

EAST ORANGE BOARD OF EDUCATION
199 FOURTH AVENUE
EAST ORANGE, NEW JERSEY 07017

REGULAR PUBLIC MEETING

East Orange Board of Education
199 Fourth Avenue, East Orange, NJ 07017

Tuesday, December 9, 2014 - 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 11, 2014

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

A. PRESENTATIONS

1. Gordon Parks Academy students on Classroom Close Up NJ TV Show; Ms. Maria B. Johnson, ELA Coach/Environmental Project Lead Teacher and 2-4 students will present information on the Environmental Student Exchange Program experience - Ms. Leslie Shults, Principal
2. High School Program Presentations:
 - a. East Orange Campus High School - Mr. Victoir Cahoon, Principal
 - b. Cicely Tyson Performing Arts Middle/High School - Ms. Anita Champagne, Principal
 - c. STEM Academy - Dr. Nicholas DelTufo, Principal

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

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
0175	Contracts with Independent Consultants	Revised Bylaws
3284	Arrest Notification for Certificate Holders	New Policy
3431.1	Family Leave	Revised Policy
4431.1	Family Leave	Revised Policy
5512.1	Hazing	Revised Policy

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

VII. COMMENTS AND PRESENTATIONS FROM THE PRESIDENT

VIII. COMMENTS FROM THE PUBLIC

IX. RETIRE TO EXECUTIVE SESSION

X. RECOMMENCE PUBLIC MEETING

XI. ROLL CALL

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- a. Guest Speaker BobAlbrecht from Full Sail University
- b. Staff In-Service Workshop Presentation: CPR Training
- c. Mediation and Stress Relief (Mind over Matter Workshop)
- d. Male Empowerment Network
- e. Public Speaking I and II
- f. African Dance and Drumming Performance
- g. Peer Group Connection (Behavior Modification Program)
- h. Special Education Out of District Placements
- i. Special Education Home Instruction Students
- j. Gary L. Vermeire, Consultant (I&RS)
- k. Kumari Ghafoor-Davis, MSW, Consultant (Parent Involvement)
- l. Student Recommendation for In-District Alternative Program Placement
- m. Fiscal Year 2015 "No Child Left Behind" Consolidated Sub-Grant Amendment
- n. Bilingual/ESL After School Program
- o. Triumph Learning "Waggle Program"
- p. Celebrity Read, United Way
- q. Keynote Speaker, Dr. Michael Fowlin
- r. Glass Roots Visual Arts Residency
- s. Hiring of a Public Relations Consultant
- t. We Academy Mentoring Program
- u. Harassment, Intimidation and Bullying (HIB) Monthly Incident Reporting
- v. Field Trips

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

- a. Retirements
- b. Resignations
- c. Rescission of Transfer
- d. Rescission of Appointments
- e. Leaves of Absence
- f. Transfers
- g. Salary Adjustments
- h. Staff Appointments – Various Locations – 2014-2015 School Year
- i. Salary Adjustments Addendum – East Orange Secretaries Association 2012-13, 2013-14 & 2014-15 SY
- j. Custodian Head Stipend Corrections
- k. Granting of Request for Extended Sick Leave
- l. Agenda Changes/Corrections
- m. Appointments
- n. 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. Grant Application & Acceptance Rutgers Eagleton Institute Field Trip to State House, Trenton, NJ
- h. 2014-2015 Maximum Travel Budget
- i. Resolution of the East Orange Board of Education authorizing payment to Jo’Pri Consultant for food service during the Annual Board Retreat
- j. Appropriation to fund Balance
- k. Acceptance of the 2013-2014 School Year Audit Report/Audit Findings and Recommendations/Correction Plan for the 2013-2014 Annual Audit
- l. Corrective Action Plan – No Child Left Behind Title I Audit (NCLB)
- m. A-148 Secretary’s Report
- n. A-149 Treasurer’s Report
- o. Budgetary Major Account/Fund Status Certificate
- p. Acceptance of Donation of Athletic Equipment to the EOSD
- q. Recommendation to Award Contract – Educational Staffing Services (for Substitute Teachers) to the Division of Human Resources for Various Schools within the EOSD, 2014-2015 SY
- r. Appointment of Prescription Brokerage Service- Acrisure

4. MAINTENANCE SERVICES

- a. Recommendation for the Use of Facility

XIII. CLOSING STATEMENT/ADJOURNMENT

POLICY COVER PAGE



0175 CONTRACTS WITH INDEPENDENT CONSULTANTS

In order to pursue its educational mission and also to protect the public's financial investment in the schools, the Board will from time to time engage the service of qualified professional consultants to provide new insights and ideas for dealing with particular problems and/or to provide special services which district staff is unable to provide. The kinds of assistance sought from consultants may include, but not necessarily be limited to

1. Conducting fact-finding studies, surveys, and research;
2. Providing counsel or services requiring special expertise; and
3. Assisting the Board in developing policy and program recommendations.

Before engaging any consultant, the Board will require submission of a written proposal which can be incorporated into a contract or purchase order if it satisfies the wishes of the Board, Proposals will detail:

1. Specific objectives to be accomplished by the consultant;
2. Specific tasks to be performed;
3. Procedures to be used in carrying out the tasks;
4. Target dates for the completion of tasks; and
5. Method to be used to report results to the Board and/or to deliver any "product" (e.g., long - range plans, codified policy manual, etc.) to the Board.

The Board will not contract for vague services such as undefined "management studies," and all proposals will be submitted to the Board Attorney for review before a contract is let.

The Superintendent will establish procedures necessary to affect an efficient working relationship between the consultant and the Board and/or staff members.

The Board of Education shall not contract for the paid services of any person serving in any position which involves regular contact with students, whether directly or indirectly, unless the Board has first determined, consistent with the requirements and standards of N.J.S.A. 18A:6-7.1 et seq., that no criminal history record information exists on file in the Federal Bureau of Investigation, Identification Division, or the State Bureau of Identification which would disqualify the individual from being employed or utilized in such capacity or position.



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BYLAWS

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Contracts with Independent Consultants

An individual, except as provided in N.J.S.A. 18A:6-7.1g, shall be permanently disqualified from service in the school district if the criminal history record check reveals a record of conviction for any crime or offense as defined in N.J.S.A. 18A:6-7.1 et seq.

The Board may utilize a consultant on an emergent basis for a period not to exceed three months, pending completion of a criminal history record check. In the event the criminal history record check is not completed within three months, the contract between the Board and the consultant shall be terminated immediately.

The East Orange Board of Education encourages the use of consultants when it is clear they can provide valuable and necessary specialized services not normally required on a continuing basis and which cannot be provided by district personnel because of limitations of time, experience or knowledge.

Funds for consultant help should be provided for in planning specific projects or programs and will be charged to that particular budget classification.

Adopted: 9 March 2010

Adopted:



Policy/Regulations

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3284 ARREST NOTIFICATION BY CERTIFICATE HOLDERS

Pursuant to N.J.A.C. 6A:9-17.1 (c), all certificate holders shall report their arrest or indictment for any crime or offense to the Superintendent within 14 calendar days. The report shall include the date of arrest or indictment and charge(s) lodged against the certificate holder. Such certificate holder shall also report to the Superintendent the disposition of any charges within seven calendar days of the disposition. Failure to comply with these reporting requirements may be deemed 'Just Cause' pursuant to N.J.A.C. 6A:9-17.5.

The Division of Human Resource Services will provide an annual notice of this requirement to all certificate holders by September 30th of each school year. Each affected employee will sign a document acknowledging his/her receipt of such notice, which will remain on file within the Division of Human Resource Services. Anyone hired after September 30th will receive a copy of said notice with his/her pre-employment documentation and will sign a document acknowledging his/her receipt of such notice in the Division of Human Resource Services.

Adopted:



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TEACHING STAFF MEMBERS - POLICY
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Family Leave

3431.1 **FAMILY LEAVE**

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Family Leave

A. Introduction

The Board will provide family leave in accordance with the Federal Family and Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA).

FMLA leave for eligible staff members shall be up to twelve weeks leave of absence in any twelve month period upon advance notice to the district for the birth of a son or daughter of the staff member and in order to care for such son or daughter; for the placement of a son or daughter with the staff member for adoption or foster care; in order to care for the spouse, son, daughter, or parent of the staff member if such spouse, son, daughter, or parent has a serious health condition; or for a serious health condition that makes the staff member unable to perform the functions of the position of such staff member.

NJFLA leave for teaching staff members shall be up to twelve weeks leave of absence in any twenty-four month period upon advance notice to the district so that a staff member may provide care made necessary by the birth of a child of the staff member, the placement of a child with the staff member in connection with adoption of such child by the staff member, and the serious health condition of a spouse, parent, or child.

B. Applicability

The Board will comply with requirements of the New Jersey and Federal Family Leave laws. The laws have similar and different provisions that may provide different rights and obligations for the staff member and/or the Board. The staff member shall be afforded the most favorable rights if there is a conflict in the rights afforded to the staff member under the two laws.

1. If the staff member is eligible for leave for reasons provided under the FMLA and NJFLA, then the time taken shall be concurrent and be applied to both laws.
2. The NJFLA provides twelve weeks leave in a twenty-four month period while the FMLA provides twelve weeks leave in a twelve-month period. A staff member is eligible for up to twelve weeks leave in the first twelve months of the twenty-four month period under the NJFLA. A staff member is eligible for up to twelve weeks leave in the second twelve-month period under the FMLA.
3. In the event the reason for the family leave is recognized under one law and not the other law, the staff member is eligible for each law's leave entitlements within one twelve-month period. (Example: A staff member may use their FMLA leave for a twelve week family leave for their own pregnancy, which is considered a "serious health condition" under FMLA, and upon conclusion of the twelve week FMLA leave, the staff member would be eligible for a twelve week NJFLA leave to care for their newborn or any other reasons pursuant to the NJFLA.)



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C. Definitions

1. Federal Family and Medical Leave Act (FMLA)

“Son” or “daughter” means a biological, adopted or foster child, stepchild, legal ward, or a child of a person standing in loco parentis, who is under eighteen years of age or eighteen years of age or older but incapable of self-care because of a mental or physical impairment.

“Parent” means the biological parent of a staff member or an individual who stood in loco parentis to a staff member when the staff member was a son or daughter. This term does not include parents “in law.”

“Serious health condition” means an illness, injury, impairment, or physical or mental condition which meets one of the following conditions:

- a. Inpatient care in a hospital, hospice, or residential medical care facility
- b. Continuing medical treatment or continuing supervision by a health care provider. A used in this definition, “continuing medical treatment or continuing supervision by a health care provider” means a period of incapacity (that is, inability to work, attend school or perform regular daily activities due to a serious health condition, treatment therefore and recovery there from) of more than three consecutive days, and any subsequent treatment or period of incapacity relating to the same condition, that also involves:
 - i. Treatment two or more times by a health care provider, or
 - ii. Treatment by a health care provider on one occasion which results in a regimen of continuing treatment under the supervision of a health care provider;
- c. A period of incapacity due to pregnancy, or for prenatal care;
- d. Any period of incapacity or treatment for such incapacity due to a chronic serious health condition;
- e. A period of incapacity, which is permanent or long-term due to a condition for which treatment may not be effective (such as Alzheimer’s disease, a severe stroke or the terminal stages of a disease) where the individual is under continuing supervision of, but need not be receiving active treatment by, a health care provider; or



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- f. Any period of absence to receive multiple treatments (including any period of recovery there from) by a health care provider or by a provider of health care services under orders of, or on referral by a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity or more than three consecutive calendar days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy) or kidney disease (dialysis).

“Week” is the number of days an employee normally works each calendar week.

“Staff member” means an employee eligible for family and medical leave in accordance with the Federal Family and Medical Leave Act (FMLA).

“Qualifying exigency” may include things such as making arrangements for childcare (but not ongoing childcare), making financial and legal arrangements, attending counseling relating to the active duty of the service member, or attending to farewell or arrival arrangements for the service member.

“Next of kin” is the nearest blood relative (other than the service member’s spouse, parent, son or daughter) in the following order of priority: blood relatives who have been granted legal custody of the service member, siblings, grandparents, aunts and uncles, and first cousins, unless the service member has designated in writing a different blood relative for purposes of military caregiver leave.

“Covered service member” is a member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of 5 years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.

“Active duty or call to active duty” is only made to members of the National Guard or Reserve components or a retired member of the Regular Armed Forces or Reserve. Therefore, an employee may not take exigency leave if the service member is a member of the Regular Armed Forces.



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2. New Jersey Family Leave Act (NJFLA)

“Child” means a biological, adopted or foster child, stepchild, legal ward, child of a parent who is under eighteen years of age or a child eighteen years of age or older but incapable of self-care because of a mental or physical impairment.

“Parent” is a biological, adoptive, or foster parent; step-parent; parent-in-law; a legal guardian having a “parent-child relationship” with a child as defined by law; or a person who has sole or joint legal or physical custody, care, guardianship, or visitation with a child.

“Serious health condition” is an illness, injury, impairment, or physical or mental condition that requires inpatient care in a hospital, hospice, or residential medical facility or continuing medical treatment or continuing supervision by a health care provider.

“Week” is the number of days an employee normally works each calendar week.

“Staff member” is an employee eligible for family leave in accordance with the New Jersey Family Leave Act.

D. Eligibility

1. Federal Family and Medical Leave Act (FMLA)

A staff member shall become eligible for FMLA leave after he/she has been employed at least twelve months in this district and employed for at least 1250 hours of service during the twelve-month period immediately preceding the commencement of the leave. The twelve months the staff member must have been employed need not be consecutive months pursuant to 29 CFR Part 825 Section 110(b). The minimum 1250 hours of service shall be determined according to the principles established under the Fair Labor Standards Act (FSLA) for determining compensable hours of work pursuant to 29 CFR Part 785. Entitlement to FMLA leave taken for the birth of a son or daughter or placement of a son or daughter with the staff member for adoption or foster care shall expire at the end of the twelve-month period beginning on the date of such birth or placement.

Pursuant to 29 CFR Part 825 Section 202, a husband and wife both employed by the district are limited to a combined total of twelve weeks of leave during the twelve-month period if the leave is taken for the birth of a son or daughter of the staff member or to care for such son or daughter after birth; for placement of a son or daughter with the staff member for adoption or foster care or in order to



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care for the spouse, son, daughter, or parent of the staff member with a serious health condition.

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

A staff member during any period of FMLA leave is prohibited from performing any services on a full-time basis for any person for whom the staff member did not provide services immediately prior to commencement of the leave. A staff member using FMLA leave may commence part-time employment that shall not exceed half the regularly scheduled hours worked for the district. The staff member may continue the part-time employment that commenced prior to the FMLA leave at the same number of hours that the staff member was regularly scheduled prior to such leave.

2. New Jersey Family Leave Act (NJFLA)

A staff member shall become eligible for NJFLA leave after he/she has been employed at least twelve months in this district for not less than 1,000 base hours, excluding overtime, during the immediate preceding twelve month period. The calculation of the twelve-month period to determine eligibility shall commence with the commencement of the NJFLA leave. NJFLA leave taken for the birth or adoption of a healthy child may commence at any time within a year after the date of the birth or placement for adoption.

A staff member during any period of the NJFLA leave is prohibited from performing any services on a full-time basis for any person for whom the staff member did not provide services immediately prior to commencement of the leave. A staff member on NJFLA leave may commence part-time employment that shall not exceed half the regularly scheduled hours worked for the district. The staff member may continue the part-time employment that commenced prior to the NJFLA leave at the same number of hours that the staff member was regularly scheduled prior to such leave.

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

E. Types of Leave

1. Federal Family and Medical Leave Act (FMLA)



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A staff member may take FMLA leave in consecutive weeks, as intermittent leave, or as reduced leave. A staff member who requests intermittent or reduced leave shall make a reasonable effort to schedule such leave so as not to unduly disrupt the instructional/educational program.

- a. Leave for the birth of a son or daughter or placement of a son or daughter with the staff member for adoption or foster care may not be taken by a staff member intermittently or on a reduced leave schedule.
- b. Leave may be taken intermittently or on a reduced leave schedule when medically necessary for planned and/or unanticipated medical treatment of a related serious health condition by or under the supervision of a health care provider, or for recovery from treatment or recovery from a serious health condition.
- c. Intermittent leave means leave scheduled for periods of time from one hour or more to several weeks; however, the total time within which the leave is taken cannot exceed a twelve month period for each serious health condition episode. Intermittent leave may be taken for a serious health condition that requires periodic treatment by a health care provider, rather than one continuous period of time. Intermittent leave may also be taken for absences where the staff member is incapacitated or unable to perform the essential functions of the position because of a serious health condition even if the staff member does not receive treatment by a health care provider. The staff member shall make a reasonable effort to schedule intermittent leave so as not to unduly disrupt the operations of the instructional/educational program.
- d. Reduced leave means leave scheduled for fewer than the staff member's usual number of hours worked per workweek, but not fewer than a staff member's usual number of hours worked per workday, unless otherwise agreed to by the staff member and the district. A staff member is entitled, at the option of the staff member, to take leave on a reduced leave schedule not exceeding twenty-four consecutive weeks. The staff member shall make a reasonable effort to schedule reduced leave so as not to unduly disrupt the operations of the instructional/educational program.

The staff member shall provide the district prior notice of the care, medical treatment or continuing supervision by a health care provider necessary due to a serious health condition of a family member in a manner that is reasonable and practicable. Leave taken on a reduced leave schedule shall not result in a reduction of the total amount of leave to which a staff member is entitled.



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- e. The fact that a holiday may occur within the week taken by a staff member as Family Leave has no effect and the week is counted as a week of Family Leave. However, if the staff member is out on Family Leave and the school district is closed and the staff member would not be expected to report for work for one or more weeks, the weeks the school district is closed for this staff member do not count against the staff member's family leave entitlement.

Any leave time remaining after a staff member has exhausted his/her entitlement to intermittent leave in any twelve month period may be taken as consecutive leave or reduced leave, and any leave time remaining after a staff member has exhausted his/her entitlement to reduced leave in any twelve month period may be taken as consecutive leave or intermittent leave.

