC	с
589,149.33		
	Total Manual Checks	.00
	Total Computer Checks	589,149.33
	Total ACH Checks	.00
	Total Other Chacks	.00
	Total Electronic Checks	.00
	Total Computer Voids	.00
	Total Manual Voids	.00
	Total ACH Voids	.00
	Total Other Voids	.00
	Total Electronic Voids	- 00
Grand Total		589,149.33
Number of Ch	lecka	1
	A/ <u>Amount Date</u> 589,149.33 11/30/16 589,149.33 Grand Total	A/P Summary Check Register           Amount         Date         Vendor           589,149.33         11/30/16         13218         PNC EQUIPMENT FINANCE, LLC           589,149.33         11/30/16         13218         PNC EQUIPMENT FINANCE, LLC           589,149.33         Total Manual Checks         Total Computer Checks           Total Manual Checks         Total Other Checks         Total Other Checks           Total Other Checks         Total Electronic Checks         Total Computer Voids           Total Manual Voids         Total Manual Voids         Total ACH Voids           Total Other Voids         Total Other Voids         Total Other Voids

Batch Yr	Batch No	Amount
17	000631	589,149.33

_					ry Check Register	FPREG01A
Bank	Check No	Acount	Dace	Vendor		Type
10	12020456	137,703.50	12/01/16	1546	COMMUNITY DAY NURSERY	С
10	12020457	131,402.08	12/01/16	2332	EAST ORANGE CHILD DEVELOPMENT CORP.	С
10	12020458	100,766.67	12/01/16	3182	HARAMBEE FAMILY ACADEMY	С
10	12020459	66,425.25	12/01/16	4499	METRO YMCA OF THE ORANGES-E.O. BRANCH	С
10	12020460	36,758.17	12/01/16	\$280	NORJENES	С
10	12020461	35,776.08	12/01/16	3076	SARAH WARD NURSERY CORPORATION	С
10	12020462	174,625.89	12/01/16	4426	THE LITTLE ONES	С
10	12020463	147,701.00	12/01/16	3166	THREE STAGES LEARNING CENTER	С
10	12020464	92,109.33	12/01/16	10669	ZADIE'S OF THE ORANGES	C
tal Ba	ink No 10	923,267.97				
					Total Manual Checks	.00
					Total Computer Checks	923,267.97
					Total ACH Checks	.00
					Total Other Checks	.00
					Total Electronic Checks	.00
					Total Computer Voids	.00
					Total Manual Voids	.00
					Total ACH Voids	.00
					Total Other Voids	.00
					Total Electronic Voida	.00
		c	Frand Total			923,267.97
			umber of Ch	icire.		9

Batch Yr	Batch No	Amount
17	000634	923,267.97

			A/1	P Summa	ry Check Register	FPREGOLA	
Bank	Check No	Amount	Date	Vendor	·	Type	
10	12020465	4,500.00	12/02/16	30775	IMANI ENTERPRISES CONSULTING LLC	с	
otal Be	nk No 10	4,500.00					
					Total Manual Chacks	.00	
					Total Computer Checks	4,500.00	
					Total ACH Checks	.00	
					Total Other Checks	.00	
					Total Electronic Chacks	.00	
					Total Computer Voids	.00	
					Total Manual Voida	.00	
					Total ACH Voids	.00	
					Total Other Voids	.00	
					Total Electronic Voids	.00	
		c	Frand Total			4,500.00	
		5	umber of Che	cke		1	

Batch Yr	Batch No	Amount
17	000520	4,500.00

	ate 12/06/16 02				BOARD OF EDUCATION	Page No
_			A/1		ry Check Register	FPREG01A
ank	Check No	Amount	Date	Vendor		Туре
LO	12020466	134.55	12/13/16	1423	CHILDSWORK/CHILDSPLAY	С
LO	12020467	780.00	12/13/16	29688	COMCAST SPOTLIGHT	С
0	12020468	198.20	12/13/16	8597	ERIKA D. COOKE	С
10	12020469	440.00	12/13/16	4269	LERRO ENTERPRISES, INC.	с
10	12020470	375.91	12/13/16	4893	MSUNER	С
10	12020471	15,104.00	12/13/16	8061	TURTLE BACK ZOO DBA/ESSEX COUNTY PARKS	C
al Ba	nk No 10	17,032.65				
					Total Manual Checks	.00
					Total Computer Checks	17,032.66
					Total ACH Checks	.00
					Total Other Checks	.00
					Total Electronic Checks	.00
					Total Computer Voids	.00
					Total Manual Voids	.00
					Total ACH Voids	.00
					Total Other Voids	.00
					Total Electronic Voids	.00
			irand Total			17,032.66

Number of Checks

Batch Yr	Batch No	Amount
16	002293	15,812.66
16	002294	1,220.00

6

b.