- f. "Instructional employees" as defined in 29 CFR 825 Section 600(c) are those staff members whose principle function is to teach and instruct pupils in class, a small group, or in an individual setting. This term includes teachers, athletic coaches, driving instructors, and special education assistants, such as signers for the hearing impaired. Teacher assistants or aides who do not have as their principal job actual teaching or instructing, guidance counselors, child study team members, curriculum specialists, cafeteria workers, maintenance workers and/or bus drivers are not considered instructional employees for the purposes of this policy. Semester as defined in 29 CFR 825 section 602(a)(3)(b) means the school semester that typically ends near the end of the calendar year and the end of the spring each school year. A school district can have no more than two semesters in a school year.
 - i. Leave taken at the end of the school year and continues into the beginning of the next school year is considered consecutive leave. Should the employee's position require certification, it shall be the staff member's obligation to recertify to remain eligible for employment.
 - ii. In accordance with 29 CFR 825 section 601(a)(1), eligible instructional staff members that need intermittent or reduced leave to care for a family member, or for the staff member's own serious health condition which is foreseeable based on planned medical treatment and the staff member would be on leave more than twenty percent of the total number of working days over the period the leave would extend, the district:



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- (a) May require the staff member to take the leave for a period or periods of a particular duration, not greater than the duration of the planned treatment; or
 - (b) Transfer the staff member temporarily to an available alternative position for which the staff member is qualified, which has equivalent pay and benefits and which better accommodates recurring periods of leave than does the staff member's regular position.
- iii. If the instructional staff member does not give the required notice for leave that is foreseeable and desires the leave to be taken intermittently or on a reduced leave schedule, the district may require the staff member to take leave of a particular duration, or to transfer temporarily to an alternative position. Alternatively, the district may require the staff member to delay taking the leave until the notice provision is met.
- iv. In accordance with 29 CFR 825 Section 602, if an instructional staff member begins leave more than five weeks before the end of the school year, the district may require the staff member to continue taking leave until the end of the semester if:
- (a) The leave will last three weeks, and
 - (b) The staff member would return to work during the three-week period before the end of the semester.
- v. In accordance with 29 CFR 825 Section 602, if an instructional staff member begins leave for a purpose other than the staff member's own serious health condition during the five-week period before the end of the semester, the district may require the staff member to continue taking leave until the end of the semester if:
- (a) The leave will last more than two weeks; and
 - (b) The employee would return to work during the two-week period before the end of the semester.
(Example of leave falling within these provisions: If a staff member plans two weeks of leave to care for a family member which will begin three weeks before the end of the term, the district could require the staff member to stay out on leave until the end of the term.)



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- vi. In accordance with 29 CFR 825 Section 602, if an instructional staff member begins leave for a purpose other than the staff member's own serious health condition during the three week period before the end of a semester, the district may require the staff member to continue taking leave until the end of the semester if the leave will last more than five working days.
- vii. In the event the district requires the instructional staff member to take additional leave to the end of the semester in accordance with iv., v., or vi. above, the additional leave days shall not be counted as FMLA leave.

2. New Jersey Family Leave Act (NJFLA)

A staff member may take NJFLA leave in consecutive weeks, as intermittent leave, or as reduced leave. A staff member who requests intermittent or reduced leave shall make a reasonable effort to schedule such leave so as not to unduly disrupt the instructional/educational program.

- a. In the case of a family member who has a serious health condition, leave may be taken intermittently when medically necessary. The total time within which the leave is taken, cannot exceed a twelve-month period for each serious health condition episode. The staff member will provide the district with prior notice of the leave in a manner which is reasonable and practicable; and the staff member shall make a reasonable effort to schedule the leave so as not to unduly disrupt the operations of the instructional/educational program. In the case of the birth or adoption of a healthy child, the leave may be taken intermittently only if agreed to by the staff member and the district.
- b. Reduced leave means leave scheduled for fewer than the staff member's usual number of hours worked per workweek, but not fewer than a staff member's usual number of hours worked per workday, unless otherwise agreed to by the staff member and the district. A staff member is entitled, at the option of the staff member, to take leave on a reduced leave schedule for a period not exceeding twenty-four consecutive weeks. The staff member is not entitled to take the leave on a reduced leave schedule without an agreement between the staff member and the district if the leave is taken for the birth or adoption of a healthy child. The staff member shall make a reasonable effort to schedule reduced leave so as not to unduly disrupt the operations of the instructional/educational program. The staff member shall provide the district prior notice of the care, medical treatment or continuing supervision by a health care provider necessary due to



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a serious health condition of a family member in a manner that is reasonable and practicable. Leave taken on a reduced leave schedule shall not result in a reduction of the total amount of leave to which a staff member is entitled.

- c. The fact that a holiday may occur within the week taken by a staff member as family leave has no effect and the week is counted as a week of family leave. However, if the staff member is out on family leave and the school district is closed and the staff member would not be expected to report for work for one or more weeks, the weeks the school district is closed for this staff member do not count against the staff member's family leave entitlement.

Any leave time remaining after a staff member has exhausted his/her entitlement to intermittent leave in any twelve month period may be taken as consecutive leave or reduced leave, and any leave time remaining after a staff member has exhausted his/her entitlement to reduced leave in any twelve month period may be taken as consecutive leave or intermittent leave.

F. Notice

1. Federal Family and Medical Leave Act (FMLA)

- a. **Foreseeable Leave** - A staff member eligible for FMLA leave must give at least a thirty day written advance notice to the Director for Human Resources if the need for the leave is foreseeable based on an expected birth, placement for adoption of foster care, or planned medical treatment for a serious health condition of the staff member or a family member. If thirty days is not practical, the staff member must provide notice "as soon as practicable" which means as soon as both possible and practical, taking into account all the facts and circumstances in the individual case. For foreseeable leave where it is not possible to give as much as thirty days notice "as soon as practical" ordinarily would mean at least verbal notification to the Director for Human Resources within one or two business days or when the need for leave becomes known to the staff member. The written notice shall include the reasons for the leave, the anticipated duration of the leave and the anticipated start of the leave.

When planning medical treatment, the staff member must consult with the Director for Human Resources and make a reasonable effort to schedule the leave so as not to unduly disrupt the educational program, subject to the approval of the health care provider. Staff members are ordinarily expected to consult with the Director for Human Resources



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prior to scheduling of treatment that would require leave for a schedule that best suits the needs of the district and the staff member. The district may delay the staff member taking leave for at least thirty days if the staff member fails to give thirty days' notice for foreseeable leave with no reasonable excuse for the delay.

- b. Unforeseeable Leave - When the approximate timing of the need for leave is not foreseeable, a staff member should give notice to the Director for Human Resources for leave as soon as practicable under the facts and circumstances of the particular case. It is expected the staff member will give notice to the Director for Human Resources within no more than one or two working days of learning of the need for leave, except in extraordinary circumstances where such notice is not foreseeable. The staff member should provide notice to the employer either in person or by telephone, telegraph, facsimile machine or other electronic means.

2. New Jersey Family Leave Act (NJFLA)

- a. Foreseeable Leave - A staff member eligible for NJFLA leave must give at least a thirty day advance written notice to the Director for Human Resources of the need to take family leave except where the need to take family leave is not foreseeable.
 - i. Notice for leave to be taken for the birth or placement of the child for adoption shall be given at least thirty days prior to the commencement of the leave, except that if the date of the birth or adoption requires leave to begin in less than thirty days, the employee shall provide such notice that is reasonable and practicable.
 - ii. Notice for leave to be taken for the serious health condition of a family member shall be given at least fifteen days prior to the commencement of leave, except that if the date of the treatment or supervision requires leave to begin in less than fifteen days, the staff member shall provide such notice that is reasonable and practicable.
 - iii. When the Director for Human Resources is not made aware that a staff member was absent for family leave reasons and the staff member wants to request the leave be counted as family leave, the staff member must provide timely notice within two business days of returning to work to have the time considered for family leave in accordance with the Family Leave Act.



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- b. Unforeseeable Leave - When the need for leave is not foreseeable, the staff member must provide notice "as soon as practicable" which shall be at least verbal notice to the Director for Human Resources within one or two business days of the staff member learning of the need to take family leave. Whenever emergent circumstances make written notice impracticable, the staff member may give verbal notice to the Director for Human Resources, but any verbal notice must be followed by written notice delivered within two working days.

G. Leave Designation

An eligible staff member shall designate FMLA or NJFLA leave upon providing notice of the need for the leave or when the need for leave commences consistent with the criteria contained within this policy. Once a district administrator becomes aware that an individual's absences meet the criteria of an FMLA or NJFLA, as described in this policy, he/she must inform the Director of Human Resources so that the employee may be advised of their rights under FMLA and NJFLA and placed on leave accordingly.

H. Benefits

The Federal Family and Medical Leave Act and/or the New Jersey Family Leave Act may be a combination of both paid and unpaid leave. Once the conditions of an FMLA or NJFLA leave have been met, any employees taking leave pursuant to either FMLA or NJFLA will be required to fulfill all the requirements of the leave selected, including, when appropriate, the use of accrued leave balances, **dependent on for whom the leaving is taken to provide care. If the purpose of the leave is due to the serious health condition of the employee, all personal illness days, personal days, and vacation days (if applicable) must be used. Family illness days shall not be used for the employee's own serious health condition UNLESS personal illness days, family illness days and/or personal days are combined in the collective bargaining agreement that represents the employee. If the purpose of the leave is due to the serious health condition of an eligible dependent, all family illness days, personal days, and vacation days (if applicable) must be used. Personal illness days shall not be used for the care of an employee's eligible dependent UNLESS family illness days, personal illness days, and/or personal leave are combined in the collective bargaining agreement that represents the employee. In cases where there is no collective bargaining agreement for an employee, leave allotments will be applied based on their intended use. (These provisions are made in accordance with N.J.S.A. 18A:30-1 which defines the intended use of sick leave as the "...absence from his or her post of duty, of any person because of personal disability due to illness or injury...")**

The employee will remain on paid status until all **applicable** accrued leave balances have been exhausted. Once all **applicable** accrued leave balances have been exhausted,



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the leave will continue unpaid until the employee returns to duty. *Under no circumstances will the total leave entitlement, both paid and unpaid exceed the maximum limits as set forth in this policy.* The Board will maintain coverage under any group health insurance policy, group subscriber contract, or health care plan at the level and under the conditions coverage would have been provided if the staff member had continued to work instead of taking the leave. If the staff member was paying all or part of the premium payments prior to the leave, the staff member would continue to pay his/her share during the leave time. Any instructional employee who is on leave under NJFLA or FMLA at the end of the school year will be provided with any benefits over the summer that the employee would normally receive if they had been working at the end of the school year.

I. Returning from Leave

The Federal Family and Medical Leave Act and/or the New Jersey Family Leave Act

A staff member returning from leave shall be entitled to the position he/she held when leave commenced or to an equivalent position of like seniority, status,

employment benefits, pay and other conditions of employment. If the district experiences a reduction in force or layoff and the staff member would have lost his/her position had the staff member not been on family leave as a result of the reduction in force or pursuant to the good faith operation of a bona fide layoff and recall system including a system under any collective bargaining agreement, the staff member shall be entitled to reinstatement to the former or an equivalent position in accordance with applicable statutes, codes and laws. The staff member's tenure and seniority rights, if any, and other benefits shall be preserved, but the staff member shall accrue no additional time toward tenure or seniority for the period of the leave, except as may be provided by law.

The return of a staff member prior to the expiration of the requested family leave may be permitted by the Board if the return does not unduly disrupt the instructional program or require the Board to incur the cost of continuing the employment of a substitute under contract.

If leave is taken under FMLA, and the staff member does not return to work after the leave expires, the Board is entitled to recover health insurance costs paid while the staff member was on FMLA. The Board's right to recover premiums would not apply if the staff member fails to return to work due to:

1. The continuation, onset or recurrence of a serious health condition of the staff member; or
2. Circumstances beyond the staff member's control.



J. Ineligible Staff Members

1. Federal Family and Medical Leave Act (FMLA)

The district may deny job restoration after FMLA leave if the staff member is a “key employee” as defined in 29 CFR 825 Section 217 if such denial is necessary to prevent substantial and grievous economic injury to the district or the district may delay restoration to a staff member who fails to provide a fitness for duty certificate to return to work for leave that was the staff member’s own serious health condition. A “key employee” is a salaried, staff member who is among the highest paid ten percent of the school district staff employed by the district within 75 miles of the worksite. No more than ten percent of the school district staff within 75 miles of the worksite may be “key employees.”

In the event the Director for Human Resources believes that reinstatement may be denied to a key employee, the Director for Human Resources must give written notice to the staff member at the time the staff member gives notice of the need for leave, or when the need for leave commences, if earlier, that he/she qualifies as a key employee. The key employee must be fully informed of the potential consequences with respect to reinstatement and maintenance of health benefits if the district should determine that substantial and grievous economic injury to the district’s operations will result if the staff member is reinstated from leave. The district’s notice must explain the basis for the district’s finding that substantial and grievous economic injury will result, and if leave has commenced, must provide the staff member a reasonable time in which to return to work. If the staff member on leave does not return to work in response to the notice of intent to deny restoration, the staff member continues to be entitled to maintenance of health insurance.

A key employee’s rights under the FMLA continue unless and until the staff member either gives notice that he/she no longer wishes to return to work or the district actually denies reinstatement at the conclusion of the leave period. A staff member is still entitled to request reinstatement at the end of the leave period even if the staff member did not return to work in response to the district’s notice. The district will then again determine whether there will be substantial and grievous economic injury from reinstatement based on the facts at that time. If it is determined that substantial and grievous economic injury will result, the district will notify the staff member in writing (in person or by certified mail) of the denial of the restoration.

2. New Jersey Family Leave Act

The district may deny family leave to the staff member if the staff member is a salaried employee who is among the highest paid five percent of the school



district staff or one of the seven highest paid employees of the district, whichever is greater, if the denial is necessary to prevent substantial and grievous economic injury to the school district's operations. The Director for Human Resources shall notify the staff member of the intent to deny the leave at the time the Director for Human Resources determines the denial is necessary. If the leave has already commenced at the time of the district's notification of denial, the staff member shall be permitted to return to work within ten working days of the date of notification.

K. Verification of Leave

1. Federal Family and Medical Leave Act (FMLA)

The Board requires a staff member's FMLA leave to care for the staff member's seriously ill spouse, son, daughter, or parent, or due to the staff member's own serious health condition that makes the staff member unable to perform one or more of the essential functions of the staff member's position, be supported by a certification issued by the health care provider of the staff member or the staff member's ill family member. The certification must meet the requirements of 29 CFR Section 825.306 to include: which part of the definition of "serious health condition" applies; the approximate date the serious health condition commenced and its probable duration; whether it will be necessary for the staff member to take intermittent and/or reduced leave; whether the patient is presently incapacitated and the likely duration and frequency of episodes of incapacity; if additional treatments will be required for the condition; and/or if the patient's incapacity will be intermittent or will require reduced leave. The certification of a serious health condition of a family member of the staff member shall be sufficient if it states the date on which the condition commenced, the probable duration of the condition, and the medical facts within the provider's knowledge regarding the condition. Certification for the birth or placement of a child need only state the date of birth or date of placement.

In the event the Director for Human Resources doubts the validity of the certification, in accordance with 29 CFR Section 825.307, the district may require, at the district's expense, the staff member obtain an opinion regarding the serious health condition from a second health care provider designated by the district, but not employed on a regular basis by the district. If the second opinion differs from the staff member's health care provider, the district may require, at the district's expense, the staff member obtain the opinion of a third health care provider designated by the district or approved jointly, in good faith, by the district and the staff member. The opinion of the third health care provider shall be final and binding on the district and the staff member.



The district may require re-certification pursuant to the requirements of 29 CFR Section 825.308. In accordance with 29 CFR Section 825.309, the staff member on leave must provide a written report to the Director for Human Resources every thirty workdays. The report shall include the staff member's status and intended date to return to work. In the event the staff member's circumstances change, the staff member must provide reasonable notice to the Director for Human Resources if the staff member intends to return to work on a date sooner than previously noticed to the district. The staff member is not required to take more leave than necessary to resolve the circumstance that precipitated the need for leave. As a condition of returning to work after the leave for the staff member's own serious health condition, and in accordance with 29 CFR Section 825.310, the district requires a staff member to provide a certification from their health care provider that the staff member is able to resume work.

In accordance with 29 CFR Section 825.311, the district may delay the taking of FMLA leave to a staff member who fails to provide certification within fifteen days after being requested to do so by the district. In accordance with 29 CFR Section 825.312, the district may delay the taking of leave until thirty days after the date the staff member provides notice to the district of foreseeable leave or the district may delay continuation of leave if a staff member fails to provide a requested medical certification in a timely manner.

2. New Jersey Family Leave Act

The Board shall require the certification of a duly licensed health care provider verifying the purpose of requested NJFLA leave. Certification of a serious health condition of a family member of the staff member shall be sufficient if it states the date on which the condition commenced, the probable duration of the condition, and the medical facts within the provider's knowledge regarding the condition. Certification for the birth or placement of a child need only state the date of birth or date of placement, whichever is appropriate.

In the event the Director for Human Resources doubts the validity of the certification for the serious health condition of a family member of the staff member, the district may require, at the district's expense, the staff member to obtain an opinion regarding the serious health condition from a second health care provider designated or approved, but not employed on a regular basis, by the district. If the second opinion differs from the certification the district may require, at the district's expense, that the staff member obtain the opinion of a third health care provider designated or approved jointly by the district and the staff member concerning the serious health condition. The opinion of the third health care provider shall be final and binding on the district and the staff member.



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L. Interference with Family Leave Rights

The Federal Family and Medical Leave Act and the New Jersey Family Leave Act prohibit interference with a staff member's rights under the law, and with legal proceedings or inquiries relating to a staff member's rights. Unless permitted by the law, no staff member shall be required to take family leave or to extend family leave beyond the time requested. A staff member shall not be discriminated against for having exercised his/her rights under the Federal Family and Medical Leave Act or the New Jersey Family Leave Act nor discouraged from the use of family leave.

M. Non-Tenured Teaching Staff

Family leave granted to a nontenured staff member cannot extend the employee's employment beyond the expiration of his/her employment contract.

N. Record Keeping

In order that staff member's entitlement to FMLA leave and NJFLA leave can be properly determined, the Director for Human Resources shall ensure the keeping of accurate attendance records that distinguish family leave from other kinds of leave. The Director for Human Resources will publish a notice explaining the Act's provisions and provide information concerning the procedures for filing complaints of violations of the FMLA and NJFLA.

Implementation of FMLA and NJFLA will be consistent with provisions in collective bargaining agreement(s) in the district.

29 U.S.C. 2601 et seq.
29 C.F.R. 825.200 et seq.
N.J.S.A. 34:11B-1 et seq.
N.J.A.C. 13:14-1 et seq.
N.J.S.A. 18A:30-1

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A. Introduction

The Board will provide family leave in accordance with the Federal Family and Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA).

FMLA leave for eligible staff members shall be up to twelve weeks leave of absence in any twelve month period upon advance notice to the district for the birth of a son or daughter of the staff member and in order to care for such son or daughter; for the placement of a son or daughter with the staff member for adoption or foster care; in order to care for the spouse, son, daughter, or parent of the staff member if such spouse, son, daughter, or parent has a serious health condition; or for a serious health condition that makes the staff member unable to perform the functions of the position of such staff member.

NJFLA leave for support staff members shall be up to twelve weeks leave of absence in any twenty-four month period upon advance notice to the district so that a staff member may provide care made necessary by the birth of a child of the staff member, the placement of a child with the staff member in connection with adoption of such child by the staff member, and the serious health condition of a spouse, parent, or child.

B. Applicability

The Board will comply with requirements of the New Jersey and Federal Family Leave laws. The laws have similar and different provisions that may provide different rights and obligations for the staff member and/or the Board. The staff member shall be afforded the most favorable rights if there is a conflict in the rights afforded to the staff member under the two laws.

1. If the staff member is eligible for leave for reasons provided under the FMLA and NJFLA, then the time taken shall be concurrent and be applied to both laws.
2. The NJFLA provides twelve weeks leave in a twenty-four month period while the FMLA provides twelve weeks leave in a twelve-month period. A staff member is eligible for up to twelve weeks leave in the first twelve months of the twenty-four month period under the NJFLA. A staff member is eligible for up to twelve weeks leave in the second twelve-month period under the FMLA.
3. In the event the reason for the family leave is recognized under one law and not the other law, the staff member is eligible for each law's leave entitlements within one twelve-month period. (Example: A staff member may use their FMLA leave for a twelve week family leave for their own pregnancy, which is considered a "serious health condition" under FMLA, and upon conclusion of the twelve week FMLA leave, the staff member would be eligible for a twelve week NJFLA leave to care for their newborn or any other reasons pursuant to the NJFLA.)



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C. Definitions

1. Federal Family and Medical Leave Act (FMLA)

“Son” or “daughter” means a biological, adopted or foster child, stepchild, legal ward, or a child of a person standing in loco parentis, who is under eighteen years of age or eighteen years of age or older but incapable of self-care because of a mental or physical impairment.

“Parent” means the biological parent of a staff member or an individual who stood in loco parentis to a staff member when the staff member was a son or daughter. This term does not include parents “in law.”

“Serious health condition” means an illness, injury, impairment, or physical or mental condition which meets one of the following conditions:

- a. Inpatient care in a hospital, hospice, or residential medical care facility
- b. Continuing medical treatment or continuing supervision by a health care provider. A used in this definition, “continuing medical treatment or continuing supervision by a health care provider” means a period of incapacity (that is, inability to work, attend school or perform regular daily activities due to a serious health condition, treatment therefore and recovery there from) of more than three consecutive days, and any subsequent treatment or period of incapacity relating to the same condition, that also involves:
 - i. Treatment two or more times by a health care provider, or
 - ii. Treatment by a health care provider on one occasion which results in a regimen of continuing treatment under the supervision of a health care provider;
- c. A period of incapacity due to pregnancy, or for prenatal care;
- d. Any period of incapacity or treatment for such incapacity due to a chronic serious health condition;
- e. A period of incapacity, which is permanent or long-term due to a condition for which treatment may not be effective (such as Alzheimer’s disease, a severe stroke or the terminal stages of a disease) where the individual is under continuing supervision of, but need not be receiving active treatment by, a health care provider; or



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- f. Any period of absence to receive multiple treatments (including any period of recovery there from) by a health care provider or by a provider of health care services under orders of, or on referral by a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity or more than three consecutive calendar days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy) or kidney disease (dialysis).

“Week” is the number of days an employee normally works each calendar week.

“Staff member” means an employee eligible for family and medical leave in accordance with the Federal Family and Medical Leave Act (FMLA).

“Qualifying exigency” may include things such as making arrangements for childcare (but not ongoing childcare), making financial and legal arrangements, attending counseling relating to the active duty of the service member, or attending to farewell or arrival arrangements for the service member.

“Next of kin” is the nearest blood relative (other than the service member’s spouse, parent, son or daughter) in the following order of priority: blood relatives who have been granted legal custody of the service member, siblings, grandparents, aunts and uncles, and first cousins, unless the service member has designated in writing a different blood relative for purposes of military caregiver leave.

“Covered service member” is a member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness; or a veteran who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness and who was a member of the Armed Forces (including a member of the National Guard or Reserves) at any time during the period of 5 years preceding the date on which the veteran undergoes that medical treatment, recuperation, or therapy.

“Active duty or call to active duty” is only made to members of the National Guard or Reserve components or a retired member of the Regular Armed Forces or Reserve. Therefore, an employee may not take exigency leave if the service member is a member of the Regular Armed Forces.

2. New Jersey Family Leave Act (NJFLA)



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“Child” means a biological, adopted or foster child, stepchild, legal ward, child of a parent who is under eighteen years of age or a child eighteen years of age or older but incapable of self-care because of a mental or physical impairment.

“Parent” is a biological, adoptive, or foster parent; step-parent; parent-in-law; a legal guardian having a “parent-child relationship” with a child as defined by law; or a person who has sole or joint legal or physical custody, care, guardianship, or visitation with a child.

“Serious health condition” is an illness, injury, impairment, or physical or mental condition that requires inpatient care in a hospital, hospice, or residential medical facility or continuing medical treatment or continuing supervision by a health care provider.

“Week” is the number of days an employee normally works each calendar week.

“Staff member” is an employee eligible for family leave in accordance with the New Jersey Family Leave Act.

D. Eligibility

1. Federal Family and Medical Leave Act (FMLA)

A staff member shall become eligible for FMLA leave after he/she has been employed at least twelve months in this district and employed for at least 1250 hours of service during the twelve-month period immediately preceding the commencement of the leave. The twelve months the staff member must have been employed need not be consecutive months pursuant to 29 CFR Part 825 Section 110(b). The minimum 1250 hours of service shall be determined according to the principles established under the Fair Labor Standards Act (FSLA) for determining compensable hours of work pursuant to 29 CFR Part 785. Entitlement to FMLA leave taken for the birth of a son or daughter or placement of a son or daughter with the staff member for adoption or foster care shall expire at the end of the twelve-month period beginning on the date of such birth or placement.

Pursuant to 29 CFR Part 825 Section 202, a husband and wife both employed by the district are limited to a combined total of twelve weeks of leave during the twelve-month period if the leave is taken for the birth of a son or daughter of the staff member or to care for such son or daughter after birth; for placement of a son or daughter with the staff member for adoption or foster care or in order to care for the spouse, son, daughter, or parent of the staff member with a serious health condition.



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

A staff member during any period of FMLA leave is prohibited from performing any services on a full-time basis for any person for whom the staff member did not provide services immediately prior to commencement of the leave. A staff member using FMLA leave may commence part-time employment that shall not exceed half the regularly scheduled hours worked for the district. The staff member may continue the part-time employment that commenced prior to the FMLA leave at the same number of hours that the staff member was regularly scheduled prior to such leave.

2. New Jersey Family Leave Act (NJFLA)

A staff member shall become eligible for NJFLA leave after he/she has been employed at least twelve months in this district for not less than 1,000 base hours, excluding overtime, during the immediate preceding twelve month period. The calculation of the twelve-month period to determine eligibility shall commence with the commencement of the NJFLA leave. NJFLA leave taken for the birth or adoption of a healthy child may commence at any time within a year after the date of the birth or placement for adoption.

A staff member during any period of the NJFLA leave is prohibited from performing any services on a full-time basis for any person for whom the staff member did not provide services immediately prior to commencement of the leave. A staff member on NJFLA leave may commence part-time employment that shall not exceed half the regularly scheduled hours worked for the district. The staff member may continue the part-time employment that commenced prior to the NJFLA leave at the same number of hours that the staff member was regularly scheduled prior to such leave.

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

E. Types of Leave

1. Federal Family and Medical Leave Act (FMLA)

A staff member may take FMLA leave in consecutive weeks, as intermittent leave, or as reduced leave. A staff member who requests intermittent or reduced leave shall make a reasonable effort to schedule such leave so as not to unduly disrupt the instructional/educational program.



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- a. Leave for the birth of a son or daughter or placement of a son or daughter with the staff member for adoption or foster care may not be taken by a staff member intermittently or on a reduced leave schedule.
- b. Leave may be taken intermittently or on a reduced leave schedule when medically necessary for planned and/or unanticipated medical treatment of a related serious health condition by or under the supervision of a health care provider, or for recovery from treatment or recovery from a serious health condition.
- c. Intermittent leave means leave scheduled for periods of time from one hour or more to several weeks; however, the total time within which the leave is taken cannot exceed a twelve month period for each serious health condition episode. Intermittent leave may be taken for a serious health condition that requires periodic treatment by a health care provider, rather than one continuous period of time. Intermittent leave may also be taken for absences where the staff member is incapacitated or unable to perform the essential functions of the position because of a serious health condition even if the staff member does not receive treatment by a health care provider. The staff member shall make a reasonable effort to schedule intermittent leave so as not to unduly disrupt the operations of the instructional/educational program.
- d. Reduced leave means leave scheduled for fewer than the staff member's usual number of hours worked per workweek, but not fewer than a staff member's usual number of hours worked per workday, unless otherwise agreed to by the staff member and the district. A staff member is entitled, at the option of the staff member, to take leave on a reduced leave schedule not exceeding twenty-four consecutive weeks. The staff member shall make a reasonable effort to schedule reduced leave so as not to unduly disrupt the operations of the instructional/educational program.

The staff member shall provide the district prior notice of the care, medical treatment or continuing supervision by a health care provider necessary due to a serious health condition of a family member in a manner that is reasonable and practicable. Leave taken on a reduced leave schedule shall not result in a reduction of the total amount of leave to which a staff member is entitled.

- e. The fact that a holiday may occur within the week taken by a staff member as Family Leave has no effect and the week is counted as a week of Family Leave. However, if the staff member is out on Family Leave and the school district is closed and the staff member would not be



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expected to report for work for one or more weeks, the weeks the school district is closed for this staff member do not count against the staff member's family leave entitlement.

Any leave time remaining after a staff member has exhausted his/her entitlement to intermittent leave in any twelve month period may be taken as consecutive leave or reduced leave, and any leave time remaining after a staff member has exhausted his/her entitlement to reduced leave in any twelve month period may be taken as consecutive leave or intermittent leave.

- f. "Instructional employees" as defined in 29 CFR 825 Section 600(c) are those staff members whose principle function is to teach and instruct pupils in class, a small group, or in an individual setting. This term includes teachers, athletic coaches, driving instructors, and special education assistants, such as signers for the hearing impaired. Teacher assistants or aides who do not have as their principal job actual teaching or instructing, guidance counselors, child study team members, curriculum specialists, cafeteria workers, maintenance workers and/or bus drivers are not considered instructional employees for the purposes of this policy. Semester as defined in 29 CFR 825 section 602(a)(3)(b) means the school semester that typically ends near the end of the calendar year and the end of the spring each school year. A school district can have no more than two semesters in a school year.
 - i. Leave taken at the end of the school year and continues into the beginning of the next school year is considered consecutive leave. Should the employee's position require annual certification, it shall be the staff member's obligation to recertify to remain eligible for employment.
 - ii. In accordance with 29 CFR 825 section 601(a)(1), eligible instructional staff members that need intermittent or reduced leave to care for a family member, or for the staff member's own serious health condition which is foreseeable based on planned medical treatment and the staff member would be on leave more than twenty percent of the total number of working days over the period the leave would extend, the district:
 - (a) May require the staff member to take the leave for a period or periods of a particular duration, not greater than the duration of the planned treatment; or



- (b) Transfer the staff member temporarily to an available alternative position for which the staff member is qualified, which has equivalent pay and benefits and which better accommodates recurring periods of leave than does the staff member's regular position.
- iii. If the instructional staff member does not give the required notice for leave that is foreseeable and desires the leave to be taken intermittently or on a reduced leave schedule, the district may require the staff member to take leave of a particular duration, or to transfer temporarily to an alternative position. Alternatively, the district may require the staff member to delay taking the leave until the notice provision is met.
- iv. In accordance with 29 CFR 825 Section 602, if an instructional staff member begins leave more than five weeks before the end of the school year, the district may require the staff member to continue taking leave until the end of the semester if:
 - (a) The leave will last three weeks, and
 - (b) The staff member would return to work during the three-week period before the end of the semester.
- v. In accordance with 29 CFR 825 Section 602, if an instructional staff member begins leave for a purpose other than the staff member's own serious health condition during the five-week period before the end of the semester, the district may require the staff member to continue taking leave until the end of the semester if:
 - (a) The leave will last more than two weeks; and
 - (b) The employee would return to work during the two-week period before the end of the semester.

(Example of leave falling within these provisions: If a staff member plans two weeks of leave to care for a family member who will begin three weeks before the end of the term, the district could require the staff member to stay out on leave until the end of the term.)
- vi. In accordance with 29 CFR 825 Section 602, if an instructional staff member begins leave for a purpose other than the staff



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member's own serious health condition during the three week period before the end of a semester, the district may require the staff member to continue taking leave until the end of the semester if the leave will last more than five working days.

- vii. In the event the district requires the instructional staff member to take additional leave to the end of the semester in accordance with iv., v., or vi. above, the additional leave days shall not be counted as FMLA leave.

2. New Jersey Family Leave Act (NJFLA)

A staff member may take NJFLA leave in consecutive weeks, as intermittent leave, or as reduced leave. A staff member who requests intermittent or reduced leave shall make a reasonable effort to schedule such leave so as not to unduly disrupt the instructional/educational program.

- a. In the case of a family member who has a serious health condition, leave may be taken intermittently when medically necessary. The total time within which the leave is taken, cannot exceed a twelve-month period for each serious health condition episode. The staff member will provide the district with prior notice of the leave in a manner which is reasonable and practicable; and the staff member shall make a reasonable effort to schedule the leave so as not to unduly disrupt the operations of the instructional/educational program. In the case of the birth or adoption of a healthy child, the leave may be taken intermittently only if agreed to by the staff member and the district.
- b. Reduced leave means leave scheduled for fewer than the staff member's usual number of hours worked per workweek, but not fewer than a staff member's usual number of hours worked per workday, unless otherwise agreed to by the staff member and the district. A staff member is entitled, at the option of the staff member, to take leave on a reduced leave schedule for a period not exceeding twenty-four consecutive weeks. The staff member is not entitled to take the leave on a reduced leave schedule without an agreement between the staff member and the district if the leave is taken for the birth or adoption of a healthy child. The staff member shall make a reasonable effort to schedule reduced leave so as not to unduly disrupt the operations of the instructional/educational program. The staff member shall provide the district prior notice of the care, medical treatment or continuing supervision by a health care provider necessary due to a serious health condition of a family member in a manner that is reasonable and practicable. Leave taken on a reduced leave schedule shall not result in a



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reduction of the total amount of leave to which a staff member is entitled.

- c. The fact that a holiday may occur within the week taken by a staff member as family leave has no effect and the week is counted as a week of family leave. However, if the staff member is out on family leave and the school district is closed and the staff member would not be expected to report for work for one or more weeks, the weeks the school district is closed for this staff member do not count against the staff member's family leave entitlement.

Any leave time remaining after a staff member has exhausted his/her entitlement to intermittent leave in any twelve month period may be taken as consecutive leave or reduced leave, and any leave time remaining after a staff member has exhausted his/her entitlement to reduced leave in any twelve month period may be taken as consecutive leave or intermittent leave.

F. Notice

1. Federal Family and Medical Leave Act (FMLA)

- a. Foreseeable Leave - A staff member eligible for FMLA leave must give at least a thirty day written advance notice to the Director for Human Resources if the need for the leave is foreseeable based on an expected birth, placement for adoption of foster care, or planned medical treatment for a serious health condition of the staff member or a family member. If thirty days is not practical, the staff member must provide notice "as soon as practicable" which means as soon as both possible and practical, taking into account all the facts and circumstances in the individual case. For foreseeable leave where it is not possible to give as much as thirty days notice "as soon as practical" ordinarily would mean at least verbal notification to the Director for Human Resources within one or two business days or when the need for leave becomes known to the staff member. The written notice shall include the reasons for the leave, the anticipated duration of the leave and the anticipated start of the leave.

When planning medical treatment, the staff member must consult with the Director for Human Resources and make a reasonable effort to schedule the leave so as not to unduly disrupt the educational program, subject to the approval of the health care provider. Staff members are ordinarily expected to consult with the Director for Human Resources



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prior to scheduling of treatment that would require leave for a schedule that best suits the needs of the district and the staff member.

The district may delay the staff member taking leave for at least thirty days if the staff member fails to give thirty days notice for foreseeable leave with no reasonable excuse for the delay.

- b. Unforeseeable Leave - When the approximate timing of the need for leave is not foreseeable, a staff member should give notice to the Director for Human Resources for leave as soon as practicable under the facts and circumstances of the particular case. It is expected the staff member will give notice to the Director for Human Resources within no more than one or two working days of learning of the need for leave, except in extraordinary circumstances where such notice is not foreseeable. The staff member should provide notice to the employer either in person or by telephone, telegraph, facsimile machine or other electronic means.

2. New Jersey Family Leave Act (NJFLA)

- a. Foreseeable Leave - A staff member eligible for NJFLA leave must give at least a thirty day advance written notice to the Director for Human Resources of the need to take family leave except where the need to take family leave is not foreseeable.
 - i. Notice for leave to be taken for the birth or placement of the child for adoption shall be given at least thirty days prior to the commencement of the leave, except that if the date of the birth or adoption requires leave to begin in less than thirty days, the employee shall provide such notice that is reasonable and practicable.
 - ii. Notice for leave to be taken for the serious health condition of a family member shall be given at least fifteen days prior to the commencement of leave, except that if the date of the treatment or supervision requires leave to begin in less than fifteen days, the staff member shall provide such notice that is reasonable and practicable.
 - iii. When the Director for Human Resources is not made aware that a staff member was absent for family leave reasons and the staff member wants to request the leave be counted as family leave, the staff member must provide timely notice within two business



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days of returning to work to have the time considered for family leave in accordance with the Family Leave Act.

- b. Unforeseeable Leave - When the need for leave is not foreseeable, the staff member must provide notice "as soon as practicable" which shall be at least verbal notice to the Director for Human Resources within one or two business days of the staff member learning of the need to take family leave. Whenever emergent circumstances make written notice impracticable, the staff member may give verbal notice to the Director for Human Resources, but any verbal notice must be followed by written notice delivered within two working days.

G. Leave Designation

An eligible staff member shall designate FMLA or NJFLA leave upon providing notice of the need for the leave or when the need for leave commences consistent with the criteria contained within this policy. Once a district administrator becomes aware that an individual's absences meet the criteria of an FMLA or NJFLA, as described in this policy, he/she must inform the Director of Human Resources so that the employee may be advised of their rights under FMLA and NJFLA and placed on leave accordingly.