			<b>A/</b> 1	P Summa	ary Check Register	FPREG01A
Bank	Check No	Amount	Date	Vendo	Γ	Туре
10	12020472	283.29	12/13/16	7014	4IMPRINT INC	с
10	12020473	404.95	12/13/16	126	ACCURATE LABEL DESIGNS, INC.	с
10	12020474	45,775.00	12/13/16	4077	ACHIEVE 3000	с
10	12020475	500.00	12/13/16	154	AGILE SPORTS TECHNOLOGIES	с
10	12020476	250.61	12/13/16	30945	ALINA STEWART	с
10	12020477	324.15	12/13/16	257	ALINI MAGAZINE SERVICE	с
10	12020478	9,805.00	12/13/16	21997	ALLCOMM TECHNOLOGIES, INC.	С
10	12020479	1,457.34	12/13/16	17736	AMERICAN PAD-EX OF NEW YORK	с
10	12020480	435.00	12/13/16	443	ANDERSON AQUARIUMS	с
10	12020461	310.00	12/13/16	13404	ANITA CHAMPAGNE	с
10	12020482	14,500.00	12/13/16	30368	APEX LEARNING INC.	с
10	12020483	4,483.70	12/13/16	452	APPLE COMPUTER, INC	c
10	12020484	20.85	12/13/16	626	ARCTIC FALLS SPRING WATER INC	с
10	12020485	41.26	12/13/16	55	ATST	с
10	12020486	940.56	12/13/16	650	BARNES & NOBLE INC.	c
10	12020487	482.25	12/13/16	659	BEAR COM	C
10	12020486	134.91	12/13/16	664	BECKER'S SCHOOL SUPPLIES	Ċ
10	12020489	438.17	12/13/16	603	BSN SPORTS/PASSON'S SPORTS SUPPLY GROUP	c
10	12020490	1,536.48	12/13/16	1142	CAMCOR, INC.	c
10	12020491	1,850.00	12/13/16	27650		c
10	12020492	339.27	12/13/16	1173	CARLEX	c
10	12020493	84.63	12/13/16	1187	CAROLINA BIOLOGICAL SUPPLY CO.	c
10	12020494	3,371.49	12/13/16	1211	CASCADE SCHOOL SUPPLIES INC.	c
10	12020495	13,381.49	12/13/16	1012	CDW GOVERNMENT, INC.	c
10	12020496	6,062.40	12/13/16	1637	CEREBRAL PALSY OF NORTH JERSEY	c
10	12020497	771.85	12/13/16	6327	CHAMBER THEATRE PRODUCTIONS, INC.	c
10	12020498	6,500.00	12/13/16	29300	CHELSEA PIERS FIELD HOUSE	c
10	12020499	3,000,00	12/13/16	16454	CLARISSA NEWBY PHILLIPS	c
10	12020500	381.62	12/13/16	1461	CLASSROOM DIRECT/SCHOOL SPECIALTY	c
10	12020501	740.00	12/13/16	1564	THE COLLEGE BOARD	c
10	12020502	47.92	12/13/16	1587	COMCAST	c
10	12020503	429.00	12/13/16	10306	COMNITTEE FOR CHILDREN	c
10	12020504	2,601.50	12/13/16	30902	COMPUDATA SOLUTIONS DEA HALL PASS	c
10	12020505	3,262.50	12/13/16	1641	COMPUTER MANAGEMENT TECHNOLOGIES	c
10	12020506	19,992.23	12/13/16	507	CONNECTIONS PERSONNEL INC.	c
10	12020507	2,524.53	12/13/16	1847	CURTAIN CALL	c
10	12020508	2,200.00	12/13/16	22136	DAN BUCHANAN	c
10	12020509	587.60	12/13/16	1863	DARLENE M. SCHULTZ	c
10	12020510	46.99	12/13/16	1995	ACCO BRANDS DIRECT	c
10	12020511	1,920.00	12/13/16	2105	DERON SCHOOL OF NEW JERSEY	С
10	12020512	9,179.79	12/13/15	15845	DIRECT ENERGY BUSINESS	c
10	12020513	404,374.00	12/13/16	2333	EAST ORANGE COMMUNITY CHARTER SCHOOL	C
10	12020514	352.10	12/13/16	2408	EFINGER SPORTING GOODS	C
10	12020515	661.45	12/13/16	3183	ELISA CASTILLO	C
10	12020515	4,837.00	12/13/16	2240	EOBOE ATHLETICS INPREST ACCOUNT	С
10	12020517	418,731.05	12/13/16	2516	ESSEX REGIONAL EDUCATIONAL SERVICES COMM	С
10	12020518	3,415.00	12/13/16	5649	EXCEPTIONAL SECURITY SOLUTIONS, LLC	с
10	12020519	834.00	12/13/16	2589	FAIRVIEW LAKE YMCA CAMPS	С
10	12020520	3,438.74	12/13/16	12211	FILEBANK, INC.	C
10	12020521	2,733.92	12/13/16	1390	FIRST CHILDREN, LLC PAM VENKUS	C
10	12020522	126,10	12/13/16	2687	FLAGHOUSE INC.	c
10	12020523	5,874.40	12/13/16	2688	FLINN SCIENTIFIC, INC.	C
10	12020524	4,084.69	12/13/16	2698	FOLLETT SCHOOL SOLUTIONS, INC.	C
10	12020525	908.50	12/13/16	2700	FOLLETT SCHOOL SOLUTIONS, INC.	c
10	12020526	850.00	12/13/16	20974		c

Bank	Check No	Amount	A/ Date	P Summa Vendor	ary Check Register	FPREGO1A
10	12020527	259.00	12/13/16	2739	FRANKLIN MINERAL MUSEUM	Type
10	12020528	96.00	12/13/16	2739	G & R GRAPHICS, INC.	c
10	12020529	1,360.00	12/13/16	2919	GLENVIEW ACADEMY DBA KDDS INC.	c
10	12020530	4,224.60	12/13/16		GLOBAL INDUSTRIAL	c c
10	12020531	219.00	12/13/16	22985	GOPHER SPORT PROPHET CORPORATION	c
10	12020532	5,780.00	12/13/16	3001	GRAMON SCHOOL DBA ELO INCORORATED	c
10	12020533	19,364.00	12/13/16	7064	GREAT OAKS LEGACY CHARTER SCHOOL	c
10	12020534	2,000.00	12/13/16	2934	GREEN NEADOWS FARM	c
10	12020535	2,611.55	12/13/16	31020		c
10	12020536	23,300.55	12/13/16	787	HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	c
10	12020537	2,857.50	12/13/16	30929		c
10	12020538	150.00	12/13/16	31011	IN THE NEWS	c
10	12020539	300.00	12/13/16			
10				12041		C
	12020540	1,100.00	12/13/16	6432	IXL LEARNING	c
10	12020541 12020542	662.91	12/13/16	5783	J.W. PEPPER & SON, INC.	с
10		103.71	12/13/16		JESSICA PIERRESAINT	C
10	12020543	140.02	12/13/16	16861	JOHN ENGLISH	c
10	12020544	60.25	12/13/16	16554		C
10	12020545	19,731.00	12/13/16	4166	LADY LIBERTY ACADENY CHARTER SCHOOL	c
10	12020546	1,690.21	12/13/16	4185	LAKESHORE LEARNING MATERIALS	Ċ
10	12020547	600.90	12/13/16	4289	LERRO ENTERPRISES, INC.	C
10	12020548	100,00	12/13/16	4386	LIBRARIAN'S BOOK EXPRESS	c
10	12020549	42,484.00	12/13/16		LINK COMMUNITY CHARTER SCHOOL	C
10	12020550	30,229.00	12/13/15		MARION P. THOMAS CHARTER SCHOOL	C
10	12020551	1,955.63	12/13/16	4470	MCGRAW-HILL SCHOOL EDUCATION HOLDS., LLC	C
10	12020552	17,786.00	12/13/16		MERIT PREPARTORY OF NEWARK CHARTER SCHOO	с
10	12020553	1,247.30	12/13/16	4991	MUSIC IN MOTION	C
10	12020554	385.00	12/13/16	5033	NASSP	C
10	12020555	795.00	12/13/16	5156	NATIONAL BUSINESS FURNITURE	С
10	12020556	250.00	12/13/16	5202	NATIONAL COUNCIL OF TEACHERS OF MATHEMAT	С
10	12020557	1,322.00	12/13/16	5296	NEW HORIZONS COMMUNITY CHARTER SCHOOL	C
10	12020558	525.00	12/13/16	27944	NEW JERSEY EDUCATIONAL COOPERATIVE INC.	С
10	12020559	99.00	12/13/16	3135	NEW JERSEY SCHOOL COUNSELORS	c
10	12020560	295.00	12/13/16	4933	NEW JERSEY SCIENCE CONVENTION	c
10	12020561	3,034.00	12/13/16	19046	NEWARK EDUCATORS COMMUNITY CHARTER	С
10	12020562	25,586.00	12/13/16	13927	NEWARK PREP CHARTER	C
10	12020563	125.00	12/13/16	5323	NJASSW	С
10	12020564	1,325.90	12/13/15	5461	NORCOSTCO, INC.	С
10	12020565	1,190.82	12/13/16	5595	ORIENTAL TRADING	Ċ
10	12020566	56,05	12/13/16	5725	PASCO SCIENTIFIC	С
10	12020567	16,095.00	12/13/16	5775	PEARSON CLINICAL ASSESSMENTS ORDERING DE	c
10	12020568	6,804.00	12/13/16	17973	PEOPLE'S PREPARATORY CHARTER SCHOOL	C
10	12020569	123,495.00	12/13/16	17604	PHILIP'S ACADEMY CHARTER SCHOOL (PACS)	С
10	12020570	8,000.00	12/13/16	5901	PITNEY BOWES	С
10	12020571	170.26	12/13/16	2042	READYREFRESH	с
10	12020572	309.18	12/13/16	5899	POSITIVE PROMOTIONS, INC	C
10	12020573	9,500.00	12/13/16	116	PRAD'S HARDWARE	с
10	12020574	10,720.38	12/13/16	5944	PRESENTATION SYSTEMS INC.	с
10	12020575	322,523.00	12/13/16	6015	PRIDE ACADEMY CHARTER SCHOOL	с
10	12020576	\$5.00	12/13/16	5958	PRINTING DELITE, INC.	С
10	12020577	103,727.55	12/13/16	6008	PSE & G	С
10	12020578	48.00	12/13/16	31348	Patrice D. Compton	C
10	12020579	1,223.80	12/13/16	6168	REALLY GOOD STUFF A DIV OF FILMIC ARCHIV	с
10	12020580	201.19	12/13/16	7919	ROBERT DEVEAUX	с
10	12020581	10,997.00	12/13/16	5258	ROSEVILLE COMMUNITY CHARTER SCHOOL	с