H. Benefits

The Federal Family and Medical Leave Act and/or the New Jersey Family Leave Act may be a combination of both paid and unpaid leave. Once the conditions of an FMLA or NJFLA leave have been met, any employees taking leave pursuant to either FMLA or NJFLA will be required to fulfill all the requirements of the leave selected, including, when appropriate, the use of accrued leave balances **dependent on for whom the leaving is taken to provide care. If the purpose of the leave is due to the serious health condition of the employee, all personal illness days, personal days, and vacation days (if applicable) must be used. Family illness days shall not be used for the employee's own serious health condition UNLESS personal illness days, family illness days and/or personal days are combined in the collective bargaining agreement that represents the employee. If the purpose of the leave is due to the serious health condition of an eligible dependent, all family illness days, personal days, and vacation days (if applicable) must be used. Personal illness days shall not be used for the care of an employee's eligible dependent UNLESS family illness days, personal illness days, and/or personal leave are combined in the collective bargaining agreement that represents the employee. In cases where there is no collective bargaining agreement for an employee, leave allotments will be applied based on their intended use. (These provisions are made in accordance with N.J.S.A. 18A:30-1 which defines the intended use of sick leave as the "...absence from his or her post of duty, of any person because of personal disability due to illness or injury...")**



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The employee will remain on paid status until all **applicable** accrued leave balances have been exhausted. Once all **applicable** accrued leave balances have been exhausted, the leave will continue unpaid until the employee returns to duty. **Under no circumstances will the total leave entitlement, both paid and unpaid exceed the maximum limits as set forth in this policy.** The Board will maintain coverage under any group health insurance policy, group subscriber contract, or health care plan at the level and under the conditions coverage would have been provided if the staff member had continued to work instead of taking the leave. If the staff member was paying all or part of the premium payments prior to the leave, the staff member would continue to pay his/her share during the leave time. Any instructional employee who is on leave under NJFLA or FMLA at the end of the school year will be provided with any benefits over the summer that the employee would normally receive if they had been working at the end of the school year.

I. Returning from Leave

The Federal Family and Medical Leave Act and/or the New Jersey Family Leave Act

A staff member returning from leave shall be entitled to the position he/she held when leave commenced or to an equivalent position of like seniority, status, employment benefits, pay and other conditions of employment. If the district experiences a reduction in force or layoff and the staff member would have lost his/her position had the staff member not been on family leave as a result of the reduction in force or pursuant to the good faith operation of a bona fide layoff and recall system including a system under any collective bargaining agreement, the staff member shall be entitled to reinstatement to the former or an equivalent position in accordance with applicable statutes, codes and laws. The staff member's tenure and seniority rights, if any, and other benefits shall be preserved, but the staff member shall accrue no additional time toward tenure or seniority for the period of the leave, except as may be provided by law.

The return of a staff member prior to the expiration of the requested family leave may be permitted by the Board if the return does not unduly disrupt the instructional program or require the Board to incur the cost of continuing the employment of a substitute under contract.

If leave is taken under FMLA, and the staff member does not return to work after the leave expires, the Board is entitled to recover health insurance costs paid while the staff member was on FMLA. The Board's right to recover premiums would not apply if the staff member fails to return to work due to:

1. The continuation, onset or recurrence of a serious health condition of the staff member; or
2. Circumstances beyond the staff member's control.



J. Ineligible Staff Members

1. Federal Family and Medical Leave Act (FMLA)

The district may deny job restoration after FMLA leave if the staff member is a “key employee” as defined in 29 CFR 825 Section 217 if such denial is necessary to prevent substantial and grievous economic injury to the district or the district may delay restoration to a staff member who fails to provide a fitness for duty certificate to return to work for leave that was the staff member’s own serious health condition. A “key employee” is a salaried, staff member who is among the highest paid ten percent of the school district staff employed by the district within 75 miles of the worksite. No more than ten percent of the school district staff within 75 miles of the worksite may be “key employees.”

In the event the Director for Human Resources believes that reinstatement may be denied to a key employee, the Director for Human Resources must give written notice to the staff member at the time the staff member gives notice of the need for leave, or when the need for leave commences, if earlier, that he/she qualifies as a key employee. The key employee must be fully informed of the potential consequences with respect to reinstatement and maintenance of health benefits if the district should determine that substantial and grievous economic injury to the district’s operations will result if the staff member is reinstated from leave. The district’s notice must explain the basis for the district’s finding that substantial and grievous economic injury will result, and if leave has commenced, must provide the staff member a reasonable time in which to return to work. If the staff member on leave does not return to work in response to the notice of intent to deny restoration, the staff member continues to be entitled to maintenance of health insurance.

A key employee’s rights under the FMLA continue unless and until the staff member either gives notice that he/she no longer wishes to return to work or the district actually denies reinstatement at the conclusion of the leave period. A staff member is still entitled to request reinstatement at the end of the leave period even if the staff member did not return to work in response to the district’s notice. The district will then again determine whether there will be substantial and grievous economic injury from reinstatement based on the facts at that time. If it is determined that substantial and grievous economic injury will result, the district will notify the staff member in writing (in person or by certified mail) of the denial of the restoration.

2. New Jersey Family Leave Act

The district may deny family leave to the staff member if the staff member is a salaried employee who is among the highest paid five percent of the school



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district staff or one of the seven highest paid employees of the district, whichever is greater, if the denial is necessary to prevent substantial and grievous economic injury to the school district's operations. The Director for Human Resources shall notify the staff member of the intent to deny the leave at the time the Director for Human Resources determines the denial is necessary. If the leave has already commenced at the time of the district's notification of denial, the staff member shall be permitted to return to work within ten working days of the date of notification.

K. Verification of Leave

1. Federal Family and Medical Leave Act (FMLA)

The Board requires a staff member's FMLA leave to care for the staff member's seriously ill spouse, son, daughter, or parent, or due to the staff member's own serious health condition that makes the staff member unable to perform one or more of the essential functions of the staff member's position, be supported by a certification issued by the health care provider of the staff member or the staff member's ill family member. The certification must meet the requirements of 29 CFR Section 825.306 to include: which part of the definition of "serious health condition" applies; the approximate date the serious health condition commenced and its probable duration; whether it will be necessary for the staff member to take intermittent and/or reduced leave; whether the patient is presently incapacitated and the likely duration and frequency of episodes of incapacity; if additional treatments will be required for the condition; and/or if the patient's incapacity will be intermittent or will require reduced leave. The certification of a serious health condition of a family member of the staff member shall be sufficient if it states the date on which the condition commenced, the probable duration of the condition, and the medical facts within the provider's knowledge regarding the condition. Certification for the birth or placement of a child need only state the date of birth or date of placement.

In the event the Director for Human Resources doubts the validity of the certification, in accordance with 29 CFR Section 825.307, the district may require, at the district's expense, the staff member obtain an opinion regarding the serious health condition from a second health care provider designated by the district, but not employed on a regular basis by the district. If the second opinion differs from the staff member's health care provider, the district may require, at the district's expense, the staff member obtain the opinion of a third health care provider designated by the district or approved jointly, in good faith, by the district and the staff member. The opinion of the third health care provider shall be final and binding on the district and the staff member.



The district may require re-certification pursuant to the requirements of 29 CFR Section 825.308. In accordance with 29 CFR Section 825.309, the staff member on leave must provide a written report to the Director for Human Resources every thirty workdays. The report shall include the staff member's status and intended date to return to work. In the event the staff member's circumstances change, the staff member must provide reasonable notice to the Director for Human Resources if the staff member intends to return to work on a date sooner than previously noticed to the district. The staff member is not required to take more leave than necessary to resolve the circumstance that precipitated the need for leave. As a condition of returning to work after the leave for the staff member's own serious health condition, and in accordance with 29 CFR Section 825.310, the district requires a staff member to provide a certification from their health care provider that the staff member is able to resume work.

In accordance with 29 CFR Section 825.311, the district may delay the taking of FMLA leave to a staff member who fails to provide certification within fifteen days after being requested to do so by the district. In accordance with 29 CFR Section 825.312, the district may delay the taking of leave until thirty days after the date the staff member provides notice to the district of foreseeable leave or the district may delay continuation of leave if a staff member fails to provide a requested medical certification in a timely manner.

2. New Jersey Family Leave Act

The Board shall require the certification of a duly licensed health care provider verifying the purpose of requested NJFLA leave. Certification of a serious health condition of a family member of the staff member shall be sufficient if it states the date on which the condition commenced, the probable duration of the condition, and the medical facts within the provider's knowledge regarding the condition. Certification for the birth or placement of a child need only state the date of birth or date of placement, whichever is appropriate.

In the event the Director for Human Resources doubts the validity of the certification for the serious health condition of a family member of the staff member, the district may require, at the district's expense, the staff member to obtain an opinion regarding the serious health condition from a second health care provider designated or approved, but not employed on a regular basis, by the district. If the second opinion differs from the certification the district may require, at the district's expense, that the staff member obtain the opinion of a third health care provider designated or approved jointly by the district and the staff member concerning the serious health condition. The opinion of the third health care provider shall be final and binding on the district and the staff member.



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L. Interference with Family Leave Rights

The Federal Family and Medical Leave Act and the New Jersey Family Leave Act prohibit interference with a staff member's rights under the law, and with legal proceedings or inquiries relating to a staff member's rights. Unless permitted by the law, no staff member shall be required to take family leave or to extend family leave beyond the time requested. A staff member shall not be discriminated against for having exercised his/her rights under the Federal Family and Medical Leave Act or the New Jersey Family Leave Act nor discouraged from the use of family leave.

M. Non-Tenured Support Staff

Family leave granted to a nontenured staff member cannot extend the employee's employment beyond the expiration of his/her employment contract.

N. Record Keeping

In order that staff member's entitlement to FMLA leave and NJFLA leave can be properly determined, the Director for Human Resources shall ensure the keeping of accurate attendance records that distinguish family leave from other kinds of leave. The Director for Human Resources will publish a notice explaining the Act's provisions and provide information concerning the procedures for filing complaints of violations of the FMLA and NJFLA.

Implementation of FMLA and NJFLA will be consistent with provisions in collective bargaining agreement(s) in the district.

29 U.S.C. 2601 et seq.

29 C.F.R. 825.200 et seq.

N.J.S.A. 34:11B-1 et seq.

N.J.A.C. 13:14-1 et seq.

N.J.S.A. 18A:30-1

Adopted: 3 December 2008

Adopted: 9 November 2010

Adopted:



5512.1 HAZING

The Board of Education believes hazing activities of any type are inconsistent with the educational process and the Board prohibits all such and hazing behavior at any time on school premises, at any school-sponsored function or on any school bus.

“Hazing” means the performance of any act or the coercion of another to perform any act of initiation into any class, team, or organization that causes or creates a substantial risk of causing mental or physical harm. Permission, consent, or assumption of risk by an individual subjected to hazing shall not lessen the prohibitions contained in this policy.

All staff members, pupils and school volunteers shall be alert to possible behavior, circumstances, or events that might include hazing. A person who detects hazing and/or planned hazing shall immediately inform the pupil(s) involved of the prohibition against this behavior and/or conduct and direct them to immediately cease all such behavior and/or conduct. All such incidents must be reported to the Building Principal.

The Building Principal will report to the Affirmative Action Officer and the Superintendent any incident reported from a staff member, pupil, parent, legal guardian or any other source. The Building Principal will also report information received from anonymous sources, however, any formal disciplinary action will not be taken solely on the basis of an anonymous report.

There will be no reprisals or retaliation against any person(s) making such report of hazing behavior. Any allegations of reprisals or retaliation shall be reported directly to the Building Principal who will investigate such allegations and take appropriate action if the allegations are confirmed and/or if the person is found to have falsely accused another as means of retaliation or as a means of hazing.

The Building Principal or designee will immediately investigate any report of actual or planned hazing.

If the investigation determines hazing behavior was planned or was present, the administration will take reasonable, age-appropriate and effective corrective action to end the behavior which may include, but is not limited to, counseling, warning, and/or disciplinary action. The administration may need to provide support services to the pupil(s) that was to remedy the past hazing behavior.

Nothing in this Policy prohibits the Affirmative Action Officer from complying with the requirements of the district’s Affirmative Action Program as outlined in Policy 1550 and N.J.A.C. 6A:7-1.1 et seq.



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Hazing

The Building Principal, in conjunction with the Affirmative Action Officer, will develop and conduct training and information programs for all school staff, pupils, parents and interested community members on the district's Hazing Policy.

Any pupil organization that seeks to organize and perpetuate itself by taking in members based on the decision of the membership of the organization, rather than from the free choice of any pupils who are otherwise qualified to fill the special aims of such organization, is prohibited.

This Policy shall be published in pupil and staff handbooks upon its adoption by the Board. The Board will seek school community input prior to the initial adoption and any revisions to this Policy.

N.J.S.A. 18A:37-1 et seq.; 18A:42-5; 18A:42-6

Adopted: January 12, 2010

Adopted:

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- a. Guest Speaker Bob Albrecht from Full Sail University - (DeITufo)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the attendance of guest speaker Mr. Bob Albrecht from Full Sail University to speak to the Graphic and Web Design classes at STEM Academy on Tuesday, December 16, 2014 with no cost to the District.

- b. Staff Inservice Workshop Presentation: CPR Training- (Webb)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the presentation during staff inservice, a workshop entitled, "Heartsaver First Aid CPR AED Training" on Wednesday, January 14, 2015 at 1:30 p.m. at a cost of \$750 to the District.

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: 15.11.423.100.500.145.045.0000)

- c. Mediation and Stress Relief (Mind Over Matter Workshop) - (Jacob)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves a Mediation and Stress Relief Workshop on December 10, 2014. This workshop will be facilitated by Mr. K. AaMinah Hassell-Life Counselor/Coordinator of Independence: A Facility of Services, Inc., (IFS). East Orange Family Support Center, (EOFSC), at a cost not to exceed \$142.50.

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: 15.15.000.240.500.338.038.0000)

- d. Male Empowerment Network (MEN) - (Davis)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Michael Brown, Sr. to present a 5-part workshop series for the 4th & 5th grade boys at George Washington Carver Institute. The Male Empowerment Network will meet once a month from 1:20 p.m - 2:30 p.m. beginning in January 2015 and a culminating ceremony in June 2015 at a cost to the district not to exceed \$2,500.

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: 15.15.190.100.320.305.005.0000)

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

e. Public Speaking I and II - (Champagne)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the purchasing of texts and materials for a newly added course in Language Arts Public Speaking I and II at Cicely L. Tyson Community School of Performing and Fine Arts, at a cost of \$3,600 to the district.

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: 15.15.190.100.640.203.003.0000)

f. African Dance and Drumming Performance - (Jackson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, permits Kamate Traders to present two African Dance and Drumming programs to the students of Langston Hughes School on February 5, 2015 at a cost to the District of \$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: 15.15.000.211.500.306.006.0000)

g. Peer Group Connection (Behavior Modification Program) - (Cahoon)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the implementation of Peer Group Connection at East Orange Campus High School at a cost to the district of \$60,000 to be paid over two academic years Peer Group Connection is an evidence-based program that supports and eases student's transition from middle to high school.

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: TBD)

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- h. Special Education Out of District Placement - (Harvest, Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 3 students placed in the 2014-2015 Out of District program for \$127,065.

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: 11.000.100.562.028.031.0000
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- i. 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 23 Home Instruction students

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: 11.150.100.500.028.031.0000)

- j. Gary L. Vermeire, Consultant (I&RS Training) - (Harvest, Watson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves hiring Mr. Gary Vermeire, Consultant, to provide a one day professional development workshop for Intervention & Referral Services (I&RS) Chairpersons and building administrators outlining the processes and procedures of Intervention & Referral Services (I&RS) on Wednesday, December 10, 2014 at a cost of \$750 to the District.

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: 15.11.000.218.320.028.046.0000)

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- k. Kumari Ghafoor-Davis, MSW, Consultant (Parent Involvement)- (Harvest, Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves hiring Ms. Kumari Ghafoor-Davis, MSW, Consultant (doing business as Optimistic Expectations) to facilitate two (2) parent workshops during the East Orange School District Parent Advisory Committee (DPAC) Meetings on January 22, 2015 and February 26, 2015 at a total cost to the district of \$2,100 for the consultant fees and workshop materials.

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: 15.11.800.330.320.028.046.0000)

- l. Student Recommendations for In-District Alternative Program Placement - (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 three (3) students.

- m. Fiscal Year 2015 "No Child Left Behind" Consolidated Subgrant Amendment - (Harvest)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the submission of and the acceptance upon subsequent approval of the Fiscal Year 2015 No Child Left Behind (NCLB) Consolidated Application Amendment in the amount of \$5,821,722. The project period is July 1, 2014 to June 30, 2015.

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: NCLB, Title I, I-SIA, II-A, III)

- n. Bilingual/ESL After School Program- (Griffin, Dembowski)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves an After School Program for Bilingual/ESL Students beginning in January 2015 and ending in May 2015 (total of 18 weeks) 3 days per week with 2 classes at EOCHS, 2 classes at Hart Complex, 1 class at Banneker and 1 at Bowser at a cost not to exceed \$17,550 (salaries, benefits and supplies)

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: 15.20.241.100.100.028.025.9727
15.20.241.200.200.028.025.0000
15.20.241.100.600.028.025.0000)

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

- o. Triumph Learning “Waggle Program” - (Griffin, Dembowski)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 3 classes with the new online Smart Practice solution (Waggle Program) at each of our twelve elementary schools plus WE Academy for the current school year at a cost not to exceed \$10,000.

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: 15.11.000.221.500.028.033.0000)

- p. Celebrity Read, United Way - (Griffin, Dembowski)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the participation of Langston Hughes, Althea Gibson, Gordon Parks and Tyson Elementary Schools in the “Celebrity Read” program sponsored by the United Way of Essex and West Hudson from February 6 thru February 24, 2015 at no cost to the District. The Principals of the aforementioned schools will determine specific dates.

- q. Keynote Speaker: Dr. Michael Fowlin- (Griffin, Coleman)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Dr. Michael Fowlin, Actor, Psychologist and Poet to serve as keynote speaker for two (2) sessions on “You Don’t Know Me Until You Know Me” for Patrick F. Healy Middle School students and staff on January 5, 2015 at a cost to the District not to exceed \$2,850.

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: 15.15.190.100.320.217.217.0000)

- r. Glass Roots Visual Arts Residency- (Griffin, Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Glass Roots providing three Visual Art residencies at Tyson Elementary, Tyson Middle, Houston Middle Schools that will give specialized instruction in creating art with glass between December 10, 2014 and May 20, 2015. Cost to the District - \$13,788.

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: 15.11.000.221.320.000.000.9706)

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

s. Hiring of a Public Relations Consultant- (Scott)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the hiring of Ms. Nicole Wigfall, Consultant, whose concentration will be in the areas of Media and Public Relations for the 2014-2015 school year at a cost to the District of \$15,000 for a period of six months.

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: 15.11.000.230.339.028.019.4336)

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

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, accepts the report of 3 incidents for November 2014 for the NJDOE monthly reporting of HIB.

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

u. Field Trips

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

No.	Names(s)	Destination	Reason (include incentive & benefit)	Date(s)	Cost/Budgets
					SB - School Based/GB - Grant Based/ AB - Arts Based Budgets
1	Ms. S. Thompson 32 students 3 staff members 5 parent chaperones Tyson M/H School	Livingston, NJ	To attend and perform at the Annual Livingston Mall Holiday Concert series (Educational & Enrichment)	12/17/14	\$208.00 Transportation \$208.00 Total 15.15.190.100.270.203.003.5523 (SB)
2	Ms. B. Froehlich 20 students 2 staff members STEM Academy	Wantage, NJ	To visit Lazer One (Enrichment)	12/19/14	\$447.20 Transportation \$447.20 Total 15.15.000.270.512.102.002.5523 (SB)
3	Ms. B. Froehlich 10 students 2 staff members STEM Academy	Newark, NJ	To attend the NJIT Robotics Competition (Educational)	1/3/15	\$218.40 Transportation \$218.40 Total 15.15.000.270.512.102.002.5523 (SB)
4	Mr. Enriquez 52 students 4 staff members 2 parent chaperones Carver Institute	Jersey City, NJ	To visit the Liberty Science Center (Educational)	1/6/15	\$ 624.00 Transportation \$ 921.00 Admissions \$1,545.00 Total 15.15.000.270.512.305.005.5523 (SB) 15.15.190.100.800.305.005.0008 (SB)
5	Mr. Enriquez 50 students 4 staff members 6 parent chaperones Carver Institute	Jersey City, NJ	To visit the Liberty Science Center (Educational)	1/7/15	\$ 624.00 Transportation \$ 888.00 Admissions \$1,512.00 Total 15.15.000.270.512.305.005.5523 (SB) 15.15.190.100.800.305.005.0008 (SB)
6	Mr. Enriquez 52 students 5 staff members 6 parent chaperones Carver Institute	Jersey City, NJ	To visit the Liberty Science Center (Educational)	1/8/15	\$ 624.00 Transportation \$ 921.00 Admissions \$1,545.00 Total 15.15.000.270.512.305.005.5523(SB) 15.15.190.100.800.305.005.0008 (SB)
					F/T Board Agenda 12/9/14

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

u. Field Trips (cont'd)

No.	Names(s)	Destination	Reason (include incentive & benefit)	Date(s)	Cost/Budgets
					SB - School Based/GB - Grant Based/ AB - Arts Based Budgets
7	Mr. D. Malyszko 10 students 2 staff members Campus High School	Morristown, NJ	To visit the Mayo Performing Arts Center for an interactive workshop (Educational, Incentive & Enrichment)	1/8/15	\$312.00 Transportation <u>\$260.00</u> Substitute Salary <u>\$572.00</u> Total 15.15.000.270.512.101.001.5523 (SB) 15.11.140.100.101.000.000.0000 (SB)
8	Ms. L. Gopal 10 students 2 staff members Campus High School	Paramus, NJ	To attend the 2015 NJSMA Regional Choir Competition (Educational, Incentive & Enrichment)	1/10/15	\$390.00 Transportation \$260.00 Substitute Salary <u>\$250.00</u> Registration Fee \$900.00 Total 15.15.000.270.512.101.001.5523 (SB) 15.11.140.100.101.000.000.0000 (SB) 15.15.190.100.800.101.001.0000 (SB)
9	Mr. J. Ozello 20 students 1 staff member Campus High School	Newark, NJ	To attend the Mock Trials at the Essex County Court House (Educational & Enrichment)	1/12/15 1/13/15 1/14/15 1/15/15 1/20/15 1/21/15 1/22/15 1/26/15 1/27/15	<u>\$1,872.00</u> Transportation <u>\$1,872.00</u> Total 15.15.000.270.512.101.001.5523 (SB)
10	Mr. D. Mwangi 20 students 2 staff members 2 parent chaperones Campus High School	Jersey City, NJ	To attend a live kidney transplant surgery at the Liberty Science Center (Educational)	1/13/15	\$ 338.00 Transportation \$ 507.00 Admissions <u>\$ 260.00</u> Substitute Salary \$1,105.00 Total 15.11.140.100.101.000.000.0000 (SB) 15.15.000.270.512.101.001.5523 (SB) 15.15.190.100.800.101.001.0000 (SB)
11	Ms. E. Bittings 98 students 7 staff members 8 parent chaperones Warwick Institute	South Orange, NJ	To attend the performance "MatheMagic" at the South Orange Performing Arts Center (SOPAC) (Educational & Enrichment)	1/15/15	\$ 408.00 Transportation <u>\$1,140.00</u> Admissions \$1,548.00 Total 15.15.000.270.512.309.009.5523 (SB) 15.15.190.100.800.309.009.0000 (SB)
12	Ms. I. Colson 1,211 students Staff members TBD Parent chaperones TBD District Schools	Newark, NJ	To attend 4 performances at the New Jersey Performing Arts Center (NJ PAC) (Educational)	1/16/15 2/20/15 3/26/15 5/8/15	\$ 5,460.00 Transportation <u>\$14,516.00</u> Admissions \$19,976.00 Total 15.11.000.270.517.000.000.9706 (AB) 15.11.000.221.890.000.000.9706 (AB)
					F/T Board Agenda 12/9/14

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

u. Field Trips (cont'd)

No.	Names(s)	Destination	Reason (include incentive & benefit)	Date(s)	Cost/Budgets
					SB - School Based/GB - Grant Based/ AB - Arts Based Budgets
13	Ms. L. Gopal 17 students 2 staff members Campus High School	East Orange, NJ	To prepare for the 2015 Choral Competition (Educational)	1/21/15	\$239.20 Transportation <u>\$260.00</u> Substitute Salary \$499.20 Total 15.15.000.270.512.101.001.5523 (SB)
14	Mr. J. Refinski 45 students 4 staff members STEM Academy	Holmdel, NJ	To visit the NJ Vietnam Veterans Memorial and Education Center (Educational)	3/15/15	\$514.80 Transportation <u>\$130.00</u> Substitute Salary \$644.80 Total 15.15.000.270.512.102.002.5523 (SB) 15.15.190.100.800.102.002.0000 (SB) 15.15.140.100.101.102.002.0000 (SB)
15	Mr. S. Webb 25 students 15 staff members FSA Middle School	Baltimore, MD	To visit the Great Blacks in Wax Museum and tour Baltimore Harbor (Educational)	5/28/15	\$1,820.00 Transportation <u>\$ 500.00</u> Admissions \$2,320.00 Total 15.11.423.100.800.145.045.0000 (SB) 15.11.423.270.512.145.045.5523 (SB)
16	Ms. S. Webb 25 students 15 staff members FSA Middle School	Perth Amboy, NJ	To visit the Cornucopia Princess (Educational & Enrichment)	6/12/15	\$ 520.00 Transportation <u>\$3,000.00</u> Admissions \$3,520.00 Total 15.11.423.240.800.145.045.0000 (SB) 15.11.423.270.512.145.045.5523 (SB)
17	Ms. S. Hastings 20 students 2 staff members Houston Academy	East Orange	To sing for Senior citizens	12/17/14	No Cost to the District
18	Ms. Champagne Ms. Colson -5 th graders of Houston, Costley, Banneker, Bowser, Carver, Garvin, Houston, Hughes, Jackson, Louverture, Parks, Tyson Elem. & Warwick	East Orange	School Tour of Tyson M/H by Elementary students	Jan. 15-16, 2015	\$4,030 Transportation 15.11.000.270.517.028.033.9713
19	Ms. J. James 40 students 3 staff members Tyson M/H School	Newark, NJ	NJPAC Kwanzaa Celebration	12/20/14	No Cost to the District
20	Ms. Gopal 10 students 2 staff members EOCHS	Morristown, NJ	Mayo Performing Arts Center	1/8/15	\$ 312.00 - Transportation \$ 260.00 - Substitute \$ 575.00 - Total 15.15.000.270.512.101.001.5523 15.11.140.100.000.000.000.0000
DATE/CHANGES TO FIELD TRIPS					
1	Ms. B. Taylor 20 students 2 staff members STEM Academy	Astoria, NY	To visit the Museum of Moving Images (Educational)	1/7/15	This field trip was approved at the 10/14/14 Board meeting. This trip was originally scheduled for 11/12/14 and due to a date conflict the trip has been changed. F/T Board Agenda 12/9/14

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

a. Retirements

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

1. Ms. Yvonne Cultess – School Nurse – Parks Academy
Effective January 1, 2015 (17 years, 4 months of service)
(15.000.213.0100.000.311.011.0000 – 83.0000%)
(20.218.200.0104.000.028.026.9027 – 17.0000%)
2. Ms. Patricia Dembowski – Director of Elementary and Secondary Education – Curriculum Services
Effective February 1, 2015 (44 years, 5 months of service)
(11.000.221.0104.000.000.000.0000)
3. Mr. Mervyn Guevara – Painter – Division of Maintenance Services
Effective February 1, 2015 (13 years of service)
(11.000.261.0100.000.000.000.0000)
4. Ms. Deborah Thurmond – Teacher Tutor – Langston Hughes School
Effective July 1, 2015 (38 years of service)
(15.120.100.0101.000.306.006.0000)

b. Resignations

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

1. Ms. Portia Ashby – Secretary (Head) – Banneker Academy
Effective November 11, 2014 (personal reasons) (1 year, 2 months of service)
(15.000.240.0105.000.336.036.0000)
2. Ms. Josephine Williams – Teacher of Elementary – Bowser Elementary School
Effective December 31, 2014 (no reason) (12 years, 3 months of service)
(15.120.100.0101.000.304.004.0000)

c. Rescission of Transfer

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

1. Ms. Deslyn Phillip-Sutherland – Teacher Assistant for Kindergarten – Warwick Institute
Transfer was approved at the November 11, 2014 Board Meeting
(15.190.100.0106.000.309.009.9704)

d. Rescission of Appointments

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

1. Mr. Hampton Dickerson – Custodian (hourly) – Division of Maintenance Services
Transfer was approved at the October 14, 2014 Board Meeting
(11.000.262.0100.000.000.000.0000)

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

d. Rescission of Appointments (cont'd)

2. Mr. Todd Fleming – Teacher Assistant for Special Education (1:1) – Carver Institute
Appointment was approved at the October 14, 2014 Board Meeting
(11.000.217.0100.000.000.0000)

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.”

1. Mr. Kenneth Carter – Custodian – Bowser Elementary School
Family Act LOA Effective September 25, 2014 to June 30, 2015
(11.000.262.0100.000.000.0000)
2. Ms. Tiffin Carter – Teacher of Kindergarten – Warwick Institute
Health LOA Effective December 10, 2014 to December 23, 2014
(15.110.100.0101.000.309.009.9704)
3. Ms. Anita Champagne – Principal – Tyson 6-12
Family Act LOA (Intermittent) Effective December 10, 2014 to June 30, 2015 (NTE 15 days)
(15.000.240.0103.000.203.003.0000)
4. Ms. Laura Ciesla – Teacher of English – Tyson 6-12
Family Act LOA Effective November 17, 2014 to December 1, 2014
(15.140.100.0101.000.203.003.0000)
5. Ms. Susan DeCarlo – Teacher of Elementary – Warwick Institute
Health LOA Effective December 1, 2014 to June 30, 2015
(15.120.100.0101.000.309.009.0000)
6. Mr. Joseph DeFrancesco – Supervisor – Department of Early Childhood
Family Act LOA Effective November 3, 2014 to November 26, 2014
(20.218.200.0102.000.028.026.9023)
7. Ms. Anna Dunn – Teacher of Elementary – WE Academy
Family Act LOA Effective November 4, 2014 to February 4, 2015
(11.423.100.0101.000.144.044.0000)
8. Ms. Omery Ferreira – Attendance Officer – Educational Support Services
Family Act LOA Effective November 14, 2014 to November 26, 2014
Family Act LOA (Intermittent) Effective December 1, 2014 to June 30, 2015 (NTE 15 days)
(11.000.211.0100.000.000.000.0000)
9. Ms. Hallie Gamble – Teacher of English – Alternative School Program
Family Act LOA Effective October 27, 2014 to November 5, 2014
(11.423.100.0101.000.029.029.0000)
10. Ms. Muriel Grant – Assistant Secretary – Costley Middle School
Family Act LOA (Intermittent) Effective December 3, 2014 to June 30, 2015 (NTE 15 days)
(15.000.211.0100.000.215.015.0000)
11. Ms. Sonia Grant – Custodian – Division of Maintenance Services
Family Act LOA Effective November 19, 2014 to December 5, 2014
(11.000.262.0100.000.000.000.0000)

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

e. Leaves of Absence (cont'd)

12. Mr. John Gregory – Attendance Officer – Division of Operations
Family Act LOA Effective October 14, 2014 to October 21, 2014
Family Act LOA (Intermittent) Effective October 22, 2014 to November 19, 2014 (NTE 14 days)
Family Act LOA Effective November 20, 2014 to December 16, 2014
(11.000.211.0100.000.000.000.0000)
13. Mr. Alexander Gruskin – Teacher of Technology – Healy Middle School
Health LOA Effective October 24, 2014 to June 30, 2015
(15.000.222.0100.000.217.017.0000)
14. Ms. Angeliqne Iriarte – Speech Therapist – Department of Early Childhood
Family Act LOA (Intermittent) Effective November 24, 2014 to June 30, 2015(NTE 10 days)
(20.218.200.0104.000.028.028.0000)
15. Ms. Pamela Kates – Assistant Secretary – Tyson 6-12
Health LOA Effective October 15, 2014 to June 30, 2015
(15.000.213.0100.000.203.003.0000)
16. Mr. Bruce Lindsay – Teacher of the Handicapped (SLD) – Truth Middle School
Health LOA Effective December 1, 2014 to June 30, 2015
(15.204.100.0101.000.216.016.0000)
17. Mr. Irving McGhee – Teacher Tutor – Banneker Academy
Family Act LOA Effective November 11, 2014 to December 8, 2014
(15.120.100.0101.000.336.036.0000)
18. Ms. Marissa McKenzie – Human Resource Manager – Division of Human Resource Services
Family Act LOA Effective December 2, 2014 to December 23, 2014
(11.000.251.0100.000.000.000.0000)
19. Ms. Andrea McKinnon – Teacher of Elementary – Langston Hughes School
Family Act LOA Effective November 11, 2014 to December 23, 2014
(15.120.100.0101.000.306.006.0000)
20. Ms. Jennifer Ok – Teacher of Grades 6-8 (LA) – Truth Middle School
Family Act LOA Effective November 12, 2014 to February 12, 2015
(15.130.100.0101.000.216.016.0000)
21. Ms. Diana Ospina – Teacher of Medical (Theme) – Bowser Elementary
Health LOA Effective December 2, 2014 to June 30, 2015
(15.120.100.0101.000.304.004.0000)
22. Ms. Loreen Rigby-King – School Nurse – Ecolè Toussaint Louverture
Health LOA Effective December 9, 2014 to December 23, 2014
(15.000.213.0100.000.310.010.0000)
23. Ms. Ana Rincon-Lorenzo – Teacher of Spanish – Tyson 6-12
Family Act LOA Effective December 12, 2014 to December 23, 2014
(15.130.100.0101.000.203.003.0000)
24. Ms. Jacqueline Royal – Teacher of Elementary – Langston Hughes School
Health LOA (without pay) Effective October 9, 2014 to a date TBD (NTE 06/30/15)
(15.120.100.0101.000.306.006.0000)

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

e. Leaves of Absence (cont'd)

25. Ms. Magdalie Saint-Preux – School Social Worker – Houston Academy
Family Act LOA Effective November 5, 2014 to February 5, 2015
(15.000.211.0100.000.307.007.0000)
26. Ms. Kathy Shoulars – School Social Worker – Carver Institute
Health LOA Effective November 29, 2014 to January 30, 2015
(15.000.211.0100.000.305.005.0000)
27. Ms. Zakiyya Sutton – Teacher Assistant for Special Education (ICS) – Langston Hughes School
Family Welfare LOA Effective November 19, 2014 to December 8, 2014
(15.213.100.0106.000.306.006.0000)
28. Ms. Phyllis Taylor – School Social Worker – Department of Special Education
Family Act LOA Effective November 11, 2014 to January 28, 2015
(11.000.219.0104.000.000.000.0000)

f. Transfers

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the transfer listed in HUMAN RESOURCE 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. Mr. Anthony Collins – Teacher of Elementary – Tyson Elementary
(Original Hire Date: December 13, 1999)
From: Level 5/MA Step 13½ \$83,840.00 p/a
To: Level 5/MA Step 13½ \$83,840.00 p/a + \$750 Longevity
Effective December 15, 2014 to June 30, 2015
(15 years longevity stipend)
(15.120.100.0101.000.312.012.0000)
2. Ms. Marie Fleurant – Teacher Trainer for Bilingual Education – Division of Curriculum Services
(Original Hire Date: October 10, 1989)
From: Level 4/BA Step 16 \$88,706.00 p/a + \$1,250 Longevity
To: Level 4/BA Step 16 \$88,706.00 p/a + \$1,500 Longevity
Effective October 10, 2014 to June 30, 2015
(25 years longevity stipend)
(11.000.221.0104.000.000.000.0000 – 30.0000%)
(20.271.200.0104.000.028.057.0000 – 70.0000%)
3. Ms. Dorita Fulchini – Teacher of the Handicapped (MCI) – Truth Middle School
(Original Hire Date: October 2, 1989)
From: Level 5/MA Step 16 \$95,420.00 p/a + \$1,250 Longevity
To: Level 5/MA Step 16 \$95,420.00 p/a + \$1,500 Longevity
Effective October 2, 2014 to June 30, 2015
(25 years longevity stipend)
(15.201.100.0101.000.216.016.0000)

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

g. Salary Adjustment (cont'd)

4. Mr. Keith Gant – Teacher of Social Studies – East Orange Campus High School
(Original Hire Date: December 1, 1999)
From: Level 4/BA Step 16 \$88,706.00 p/a
To: Level 4/BA Step 16 \$88,706.00 p/a + \$750 Longevity
Effective December 1, 2014 to June 30, 2015
(15 years longevity stipend)
(15.140.100.0101.000.101.001.0000)

5. Ms. Deja Glenn – Payroll Clerk – Division of Business Services
(Original Hire Date: October 15, 2014)
From: Group 4 Step 1 \$38,148.00 p/a
To: Group 4 Step 1 \$38,148.00 p/a + \$2,000 Stipend
Effective October 15, 2014 to June 30, 2015
(higher training level)
(11.000.251.0100.000.000.000.0000)

6. Ms. Tamiko Gourdine-Broadway – Teacher of Elementary – Carver Institute
(Original Hire Date: November 9, 1999)
From: Level 6/MA+32 Step 15 \$101,490.00 p/a
To: Level 6/MA+32 Step 15 \$101,490.00 p/a + \$750 Longevity
Effective November 10, 2014 to June 30, 2015
(15 years longevity stipend)
(15.000.221.0104.000.305.005.0000 – 35%) & (15.120.100.0101.000.305.005.0000 – 50%)
(20.271.200.0100.000.028.057.0000 – 15%)

7. Ms. Patricia Hurt – Theme Teacher – Cochran Academy
(Original Hire Date: October 25, 1999)
From: Level 6/MA+32 Step 16 \$103,265.00 p/a
To: Level 6/MA+32 Step 16 \$103,265.00 p/a + \$750 Longevity
Effective October 27, 2014 to June 30, 2015
(15 years longevity stipend)
(15.120.100.0101.000.338.038.0000)