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			A/1	9 Summa	ary Check Register	FPREG01A
<u>Bank</u>	Check No	Amount	Date	Vendo	<u> </u>	Туре
10	12020582	1,740.00	12/13/16	5900	ROXY FLORIST	С
10	12020583	572.84	12/13/16	2871	SAM ASH MUSIC STORES	С
10	12020584	309.00	12/13/16	6453	SANDWICHES UNLIMITED	с
10	12020585	3,146.45	12/13/16	6510	SCHOOL HEALTH CORP.	С
10	12020586	1,119.33	12/13/16	6512	SCHOOL NURSE SUPPLY INC.	с
10	12020587	17,855.13	12/13/16	6539	SCHOOL SPECIALTY INC.	с
10	12020588	6,485.66	12/13/16	12475	SCHOOLHOUSE OUTFITTERS LLC	с
10	12020589	1,491.66	12/13/16	6557	SCIENTIFIC WATER CONDITIONING CO	с
10	12020590	700.00	12/13/16	31321	SECOR FARMS, INC	с
10	12020591	4,000.00	12/13/16	4708	SHARON ALSEROOK-DAVIS	с
10	12020592	252.51	12/13/16	8640	SHAWNA L. HASTINGS	c
10	12020593	77.48	12/13/16	6572	SOCIAL STUDIES SCH SERVICE	c
10	12020594	841.97	12/13/16		SOUNDTREE	c
10	12020595	59,239.32	12/13/16	6728	SOUTH JERSEY ENERGY	c
10	12020596	4,717.06	12/13/16	1721	STAPLES ADVANTAGE	c
10	12020597	523.00	12/13/16	6809	STARLES ADVANTAGE STERLING HILL MINING MUSEUM, INC.	c
10	12020598	2,007.85	12/13/16		SUCCESS ADVERTISING INC.	
10	12020599	1,052.00	12/13/16	27600		c
10			12/13/16		TANNER NORTH JERSEY, INC. FURNITURE & EQ	-
	12020600	100,356.00		6978	TEAM ACADEMY CHARTER SCHOOL	c
10	12020601 12020602	4,372.40	12/13/16	6994	TELE-MEASUREMENTS, INC.	C
10		968.54	12/13/16		THE ARC OF CAPE MAY COUNTY, INC.	C -
10	12020603		12/13/16	4246	THE LEARNING INTERNET, INC.	C
10	12020604	20,343.43	12/13/16	4999	THE MUSIC SHOP, L.L.C	C
10	12020605	40,329.00	12/13/16	13951	THE PAULO FREIRE SCHOOL	C
10	12020606	293.58	12/13/16	7643	THE PRUDENTIAL INSURANCE COMPANY OF AMER	c
10	12020607	1,624.00	12/13/16	7225	UNIVERSAL UNIFORM SALES COMPANY, INC.	c
10	12020608	21,266.00	12/13/16	7220	UNIVERSITY HEIGHTS CHARTER SCHOOL	C
10	12020609		12/13/16	2540	W.B. MASON INC.	C
10	12020610	25.08	12/13/16	7524	WORRALL COMMUNITY NEWSPAPERS	C
10	12020611		12/13/16	29050	ZOLNIER GRADUATE SUPPLY	С
10	12020612	6,000.00	12/13/16	7009	532 HOLDING CO. LLC	C
10	12020613	9,500.00	12/13/16	20236	ACADEMIC SOLUTIONS LLC	C
10	12020614	30,250.00	12/13/16	4077	ACHIEVE 3000	С
10	12020615	8,424.08	12/13/16	3543	ACTION CARTING ENVIRONMENTAL GROUP	С
10	12020616	574.40	12/13/16	148	ALARM & COMMUNICATION TECHNOLOGIES, INC.	С
10	12020617	1,107.00	12/13/16	566	AMINAH A. TOLER	С
10	12020618		12/13/16		ANDERSON AQUARIUMS	с
10	12020619	1,200.00	12/13/16	31186	ANTHONY D. KOUTSOFTAS	c
10	12020620	93,305.20	12/13/16	452	APPLE COMPUTER, INC	c
10	12020621	72.06	12/13/16	626	ARCTIC FALLS SPRING WATER INC	с
10	12020522	28.45	12/13/16	11320	ASCD	¢
LO	12020623	43,711.80	12/13/16	525	ATRA JANITORIAL SUPPLY CO., INC	с
10	12020524	990.00	12/13/16	8576	AUTOMATED LOGIC CONTRACTING SERVICE	с
10	12020525	5,412.97	12/13/16	642	BANCROFT	c
10	12020626	10,078.25	12/13/16	202	BANYAN SCHOOL, INC.	c
LO	12020627	6,556.00		617	BENCHMARK EDUCATION	c
LO	12020628	9,750.18		734	BERGEN CENTER FOR CHILD DEVELOPMENT INC.	c
10	12020629		12/13/16	759	BEVERLY A. BUDGESS	c
.0	12020630	14,600.00		836	BONNIE BRAE	c
10	12020631	2,720.85		1650	BRUNSWICK ZONE	c
10	12020632		12/13/16	1142	CAMCOR, INC.	c
.0	12020633	3,735.66			CAMPBELL FIRE PROTECTION, INC.	
10	12020634	2,090.91		12229	CAMPBELL FIRE PROTECTION, INC. CASCADE SCHOOL SUPPLIES INC.	c
0	12020635	6,798.00			CATAPULT LEARNING, LLC	c
		0,120.00	20/23/20	0190	ANTHEORY TRACES THE	С

			A/	P Summa	ary Check Register	FPREG01A
Bank	Check No	Amount	Date	Vendo	r in the second s	Туре
10	12020537	94,688.00	12/13/16	1273	CEREBRAL PALSY LEAGUE, INC	c
10	12020638	13,991.60	12/13/16	1637	CEREBRAL PALSY OF NORTH JERSEY	с
10	12020639	5,831.78	12/13/16	1477	CITY OF EAST ORANGE	c
10	12020640	820.00	12/13/16	1474	CITY OF EAST ORANGE BUILDING DIVISION, 3	c
10	12020641	53.92	12/13/16	1587	COMCAST	c
10	12020642	6,609.84	12/13/16	22012		c
10	12020643	19,345.47	12/13/16	1822	CROSSTOWN PLUMBING SUPPLY	c
10	12020644	4,744.73	12/13/16	2267	CRYSTAL AUTO REPAIR	C
10	12020645	12,625.00	12/13/16	15903	CRYSTAL CLEAR GLASS, LLC	c
10	12020646	600.00	12/13/16	3986	DAVID LUTTER	
10	12020647	1,452.59	12/13/16	2033		c
10	12020648				DEBORAH HARVEST	c
		5,040.28	12/13/16	15649		c
10	12020649	74,447.02	12/13/16	2105	DERON SCHOOL OF NEW JERSEY	c
10	12020650	2,794.00	12/13/16	857	DIAGNOSTIC EDUCATIONAL CONSULTANTS INC.	C
10	12020651	6,000.00	12/13/16	2806	DR. DONALD MERACHNIK, PHD.	с
10	12020652	500.00	12/13/16	11991		C
10	12020653	240.00	12/13/16	3352	DRAMATISTS PLAY SERVICE INC	C
10	12020654	14,372.43	12/13/16	2314	EAST MOUNTAIN SCHOOL CARRIER CLINIC	Ç
10	12020655	369.00	12/13/16	21539	EAST ORANGE HAND CAR WASH LLC.	С
10	12020656	100.00	12/13/16	2259	EAST TRADING WEST INVESTMENTS LLC AMER.T	¢
10	12020657	3,257.16	12/13/16	2237	ECLC OF NEW JERSEY	c
10	12020658	2,180.00	12/13/16	2419	EDUCATION INC.	С
10	12020659	835.00	12/13/16	29670	ELEVATE EDUCATION , INC.	c
10	12020660	30,002.25	12/13/16	24554	ELEVATOR MAINTENANCE CORP.	c
10	12020661	1,073.50	12/13/16	24627	ENTERPRISE HOLDINGS, INC. DBA ELRAC, LLC	С
10	12020662	46,430.40	12/13/16	2523	ESSEX COUNTY VOCATIONAL SCHOOLS	С
10	12020663	85,494.20	12/13/16	2516	ESSEX REGIONAL EDUCATIONAL SERVICES COMM	С
10	12020664	47,105.52	12/13/16	2534	ESSEX VALLEY SCHOOL	С
10	12020665	7,373.72	12/13/16	2260	ETA/HAND2MIND	С
10	12020666	732.89	12/13/16	22411	FATHEAD LLC	C
10	12020667	39,821.10	12/13/16	8131	FEDCAP REHABILITATION SERVICES	с
10	12020658	9,533.93	12/13/16	12211	FILEBANK, INC.	¢
10	12020669	34,272.00	12/13/16	1390	FIRST CHILDREN, LLC PAM VENKUS	с
10	12020670	2,000.00	12/13/16	8166	FOUNDATION FOR EDUCAT. ADMIN.	с
10	12020671	2,651.67	12/13/16	2747	FREY SCIENTIFIC	с
10	12020672	99.43	12/13/16	2856	GAS ARC DIV. AWISCO NY CORP	с
10	12020673	2,579.68	12/13/16	2919	GLENVIEW ACADEMY DBA KDDS INC.	c
10	12020674	16,859.58	12/13/16	3001	GRAMON SCHOOL DBA ELO INCORORATED	c
10	12020675	2,550.00	12/13/16	14010	GREENLIGHT FOR LEARNING, LLC	c
10	12020676	200.00	12/13/16	17183	GROUNDS FOR SCULPTURE, INC.	с
10	12020677	178.45	12/13/16	3345	HECHT TRAILERS	с
10	12020678	30.68	12/13/16	4774	HENRY SCHEIN, INC.	C
10	12020679	6,749.00	12/13/16	30767	HONOR RIDGE ACADEMY	c
10	12020680	1,435.11	12/13/16	3479	HOUGHTON MIFFLIN CO.	c
10	12020681	4,323.10	12/13/16	30520	HUNTERDON PREPARATORY SCHOOL	c
10	12020682	47,655.00	12/13/16	14583	IMAGINE LEARNING, INC.	c
10	12020683	13,550.00	12/13/16	7862	IN-LINE AIR CONDITIONING CO., INC.	c
10	12020684	3,000.00	12/13/16	25003	INTERNATIONAL INSTITUTE FOR RESTORATIVE	c
10	12020685	3,600.00	12/13/16	12041	IXL LEARNING	c
10	12020686	699.05	12/13/16	7129	JAMILIA AQUIL	
10	12020687	2,906.50	12/13/16	27561	JCD INDUSTRIES LLC	c
10	12020688					c
10		27,543.56	12/13/16	3807	JEWEL ELECTRIC SUPPLY	c
	12020689	1,500.00	12/13/16	3799	JOEL THERVIL	c
10	12020690	20,974.56	12/13/16	17728	JOHNSTONE SUPPLY	C
10	12020691	9,000.00	12/13/16	3977	KENCOR, INC.	С