8. Mr. Keith Izsa – Teacher of Social Studies – East Orange Campus High School
(Original Hire Date: November 12, 2014)
From: Level 4/BA Step 1 \$51,873.00 p/a
To: Level 5/MA Step 14 \$86,890.00 p/a
Effective November 12, 2014 to June 30, 2015
(higher training level & verified prior experience)
(15.140.100.0101.000.101.001.0000)

9. Ms. Norma Kingka – Teacher of Grades 6-8 (LA) – Houston Academy
(Original Hire Date: November 2, 1994)
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 1, 2014 to June 30, 2015
(20 years longevity stipend)
(15.130.100.0101.000.307.007.0000)

A. SUPERINTENDENT OF SCHOOLS2. HUMAN RESOURCE SERVICESg. Salary Adjustment (cont'd)

10. Ms. Shahidah Mack – Teacher of Pre-Kindergarten – Warwick Institute
(Original Hire Date: November 24, 2008)
From: Level 4/BA Step 1 \$51,873.00 p/a
To: Level 5/MA Step 1 \$57,573.00 p/a
Effective September 1, 2014 to June 30, 2015
(verified prior experience)
(20.218.100.0101.000.028.026.9010)
11. Ms. Helen Mininson – Teacher Tutor – Cochran Academy
(Original Hire Date: December 11, 1989)
From: Level 5/MA Step 16 \$95,420.00 p/a + \$1,250 Longevity
To: Level 5/MA Step 16 \$95,420.00 p/a + \$1,500 Longevity
Effective December 11, 2014 to June 30, 2015
(25 years longevity stipend)
(15.120.100.0101.000.338.038.0000)
12. Ms. Shakinah Riley-Lavendar – Teacher of Elementary – Langston Hughes School
(Original Hire Date: November 9, 1999)
From: Level 5/MA Step 13 \$79,453.00 p/a
To: Level 5/MA Step 13 \$79,453.00 p/a + \$750 Longevity
Effective November 10, 2014 to June 30, 2015
(15 years longevity stipend)
(15.120.100.0101.000.306.006.0000)
13. Ms. Iraida Santiago – Teacher of Elementary – Bowser Elementary School
(Original Hire Date: November 1, 1999)
From: Level 4/BA Step 16 \$88,706.00 p/a
To: Level 4/BA Step 16 \$88,706.00 p/a + \$750 Longevity
Effective November 1, 2014 to June 30, 2015
(15 years longevity stipend)
(15.120.100.0101.000.304.004.0000)
14. Mr. Derrick Sweeney – Teacher Assistant for Kindergarten – Wahlstrom Academy
From: Step 1 \$26,007.00 p/a
To: Step 3 \$26,557.00 p/a
Effective December 10, 2014 to June 30, 2015
(higher training level)
(15.190.100.0106.000.339.039.9704)
15. Ms. Sherri Taylor – Teacher of Pre-Kindergarten – Garvin School
(Original Hire Date: September 1, 2008)
From: Level 5½/MA+15 Step 9 \$64,573.00 p/a
To: Level 6/MA+32 Step 9 \$71,673.00 p/a
Effective February 1, 2015 to June 30, 2015
(higher training level)
(20.218.100.0101.000.028.026.9010)
16. Ms. Willita Thomas – Teacher of English – East Orange Campus High School
(Original Hire Date: December 15, 1999)
From: \$59,223.00 p/a
To: \$59,223.00 p/a + \$750 Longevity
Effective December 15, 2014 to June 30, 2015
(15 years longevity stipend)
(15.140.100.0101.000.101.001.0000)

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

g. Salary Adjustment (cont'd)

17. Ms. Kathleen Weldon – Teacher of Elementary – Ecolè Toussaint Louverture
(Original Hire Date: November 15, 1999)
From: Level 4/BA Step 16 \$88,706.00 p/a
To: Level 4/BA Step 16 \$88,706.00 p/a + \$750 Longevity
Effective November 17, 2014 to June 30, 2015
(15 years longevity stipend)
(15.120.100.0101.000.310.010.0000)

18. Ms. Tameka Williams – Teacher Assistant for Kindergarten – Tyson Elementary
(Original Hire Date: October 14, 2014)
From: Step 1 \$26,007.00 p/a
To: Step 3 \$26,557.00 p/a
Effective October 14, 2014 to June 30, 2015
(higher training level)
(15.190.100.0106.000.312.012.0000)

h. Staff Appointments – Various Locations– 2014-2015 School Year

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2014-15 staff appointments for the various locations listed in HUMAN RESOURCE SERVICES SCHEDULE 2.h.”

i. Salary Adjustments Addendum – East Orange Secretaries Association – 2012 -13, 2013-14 & 2014-15 S/Y

BE IT RESOLVED: “that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2012-13, 2013-14 & 2014-15 school years salary adjustments addendum for East Orange Secretaries Association staff listed in HUMAN RESOURCES SCHEDULE 2.i as per the new collective bargaining agreement between the East Orange Board of Education and the East Orange Secretaries Association ratified on May 13, 2014.

j. Custodian Head Stipend Corrections

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the custodian head stipend corrections for the head custodians listed in HUMAN RESOURCE SERVICES SCHEDULE 2.j.”

k. Granting of Request for Extended Sick Leave

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the granting of extended sick leave for the number of days indicated (at full pay, minus substitute pay) to the staff member listed below:”

SD 15 days
AG 10 days

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

1. 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. Luckens Bolivar – Teacher of Health/Physical Education – Banneker Elementary
Change in Family Act LOA Effective Dates
From: September 19, 2014 to September 25, 2014
To: September 15, 2014 to October 3, 2014
2. Mr. Frank Fontaine – Teacher of Music – Banneker Academy
Change in Family Act LOA Effective Dates
From: November 3, 2014 to November 21, 2014
To: November 3, 2014 to November 24, 2014
3. Ms. Nakia Jones – Assistant Secretary (10-Mth) – Banneker Academy
Correction of Salary Adjustment
From: Group 2 Step 2 \$25,918.00 p/a to Group 2 Step 7 \$29,433.00 p/a
To: Group 2 Step 2 \$26,177.00 p/a to Group 2 Step 7 \$29,433.00 p/a
Effective September 1, 2012 to June 30, 2013
&
From: Group 2 Step 2 \$25,918.00 p/a to Group 2 Step 7 \$29,874.00 p/a
To: Group 2 Step 2 \$26,570.00 p/a to Group 2 Step 7 \$29,874.00 p/a
Effective September 1, 2013 to June 30, 2014
4. Ms. Darlene Kuc – School Nurse – Jackson Academy
Change in Family Act LOA Effective Dates
From: October 13, 2014 to October 31, 2014
To: October 13, 2014 to November 14, 2014
5. Ms. Diana Ospina – Teacher of Medical (Theme) – Bowser Elementary
Change in Family Act LOA Effective Dates
From: September 1, 2014 to October 29, 2014
To: September 1, 2014 to December 1, 2014
6. Ms. Katina Petty – Security Monitor – Campus High
Change in Family Act LOA Effective Dates
From: October 1, 2014 to December 1, 2014
To: October 1, 2014 to December 23, 2014
7. Ms. Stacy Sharpe – Teacher of Elementary – Carver Institute
Change in Family Act LOA Intermittent Effective Dates
From: September 1, 2014 to June 30, 2015
To: September 1, 2014 to December 1, 2014
8. Ms. Cassie West – Teacher of the Handicapped – Parks Academy
Change in Family Act LOA Effective Dates
From: October 27, 2014 to January 16, 2015
To: October 27, 2014 to January 21, 2015
9. Ms. Zaquina Zackery – Teacher Assistant for Special Education – Tyson 6-12
Change in Family Act LOA Effective Dates
From: September 1, 2014 to October 31, 2014
To: September 1, 2014 to December 1, 2014

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

m. Appointments

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

1. Mr. Oluwakayode Adewale – Per Diem Substitute Teacher – Substitute Department
Salary \$75.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
2. Ms. Adebayo Afolayan – Per Diem Substitute Teacher – Substitute Department
Salary \$75.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
3. Ms. Rafaelina Almonte – Teacher Assistant for Bilingual Education – Costley Middle School
Salary \$26,557.00 p/a Step 3 Effective December 10, 2014 to June 30, 2015
(15.140.100.0101.000.101.001.0000) (replacement)
4. Mr. Issac Antwi – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
5. Mr. Augustine Anumah – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
6. Mr. Peter Asebiomo – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
7. Mr. Olayemi Bakare-Lawal – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
8. Ms. Freda Clark – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
9. Ms. Rashidah Dawson – Security Hourly – Department of Security
Salary \$16.13 p/h Step 1 Effective December 10, 2014 to June 30, 2015
(11.000.266.0100.000.000.000.0000)
10. Ms. Quanisha Dorsey – Security Hourly – Department of Security
Salary \$16.13 p/h Step 1 Effective December 10, 2014 to June 30, 2015
(11.000.266.0100.000.000.000.0000)
11. Mr. Emmanuel Edwards – Custodian (hourly) – Division of Maintenance Services
Salary \$14.01 p/h Effective December 10, 2014 to June 30, 2015
(11.000.262.0100.000.000.000.0000)
12. Ms. Ngozi Fadehan – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
13. Mr. Wuisler Fort – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

m. Appointments (cont'd)

14. Ms. Bahiyyah Hooper – Per Diem Substitute Teacher – Substitute Department
Salary \$75.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
15. Ms. Akila Jones-Nunn – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
16. Ms. Khalilah Knight – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
17. Ms. Shunda Koon – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
18. Mr. Obiageli Obi – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
19. Mr. Richard Oganah – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
20. Mr. Ikechukwu Onyema – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
21. Ms. Ariadna Perez – Teacher of Spanish – Langston Hughes School
Salary \$51,873.00 p/a Level 4/BA Step 1 Effective December 10, 2014 to June 30, 2015
(15.120.100.0101.000.306.006.0000) (replacement)
22. Ms. Denise Perry – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
23. Mr. Marckens Pierre – School Counselor – Tyson 6-12
Salary \$51,873.00 p/a Level 4/BA Step 1 Effective January 1, 2015 to June 30, 2015
(15.000.218.0104.000.203.003.0000) (replacement)
24. Mr. Clerveus Richardson – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
25. Ms. Suzy Rimoh – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
26. Ms. Leticia Roberts – Per Diem Substitute Teacher – Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

m. Appointments (cont'd)

27. Ms. Margaret Robinson - Per Diem Substitute Teacher - Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
28. Ms. Marilyn Smith-Levell - Per Diem Substitute Teacher - Substitute Department
Salary \$75.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
29. Ms. Anah Ukpere - Per Diem Substitute Teacher - Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
30. Ms. Tamisha Wiley - Per Diem Substitute Teacher - Substitute Department
Salary \$130.00 p/d Effective December 10, 2014 to June 30, 2015
(11.120.100.0101.000.000.000.0000)
31. Mr. Jimi Williams - Custodian (hourly) - Division of Maintenance Services
Salary \$14.01 p/h Effective December 10, 2014 to June 30, 2015
(11.000.262.0100.000.000.000.0000)

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

p. Professional Conferences

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.	Barbara Froehlich STEM Academy	Washington, DC	100 "SuperStars" Teachers Conference	12/8-9/2014	\$ 260.00 Substitute Salary \$ 260.00 Total Est. Cost 15.15.130.100.101.102.002.9729
2.	Victoria Nworu Barry-Garvin	Parsippany, NJ	Practical Strategies to Address the Challenges of Today's SCHOOL NURSE	12/9/2014	\$ 235.00 Registration Cost \$ 235.00 Total Est. Cost 15.15.000.223.580.308.008.0000
3.	Abdul Mani Hassan Campus HS (Amendment- BOE 11/11/14)	National Harbor, MD	45 th Annual National Athletic Director's Conference	12/13-16/2014	\$ 179.70 Mileage and Tolls \$ 798.08 Lodging and Gratuities \$ 200.00 Meals and Gratuities \$ 87.09 Other Expenses \$1,264.87 Total Est. Cost 15.11.402.500.000.101.001.0000
4.	Elisha Washington Tabina Lyte-Adam Tyson Mid/HS	Newark, NJ	Teaching the Common Core to the Bottom 20% Seminar	12/15/2014	\$ 458.00 Registration Cost \$ 458.00 Total Est. Cost 15.15.000.240.580.203.003.0000
5.	Leslie Shults Danielle Shorts Gordon Parks	New Brunswick, NJ	An Introduction to Teasing and Bullying Training for School Safety & Climate Teams	12/17/2014	NO COST TO THE DISTRICT
6.	Melanie Cruz Assumpta Ekeh Tyson Elementary	New Brunswick, NJ	An Introduction to Teasing and Bullying Workshop	12/17/2014	NO COST TO THE DISTRICT
7.	Damien Beaton Campus HS	West Orange, NJ	"FLIP" Your Math Instruction- Blended Learning	12/18/2014	\$ 130.00 Substitute Cost \$ 229.00 Registration Cost \$ 359.00 Total Est. Cost 15.11.140.100.101.000.000.0000 15.15.000.240.580.101.001.0000
8.	Dr. Monica Burton WE Academy	Monroe Township, NJ	"Hot Issues in School Law"	1/6/2015	\$ 41.00 Mileage and Tolls \$150.00 Registration Cost \$ 191.00 Total Est. Cost 15.11.423.100.580.144.044.0000
9.	Dr. Deborah Harvest Asst. Superintendent Div. of Operations	Monroe, NJ	Investigating Discrimination Claims Workshop	1/13/2015	NO COST TO THE DISTRICT

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

p. Professional Conferences

Name(s)	Destination	Reason	Date(s)	Cost
10. Jewel Crenshaw-Ellis Donna Dangler Rachel Dolahan Sharman Nittoli Frank Fontaine Daille Kettrell Eveleen Solomon Darnell Starkes Jinna Youn Division of Curriculum	Montclair, NJ	"Teachers s Scholars: Music Listening Lessons to Grow On"	1/16/2015	\$1,170.00 Substitute Salary \$1,170.00 Total Est. Cost 15.11.120.100.101.000.000.0000 15.11.130.100.101.000.000.0000
11. Craig Smith Asst. SBA / Purchasing Agent Division of Business Services	New Brunswick, NJ	Healthcare Law and the Affordable Care Act	1/23/2015	\$ 260.00 Registration Cost \$ 260.00 Total Est. Cost 15.11.000.251.890.028.020.6664
12. Debbie Hoges Human Resources	Parsippany, NJ	Microsoft Excel Seminar	1/26-27/2015	\$ 178.00 Registration Cost \$ 178.00 Total Est. Cost 15.11.000.251.890.028.021.6664
13. Brian Tidwell Stephen Webb Cambie Jones Fresh Start Middle	New Brunswick, NJ	"Introduction to Teasing & Bullying"	1/29/2015	\$ 100.00 Registration Cost \$ 100.00 Total Est. Cost 15.11.423.240.580.145.045.0000
14. Monique Williams Human Resources	Edison, NJ	Managing Multiple Priorities, Projects and Deadlines Seminar	1/30/2015	\$ 49.00 Registration Cost \$ 49.00 Total Est. Cost 15.11.000.251.890.028.021.6664
15. Sharon Davis Amanda Adams Marilyn Roldan Carver Institute	West Orange, NJ	Best iPad Apps and iPad Strategies to Increase Student Learning	1/30/2015	\$ 260.00 Substitute Salary \$ 705.00 Registration Cost \$ 965.00 Total Est. Cost 15.15.000.240.580.305.005.0000 15.11.120.100.101.000.000.0000
16. Olivia Johnstone Tyson Mid/ HS	Montclair, NJ	Teacher's as Scholars-The "60's" Workshop	2/6 & 2/13/2015	NO COST TO THE DISTRICT
17. Brian Tidwell Fresh Start Middle	New Brunswick, NJ	"Conflict Resolution Training for Middle/HS	2/11/2015	NO COST TO THE DISTRICT
18. Deborah Thurlow Costley Middle	East Brunswick, NJ	New Jersey Music Educators Association Conference	2/19-21/2015	\$260.00 Substitute Salary \$260.00 Total Est. Cost 15.15.130.100.101.215.015.9727

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

2. HUMAN RESOURCE SERVICES

p. Professional Conferences

	Name(s)	Destination	Reason	Date(s)	Cost
19.	Stephen Webb Fresh Start Middle	Monroe, NJ	"Sex Discrimination / Sexual Harassment"	2/26/2015	\$ 75.00 Registration Cost \$ 75.00 Total Est. Cost 15.11.423.100.500.145.045.0000
20.	Brian Tidwell Fresh Start Middle	Monroe, NJ	" Student Confidentiality, Student Records and Public Records"	3/3/2015	\$ 75.00 Registration Cost \$ 75.00 Total Est. Cost 15.11.423.100.500.145.045.0000
21.	Kimberly Scott Business Services	New Orleans, LA	2015 NEA Education Support Professional Conference	3/6-8/2015	NO COST TO THE DISTRICT
22.	Jaliyla Fraser Division of Curriculum	Boston, Mass	NCTM Annual Meeting and Exposition	4/15-18/2015	\$ 310.00 Mileage and Tolls \$ 900.00 Lodging and Gratuities \$ 200.00 Meals and Gratuities \$365.00 Registration Cost \$1,775.00 Total Est. Cost 15.11.000.21.580.028.026.0000

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

a. List of Bills (Ratify)

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

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

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, ratifies the payment of bills on the attached lists totaling \$1,138,722.73 (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 Superintendent of Schools, authorizes and approves the payment of bills on the attached lists for the Tuesday, December 9, 2014 board meeting in the amount of \$3,776,475.77. (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 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 Superintendent of Schools. (Attachment 3-c)

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

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

WHEREAS, the 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 **\$1,579,170.83** for the month of December 2014;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the 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. Recommendation to Approve Fund Raising Requests

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

WHEREAS, the 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 Superintendent of Schools, approve the Fund Raising Requests on the attached list. (Attachment 3-f)

g. Grant Application & Acceptance Rutgers Eagleton Institute Field Trip to State House, Trenton, NJ

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the application and acceptance of a grant in the amount of \$350 from the Rutgers Eagleton Institute of Politics for a field trip to the State House, Trenton, NJ. (Attachment 3-g)

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

h. 2014-2015 Maximum Travel Budget

WHEREAS, N.J.S.A. 18A:11-12 and N.J.S.A. 6A:23A-7 requires the East Orange Board of Education to establish a maximum travel budget; and

WHEREAS, the East Orange Board of Education in compliance with the State of New Jersey Travel Payment guidelines as established by the Department of Treasury and with guidelines established by the Federal Office of Management and Budget (OMB); except those guidelines that conflict with the provisions of Title 18A of the New Jersey Statutes shall not be applicable; and

WHEREAS, the School Business Administrator/Board Secretary has reviewed the accounts in which departments and schools were authorized to budget for travel expenditures that are critical to the instructional needs of the school district or furthers the efficient operation of the school district; and

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools and the School Business Administrator /Board Secretary establishes the FY 2014-2015 East Orange School District Travel Budget in an amount not to exceed \$289,400.00.

i. Resolution of the East Orange Board of Education authorizing payment to Jo' Pri Consultant for food service during the Annual Board Retreat

WHEREAS, the East Orange Board of Education ("Board") held its annual retreat on October 10 and 11, 2014 at the Board office located at 199 Fourth Avenue, East Orange, New Jersey; and

WHEREAS, community stakeholders, dignitaries, school board association representatives, administrative employees and Board members met and discussed the goals and objectives of the East Orange School District; and

WHEREAS, the Board provided a light meal and refreshments at the annual Board retreat in accordance with the School District Accountability Act and regulations; and

WHEREAS, the Board's Finance Committee has met and reviewed the cost associated with the food service for the Board retreat; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the City of East Orange as follows:

1. The above recitals are incorporated herein as if set forth at length;
2. The Business Administrator is authorized to issue payment to Jo' Pri Consulting in the amount of \$1,546.85.