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Bank	Check No	Amount	Date	Vendo		Type
10	12020592	957.31	12/13/16	4185	LAKESHORE LEARNING MATERIALS	C
10	12020693	3,856.27	12/13/16	4271	LEGO EDUCATION	C
10	12020694	63,030.00	12/13/16	4224	LERCH, VINCI & HIGGINS, L.L.P.	C
10	12020695	85.00	12/13/16	4289	LERRO ENTERPRISES, INC.	C
10	12020696	48,816.00	12/13/16	6636	LORD STIRLING SCHOOLS	C
10	12020697	1,000.00	12/13/16	13536	MAJORIE THEODULE	Ç
10	12020698	273.14	12/13/16	1894	MARISSA C MCKENZIE	С
10	12020699	5,256.40	12/13/16	1411	LEGACY TREATMENT SERVICES	с
10	12020700	3,375.00	12/13/16	4528	MARY ELLEN LAUGHLIN	с
10	12020701	10,119.55	12/13/16	2761	MAXIM HEALTHCARE SERVICES, INC.	с
10	12020702	6,451.20	12/13/16	4768	METUCHEN CENTER INC.	с
10	12020703	6,489.20	12/13/16	16942	MORRIS SCHOOL DISTRICT	с
10	12020704	26,000.00	12/13/16	4972	MOUNTAIN LAKES BOARD OF EDUCATION	с
10	12020705	28,000.00	12/13/16	4957	MT.CARMEL GUILD/CATH.COMM.SERV	с
10	12020706	1,880.24	12/13/16	4991	MUSIC IN MOTION	с
10	12020707	1,641.22	12/13/16	5133	NASCO	c
10	12020708	770.00	12/13/16	5033	NASSP	c
10	12020709		12/13/16	868	NATURAL GREEN LAWN CARE	c
10	12020710	4,266.00	12/13/16	5267	NELSON WESTERBERG	c
10	12020711	5,135.00	12/13/16	5271	NEUROSCIENCE ASSOC., MD., PA	č
10	12020712	16,216.47	12/13/16	5283	NEW BEGINNINGS DBA KDDS III INC	c
10	12020713	875.00	12/13/16	5296	NEW HORIZONS COMMUNITY CHARTER SCHOOL	c
10	12020714	409.00	12/13/16	6792	NEW JERSEY DEPT OF COMMUNITY AFFAIRS	c
10	12020715	447.00	12/13/16	7640	NEW JERSEY PRINCIPALS & SUPERVISORS	c
10	12020716	4,550.00	12/13/16	5289	NEWARK RENAISSANCE HOUSE, INC.	c
10	12020717	30.00	12/13/16	5349	TREASURER-STATE OF NEW JERSEY	c
10	12020718	705.00	12/13/16	5349	TREASURER-STATE OF NEW JERSEY	-
10	12020719	705.00	12/13/16	5349	TREASURER-STATE OF NEW JERSEY	c
10	12020720	4,086.35	12/13/16	7351	OMNI TRAVEL & TOURS	c
10	12020721	636.50	12/13/16	5134	PAPER MILL PLAYHOUSE	c
10	12020722	2,134.70				C
10	12020723		12/13/16	5727	PASSAIC CTY TECHNICAL INST.	c
10	12020724	75.00	12/13/16	5756	PAXTON/PATTERSON LLC	c
10			12/13/16	5775	PEARSON CLINICAL ASSESSMENTS ORDERING DE	c
	12020725		12/13/16	5771	PEARSON EDUCATION INC	C
10	12020726	27,144.00	12/13/16	5839	PHOENIX CENTER	C
10	12020727	57.43	12/13/16	2042	READYREFRESH	C
10	12020726	980.69	12/13/16	5899	POSITIVE PROMOTIONS, INC	С
10	12020729		12/13/16	116	PRAD'S HARDWARE	Ċ
10	12020730		12/13/16	5944	PRESENTATION SYSTEMS INC.	с
10	12020731		12/13/16		PROJECT LEAD THE WAY, INC.	C
10	12020732		12/13/16	6201	RELIABLE LOCK & SAFE	с
10	12020733		12/13/16	1769	RONALD W. CRAMPTON, M.D.	С
10	12020734	317.50	12/13/16	5908	ROXY FLORIST	с
10	12020735	22,763.28	12/13/16	1795	SAL ELECTRIC COMPANY	с
10	12020736	674.93	12/13/16	6483	SCANTRON CORPORATION HARLAND TECHNOLOGY	С
10	12020737		12/13/16	21849	SCARINCI & HOLLENBECK , LLC	c
10	12020738		12/13/16	6510	SCHOOL HEALTH CORP.	С
10	12020739	1,032.50	12/13/16	6511	SCHOOL MATE	C
10	12020740	1,539.37	12/13/16	6512	SCHOOL NURSE SUPPLY INC.	C
10	12020741	12,076.91	12/13/16	6539	SCHOOL SPECIALTY INC.	С
10	12020742	3,400.75	12/13/16	6557	SCIENTIFIC WATER CONDITIONING CO	C
10	12020743	15,000.00	12/13/16	6530	SMAPA (SHARON MILLER'S ACADEMY OF	с
10	12020744	12,644.80	12/13/16	6429	SODEXO CATERING FOR E.O.B.O.E FOOD SERVI	с
10	12020745	6,539.40	12/13/16	1412	SPECTRUM 360	С