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

j. Appropriation to Fund Balance

WHEREAS, pursuant to N.J.S.A.18A, boards of education can raise in any school year funds additional to those set forth in its annual budget; and

WHEREAS, the Superintendent of Schools has determined a need to fund the additional tuition cost for charter schools based on the actual 10/15/2014 headcount in accordance with the requirements of 6A:10A-3.2(c) during the 2014 fiscal year; and

WHEREAS, the East Orange Board of Education plans to allocate funds out of our General Fund surplus to fund the Charter Schools in the amount of \$492,755;

WHEREAS, upon the approval of the Commissioner of Education, the East Orange School District directs the Superintendent to allocate the 2014 fiscal year surplus balance to an appropriation line to fund the Charter Schools amount of \$492,755;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, appropriate the surplus generated from the 2014 fiscal year to an appropriation line allocated for the above listed program/project.

(Attachment 3-j)

k. Acceptance of the 2013-2014 School Year Audit Report/Audit Findings and Recommendations/ Correction Plan for the 2013-2014 Annual Audit

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, 2013 through June 30, 2014 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, 2014 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. (Attachment 3-k)

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

l. Corrective Action Plan – No Child Left Behind Title I Audit (NCLB)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the No Child Left Behind Title I Audit (NCLB) Corrective Action Plan (CAP). (Attachment 3-l)

m. 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

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 Superintendent of Schools, accept and adopt the A-148 and for it to become part of the official minutes of this meeting: (Attachment 3-m)

Period Ending	Appropriation Balance	Cash Balance
September 30, 2014	\$153,870,159.48	\$39,541,568.03
October 31, 2014	\$132,333,908.79	\$38,387,520.95

n. A-149 Treasurer’s Report

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, upon the recommendation of the Superintendent of Schools, adopt the A-149 and cause it to become a part of the official minutes of this meeting for periods ending September 30, 2014 and October 31, 2014. (Attachment 3-n)

Period Ending	Cash Balance
September 30, 2014	\$39,541,568.03
October 31, 2014	\$38,387,520.95

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

o. Budgetary Major Account/Fund Status Certificate

BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the 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 REQUIRED)

p. Acceptance of Donation of Athletic Equipment to the EOSD

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the acceptance of fairly used athletic equipment. This equipment is donated from Full Gospel Deliverance Center Church located at 134 Evergreen Place in East Orange. Full Gospel Deliverance has a partnership with AT&T. From this partnership the SCORE (Second Chance for Our Equipment) Program was created. Fairly used equipment is collected from organizations and businesses then donated for use throughout urban communities. (Attachment 3-p)

q. Recommendation to Award Contract – Educational Staffing Services (for Substitute Teachers) to the Division of Human Resources for Various Schools within the EOSD, 2014-2015 SY

WHEREAS, pursuant to the Public School Contract Law and the New Jersey Statutes, Title 18A:18A-37, RFP No. 2471 for Educational Staffing Services to the Division of Human Resources for Various Schools within the EOSD, 2014-2015 SY was advertised on November 12, 2014; and

WHEREAS, the RFP package was completed by the District's Purchasing Agent, which included specifications for the RFP developed by the Division of Human Resources; and

WHEREAS, all proposals received were opened and publicly read aloud by the Purchasing Agent on December 2, 2014; and

WHEREAS, the following responses were received:

1. Source (4) Teachers - 800 Kings Hwy No. Suite 405, Cherry Hill NJ 08034
2. Insight Workforce Solutions – 11 Eves Drive, 150F, Marlton, NJ 08053
3. Clarity Service Group – 4 Neshaminy Interplex, Suite 105, Trevese, PA 19053
4. Delta T Group North Jersey Inc. (Precision Education) – One Woodbridge Center, Suite 512, Woodbridge, NJ 07095

WHEREAS, the responses were reviewed by the Purchasing Agent and evaluated by a committee of five members, consisting of the following persons;

1. Racquel Ferguson, Acting Purchasing Agent
2. Marissa McKenzie, H.R. Manager
3. Deliris Lorenzo, H.R. Specialist
4. Ayeshia Govan, H.R. Generalist
5. Monique Williams, H.R. Assistant

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

- q. Recommendation to Award Contract - Educational Staffing Services (for Substitute Teachers) to the Division of Human Resources for Various Schools within the EOSD, 2014-2015 SY
(cont' d)

WHEREAS, the evaluation process resulted in a recommendation to award a contract to Delta-T Group aka Precision Education to provide Educational Staffing Services (for Substitute Teachers) to the Human Resources Division for Various Schools within the East Orange School District, 2014-2015 SY at the proposed rates of \$75-\$130 per diem (+ 30% markup fee); and

WHEREAS, funds will be made available from accounts as yet to be determined;

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, awards a contract to Delta-T Group (aka Precision Education) for Educational Staffing Services to the Division of Human Resources for Various Schools within the EOSD, 2014-2015 SY in accordance with their RFP proposal. RFP No. 2471 (attachment 3-q)

- r. Appointment of Prescription Brokerage Service- Acrisure

RESOLVED; that the East Orange Board of Education approved the appointment of Acrisure as the Prescription Insurance Broker for the period of December 10, 2014 through June 30, 2015.

BE IT FURTHER RESOLVED, pursuant to N.J.S.A. 19:44-20.26 (P.L. 205, c.271,s.2) the aforementioned entity will submit the required Political Contribution Disclosure Form and Stockholder Disclosure.

XII. CONSIDERATION OF RESOLUTIONS

DECEMBER 9, 2014

A. SUPERINTENDENT OF SCHOOLS

4. MAINTENANCE

a. Recommendation for the Use of Facility

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

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

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

	Organization	School/Location	Date(s)	Activity
1	Clinton Memorial AME Zion Church	Tyson Middle/High - 400 Seat Theater	May 16, 2015 (Sat)	Gospel Concert
2	EO Recreation	EO Campus - Gymnasium	November 22, 2014 (Sat)	Fit, Dribble, Dish & Swish Tournament
3	EO Recreation	Costley- Gym & Locker Rooms	Board Approved 10/14/14 item # 5	*New Additional activities: Wrestling, Archery and Soccer
4	EO Recreation	Tyson Elem.- Auditorium	January 10, 2015 (Sat)	Boy Scouts of America- Movie Showcase
5	EO Recreation	Garvin- Gymnasium	December 10, 2014 - June 30, 2015 (Mon-Fri)	Boys & Girls Basketball and Cheerleading
6	EO Recreation	Parks- Gym & Auditorium	December 10, 2014 - June 30, 2015 (Mon-Fri)	Boys & Girls Basketball and Cheerleading & Girl Scouts
7	EO Recreation	Costley- Pool and Locker Rooms	January 5, 2015 - June 30, 2015 (Mon-Sat)	Swimming Instructional Lessons, Swim Team, Water Aerobics, Lifeguard & WSI Training
8	EO General Hospital	EO Campus-Cafeteria	Board Approved 11/11/14. Revised date: January 17, 2015 (Sat)	

NOW THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, grant permission for the Use of Facilities to the organizations on the attached list as long as each organization submit all documents required in accordance to the District’s Policy and Regulation#7510. (Attachment 4-a)

XIII. ADJOURNMENT

9.

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12012909	34,865.00	11/19/14	275 ALLIED FIRE & SAFETY EQUIPMENT COMPANY, I	C
10	12012910	14,975.20	11/19/14	15873 LANGAN ENGINEERING & ENVIRONMENTAL SVC	C
10	12012911	191,709.99	11/19/14	14796 VERIZON BUSINESS	C
Total Bank No 10		241,550.19			

Total Hand Checks	.00
Total Computer Checks	241,550.19
Total ACH Checks	.00
Total Computer Voids	.00
Total Hand Voids	.00
Total ACH Voids	.00

Grand Total: 241,550.19

Batch Yr	Batch No	Amount
15	000663	241,550.19

EAST ORANGE BOARD OF EDUCATION

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12012912	131,076.67	12/01/14	1546 COMMUNITY DAY NURSERY	C
10	12012913	145,633.42	12/01/14	2332 EAST ORANGE CHILD DEVELOPMENT CORP.	C
10	12012914	99,282.50	12/01/14	3182 HARAMBEE FAMILY ACADEMY	C
10	12012915	51,902.08	12/01/14	3459 HOLY TRINITY SCHOOL, INC.	C
10	12012916	65,688.33	12/01/14	4499 METRO YMCA OF THE ORANGES-E.O.BRANCH	C
10	12012917	27,541.34	12/01/14	5280 NORJENES	C
10	12012918	22,831.11	12/01/14	3076 SARAH WARD NURSERY CORPORATION	C
10	12012919	172,942.92	12/01/14	4426 THE LITTLE ONES	C
10	12012920	143,895.00	12/01/14	3166 THREE STAGES LEARNING CENTER	C
10	12012921	36,379.17	12/01/14	10669 ZADIE'S OF THE ORANGES	C
Total Bank No 10		897,172.54			

Total Hand Checks	.00
Total Computer Checks	897,172.54
Total ACH Checks	.00
Total Computer Voids	.00
Total Hand Voids	.00
Total ACH Voids	.00

Grand Total: 897,172.54

Batch Yr	Batch No	Amount
15	000696	897,172.54

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12012922	41,706.72	12/09/14	1271 1ST CEREBRAL PALSY OF NJ	C
10	12012923	15,232.00	12/09/14	261 ALLEGRO	C
10	12012924	5,354.58	12/09/14	642 BANCROFT, INC.	C
10	12012925	9,353.74	12/09/14	202 BANYAN SCHOOL, INC.	C
10	12012926	28,635.00	12/09/14	836 BONNIE BRAE	C
10	12012927	4,288.00	12/09/14	1543 COASTAL LEARNING CENTER MONMOUTH CORP.	C
10	12012928	63,117.60	12/09/14	2105 DERON II SCHOOL OF NEW JERSEY	C
10	12012929	14,484.60	12/09/14	2237 ECLC OF NEW JERSEY	C
10	12012930	70,442.10	12/09/14	2516 ESSEX REGIONAL EDUCATIONAL SERVICES COMM	C
10	12012931	24,946.24	12/09/14	2534 ESSEX VALLEY SCHOOL	C
10	12012932	5,184.53	12/09/14	2640 FELICIAN SCHOOL FOR EXCEPTIONAL CHILDREN	C
10	12012933	23,415.80	12/09/14	2860 GATEWAY SCHOOL	C
10	12012934	6,292.96	12/09/14	3018 GREEN BROOK ACADEMY	C
10	12012935	6,568.68	12/09/14	4186 LAKEVIEW LEARNING CENTER	C
10	12012936	8,528.20	12/09/14	4926 MORRIS-UNION JOINTURE COMM. BOARD OF EDU	C
10	12012937	74,950.00	12/09/14	4972 MOUNTAIN LAKES BOARD OF EDUCATION	C
10	12012938	30,222.08	12/09/14	4957 MT.CARMEL GUILD/CATH.COMM.SERV	C
10	12012939	3,216.57	12/09/14	5329 N.E.I.U. 19	C
10	12012940	26,815.60	12/09/14	22853 NEPTUNE TOWNSHIP BOARD OF EDUCATION	C
10	12012941	18,040.88	12/09/14	3405 NEW ROAD SCHOOLS OF NEW JERSEY DBA HIGH	C
10	12012942	29,894.00	12/09/14	5285 NEWARK BOARD OF EDUC DIVISION OF ACCOUNT	C
10	12012943	128,424.40	12/09/14	5286 NEWARK BOARD OF EDUCATION N J REG DAY NE	C
10	12012944	24,697.77	12/09/14	5693 PASSAIC COUNTY ELKS CEREBRAL PALSY CTR.	C
10	12012945	18,277.05	12/09/14	5839 PHOENIX CENTER	C
10	12012946	6,325.00	12/09/14	6142 RANCOCAS VALLEY REGIONAL HIGH SCHOOL	C
10	12012947	5,406.00	12/09/14	5371 TERRANOVA GROUP	C
10	12012948	5,557.32	12/09/14	1412 THE CHILDREN'S INSTITUTE	C
10	12012949	10,584.54	12/09/14	4228 THE LEARNING CENTER FOR EXCEPTIONAL	C
10	12012950	7,310.00	12/09/14	4693 THE MATHENY SCHOOL & HOSPITAL	C
10	12012951	3,985.56	12/09/14	4841 THE MILTON SCHOOL	C
10	12012952	19,545.00	12/09/14	7174 UNION CTY EDUC SERV COMM	C
10	12012953	4,201.55	12/09/14	7390 WASHINGTON ACADEMY, INC	C
10	12012954	62,898.00	12/09/14	1395 WESTBRIDGE ACADEMY, INC.	C
10	12012955	2,673.90	12/09/14	7497 WINDSOR ACADEMY, INC.	C
10	12012956	19,765.00	12/09/14	7501 WINDSOR LEARNING CENTER	C
10	12012957	37,752.24	12/09/14	7499 WINDSOR PREP INC	C
10	12012958	87,003.33	12/09/14	7570 YOUTH CONSULTATION SERVICE	C
10	12012959	1,097.00	12/09/14	733 BERGEN ARTS AND SCIENCE CHARTER	C
10	12012960	482,544.00	12/09/14	2333 EAST ORANGE COMMUNITY CHARTER SCHOOL	C
10	12012961	36,971.00	12/09/14	7064 GREAT OAKS CHARTER SCHOOL	C
10	12012962	25,297.00	12/09/14	4166 LADY LIBERTY ACADEMY CHARTER SCHOOL	C
10	12012963	20,504.00	12/09/14	21717 MARION P. THOMAS CHARTER SCHOOL	C
10	12012964	5,812.00	12/09/14	17981 MERIT PREPARTORY OF NEWARK CHARTER SCHOO	C
10	12012965	1,418.00	12/09/14	19046 NEWARK EDUCATORS COMMUNITY CHARTER	C
10	12012966	41,870.00	12/09/14	13927 NEWARK PREP CHARTER	C
10	12012967	6,308.00	12/09/14	17973 PEOPLE'S PREPARATORY CHARTER SCHOOL	C
10	12012968	86,547.00	12/09/14	17604 PHILIP'S ACADEMY CHARTER SCHOOL (PACS)	C
10	12012969	283,907.00	12/09/14	6015 PRIDE ACADEMY CHARTER SCHOOL	C
10	12012970	17,483.00	12/09/14	5258 ROSEVILLE COMMUNITY CHARTER SCHOOL	C
10	12012971	32,764.00	12/09/14	6978 TEAM ACADEMY CHARTER SCHOOL	C
10	12012972	25,251.00	12/09/14	13951 THE PAULO FREIRE SCHOOL	C
10	12012973	915.00	12/09/14	11428 UNITY CHARTER SCHOOL	C
10	12012974	13,491.00	12/09/14	7228 UNIVERSITY HEIGHTS CHARTER SCHOOL	C
10	12012975	2,200.00	12/09/14	7874 CAROL BLOWE	C
10	12012976	214.50	12/09/14	1211 CASCADE SCHOOL SUPPLIES INC.	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12012977	3,260.00	12/09/14	1221 CATHOLIC CHARITIES OF THE ARCHDIOCESE OF	C
10	12012978	5,128.30	12/09/14	1012 CDW GOVERNMENT, INC.	C
10	12012979	2,500.00	12/09/14	21440 DEBBIE WARNER	C
10	12012980	2,100.00	12/09/14	857 DIAGNOSTIC EDUCATIONAL CONSULTANTS INC.	C
10	12012981	2,080.00	12/09/14	2419 EDUCATION INC.	C
10	12012982	47,983.64	12/09/14	2516 ESSEX REGIONAL EDUCATIONAL SERVICES COMM	C
10	12012983	2,091.54	12/09/14	12211 FILEBANK, INC.	C
10	12012984	8,920.36	12/09/14	2698 FOLLETT SCHOOL SOLUTIONS, INC.	C
10	12012985	80.54	12/09/14	8167 HASSAN SIMMONS	C
10	12012986	3,000.00	12/09/14	3799 JOEL THERVIL	C
10	12012987	5,000.00	12/09/14	208 JOSEPH NAZARETH, M.D.	C
10	12012988	6,948.11	12/09/14	4185 LAKESHORE LEARNING MATERIALS	C
10	12012989	4,125.00	12/09/14	4528 MARY ELLEN LAUGHLIN	C
10	12012990	235.87	12/09/14	4470 MCGRAW-HILL	C
10	12012991	7,714.00	12/09/14	8421 MELISSA KADEN	C
10	12012992	14,000.00	12/09/14	3269 NCS PEARSON INC.	C
10	12012993	750.00	12/09/14	3204 NEW JERSEY CHAPTER AMERICAN ACADEMY OF	C
10	12012994	959.72	12/09/14	5771 PEARSON EDUCATION INC	C
10	12012995	1,500.00	12/09/14	1769 RONALD W. CRAMPTON, M.D.	C
10	12012996	2,202.56	12/09/14	21580 ROWLAND READING FOUNDATION	C
10	12012997	11,414.13	12/09/14	6539 SCHOOL SPECIALTY INC.	C
10	12012998	825.00	12/09/14	22080 TEQUIPMENT, IN.	C
10	12012999	101,700.00	12/09/14	10626 TSNE/TOOLS OF THE MIND	C
10	12013000	2,448.00	12/09/14	7174 UNION CTY EDUC SERV COMM	C
10	12013001	369.60	12/09/14	7224 UNIVERSAL PUBLISHING, INC.	C
10	12013002	5,052.36	12/09/14	2540 W. B. MASON CO. INC	C
10	12013003	1,409.32	12/09/14	3142 WATCHUNG BOOKSELLERS	C
10	12013004	285.00	12/09/14	7492 WIGHTMAN'S FARMS, INC.	C
10	12013005	1,377.65	12/09/14	7579 ZANER BLOSER, INC.	C
10	12013006	3,484.00	12/09/14	89 ACCESS411 , INC.	C
10	12013007	13,545.00	12/09/14	4077 ACHIEVE 3000	C
10	12013008	7,472.80	12/09/14	848 ACTION OFFICE SUPPLIES, INC	C
10	12013009	42,972.72	12/09/14	148 ALARM & COMMUNICATION TECHNOLOGIES, INC.	C
10	12013010	1,703.85	12/09/14	257 ALINI MAGAZINE SERVICE	C
10	12013011	28,520.25	12/09/14	275 ALLIED FIRE & SAFETY EQUIPMENT COMPANY,I	C
10	12013012	135.00	12/09/14	20621 ALLIED SCORING TABLES INC.	C
10	12013013	694.00	12/09/14	291 ALLSTATE SIGN & PLAQUE CORP.	C
10	12013014	408.18	12/09/14	17736 AMERICAN PAD-EX OF NEW YORK	C
10	12013015	2,163.00	12/09/14	9997 AMERICAN READING COMPANY	C
10	12013016	263.68	12/09/14	416 AMERICAN TIME RECORDER	C
10	12013017	1,412.00	12/09/14	566 AMINAH A. TOLER	C
10	12013018	945.00	12/09/14	430 AMTNJ	C
10	12013019	824.00	12/09/14	443 ANDERSON AQUARIUMS	C
10	12013020	100.00	12/09/14	13404 ANITA CHAMPAGNE	C
10	12013021	128,705.75	12/09/14	452 APPLE COMPUTER, INC	C
10	12013022	1,500.00	12/09/14	560 THE METRO GROUP, INC.	C
10	12013023	228.15	12/09/14	626 ARCTIC FALLS SPRING WATER INC	C
10	12013024	4,070.00	12/09/14	138 ATC SERVICES, INC	C
10	12013025	2,926.00	12/09/14	642 BANCROFT, INC.	C
10	12013026	8,084.65	12/09/14	650 BARNES & NOBLE INC.	C
10	12013027	12.74	12/09/14	664 BECKER'S SCHOOL SUPPLIES	C
10	12013028	2,564.00	12/09/14	739 BERGEN COUNTY SPECIAL SERVICES	C
10	12013029	960.78	12/09/14	644 BIO-SHINE, INC.	C
10	12013030	1,355.00	12/09/14	21830 BOGUSH INC. DBA PUBLIC SEWER SERVICE	C
10	12013031	1,495.00	12/09/14	901 BRAINPOP.COM,LLC	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	12013032	3,257.80	12/09/14	603 BSN SPORTS/PASSON'S SPORTS SUPPLY GROUP	C
10	12013033	108.51	12/09/14	1199 CAMERON B. JONES	C
10	12013034	13,147.14	12/09/14	9334 CAMMPS HARDWARE & LAWN PRODUCTS, INC.	C
10	12013035	7,091.18	12/09/14	1187 CAROLINA BIOLOGICAL SUPPLY CO.	C
10	12013036	3,478.66	12/09/14	2607 CARTRIDGE WORLD	C
10	12013037	19,743.19	12/09/14	1211 CASCADE SCHOOL SUPPLIES INC.	C
10	12013038	31,789.51	12/09/14	1012 CDW GOVERNMENT, INC.	C
10	12013039	3,800.00	12/09/14	21776 CENTER FOR SUPPORTIVE SERVICE	C
10	12013040	6,673.02	12/09/14	116 PRAD'S HARDWARE	C
10	12013041	346.74	12/09/14	1638 CEREBELLUM CORPORATION	C
10	12013042	1,726.00	12/09/14	1481 CITY MUSIC DBA	C
10	12013043	7,221.13	12/09/14	1477 CITY OF EAST ORANGE	C
10	12013044	2,016.00	12/09/14	1543 COASTAL LEARNING CENTER MONMOUTH CORP.	C
10	12013045	505.00	12/09/14	1564 COLLEGE BOARD PUBLICATION	C
10	12013046	88.65	12/09/14	1587 COMCAST CABLE OF NEW JERSEY	C
10	12013047	24,964.88	12/09/14	507 CONNECTIONS PERSONNEL, INC.	C
10	12013048	3,200.00	12/09/14	22683 CORPORATE TRAINING GROUP, INC.	C
10	12013049	494.69	12/09/14	1772 CRAIG SMITH	C
10	12013050	23,904.37	12/09/14	1822 CROSSTOWN PLUMBING SUPPLY	C
10	12013051	694.40	12/09/14	2267 CRYSTAL AUTO REPAIR	C
10	12013052	1,255.28	12/09/14	1085 CTB/MCGRAW-HILL LLC	C
10	12013053	9,516.96	12/09/14	1843 CURRICULUM ASSOCIATES, INC	C
10	12013054	2,325.00	12/09/14	22136 DAN BUCHANAN	C
10	12013055	1,500.00	12/09/14	22489 DELANCO TOWNSHIP PUBLIC SCHOOLS	C
10	12013056	195.94	12/09/14	2066 DEMCO EDUCATIONAL CORP.	C
10	12013057	2,320.34	12/09/14	2102 DICK BLICK COMPANY	C
10	12013058	735.00	12/09/14	3733 DR. ROBERT W. WOODS-SPEECH & HEAR. ASSOC	C
10	12013059	1,666.67	12/09/14	11436 E & G EXTERMINATORS, INC.	C
10	12013060	1,773.38	12/09/14	1218 E+PLUS TECHNOLOGY	C
10	12013061	5,471.90	12/09/14	2603 E+PLUS TECHNOLOGY, INC.	C
10	12013062	150,000.00	12/09/14	2310 EAST ORANGE BOARD OF EDUCATION	C
10	12013063	1,890.06	12/09/14	2388 EDUCATIONAL SERVICES COMMISSION	C
10	12013064	578.10	12/09/14	2275 ELLIE ABDI	C
10	12013065	307.05	12/09/14	20885 EMPOWERING WRITERS, LLC	C
10	12013066	119,547.88	12/09/14	2516 ESSEX REGIONAL EDUCATIONAL SERVICES COMM	C
10	12013067	4,279.84	12/09/14	16004 EVERASE CORPORATION	C
10	12013068	47.00	12/09/14	2633 FATIMA MCCOY	C
10	12013069	106.40	12/09/14	22950 FEDEX FREIGHT	C
10	12013070	384.26	12/09/14	2623 FIDELIA STURDIVANT - PETTY CASH	C
10	12013071	2,394.33	12/09/14	12211 FILEBANK, INC.	C
10	12013072	739.65	12/09/14	2687 FLAGHOUSE INC.	C
10	12013073	110,386.71	12/09/14	2698 FOLLETT SCHOOL SOLUTIONS, INC.	C
10	12013074	200.42	12/09/14	2700 FOLLETT SCHOOL SOLUTIONS, INC.	C
10	12013075	149.00	12/09/14	2725 FOUNDATION FOR EDUCATIONAL ADMINISTRATIO	C
10	12013076	249.00	12/09/14	9849 FRED PRYOR SEMINARS/CAREER TRACK	C
10	12013077	1,204.50	12/09/14	2879 FULL COMPASS SYSTEMS	C
10	12013078	200.00	12/09/14	2836 GARDEN STATE LABORATORIES	C
10	12013079	2,750.77	12/09/14	2860 GATEWAY SCHOOL	C
10	12013080	3,919.33	12/09/14	2985 GOPHER SPORT PROPHET CORPORATION	C
10	12013081	1,960.00	12/09/14	2934 GREEN MEADOWS FARM	C
10	12013082	9,339.00	12/09/14	3258 HANNON'S FLOOR COVERING	C
10	12013083	285.20	12/09/14	3333 HAWK LABELING SYSTEMS A DIVISION OF K-SU	C
10	12013084	5,947.50	12/09/14	3395 HERTZ FURNITURE SYSTEMS	C
10	12013085	27,729.24	12/09/14	787 HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	C
10	12013086	530.03	12/09/14	3479 HOUGHTON MIFFLIN CO.	C