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<u>Bank</u>	Check No	Amount	Date	Vendo		Type
10	12020747	728.64	12/13/16	12661	STAPLES	с
10	12020748	119.96	12/13/16	1721	STAPLES ADVANTAGE	С
10	12020749	5,985.00	12/13/16	11460	STARLIGHT HOME CARE AGENCY, INC.	C
10	12020750	217.35	12/13/16	3662	STEPHEN WEBB - PETTY CASH	C
10	12020751	740.00	12/13/16	17701	STEWART BUSINESS SYSTEMS	C
10	12020752	1,368.00	12/13/16	6831	SUMMIT HEARING AID CENTER	с
10	12020753	201.10	12/13/16	6845	SUPER DUPER, INC.	с
10	12020754	985.00	12/13/16	6980	TECH SQUAD	С
10	12020755	3,924.00	12/13/16	6994	TELE-MEASUREMENTS, INC.	С
10	12020756	16,247.30	12/13/16	22080	TEQUIPMENT, IN.	с
10	12020757	255.00	12/13/16	3296	HARTFORD STEAM BOILER	с
10	12020758	12,168.26	12/13/16	4228	THE LEARNING CENTER FOR EXCEPTIONAL	c
10	12020759	663.41	12/13/16	4999	THE MUSIC SHOP, L.L.C	c
10	12020760	1,000.00	12/13/16	13501	THE PALEY CENTER FOR MEDIA	c
10	12020761	293.58	12/13/16	7643	THE PRUDENTIAL INSURANCE COMPANY OF AMER	c
10	12020752	2,750.00	12/13/16	10626	TSNE/TOOLS OF THE MIND	c
10	12020763	1,648.90	12/13/16	2412	TRIUMPH LEARNING LLC	
10	12020764	1,040.30	12/13/16		ULINE	c
	12020765					C _
10		2,944.00	12/13/16	7174	UNION CTY EDUC SERV COMM	C
10	12020766	125.88	12/13/16	7235	UNITED PARCEL SERVICE	С
10	12020767	25,598.48	12/13/16	8173	UNITED WELDING & PLUMBING	c
10	12020768	1,010.00	12/13/16	7225	UNIVERSAL UNIFORM SALES COMPANY, INC.	с
10	12020769	2,000.00	12/13/16		VALERIE D. WESLEY	C
10	12020770	11,234.59	12/13/16		VERIZON BUSINESS	C
10	12020771	499.92	12/13/16	7352	VIRGINIA HARP CENTER	c
10	12020772	3,997.99	12/13/16	2540	W.B. MASON INC.	C
10	12020773	4,431.83	12/13/16	2631	WARSHAUER GENERATORS LLC	с
10	12020774	93,259.98	12/13/16	7390	WASHINGTON ACADEMY, INC	с
10	12020775	6,356.30	12/13/16	7394	WASHINGTON PROFESSIONAL SYSTEM	С
10	12020776	938.32	12/13/16	3142	WATCHUNG BOOKSELLERS	с
10	12020777	589.41	12/13/16	4516	WILLIAN H. SADLIER, INC.	С
10	12020778	34,915.79	12/13/16	7499	WINDSOR PREP INC	С
10	12020779	1,671.80	12/13/16	7548	XEROX CORP	с
10	12020780	472.39	12/13/16	7548	XEROX CORP	C
10	12020781	65,407.40	12/13/16	7548	XEROX CORP	c
10	12020782	878.36	12/13/16	7549	XEROX CORP	с
10	12020783	9,266.23	12/13/16	19500	XEROX FINANCIAL SERVICES	c
10	12020784	54,487.20	12/13/16	7570	YOUTH CONSULTATION SERVICE	c
10	12020765	2,162.37	12/13/16		ZAHOUREK SYSTEMS, INC.	c
10	12020786	1,476.01	12/13/16	7579	ZANER BLOSER, INC.	c
10	12020787	3,083.46	12/13/16		AETNA LIFE INSURANCE COMPANY	c
10	12020788	2,799.90	12/13/16	452	APPLE COMPUTER, INC	c
10	12020789	62.34	12/13/16	626	ARCTIC FALLS SPRING WATER INC	c
10	12020790	2,295.00	12/13/16		BRAINPOP LLC	
10	12020791	45,970.97	12/13/16		DECOTIIS, FITZPATRICK & COLE, LLP	c
10	12020792				· · · · · · · · · · · · · · · · · · ·	c
10	12020792	1,666.67	12/13/16		E & G EXTERMINATORS, INC.	c
		442,085.31	12/13/16	2358	EAST ORANGE WATER COMMISSION	C
10	12020794	696.02	12/13/16		EILEEN LESKO-ECKERT	c
10	12020795	3,210.00	12/13/16	31216	EMILY NEGRON	c
10	12020796	269,541.60	12/13/16	2523	ESSEX COUNTY VOCATIONAL SCHOOLS	С
10	12020797	4,836.00	12/13/16	2516	ESSEX REGIONAL EDUCATIONAL SERVICES COMM	C
10	12020796		12/13/16	31518	FRANCESCA MATTIOLI	C
10	12020799	12,786.38	12/13/16	767	HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	С
10	12020800	125.00	12/13/16	8515	LYONEL LOUISSAINT	C
	12020801	817.88	12/13/16	4470	MCGRAW-HILL SCHOOL EDUCATION HOLDS., LLC	c