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Bank	Check No	Amount	Date	Vendor	Type
10	12013087	43,323.64	12/09/14	3479 HOUGHTON MIFFLIN CO.	C
10	12013088	6,550.00	12/09/14	3508 HUMMEL DISTRIBUTING CORP.	C
10	12013089	6,930.88	12/09/14	7862 IN-LINE AIR CONDITIONING CO., INC.	C
10	12013090	19,938.74	12/09/14	3543 INTERSTATE WASTE SERVICES OF NEW JERSEY,	C
10	12013091	6,525.00	12/09/14	6432 IXL LEARNING	C
10	12013092	3,972.00	12/09/14	7129 JAMILIA AQUIL	C
10	12013093	14,257.14	12/09/14	3807 JEWEL ELECTRIC SUPPLY	C
10	12013094	1,414.24	12/09/14	17728 JOHNSTONE SUPPLY	C
10	12013095	564.27	12/09/14	18554 JONES SCHOOL SUPPLY	C
10	12013096	2,743.92	12/09/14	11290 KURTZ BROS. INC.	C
10	12013097	681.10	12/09/14	4185 LAKESHORE LEARNING MATERIALS	C
10	12013098	3,172.50	12/09/14	4224 LERCH, VINCI & HIGGINS,L.L.P.	C
10	12013099	21,049.76	12/09/14	10901 LIBERTY FACILITIES SERVICES	C
10	12013100	6,825.00	12/09/14	4370 LONGO INDUSTRIES, INC.	C
10	12013101	244.00	12/09/14	1537 LORI CLERKIN	C
10	12013102	3,150.00	12/09/14	20540 MALIK WHITAKER LLC	C
10	12013103	9,255.00	12/09/14	2781 MAXIM HEALTH CARE SERVICES INC	C
10	12013104	4,024.80	12/09/14	4470 MCGRAW-HILL	C
10	12013105	134.05	12/09/14	20427 MELISSA ESPANA-RODRIGUEZ	C
10	12013106	12,720.00	12/09/14	16977 MK LIONS LLC	C
10	12013107	6,772.72	12/09/14	11479 MORRIS HILLS REGIONAL DISTRICT	C
10	12013108	1,200.00	12/09/14	14958 NATIONAL MUSEUM OF MATHMATICS	C
10	12013109	3,148.95	12/09/14	5133 NASCO	C
10	12013110	730.42	12/09/14	11304 NATIONAL ART & SCHOOL SUPPLIES	C
10	12013111	224.00	12/09/14	18368 NATIONAL FORENSIC LEAGUE	C
10	12013112	22,390.87	12/09/14	5249 NATIONAL TERMINAL INC.	C
10	12013113	18,294.75	12/09/14	9695 NAVIANCE, INC	C
10	12013114	149.00	12/09/14	7640 NEW JERSEY PRINCIPALS & SUPERVISORS	C
10	12013115	396.82	12/09/14	1362 NICHOLAS DELTUFO - PETTY CASH	C
10	12013116	3,907.87	12/09/14	5461 NORCOSTCO, INC.	C
10	12013117	221.50	12/09/14	22233 ON-SITE TECHNOLOGY, INC.	C
10	12013118	660.00	12/09/14	5595 ORIENTAL TRADING	C
10	12013119	794.00	12/09/14	5631 PAR CODE SYMBOLOGY INC.	C
10	12013120	14,468.76	12/09/14	795 PEARSON EDUCATION	C
10	12013121	8,000.00	12/09/14	5901 PITNEY BOWES	C
10	12013122	413.09	12/09/14	2042 POLAND SPRING DIRECT	C
10	12013123	2,300.75	12/09/14	5899 POSITIVE PROMOTIONS, INC.	C
10	12013124	2,610.00	12/09/14	6027 PREMIER AGENDAS, INC.	C
10	12013125	7,373.91	12/09/14	6034 PREMIER OFFICE SUPPLY,INC.	C
10	12013126	5,649.34	12/09/14	5944 PRESENTATION SYSTEMS INC.	C
10	12013127	306.55	12/09/14	5963 PRO-ED	C
10	12013128	1,297.00	12/09/14	1953 PRO-TEC SYSTEMS, INC.	C
10	12013129	1,600.00	12/09/14	5977 PROFESSIONAL EDUCATION SERVICE	C
10	12013130	23,372.00	12/09/14	5983 PROMEDIA TECHNOLOGY SERVICES, INC.	C
10	12013131	184.25	12/09/14	5990 PRUFROCK PRESS	C
10	12013132	1,889.10	12/09/14	6087 R.F.I. SMALL ENGINE SERV	C
10	12013133	65.00	12/09/14	6085 RAHWAY BUSINESS MACHINES	C
10	12013134	81.98	12/09/14	175 RALPH JACOB JR.	C
10	12013135	225.94	12/09/14	6168 REALLY GOOD STUFF A DIV OF FILMIC ARCHIV	C
10	12013136	4,603.00	12/09/14	14788 RENAISSANCE LEARNING, INC.	C
10	12013137	589.48	12/09/14	6125 RESEARCH & EDUCATION ASSOCIATION	C
10	12013138	2,650.50	12/09/14	2180 ROBYN D. SORBINO	C
10	12013139	6,500.00	12/09/14	6344 ROSS HABER ASSOCIATES	C
10	12013140	143.10	12/09/14	2871 SAM ASH MUSIC STORES	C
10	12013141	243.00	12/09/14	6495 SCHOLASTIC INC	C

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Bank	Check No	Amount	Date	Vendor	Type
10	12013142	3,057.23	12/09/14	6495 SCHOLASTIC INC	C
10	12013143	1,914.00	12/09/14	6500 SCHOLASTIC MAGAZINES	C
10	12013144	1,518.67	12/09/14	6510 SCHOOL HEALTH CORP.	C
10	12013145	426.21	12/09/14	6512 SCHOOL NURSE SUPPLY INC.	C
10	12013146	27,319.47	12/09/14	6539 SCHOOL SPECIALTY INC.	C
10	12013147	546.75	12/09/14	12475 SCHOOLHOUSE OUTFITTERS LLC	C
10	12013148	1,700.00	12/09/14	6557 SCIENTIFIC BOILER WATER CONDITIONING CO	C
10	12013149	1,500.00	12/09/14	9660 SCOTT FLOWERS	C
10	12013150	228.97	12/09/14	5582 SHARON ALSBROOK-DAVIS - PETTY	C
10	12013151	210.00	12/09/14	15628 SILLS, CUMMIS & GROSS, P.C.	C
10	12013152	654.85	12/09/14	6422 SIX FLAGS GREAT ADVENTURE	C
10	12013153	703.20	12/09/14	12661 STAPLES	C
10	12013154	1,062.35	12/09/14	1721 STAPLES ADVANTAGE	C
10	12013155	116.00	12/09/14	6771 STAPLES BUSINESS ADVANTAGE	C
10	12013156	5,160.00	12/09/14	11460 STARLIGHT HOME CARE AGENCY, INC.	C
10	12013157	256.76	12/09/14	6873 AHOLD FINANCIAL SERVICES	C
10	12013158	6,555.00	12/09/14	6821 EDMENTUM	C
10	12013159	50.00	12/09/14	6831 SUMMIT HEARING AID CENTER	C
10	12013160	1,598.88	12/09/14	6844 SUPERIOR GROUP INC	C
10	12013161	1,904.00	12/09/14	7142 TANNER NORTH JERSEY, INC. FURNITURE & EQ	C
10	12013162	31,079.40	12/09/14	6933 TATBIT CO.	C
10	12013163	985.00	12/09/14	6980 TECH SQUAD	C
10	12013164	153.00	12/09/14	13307 TECHNOLOGY STUDENT ASSOCIATION	C
10	12013165	5,631.65	12/09/14	6994 TELE-MEASUREMENTS, INC.	C
10	12013166	22.84	12/09/14	20230 TERRELL PROCTOR	C
10	12013167	8,759.00	12/09/14	4246 THE LEARNING INTERNET	C
10	12013168	49,373.42	12/09/14	4999 THE MUSIC SHOP, L.L.C	C
10	12013169	195.00	12/09/14	19747 THE NEW VICTORY THEATER EDUCATION DEPT	C
10	12013170	821.28	12/09/14	6785 NJ ADVANCE MEDIA	C
10	12013171	6,440.00	12/09/14	22187 THE STAYWELL COMPANY, LLC	C
10	12013172	1,263.15	12/09/14	7084 TIME FOR KIDS, INC.	C
10	12013173	950.00	12/09/14	7125 TRI-STATE FOLDING PARTITIONS INC.	C
10	12013174	394.58	12/09/14	7235 UNITED PARCEL SERVICE	C
10	12013175	5,000.00	12/09/14	7225 UNIVERSAL UNIFORM SALES COMPANY, INC.	C
10	12013176	3,290.51	12/09/14	7259 VALIANT NATIONAL AV SUPPLY	C
10	12013177	444.49	12/09/14	19607 VICTOIR T. CAHOON - PETTY CASH	C
10	12013178	179.90	12/09/14	7345 VINCENT STALLINGS - PETTY CASH	C
10	12013179	10,551.76	12/09/14	2540 W. B. MASON CO. INC	C
10	12013180	50,000.00	12/09/14	10510 W.E.B. DUBOIS SCHOLARS INSTITUTE, INC.	C
10	12013181	9,210.00	12/09/14	20222 WARREN COUNTY SPECIAL SERVICES	C
10	12013182	1,397.20	12/09/14	4516 WILLIAM H. SADLIER, INC.	C
10	12013183	4,835.60	12/09/14	6238 WINSOR LEARNING, INC.	C
10	12013184	37,309.82	12/09/14	7548 XEROX CORP	C
10	12013185	5,542.86	12/09/14	7549 XEROX CORP	C
10	12013186	3,648.46	12/09/14	19500 XEROX FINANCIAL SERVICES	C
10	12013187	3,747.92	12/09/14	7570 YOUTH CONSULTATION SERVICE	C
Total Bank No 10		3,776,475.77			

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<u>Bank</u>	<u>Check No</u>	<u>Amount</u>	<u>Date</u>	<u>Vendor</u>	<u>Type</u>
				Total Hand Checks	.00
				Total Computer Checks	3,776,475.77
				Total ACH Checks	.00
				Total Computer Voids	.00
				Total Hand Voids	.00
				Total ACH Voids	.00
				Grand Total:	3,776,475.77

<u>Batch Yr</u>	<u>Batch No</u>	<u>Amount</u>
15	000687	171,299.83
15	000690	53,597.18
15	000692	200,893.09
15	000694	124,684.72
15	000695	93,169.04
15	000697	53,664.76
15	000700	99,549.63
15	000701	1,082,179.00
15	000702	30,922.53
15	000704	180,856.64
15	000705	70,430.16
15	000706	19,743.19
15	000708	436,706.42
15	000714	433,469.75
15	000716	84,920.37
15	000717	201,422.98
15	000718	11,414.13
15	000719	6,948.11
15	000727	288,032.52
15	000729	74,579.19
15	000731	27,525.76
15	000732	28,089.98
15	000739	2,376.79