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			A/I	? Summa	ry Check Register	FPREGOIA
Bank	Check No	Amount	Date	Vendor	· · · · · · · · · · · · · · · · · · ·	Type
10	12020802	1,662.30	12/13/16	17426	MICHAEL BALDWIN	с
10	12020603	2,528.33	12/13/16	6168	REALLY GOOD STUFF A DIV OF FILMIC ARCHI	v c
10	12020604	10,000.00	12/13/16	6766	STANDARDS SOLUTIONS LLC	с
10	12020805	4,950.00	12/13/16	22080	TEQUIPMENT, IN.	С
10	12020806	1,000.00	12/13/16	30910	TYSHON GARDNER	с
10	12020807	1,500.00	12/13/16	30694	VICTORIA NNANNA	с
Total Ba	unk No 10	4,972,140.54				
					Total Manual Checks	.00
					Total Computer Checks	4,972,140.64
					Total ACH Checks	.00
					Total Other Checks	.00
					Total Electronic Checks	.00
					Total Computer Voids	.00
					Total Manual Voids	.00
					Total ACH Voids	.00
					Total Other Voids	.00
					Total Electronic Voids	.00
		a	rand Total			4,972,140.64

Number of Checks

Batch Yr	Batch No	Amount
17	000542	61,182.28
17	000562	31,852.66
17	000568	51,411.50
17	000574	1,269,680.00
17	000583	64,930.46
17	000589	31,530.67
17	000597	42,914.55
17	000611	704,844.75
17	000613	644,702.60
17	000616	52,305.31
17	000620	134,313.66
17	000631	78,377.38
17	000623	31,661.80
17	000530	56,378.54
17	000635	297,608.98
17	000641	97,865.81
17	000645	41,351.30
17	000652	465,295.22
17	000664	442,210.31
17	000670	371,642.05